

Penrith City Council Annual Report 2008-09



PEOPLE, PLACES, POSSIBILITIES...

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Our Champion



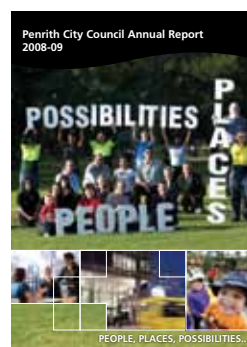
Sustainability in Penrith was passionately driven by Council's former Sustainability Coordinator Louise Petchell who passed away in April. Louise was recognised across Australia as a passionate and effective advocate for sustainability, and helped position Penrith City Council as a leader in considering the environmental, social and economic consequences of our entire organisation. We dedicate this year's report to Louise's memory and acknowledge the legacy of her significant contribution to a better Penrith for future generations.

Our Theme

Celebrating people, places and possibilities.

This year's Annual Report celebrates our people, recognises our places and explores the possibilities which makes Penrith City a great choice to live, work, play and invest in.

For the third year, much of our reporting is detailed through sustainability indicators, demonstrating our commitment to the principles of sustainability in all that we do.



Welcome

Penrith City Council is proud to present its 2008-09 Annual Report which provides a comprehensive account of both Council and the City's performance between 1 July 2008 and 30 June 2009. This report satisfies a statutory requirement under the *Local Government Act 1993* (NSW), which requires all councils to produce an annual report for the Minister for Local Government. As well as meeting our statutory requirements, Council sees the Annual Report as a vital tool to inform our community and partners about our achievements, challenges and future directions. The report is also an essential component of our planning cycle, allowing Council to review and reflect on its performance and use this information to plan for the future (see page 22 for more information on planning and reporting).

To enhance this process, during the year a materiality review was conducted by an independent consultant. This identified key areas of interest for the community, our partners in the City as well as Council itself, including staff. With a diverse program of 61 services, having an independent audit of key issues was a valuable tool in framing this year's Annual Report and allowed us to focus on reporting within the key areas of interest such as local economic development and reducing the City's ecological footprint. For more information on the key material issues identified, see page 22-23.



We still measure and report on the complete range of indicators in an online version of our Annual Report. This year's report also contains references to further online and interactive content – look out for this symbol or when reading the report electronically, click the link for more information.



Our City

The past 30 years have seen Penrith evolve from its traditional rural origins on the fringe of metropolitan Sydney to a dynamic regional city in its own right, home to proud and involved communities.

In 2005 the State Government named Penrith, along with Parramatta and Liverpool, as Regional River Cities in its 25 year planning framework. This recognised both Penrith's traditional role in catering to a population catchment well beyond our geographic boundaries, and the enormous potential the City has in supporting the future needs of Sydney's biggest growth corridor.

Penrith City will need to accommodate 25,000 new dwellings and 40,000 new jobs within the next 25 years to meet the needs of its growing communities. Council's priority is to ensure this growth is accompanied by investment in infrastructure to ensure all the attributes that attract people to Penrith are protected or enhanced, and future growth is supported by good public transport and community facilities.

Penrith residents choose not to just reside in the City but to truly live here, wanting all the lifestyle benefits of our vibrant, passionate communities, organised sports, major facilities and services, health and educational opportunities, clean air and large areas of native bushland, parks and reserves for passive and active recreation.

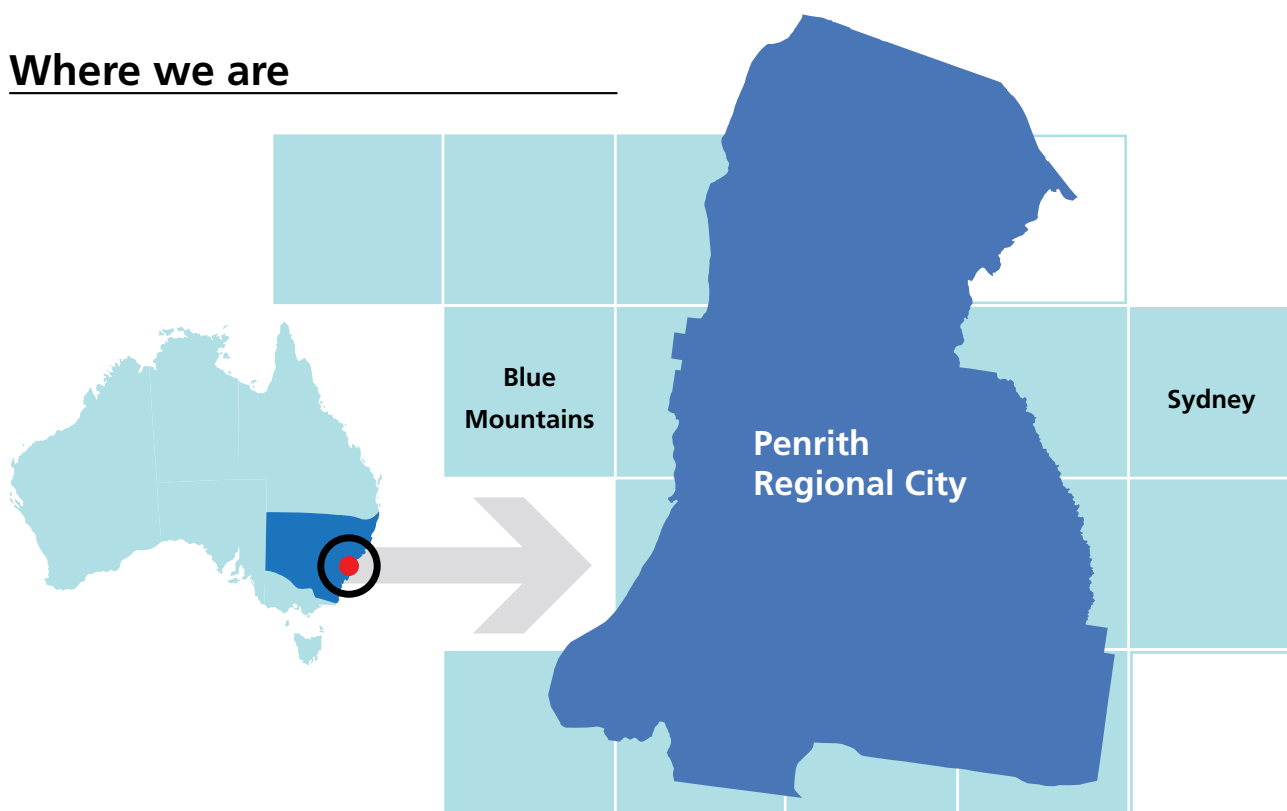
We're only 55 minutes from the City but a lifestyle apart, offering friendly residential neighbourhoods and an increasing range of cultural and entertainment experiences alongside essential facilities such as a respected university, major teaching hospital, substantial retail sector and growing commercial development and businesses.

Most importantly, it is Penrith's unique qualities that are its strength. The City is distinguished by its natural setting, with its western edge defined by the flow of the Nepean River and the rising backdrop of the Blue Mountains. Historical rural landscapes and natural bushland areas characterise the City, and surround its urban neighbourhoods.

Penrith has kept its identity and sense of place as it has grown. As the City has matured as a place, its communities have also developed and diversified. Today we are a large and vibrant community in a beautiful natural setting, with an egalitarian culture that embraces and encourages self reliance, responsibility and new ideas.

The coming years, with well-managed growth, will see the City flourish as a creative, dynamic, diverse place – a magnetic place of first choice for residents and visitors alike in Sydney, able to compete on a national stage.

Where we are



Our Stakeholders



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What we do

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Scale of Penrith City Council

Admin Centres	2
Budget (approx)	\$180 million
Workforce	1,139

Community Facilities

Community Buses	2
Neighbourhood & Community Centres	22
Public Halls.....	11
Youth Centres.....	2
Senior Citizens Centres	2
Central & Branch Libraries	4
Performing Arts Centre.....	1
Regional Art Gallery.....	1
Public Toilets & Amenity Blocks.....	78

Land Use

Parks (Playgrounds).....	426 ha
Sporting Grounds.....	340 ha
Parks/Community Uses (Drainage Reserves).....	233 ha
Natural Areas.....	274 ha

Children's Services

Managed by a Cooperative Board

Long Day Care	17
Before & After School Care	9
Vacation Care	6
Preschools	6

Managed by Council

Mobile Preschool.....	1
Mobile Playvan	1
Supporting Aboriginal Access	1
Inclusion Support Agency	1
Recreation and Peer Support	1



Sporting Facilities

Sporting Fields.....	104
Swimming Complexes.....	2
Tennis Courts	45
Recreational Centre	1
Whitewater Stadium.....	1

Roads Infrastructure

Road Lengths.....	1,150 km
Footpath Lengths.....	360 km
Kerb & Gutter Lengths.....	1,464 km
Car Parks	140

Who we are



Our Community

- Penrith is home to 174,896 people
- Total number of dwellings is 63, 270
- 27.2% of our residents are under 17 years of age
- 41.7% of households are couple with children
- 11.7% of our residents are over 60 years of age
- 20.5% of the population are born overseas
- 13.5% of our population speak a language other than English at home
- 2.4% of our population are Aboriginal or Torres Strait Islander people

Our City

- Penrith Covers an area of 407 square kms
- 90% of residents live in urban areas of the city
- There are 64,405 rateable properties in Penrith City
- 15 Councillors across three wards

This information is sourced from forecasts carried out by .id (Informed Decisions) based on 2006 data from ABS (Australian Bureau of Statistics) for Penrith City Council.

Our Council

- 15 Councillors – 5 in each of our 3 wards (North, South and East)
- Mayor and Deputy Mayor elected by Councillors each September.

Where the money came from

Every \$100 that came in was made up of;

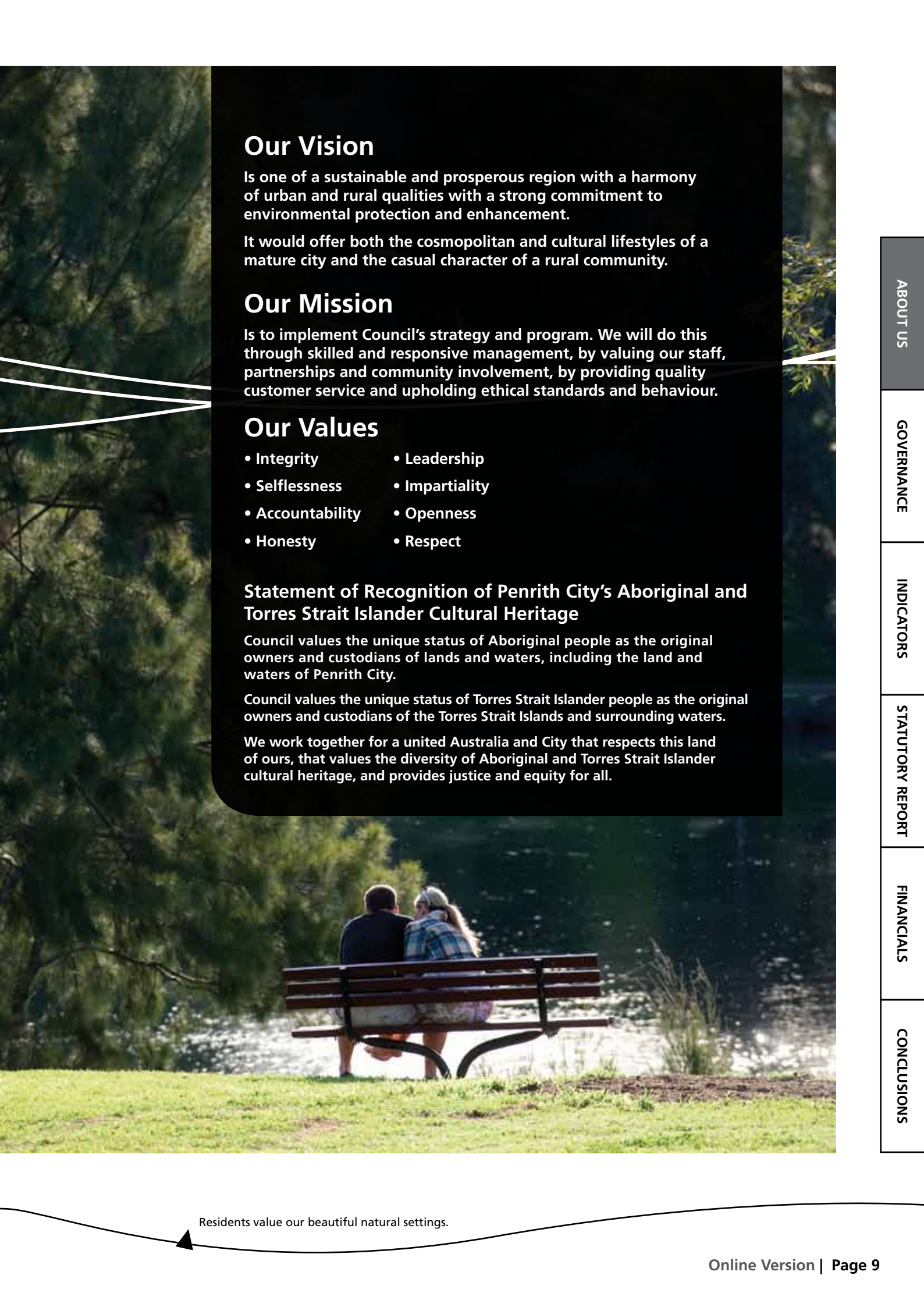
- \$38 from Rates
- \$24 from Grants or Contributions
- \$19 from Fees and Charges
- \$9 from Waste Management
- \$6 from Asset Sales and Loans
- \$2 from Reserves
- \$2 from Interest

Where we spent the money

For every \$100 Council received, we spent;

- \$19 City Works
- \$12 Waste and Community Protection
- \$12 Legal Services, Governance, Finance and Workforce Development
- \$10 Children’s Services
- \$8 Design and Technical Advice and Major Projects
- \$7 Parks Construction and Maintenance
- \$6 Property Development
- \$6 Public Domain
- \$5 Development Assessment and Environmental Health Services
- \$3 Library Services
- \$3 Local and Environmental Planning
- \$3 Executive Services
- \$3 Recreation
- \$2 Community Protection
- \$1 Information Management and Technology





Our Vision

Is one of a sustainable and prosperous region with a harmony of urban and rural qualities with a strong commitment to environmental protection and enhancement.

It would offer both the cosmopolitan and cultural lifestyles of a mature city and the casual character of a rural community.

Our Mission

Is to implement Council's strategy and program. We will do this through skilled and responsive management, by valuing our staff, partnerships and community involvement, by providing quality customer service and upholding ethical standards and behaviour.

Our Values

- Integrity
- Selflessness
- Accountability
- Honesty
- Leadership
- Impartiality
- Openness
- Respect

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.

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Residents value our beautiful natural settings.

Mayor and General Manager's Message

It has been a busy and successful year for the Council and communities of Penrith City, and we are in a good position to meet the challenges and opportunities ahead.

The new Council, elected in September 2008, combines some fresh faces with experienced members, and closely represents our City's population in terms of age and gender.

Since Alan took over the reins as General Manager in July 2008 we have also settled a new organisational structure, strengthening Council's ability to plan strategically while continuing to deliver excellent services to our community.

Council has entered a new planning cycle with the conclusion of the 2005-09 Strategic Plan *Penrith City – The Competitive Edge* and the drafting, public exhibition and adoption of the *Penrith Regional City Strategic Plan 2031, Delivery Program 2009-13* and *Operational Plan 2009-10*. These strategic documents have been developed around five key themes, with a strong grounding in Penrith's Principles for a Sustainable City. The themes together provide a focussed direction for the City's pursuit of a sustainable future.

Council has continued to improve our communication both internally and externally, achieving unprecedented levels of community consultation and engagement, including in developing our key planning documents.

Initiatives such as the Futures Forum in July and Workforce Forum in September demonstrate our strong commitment to listening to our residents and staff. We also hosted forums on important issues including transport, health and agriculture.

Council's focus on environmental, economic and social sustainability - reflected in the structure of our Annual Report - continues to be incorporated across all Council's operations.

Our commitment to addressing climate change and other global issues at a local level continues to reap rewards for our communities and has won our organisation various commendations in 2008-09.

One practical example is how we're revolutionising our waste collection services. The SITA Organics Facility was officially opened in March, enabling us to prepare for the collection of organic waste from 50,000 households starting in August 2009.

The delivery of local jobs and infrastructure continues to be vital for our evolving Regional City. Throughout the year we have worked with regional partners, and strongly advocated for the needs of our City and region to the State and Federal governments, though we have unfortunately

experienced some setbacks in securing the necessary investment in major infrastructure.

One important step forward in this area was the creation by Council of the new Penrith Valley Economic Development Corporation, a single external independent entity supported by a high calibre Board dedicated to the sustainable growth of the City's economy and employment.

Council has not been immune to the impact of the global economic downturn that has seriously troubled many other organisations. We are committed to meeting the challenge of delivering efficient and effective services in this financially turbulent environment, and are taking steps to place ourselves in a secure position for years to come.

Council is particularly focussed on the **people** that make up the City. This is reflected in the busy calendar of civic functions and community events in 2008-09.

Annual events such as our Australia Day celebrations and Council Open Day were again popular, and our City's strengths were recognised and showcased when we were chosen to host major national events like the Ulysses Club's Annual General Meeting in March 2009, and state and national sporting events at our world class venues.

Council is also focussed on **places**, both new and established. This year saw the opening of several new and revitalised facilities including the Londonderry Neighbourhood Centre and skate facilities at Glenmore Park and St Clair. Our Magnetic Places grants supported eight local communities, 17 artists and 30 organisations in innovative projects.

Some major development proposals have been approved in residential release areas and the City's central business districts. Work continues on the Penrith Valley Cultural Precinct in St Marys, which is shaping up as a vibrant community and cultural hub.

The **possibilities** are vast for our Regional City, as we continue to develop as a vibrant place to live, work, play and invest. Thanks to the rich diversity, vision, talents and energy of our communities, Council and staff, we're working together for a sustainable Regional City.


Cr Jim Aitken OAM
Mayor


Alan Stoneham
General Manager



Highlights



Renewing our neighbourhoods

Council's Neighbourhood Renewal Program has continued to work closely with residents to improve services and facilities in local communities. Residents in Londonderry and Oxley Park have worked closely with Council to develop Neighbourhood Action Plans that include input from schools, community services, church groups and small business owners.

Dreaming Up Our Park was an award winning initiative of Council to develop a new park in Kingswood Park, engaging local students, families and neighbours to work with artist David Capra to design and plan a playground for their neighbourhood. This process has resulted in a great new park with meaning to the local people of Kingswood Park. *Dreaming up our park* won Council recognition for Creative Community Engagement at the prestigious annual Local Government Cultural Awards, held in May.

Award-winning engagement

Council was also Highly Commended for Robust Public Participation by the International Association of Public Participation (IAP2). The Award recognised the successful community engagement process to develop the Kingswood Park Neighbourhood Action Plan. The Neighbourhood Renewal Team engaged with a range of residents in this community through an exciting eight month program of activities and events. For more information see page 79.

Council Open Day

Council's 10th annual Open Day in August was a huge success, with around 3,000 people gathering at the Penrith Civic Centre. The day featured a mock Council meeting led by a Junior Mayor for the Day and 14 junior Councillors chosen from schools across the City.

Cultural investment

Council invested \$5 million in the Penrith Valley Cultural Precinct (PVCP) in St Marys, a major capital works program which will support the operations of more than 20 cultural and community groups. For more information about PVCP

Creating Magnetic Places

The Magnetic Places Community Cultural Grants program supported eight local communities, 17 artists and 30 organisations to develop a range of exciting and creative projects across the City. The program helped communities identify local spaces and transform them into vibrant and meaningful places. More information on page 79.

Sustainability leader

Council received a *Corporate Sustainability Gold Award for Sustainability Reporting Leadership* at the Local Government Managers Australia 2008 Management Excellence Awards for NSW. Council also won the Financial Incentives Category at the 2008 New South Wales Sustainable Water Challenge Awards for the development and implementation of our Sustainability Revolving Fund.

Students from Kingswood Park Primary and their families worked with a western Sydney artist to develop their ideal park which began construction in early 2009. The park was one aspect of the award-winning Neighbourhood Renewal program.

Director Craig Butler was invited by global sustainability network ICLEI to make a presentation at the *Connecting Leaders World Congress* in Canada, attended by over 600 delegates. ICLEI has a membership of over 1,000 local governments of all sizes across 68 countries and its selection of Penrith based on our reputation as a leader in sustainability. For more information see page 59.

Waste not, want not

Council has revolutionised its waste collection services. The opening of the SITA Organics Facility in March paved the way for us to start collecting organic waste from households in August 2009. The treatment plant will significantly reduce landfill and help reduce greenhouse gas emissions equivalent to taking 20,000 cars a year off the road.

Council launched a comprehensive community education campaign to promote recycling of organics which encompassed presentations to 1000 students at 40 schools, 32 preschools and information for community groups as well as local advertising. An art installation outside the Penrith Civic Centre earlier this year also succeeded in raising community awareness of waste issues.

Council was recognised for this innovative commitment to 'closing the loop,' using recycled organics on local parks and playing fields. The Waste Management Association of Australia recognised Penrith with the *Most Progressive Recycled Organics Purchasing Policy Program Award 2009*. The award recognised Council's existing practices as well as work undertaken to deliver the extensive organic household collection to start in August 2009. For more information on waste services in the Penrith area visit

Planning for ageing

Council finalised a draft *Planning for an Ageing Community Strategy* after extensive community consultation. The strategy examines a wide range of issues for our ageing population, including availability of services and housing options.

Award winning trainees

Two of Council's trainees won category awards in the *Western Sydney Trainee of the Year* awards. Council offered almost 50 entry-level traineeship opportunities in the fields of Horticulture, Construction, Business Administration and Sport and Recreation.

Economic development

Council established a new independent entity in 2009 with a high calibre board dedicated to the sustainable growth of the City's economy. The new Penrith Valley Economic Development Corporation has a Strategic Plan in place for creating 40,000 jobs in Penrith by 2031. See page 43.



Keeping Penrith working

Council was proud to support the *Keep Penrith Working Forum* in March, which brought together local businesses, government and community groups to forge partnerships to help reduce the impact of the global financial crisis on the Penrith community.

Transport summit

More than 100 participants from various State Government agencies, other local councils, health services, community associations, business organisations and industry groups came together for Council's Transport Summit in March. Key issues identified in the summit have been incorporated into council's Strategic Plan, and we will continue to actively advocate for a comprehensive, integrated, sustainable transport system for Penrith and the region.

Award-winning Strategy

Council's *Women's Services Sector Advocacy Strategy* won a National Local Government Award in *Capacity Building-Women in Local Government* from the Department of Infrastructure, Transport, Regional Development and Local Government. Council developed the strategy to enhance a viable and effective women's sector after our 2005-2009 Strategic Plan identified a need to address barriers experienced by women in accessing services.

Our leading women

Penrith City Councillor Karen McKeown was elected unopposed as President of the Australian Local Government Women's Association's NSW Branch. Councillor Jackie Greenow and Council employee Bev Spearpoint were also re-elected to the Executive Committee, while another employee, Helen Cooper, was elected to the Executive Committee for the first time.

Mayor Jim Aitken OAM and Cr Karen McKeown accepted the National Local Government Award for Council's Women's Services Sector Advocacy Strategy.

Keeping our community safe

Community Safety Audits were conducted around major railway precincts to identify social and environmental factors contributing to poor safety in high risk areas. Council is working with statutory authorities and external services to address these issues. Alcohol Free Zones and Alcohol Free Areas are also being established throughout the City.

Sustainability Streets

Council welcomed two new communities into the Sustainability Street program, which nurtures all aspects of sustainable living, and fosters local community relationships. The program has delivered workshops on a range of issues including water and energy, waste, green cleaning and solar power. See page 78.

Energy challenge

The third annual International Solar Boat Challenge and the first Hydrogen Car Challenge saw 17 local and nearby schools take part in the State and National Finals at the Sydney International Regatta Centre.

Acting locally

For the second year running Council supported the Walk Against Warming, holding a local event along Penrith's Great River Walk. More than 50 residents gathered to walk in support of renewable energy and a safe climate future for our children.

Council supported Earth Hour for the third year running, with 141 staff and eight Council facilities participating in Earth Hour 2009. We also had 17 businesses and 18 schools register with Council to participate in the event.

Keeping our City clean

Council's *Citywide Graffiti Minimisation Strategy* carried out an education program in primary and secondary schools throughout the City. More than 100 education sessions were held, and the program has been so successful that schools have asked for it to be held annually, as part of the regular curriculum. See page 72.

Great Walk

Council's innovative work on the design and construction of the first two stages of the Great River Walk was recognised by the NSW Department of Planning as an outstanding contribution to the development of Sydney's green spaces. Council is proud of the work completed so far, which combines traditional engineering practices with universal design, and environmental principles such as bushland revegetation and weed removal.

Londonderry makeover

Council was proud to deliver the \$1.25 million facelift of the Londonderry Neighbourhood Centre and park amenities building and the new Londonderry Park playground, and to officially name the John Murphy and Alan Mills Hall. The 10 month long project included the installation of air conditioning and disability access, a new foyer, kitchen, meeting room, toilets and parenting room, a large outdoor verandah overlooking the neighbouring park, and improvements to the nearby park amenities building.

Disability awareness

In October, Council proudly supported the Nepean Disability Expo which provided a unique opportunity to showcase the latest resources and services for people with a disability. Council partnered with Nepean Area Disability Organisation, Australian Foundation for Disability and the Penrith Disabilities Resource Centre to develop a public awareness project for International Day of People with Disability.

Leading libraries

This year saw an increase in membership, visitor numbers and a 13% increase in loans across our City's libraries. Council's libraries also hosted many exhibitions and community events including the successful 8th Annual History Conference, attended by over 200 delegates. For more information on local Library services click [here](#)

Community fun

Council organised more than 50 civic events to celebrate achievements and milestones in the local community. Highlights included the 2008 Mayoral Charity Ball which raised \$36,000 for three local charities; Activate Family Fun Day which drew a crowd of 5,000; Relay for Life, which raised more than \$150,000 for the Cancer Council; and a NAIDOC Week Family Gathering Day which drew 2,000 people as well as receptions to acknowledge school captains and other individuals and groups in the community.

Helping jobseekers

The NSW Department of Premier and Cabinet and the Office of the Minister for Western Sydney recognised Council's administrative and child care services with a Certificate of Recognition and Appreciation – for valuable support and contribution to the Corporate Partners for Change Program. The program, a unique partnership between government, industry, training organisations, unions and the community, has placed hundreds of disadvantaged Western Sydney jobseekers into new careers over the last 10 years.

Australia Day celebrations

Council's Australia Day celebrations at the Sydney International Regatta Centre were a great success again this year. An estimated 40,000 people attended the event on Monday 26 January to enjoy an impressive program of family entertainment and activities, from music and stunt shows to rides and displays. The fireworks spectacular was once again a popular highlight.

Reporting award

Council was proud to be presented with a Silver Award and Special Certificate in the Communications (Public Sector) category for our 2007-08 Annual Report at the prestigious Australasian Reporting Awards.



Child Care win

Council's commitment to quality child care was recognised when the Mobile Playvan received a National Awards for Local Government Commendation in the Valuing and Promoting Quality Child Care category for the project, *Where Education Outside the Home Begins*. The Playvan targets socially isolated areas of the City and 234 play sessions were held across the City during 2008-09. For information regarding the mobile Playvan click [here](#)

Ulysses

Penrith City played host to almost 4,000 visitors from across Australia for the Ulysses Motorcycle Club's national Annual General Meeting in March. Council and the Ulysses Club worked very closely over the past two years to prepare for this major event and to ensure Penrith City was at its best for the visitors. The event was a huge success, with many guests expressing their enjoyment of the local area, and their delight in the welcome they received.

Marketing local agriculture

Council was proud to support the introduction of monthly fresh food markets to Penrith, showcasing local growers and producers. The first Penrith Farmers and Fine Food Market earlier this year attracted almost 3,000 people. The markets support Council's broader strategy to encourage agriculture in our City. Council also hosted a Western Sydney Forum in May, bringing together leaders from the agricultural industry and government representatives.

Bush fire support

The Rural Fire Service, NSW Fire Brigade, Penrith Rescue Service and Council staff successfully fought fires in Londonderry and Orchard Hills in January. Council also donated \$15,000 to the Australian Red Cross in response to the devastating Victorian bushfires. Council's staff social club raised money through fundraisers, and Council matched this dollar for dollar.

We love our sport

Penrith's excellent sporting facilities and passion for sport were showcased again in 2008-09 when our City hosted several regional, national and international events.

Celebrate Rugby League was a highlight, involving a series of tournaments in Penrith Valley between September and November 2008 including the International Masters of Rugby League Tournament, the 2008 Defence Forces World Cup and two matches in the Rugby League World Cup.

The World Cup match between Samoa and Tonga at CUA Stadium in October attracted nearly 12,000 spectators.

Another highlight came in December when we proudly hosted an international match in the 2008 *Return Blind Cricket Ashes Series* between Australia and England at Howell Oval, featuring the best blind cricketers from Australia and England.

Water Wise

Penrith became the third council in Australia to complete the ICLEI Water Campaign when it was awarded Milestone 5 Community and Corporate. Council has been a member of the ICLEI Water Campaign since December 2003, and has made significant improvements to our water management. Council was also among the first councils to reach a five-star rating in Sydney Water's *Every Drop Counts* business program.

Council's mobile playvan helps parents and carers through free weekly play and activity sessions held across the City.

Our Councillors

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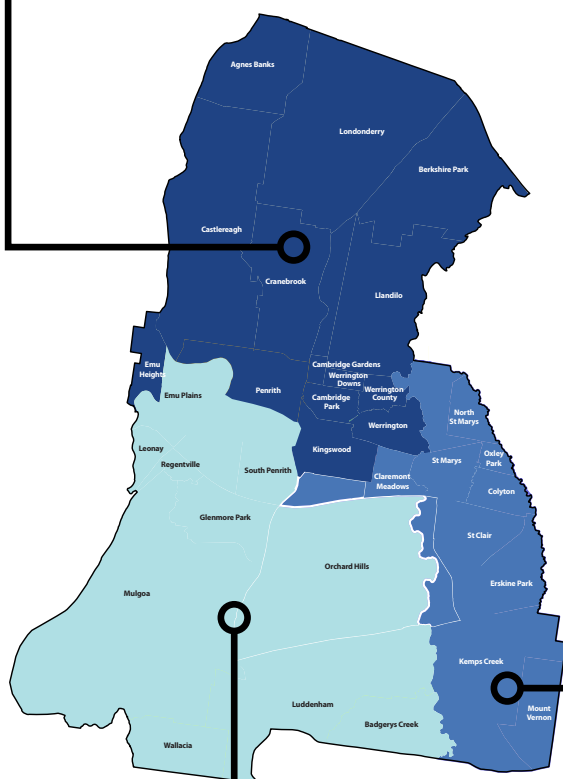
FINANCIALS

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North Ward Councillors



Left to right: Kevin Crameri OAM, Ross Fowler OAM, Ben Goldfinch, Kathryn Presdee, John Thain.



East Ward Councillors

Left to right: (TOP) Kaylene Allison, Greg Davies, (BELOW) Tanya Davies, Jackie Greenow, Marko Malkoc.



South Ward Councillors



Left to right: Jim Aitken OAM, Robert Ardill, Mark Davies, Prue Guillaume, Karen McKeown.

For further information on any of our Councillors please [click here](#)



What is Governance?

Local Government is the third level of government in the Australian federal system. In NSW there are 152 local councils operating under the *Local Government Act 1993*. The Act gives councils a broad range of powers to plan and manage local community services and facilities, making it crucial for councils to commit to practising good governance to best serve the interests of their communities.

Good governance depends on transparency, accountability and equality in ways that are responsive to the needs of our community. It is composed of the mechanisms, processes and institutions through which citizens and groups can articulate their interests, exercise their legal rights, meet their obligations and mediate their differences.

Penrith City Council is committed to the principles of good governance: leadership, stewardship, integrity, accountability and transparency. These five key values ensure Council operates effectively, efficiently and impartially. Good governance is vital in making sure the community feels confident in the decisions Council makes. Residents can rest assured their rates are being spent intelligently, that their elected Councillors are making well-informed decisions, and that Council will carry out its duties well. Good governance at Penrith City Council is also about taking into account the human element when making decisions, ensuring we serve our community with compassion and integrity.

Job-sharing and being able to work from home enables Communications Officer Rachel Pagitz to balance family life and a satisfying work environment. "I'm very lucky to have found a job I enjoy that suits my family as well."

Leadership team

“The old structure was set up when Council was a much smaller organisation, in terms of workforce, budget and responsibilities. Our new structure allows the directors to focus on the bigger picture. It has strengthened our ability to plan strategically while providing exceptional services for the people of Penrith.”

– ALAN STONEHAM, General Manager

The past year saw a major restructure of senior management to create a new team able to better position Council for the future. The largest restructure in two decades involved the creation of eight group manager positions to focus on day to day operations.

The General Manager is now supported by two directors who will focus on longer term planning and lead Penrith as we continue our transformation from a big centre to a major regional city.

As each local government is forced to compete with more than 500 councils across Australia for funding and resources, it is vital that Penrith City Council proactively seeks opportunities as well as establishing networks and connections that will ensure the City is strongly positioned to receive infrastructure and services our residents need and deserve.

General Manager Alan Stoneham (left) with Directors Craig Butler (standing) and Barry Husking.



Group Managers

Group Managers are responsible for delivering 58 services across the organisation.

Leadership

Ruth Goldsmith

Planning Policy and Places
Transport Planning and Advocacy
Metropolitan and Regional Planning and Advocacy
Release Area Planning
Sustainability Planning and Coordination
Economic Development

People and Places

Roger Nethercote

Children's Services
Neighbourhood Renewal
Lemongrove Retirement Village
Community and Cultural Development
Building Approvals and Certificates
Development Applications
Environmental Protection
Health Services

Information & Customer Relations

Brian Steffen

City Partnerships
Marketing
Media Liaison
Customer Service
Records Management
Mapping Information / GIS
Information Technology
Libraries
Printing

City Presentation

David Burns

Cemeteries
Neighbourhood Facilities Management
Bushland Management
Parks Construction
Community Safety
Public Domain Maintenance
Leisure Facilities Management
Emergency Services Management
Regulatory Control
Waste Management
Animal Control
Parks Management & Maintenance
Recreation
RID Squad
Building Operations

City Infrastructure

Wayne Mitchell

Design
Project Management
Fleet and Plant Management
Building Maintenance
Catchment Management (Floodplain & Drainage)
Traffic and Parking Management
Development Engineering
Drainage Maintenance
Roads and Footpath Maintenance
Roads, Footpath and Drainage Construction

Finance

Vicki O'Kelly

Financial Services
Purchasing and Supply
Property Development and Management
Corporate Development
Rates
Risk Management and Insurance

Legal & Governance

Stephen Britten

Council and Executive Support
Legal Services
Corporate Governance

Workforce & Workplace

Linden Barnett

Workforce development

- Learning and development
- Occupational Health and Safety
- Payroll

The restructure saw the creation of eight Group Manager roles. Group Managers Linden Barnett (left), Brian Steffen, David Burns, Ruth Goldsmith, Roger Nethercote, Vicki O'Kelly, Wayne Mitchell and Stephen Britten, are responsible for delivering 58 services in 21 programs.



Successful partnering is essential in positioning Penrith City as a destination of choice for education, business and lifestyle. Representing some of our partners are (left to right) Penrith Valley Economic Development Corporation (PVEDC) Chairman Paul Brennan; TAFE NSW Western Sydney Institute Director Susan Hartigan and UWS Deputy Vice Chancellor Academic and Enterprise, Professor John Ingleson; with Council's General Manager Alan Stoneham.

Good governance at Penrith City Council incorporates: Open Council meetings

The Council operates in an open manner and makes decisions without restricting public access wherever possible. There are times when it is in the public interest to protect certain information required for Council to make appropriate decisions, for example, in commercial matters. The Council attempts to minimise the number of confidential reports that are brought before Council. A great deal of effort is made to ensure that decisions on tenders are not considered in confidential business but in open Council. Occasionally confidential information about tenders or legal issues may need to be communicated to Council, but this is the exception rather than the rule.

Members of the public can address Council meetings about issues on the agenda. Speakers are given an opportunity to raise their concerns. Procedural rules are set out in Council's *Code of Meeting Practice*. Click here to read the code of meetings practice

This *Code of Meeting Practice* ensures that decisions are made in an appropriate manner at Council and Committee Meetings, with opportunity for public input and comment. During the reporting period 22 members of the public addressed a Council meeting. For information on addressing a council meeting click here

Dates and venues for Council and Committee Meetings are advertised in the local media and on Council's website. In exceptional circumstances, an urgent special meeting may be called. In these circumstances all attempts are made to publicise meetings.

In 2008-09 there was one extraordinary meeting called, regarding the Regional Local Community Infrastructure Program Grant Application, for the Penrith Commuter Carpark and the North Penrith Urban Area.



In many instances, Council's decisions are guided by committees made up of representatives with a variety of specialist skills and industry experience. Council's Local Traffic Committee (above) is just one of many special committees operating under Council's charter. It reviews technical aspects referred to it by Council and makes recommendations on a variety of issues including traffic control and traffic devices. The Committee includes representatives from NSW Police, the Roads and Traffic Authority, and local members of parliament as well as Council officers.

Competing globally and locally requires strong partnerships to be maintained with key representatives and other organisations.

Policy Review Committee Meetings

The Council holds at least one Policy Review Committee Meeting each month. These allow Councillors to discuss policy issues, review Council policy and ask questions of Council officers. These meetings are also open to the public. Decisions or recommendations at Policy Review Meetings go to an Ordinary Meeting for final approval.

Councillor Attendance At Meetings 2008-09

COUNCILLORS	ORDINARY MEETINGS		POLICY REVIEW COMMITTEE MEETINGS	
	Number	Attended	Number	Attended
Cr Jim Aitken OAM	16	15*	12	9**
Cr Kaylene Allison	16	16	12	12
Cr Kevin Crameri OAM	16	15**	12	11*
Cr Greg Davies	16	16	12	11
Cr Mark Davies	16	15	12	10
Cr Ross Fowler OAM	16	15*	12	11
Cr Jackie Greenow	16	15*	12	11
Cr Karen McKeown	16	16	12	12
Cr John Thain	16	16	12	12
COUNCILLORS RETIRED 12 SEPTEMBER 2008				
Cr David Bradbury	3	3	4	3
Cr Lexie Cettolin	3	3	4	4
Cr Susan Page	3	3	4	3
Cr Garry Rumble OAM	3	3	4	4
Cr Pat Sheehy AM	3	1	4	1
Cr Steve Simat	3	2	4	1
COUNCILLORS ELECTED 13 SEPTEMBER 2008				
Cr Robert Ardill	13	12	8	6
Cr Tanya Davies	13	13	8	6
Cr Ben Goldfinch	13	13	8	6
Cr Prue Guillaume	13	13	8	8
Cr Marko Malkoc	13	13	8	7*
Cr Kath Presdee	13	13	8	8

Number = Number of meetings held which could have been attended by the Councillor

* Leave of Absence granted for Council related business

** Leave of Absence granted

Councillor Committees

In addition to attending Council meetings, Councillors participate in external and internal committees. These committees are an additional opportunity for Councillors to have a say on issues that are important to their communities.

External Committees with Penrith City Council representatives include:

- Bush Fire Management Committee
- Hawkesbury River County Council
- Local Emergency Management Committee
- Cumberland Rural Fire Service Zone Liaison Committee
- Floodplain Management Authorities
- Local Government Advisory Group for the Hawkesbury Nepean River
- T S Nepean Building Facilities Management Committee
- St Clair High School Community Centre Management Committee
- Jamison High School Community Centre Management Committee
- Local Traffic Committee
- Western Sydney Alliance
- Penrith Valley Sports Foundation.

Internal committees with Councillor representatives include:

- Heritage Advisory Committee
- St Marys Development Committee
- Senior Staff Recruitment/Review Committee
- Penrith Valley Cultural Precinct Steering Committee
- Access Committee
- Penrith International Friendship Committee
- Penrith Valley Community Safety Partnership
- Audit Committee
- Penrith Flood Advisory Consultative Committee.

How Council makes decisions

The General Manager, in consultation with the Mayor, runs the Council on a day-to-day, operational basis. The General Manager is the head of staff and is responsible for all staffing matters within the Council. The General Manager is also responsible for providing appropriate advice to Council and the Council forums to ensure Councillors are fully informed when making decisions. The Act dictates that the General Manager and staff must be independent and not influenced by Councillors in the recommendations they make to the Council.

Good governance also involves an appropriately structured planning and reporting system as detailed on page 22.

Council has established an Audit Committee which meets four times a year. The Audit Committee provides the Council with independent oversight and assistance in the areas of risk, control, compliance and financial reporting. The Audit Committee has three independent members and according to its Charter one of these independent members is elected as chairperson. In 2008-09 the independent committee members were Emeritus Professor Robert Coombs (Chair), Frank Gelonesi and Jayant Gulwadi. Audits are completed by the Council’s Internal Auditor in accordance with an Audit Program for the period 2008-12 that has been adopted by the Audit Committee.

Council also has an external Auditor, Dennis Banicevic, of PricewaterhouseCoopers, who attends the Audit Committee meetings.

New Council

Penrith’s newly elected Council for 2008-12 is more reflective of our City’s population. A combination of

several new Councillors and experienced hands will ensure Council is strongly placed to speak on the needs and aspirations of the entire community.

A quarter of Penrith’s population is aged between 18 and 34 years, as are new Councillors Robert Ardill, Ben Goldfinch, Prue Guillame and Marko Malkoc.

Comparative Data				
	City	City %	Council	Council %
18-34	44260	25.80	4	26.67
35 - 49	37396	21.80	4	26.67
50 - 59	21654	12.62	4	26.67
60 +	20534	11.97	3	20.00

Councillors Mark and Tanya Davies (the first married couple in the history of Penrith to serve concurrently) reflect the 21% of Penrith residents in the 35-49 age group together with Councillors Kath Presdee and John Thain. While Councillors Tanya Davies and Kath Presdee are new names on the list, Councillors Mark Davies and John Thain have served previously on Council, with Councillor Thain a former Mayor.

The September election saw two other former mayors, Cr Greg Davies and Ross Fowler OAM returned to Council. Crs Kaylene Allison and Karen McKeown were also successfully re-elected.

As were Councillors Jim Aitken OAM (Mayor) and former Mayors Kevin Crameri OAM and Jackie Greenow, who combined have over 45 years of service on Council.

Our Council is a healthy combination of dedication, experience and fresh ideas.

Ethical Standards and Code of Conduct

Council has adopted the *Model Code of Conduct for Local Councils in New South Wales*, prescribed under the *Local Government Act 1993*, with one addition:

“If you buy or sell property in the Penrith Local Government Area (other than your own home) you must notify the General Manager within a reasonable time after the transaction has completed (settlement).”

The new Councillors were provided with an extensive induction program following the Local Government elections in 2008. This included two sessions on the Code of Conduct and ethical standards.

Staff were also trained in ethical standards and the Code of Conduct.

Council has an extensive risk management program. Risk profiles have been conducted for all services and Council has undertaken a risk assessment relating to climate change which will continue into the 2009-10 year. Further information on this is available later in the report on page 81. [Click here to read The Model Code of Conduct for Local Councils in NSW](#)

Controlled Entities

Council has established innovative structures to ensure its large business operations are managed in the most effective way.

Council has the following 'controlled entities':

- Ripples St Marys Leisure Centre
- Penrith Whitewater Stadium
- Penrith Performing and Visual Arts Ltd incorporating the Joan Sutherland Performing Arts Centre, Penrith Regional Gallery and the Lewers Bequest.
- Children's Services Cooperative.

Information Assets

Council has a number of policies relating to managing its information assets. Council has established a Procedure and Systems team that oversees the implementation and management of information systems in the organisation. In the last few years, Council has implemented a new information management system, which will be audited in the 2009-10 year to ensure that appropriate systems and processes are in place.

Financial Governance

Financial statements are compiled and audited annually. Income and expenditure details are on page 97. To view Council's complete statements [click](#)

Legal and Governance Services

Recognising the value of legal and governance services and how they impact much of what we do, Council established an in-house legal department approximately 20 years ago. The department has expanded in recent years to form the Legal and Governance Department and now employs two qualified legal officers, an internal auditor and a senior governance officer. These substantial resources support Council's legal and governance framework, and are involved in providing advice on a range of matters including Development Applications, the public notification process and ensuring Council complies with current regulations.

Community Governance

As part of its charter, Council provides leadership to its community through ongoing partnerships with key organisations both within and outside the City, facilitating programs and projects that benefit residents.

Regular dialogue is maintained with key city partners, including the University of Western Sydney, TAFE - Western Sydney Institute, Sydney West Area Health Service, adjoining councils, local members of parliament, regional partners such as Lachlan Shire Council and a number of international partners in China, Japan, Korea and England.

The City's international partnerships have presented opportunities for information exchange and community and economic collaboration. Council's partnership with Lachlan Shire Council has focused on information and staff exchange and cultural and sporting connections along with the development of strategic alliances that can lead to operating efficiencies.

While the benefits of such partnerships can sometimes be difficult to measure, their importance to the life and economic, cultural and educational prosperity of the City should not be underrated.

Risk Management Statement

Council has adopted an Enterprise Risk Management philosophy and recognises that risk management is essential for its efficient delivery of services to the community. Council is committed to achieving a culture where every employee has regard for the management of risks in everyday work situations and decision making.

Council acknowledges the implementation and coordination of risk management programs is more effective when those programs are integrated into existing systems and processes.

The integrity of Council's operations is based on a system of risk management, internal compliance and control which implements the organisation's policies. The risk management and internal control and compliance systems are operating effectively and efficiently.

Our Reporting Journey

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For the past two years Council's Annual Report has been based around a comprehensive suite of indicators that show what we want to achieve, and how we are progressing towards our goals. The report is intended to be an honest account of the range of issues that are important to the organisation and to the community. The indicators provide a transparent approach to reporting and establish a baseline from which we can track our progress towards a more sustainable City.

In previous years Council has used *Penrith's Principles for a Sustainable City* to frame our reporting. These 10 principles, shown on page 104, continue to guide our reporting and have been embedded in the five themes that form our *Strategic Plan 2031* and everyday philosophy.

Our suite of indicators is continually reviewed and improved. When we first started work on the indicators in June 2004 we recognised that some were ambitious and would be refined over time as more information became available and our experience increased.

As part of our commitment to continual improvement, in early 2009 Council engaged independent consultants, Banarra, to undertake a materiality review. We wanted to sharpen our annual reporting, by detailing in the hard copy report only those issues that are of the greatest concern to the community, our organisation and other key stakeholders. The process was also a timely opportunity to verify the outcomes of the extensive community and stakeholder engagement we undertook in preparing our *Strategic Plan 2031* and *Delivery Program 2009-13*.

The review involved a process that was consistent with the guidance provided by the Global Reporting Initiative (GRI) on defining report content. In accordance with the GRI guidelines, a range of internal and external factors were considered, along with Council's policies, strategies and goals. Our impacts, risks and opportunities were also reviewed.

The review identified 10 high priority material issues as detailed in the diagram opposite, and these were consistent with the priorities raised during consultation for and development of our *Strategic Plan 2031*.

After finalising the stakeholder priorities our indicators were compared to the 10 priorities to identify those we would report on in this annual report. This reduced the number of indicators in our hard copy report from 79 in 2007-08 to 45 in 2008-09.

After our priority indicators were identified we matched each of them to one of the five themes that came out of the consultation process for *Strategic Plan 2031*:

- A leading City
- A City of opportunities
- A green City
- A liveable City and
- A vibrant City.



The reframing of this annual report reflects the extensive work Council has done in the past year to prepare for our new strategic plan and address the intentions of draft integrated planning and reporting legislation. This has resulted in Council's key planning documents, the Strategic Plan, Delivery Program, Operational Plan and Annual Report all being framed around the five key themes, strengthening links between these key Council documents. For more information about Council's key planning documents [click here](#)

Shared Priorities



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Our Reporting Cycle

Our reporting cycle has four main stages: plan, act, report and reflect. This is a cyclic process with each phase affecting and informing the others.

Plan



The **planning** component of our reporting cycle comprises our Strategic Plan, which sets the long term strategic directions for the future of our City. During 2008-09 Council's principal planning document for the City was our

Strategic Plan 2005-09 Penrith City – The Competitive Edge. Our new *Strategic Plan 2031* has just been adopted.

Act



Our Delivery Program and Management (Operational) Plan sets out how Council will **act** to achieve the agreed long term directions for the City. It outlines Council's services and identifies the tasks to be undertaken

in the year ahead. The Management Plan also provides information on funding for each service and identifies the managers and directors responsible for the delivery of each service.



Reflect



Council recognises the importance of **reflecting** regularly on the entire strategic planning process, identifying our achievements, areas for improvement and potential opportunities. This process of reflection

is an essential part of our planning and reporting cycle that informs and directs future planning.

Report



This Annual Report forms a significant part of the **reporting** component of the cycle, alongside our reports to Council each quarter which outline our progress towards the actions identified within the Management (Operational) Plan, Delivery Program and Strategic Plan. The Annual Report outlines our key initiatives, and how we are performing, as well as identifying challenges for the future. It provides a summary of performance on social, economic, environmental and governance aspects of Council's operations and activities through the use of a series of indicators.

Indicators

Council's suite of sustainability indicators includes 79 indicators, covering a broad range of social, economic, environmental and governance issues. As part of the materiality review (refer to page 22 for more information) we have been able to identify 47 indicators as our key indicators, addressing those issues of greatest concern to our stakeholders and Council in the hard copy version of our Annual Report. All indicators are comprehensively reported online.



This symbol identifies which indicators are only available online. It also refers to additional and related content which can be accessed by clicking on the icon in electronic versions of the report.

To report on all indicators, a 'State', 'Trend', 'Response' framework has been adopted.

- The **State** is a measure of the current situation. One of the four symbols outlined (right) indicates whether our progress is on track, stable or presents a challenge. It is also possible that Council is not yet able to report on the indicator, perhaps due to a difficulty in sourcing the relevant data.
- The **Trend** gives an outline of our progress against the indicator, by comparing our current state to that in previous financial year/s.
- The **Response** describes the actions and initiatives we have taken during the reporting period to address issues relevant to the indicator.

On Track



The elements relating to this indicator are currently meeting or exceeding the desired trend. The targets of this indicator have been met and/or are being maintained. Accordingly there is an increased likelihood of improved and ongoing sustainability.

Stable



There has been minimal change in the factors relating to this indicator. The desired trend has not been met but there has not been a decline. Council is working to ensure the desired trend is achieved and sustainability in the relevant area is improved in the future.

Challenge



Various elements relating to this indicator are not currently meeting the desired trend and the trend appears to be declining. There is scope for significant improvement in this area and Council is investigating how issues may be resolved and the desired trend achieved.

Not yet reporting



Information pertaining to this indicator was not wholly available during this reporting period. Council is working towards collecting all of the information required to comprehensively report on this indicator. This information should be available in future Annual Reports.



Online Link



On track



Challenge



Stable



Not yet reporting

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Indicator Summary

Our People		2006-07	2007-08	2008-09	Page
Council					
ABOUT US	Total workforce by employment type, employment contract, and region.(LA1)	✓	➤	✓	38
	Total number and rate of employee turnover by age group, gender, and region.(LA2)	✓	✓	✓	38
	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.(LA7)	✓	➤	✓	39
	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.(LA11)	✓	➤	✓	39
GOVERNANCE	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.(LA13)	➤	✓	✗	40
	Ratio of basic salary of men to women by employee category.(LA14)	✗	✗	✗	41
	Total number of incidents of discrimination and actions taken.(HR4)	✓	✗	✓	42
Our People Supplementary Indicators					
INDICATORS	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.(LA3)	✓	✓	✓	43
	Percentage of employees covered by collective bargaining agreements.(LA4)	✓	✓	➤	43
	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs. (LA6)	✓	✓	➤	44
STATUTORY REPORT	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.(LA8)	✓	✓	➤	44
	Average hours of training per year per employee by employee category.(LA10)	✓	✓	✓	45
	Percentage of employees receiving regular performance and career development reviews.(LA12)	✓	➤	✓	45
FINANCIALS	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.(HR3)	✓	➤	➤	46
	Total number of incidents of violations involving rights of indigenous people and actions taken.(HR9)	✓	✓	✓	46
CONCLUSIONS					



Online Link



On track



Challenge



Stable



Not yet reporting

A Leading City	2006-07	2007-08	2008-09	Page
City				
Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future.(PC22)				52
Proportion of residents who are active in community organisations. (PC23)				52
Council				
Percentage and total number of business units analysed for risks related to corruption.(SO2)				53
Percentage of employees trained in organisation's anti-corruption policies and procedures.(SO3)				53
Actions taken in response to incidents of corruption.(SO4)				53
Public policy positions and participation in public policy development and lobbying.(SO5)				53
Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.(PR5)				54
Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. (EC1)				54
A Leading City Supplementary Indicators				
City				
Increased proportion of the City's businesses and organisations that have committed to ethical practices.(PC27)				55
Council				
Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.(SO7)				55
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (SO8)				56
Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.(PR2)				56
Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.(PR6)				56
Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.(PR8)				57
Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.(PR9)				57
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.(EN28)				57



Online Link



On track



Challenge



Stable



Not yet reporting

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A City of Opportunities		2006-07	2007-08	2008-09	Page
ABOUT US	City				
	Increased proportion of residents are satisfied with their level of access to services, information and facilities.(PC1)	○	✓	➤	63
	Increased number of dwellings that are within accessible distance of services and facilities.(PC2)	○	➤	✓	64
	Increased variety of jobs and business opportunities are available. (PC3)	○	➤	➤	64
	Decrease in the number of households experiencing housing stress. (PC4)	○	✗	➤	65
GOVERNANCE	Increase in number of local residents working locally.(PC5)	○	✓	✗	65
	Council				
	Significant financial assistance received from government.(EC4)	✓	✓	✓	65
INDICATORS	A City of Opportunities Supplementary Indicators				
	City				
	Increased number of community networks that are visible, accessible and expanding.(PC24)	○	○	○	66
	Increase in proportion of residents attending educational facilities. (PC25)	○	➤	➤	66
	Council				
STATUTORY REPORT	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.(LA5)	✓	✓	✓	67
	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.(HR1)	○	○	○	67
	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.(SO6)	✓	✓	✓	67
FINANCIALS					
CONCLUSIONS					



Online Link



On track



Challenge



Stable



Not yet reporting

A Green City	2006-07	2007-08	2008-09	Page
City				
Increase in the proportion of river and creeks that are healthy.(PC6)	✗	➤	➤	73
Increase in the proportion of residents who are satisfied that the river and creeks are healthy.(PC7)	➤	➤	✓	73
Decrease in the number of days per annum where air pollution levels exceed the relevant standards.(PC8)	➤	➤	✗	74
Increase in the area and value of viable biodiversity-rich habitats, that form part of the City's 'green web'.(PC9)	➤	✗	✗	74
Reduction in water and energy consumption per person.(PC12)	○	○	➤	75
Increased percentage of domestic waste diverted from landfill.(PC13)	➤	✓	➤	75
Council				
Materials that are recycled input materials.(EN2)	○	➤	➤	76
Direct energy consumption by primary energy source.(EN3)	✗	✗	➤	76
Indirect energy consumption by primary source.(EN4)	✗	✓	➤	77
Percentage and total volume of water recycled and reused.(EN10)	○	○	✓	77
Habitats protected or restored.(EN13)	○	✓	➤	78
Strategies, current actions, and future plans for managing impacts on biodiversity.(EN14)	➤	➤	➤	78
Total direct and indirect greenhouse gas emissions by weight.(EN16)	✗	✗	➤	78
Other relevant indirect greenhouse gas emissions by weight.(EN17)	✗	○	➤	79
Total weight of waste by type and disposal method.(EN22)	➤	➤	➤	79
A Green City Supplementary Indicators				
City				
Reduction in the size of the City's ecological footprint.(PC10)	○	○	○	80
Council				
Materials used by weight or volume.(EN1)	○	➤	➤	80
Total water withdrawal by source.(EN8)	○	○	○	80
Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.(EN11)	○	➤	➤	81
Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.(EN15)	○	○	○	81
Total number and volume of significant spills.(EN23)	✓	✓	➤	81



Online Link



On track



Challenge



Stable



Not yet reporting

A Liveable City		2006-07	2007-08	2008-09	Page
ABOUT US	City				
	Increased use of public transport.(PC11)	○	○	✗	87
	An increased variety of housing types are available.(PC14)	○	➤	➤	87
	Increased proportion of residents who feel safe in their community.(PC15)	○	➤	➤	88
	Increased percentage of population undertaking adequate physical activity.(PC16)	✗	✗	✗	88
GOVERNANCE	Increased proportion of residents participating in sporting and recreational activities.(PC18)	○	✓	➤	89
	Council				
	Financial implications and other risks and opportunities for the organisation's activities due to climate change.(EC2)	○	○	✗	89
	A Liveable City Supplementary Indicators				
	City				
INDICATORS	Increased usage of community facilities.(PC17)	✓	➤	➤	90
	Council				
	Health and safety topics covered in formal agreements with trade unions.(LA9)	✓	✓	➤	90
	A Vibrant City				
	City				
STATUTORY REPORT	Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage.(PC19)	○	➤	➤	96
	Increased proportion of residents participating in cultural activities and events.(PC20)	○	✓	➤	97
	Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste.(PC26)	○	➤	➤	98
	Council				
	Energy saved due to conservation and efficiency improvements.(EN5)	✓	✓	✓	99
FINANCIALS	Initiatives to reduce greenhouse gas emissions and reductions achieved.(EN18)	✓	✓	✓	99
	A Vibrant City Supplementary Indicators				
	City				
	Increased proportion of residents who feel a sense of community in the City and their local neighbourhood.(PC21)	○	○	○	101
	Council				
CONCLUSIONS	Initiatives to reduce indirect energy consumption and reductions achieved.(EN7)	✓	○	○	101
	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.(EN26)	○	○	○	101



Online Link



On track



Challenge



Stable



Not yet reporting



Our People

Council currently has a diverse and talented workforce of 1139 people including 849 permanent, 147 temporary and 143 casual staff.

Around one third of Council's workforce is involved in constructing and maintaining the City and one third in providing childcare services. The remaining third carry out a range of tasks at libraries, in administration, planning, events and marketing, environmental health, civil design, surveying, mapping and community engagement, to name a few.

Council aspires to be an attractive employer with a highly skilled, motivated and capable workforce equipped to deal with current and future challenges. Attracting, developing and retaining our people is extremely important to Council and will be an increasing challenge in future as the pool of people entering the workforce shrinks.

Council values and invests in its staff through a strong occupational health and safety culture, employee planning and performance reviews, skills training and development and a variety of flexible leave provisions and working conditions to help balance work and lifestyle needs.

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Following his one year maintenance and construction traineeship Ezekiel Meares was keen to take up a full time position with Council.

Valuing Our Staff

Council values our longer-serving staff as well as our 'new blood'. In 2009 Council recognised 140 staff for 20+ years of service, having clocked up a total of 3520 years between them.

Council has a largely middle-aged workforce that is balanced with a healthy proportion of people aged 34 years or under (30%). We are well placed to meet the challenges of an ageing population and this is largely thanks to a range of programs to encourage new and younger staff to join our workforce. The success of these initiatives is reflected in the fact that a quarter of new recruits are aged between 20 to 25 years and the average age of a new recruit is 33 years.

With 21% of its workforce aged 55 or over Council has introduced an innovative phased-in retirement policy to allow staff to reduce their days or hours rather than leave the workforce entirely. This has given staff and Council flexibility in training replacement staff and ensured the vast knowledge held by some of our senior staff is not lost to the organisation.

Employment initiatives

Council's 12 month Traineeship and Undergraduate Traineeship programs continued to introduce new people to specific professions and to local government. These programs attract high quality school leavers as well as mature age applicants who are employed across the following areas:

12 month Traineeships

- Office Administration (10 positions)
- Child Care (21 positions)
- Information Technology (1 position)
- General Construction (13 positions)
- Horticulture (7 positions)
- Sport and Recreation (1 position)

Undergraduate Traineeships

- Health and Building (2 positions)
- Planning (2 positions)
- Environmental Health (2 positions)
- Engineering (3 positions)
- Library (1 position)
- Design and Technical Advice (1 position)

For more information on Council Traineeships click here

Council has recognised the need to forge strong partnerships with regional education institutions. Our involvement with TAFE NSW – Western Sydney Institute has continued with the delivery of innovative training programs. Council trainees receive formal, recognised qualifications related to their field during the course of their employment.

Overall there were 3041 attendances at 230 internal training sessions conducted at Council and 464 attendances to external conferences and seminars.

To encourage more local people to study in the skill shortage areas such as engineering and planning, Council created two scholarships at the University of Western Sydney (UWS). The first Penrith City Council/UWS Civil Engineering Scholarship was awarded early in 2009. An Urban Planning Scholarship will be awarded for the first time in 2010. Both scholarships offer \$5,000 per year to a resident of the Penrith Local Government Area. Work placement with Council during their studies is also a requirement.

The number of staff receiving support through Council's Education Assistance Program to undertake tertiary studies related to their works grew from 64 in 2007-08 to 89 during 2008-09. This program includes financial assistance for tuition (paid upon successful completion of study units) as well as leave provisions to meet study and exam commitments. Children's Services staff have the highest uptake of educational assistance with 38 staff studying or expanding their qualifications in 2008-09.

Council also has a strong presence at Local Government Careers Fairs and collaborated with Western Sydney Regional Organisation of Councils members to develop a stronger regional presence as employers of choice. For information on employment opportunities at Penrith City Council, click here

Soraya Mahomed and Hamish Dodson

A two-year traineeship was a jump start to an engineering career for Hamish Dodson. Hamish started as a Surveying/Civil Engineering Trainee in the City Works department where he found great satisfaction in creating safer environments for motorists and pedestrians through road design and other projects. Soraya is a Trainee Engineer in The City Works Department and is studying a Bachelor of Engineering (Civil).



Left to right: Soraya Mahomed, Amanda James, Hamish Dodson, Josephine Maejiirs, Mary Thorne.

Amanda James

For Amanda James, Human Resources Officer, family is important and finding the balance that suits her family and full-time work is a challenge she’s successfully managed at Council. Council offers maternity leave, flexible working hours and the option to work from home as well as salary packaging of fees at Council’s childcare centres. When Amanda’s first child Seth was born Amanda returned to full-time work after maternity leave – juggling hours that she could do in the office and from home. Later, the cost of sending Seth to daycare was reduced because of the salary packaging scheme in place with Council’s centres. “It’s great to work for an organisation that values a work/life balance – Council’s flexible working conditions have allowed me to return to full-time work without having to give up precious time with my family”.

Josephine Maejiirs

Josephine Maejiirs combines life as a single mum, a representative sportswoman and a full time Environmental Planner. Josephine’s job involves assessing development applications for anything from rural sheds to multi-unit housing through to

commercial and industrial developments. Josephine says “when a development application is determined, a sense of accomplishment is achieved”. Josephine enjoys working for Council, and says the option to work from home has made it easier for her to be a professional and a mum working full-time. Josephine is also in the NSW Women’s Development Rugby Union side, a great achievement after taking up the sport late in life, getting selected after only her third game. “I have a great work-life balance and I’m happy and settled,” she said.

Mary Thorne

Mary Thorne is part of the 21% of Council’s workforce over the age of 55. Mary recently retired after 19 years in a variety of roles at Council, but a new policy will ensure her vital skills won’t be lost. Mary’s final role at Council was as our Cemeteries Officer and she was also President of the Cemeteries and Crematoria Association of NSW with irreplaceable knowledge and contacts gained working in the industry for many years. Benefiting both Council and her lifestyle, Council’s phased-in retirement policy has allowed Mary to scale down from full-time work to part-time, and she is now working on a temporary basis at Council, particularly on special cemetery projects.

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Les Stimson

Life has come full circle for Council's longest serving current employee, Les Stimson. When he first started with Council 40 years ago he swept the streets with a bucket, broom and a bit of muscle. Things have changed since then; the streets still need to be swept, but now Les does it in a truck. He loves working in the outdoors for Council; there is always something interesting to be done. There are streets in Penrith with twigs and bits of rubbish waiting to be cleaned so there is always plenty of work to keep Les occupied five days a week. As the longest serving Council worker, Les jokes that his greatest achievement is "just surviving" and says he's looking forward to more years, as long as he gets to work outdoors.

Employee relations

The industrial relations climate for Local Government became more settled following State Government legislation which amended the Local Government Act to decorporate NSW councils. Penrith has returned to industrial coverage under the State Industrial Relations system and the Local Government (State) Award 2007.

Previously, Council had successfully negotiated a local agreement with its staff providing a guaranteed wage increase of 4% in 2008 and 3.5% in 2009.

The Joint Consultative Committee (JCC) which incorporates staff representatives from all levels and facets of the organisation continued to meet and discuss the interests of management and staff. Three committees focussing on Occupational Health and Safety, Job Evaluation as well as the JCC are strongly supported by management, and members receive training and refresher courses to ensure they continue to operate effectively.

A Safer & Healthier Workforce: Occupational Health and Safety (OH&S)

Council is pleased that staff injury claims have fallen for the third year in a row. Council is committed to preventing accidents and injuries through improved awareness and training. If injuries do occur, Council is focussed on achieving the best outcomes and reducing the time lost and the financial costs for both the injured staff member and our organisation. Council offers suitable duties during the rehabilitation and recovery period. As well as a safer workplace for staff, Council has been rewarded for the reduction in claims and better return to work outcomes with lower insurance premiums.

Les Stimson is currently Council's longest serving employee and has spent over 40 years cleaning the streets.



This year more than 250 Council staff attended OH&S inductions and there were 636 staff attendances at training courses such as first aid, chainsaw use, safe asbestos removal and chemical handling. Council's OH&S Committee, made up of 14 employees from across Council, continues to actively review procedures, and did 67 worksite inspections in 2008-09. This year the Committee took on a more formal role in inspecting Council's three controlled entities Ripples Leisure Centre, the Penrith Performing and Visual Arts Ltd and Penrith Whitewater Stadium.

Equal Employment

Major achievements during 2008-09 include:

- Council's 12 month traineeship program now offers designated places for applicants from specific target groups. One person with a disability and three from Aboriginal/Torres Strait Islander backgrounds were employed in traineeships.
- 52 women attended six different training/ personal development courses designed specifically for women.
- 730 staff attended bullying and harassment prevention training.
- 54 staff attended a Disability Awareness workshop developed and delivered for Council by the Australian Network on Disability.

Practicing what we preach

Council's Environmental Health team took matters, or rather mulch and seedlings, into their own hands to help make their department's car fleet carbon neutral. Their efforts also contributed to restoration work at Werrington Creek.

Some 900 seedlings were planted by Environmental Health staff, aided by Cambridge Park High School's Bushcare group, the 'Weedbusters.'

Sam Innes and Krissy Blain were behind the concept, encouraging their colleagues to practice what they preach in reducing their ecological footprint.

Not in my backyard

Could you imagine loading up the family station wagon and box trailer with all the junk that's taken up space in your garage for the past 10 years, driving out the back of Llandilo and dumping it in the bush? Head out to Londonderry and leave it on the side of a fire trail? Shocking as it sounds, it actually happens and Steve Gillis has seen it for himself. Steve is an officer with the Regional Illegal Dumping (RID) Squad which Penrith Council co-ordinates on behalf of six western Sydney councils. After 20 years in the Navy and Naval Police Steve took on the role which he says is very rewarding despite the grim picture it paints of human nature. "It's satisfying to catch people, and make them clean it up," he says.

A long-term local resident, Steve still finds it astounding that some people don't feel it's wrong to dump in their own 'backyard' and inspects some of the City's most remote areas daily, trawling through dumped material trying to find a link or clue to its origin. "They're very much on the back foot when we call on them to ask them to explain how some of their stuff ended up in the bush, we get all kinds of excuses but they can't refute the evidence and end up copping the fine and often being made to clean it up as well," Steve said. For more information on waste services in the Penrith area [click here](#) . For details on the RID Squad [click here](#)



Senior Investigator Stephen Gillis is passionate about tracking down illegal dumpers.



Krissy Blain (front), Julian Clark and Daria Rech were part of the Environmental Health team helped make their car fleet carbon neutral.

Did you know?

? In September 2008, 120 staff members from across our workforce attended a Workforce Forum. People from trainee to Director level, including indoor, outdoor and children's services staff, met to focus on current and future issues facing us all at Council. A number of working groups were set up to work on ways to improve services and other issues raised on the day.

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Council Indicator

- Total workforce by employment type, employment contract, and region. (LA1)
- Total number and rate of employee turnover by age group, gender and region. (LA2)
- Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. (LA07)
- Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing their career ending. (LA11)
- Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. (LA13)
- Ratio of basic salary of men to women by employee category. (LA14)
- Total number of incidents of discrimination and actions taken. (HR4)

LA1 Total workforce by employment type, employment contract, and region.

STATE	 <p>74.5% of Council's workforce are permanent. 12.9% of Council's workforce are temporary. 12.6% of Council's workforce are casual.</p>
TREND	Overall staff numbers have remained relatively stable, however we have seen a shift towards permanent employment in the last 12 months with an increase from 69.5% of the workforce to 74.5% becoming permanent.
RESPONSE	Council is committed to providing a flexible, family friendly work environment and provides a range of work conditions to suit individual needs. During the reporting period we saw a 5% increase in the number of permanent employees.

LA2 Total number and rate of employee turnover by age group, gender, and region.

STATE	 <p>A total of 72 permanent employees left Council during 2008-09, representing a staff turnover rate of 8.48%. The turnover of male and female staff appears relatively even with the highest turnover taking place in the 65+ age category. The lowest turnover took place in the bands of 45- 49 years (2.99%) and 50 – 54 years (3.17%).</p>
TREND	The overall turnover rate of permanent staff has reduced in this reporting period, down 2% on 2007-08 figures to 8.48%. This decrease in staff turnover may partly be attributed to the impacts of the global financial crisis as job opportunities became more limited and secure employment in a government position became more attractive. The main reasons for people leaving the organisation were to take up a promotion in another organisation (19 cases) or retirement (14 cases).
RESPONSE	Council continues to seek ways to retain our valued staff and provide appropriate career opportunities and training, including a phased in retirement policy, see page 34.

Angela Lennon



Angela Lennon has seen a lot of change in her 34 years working at Council. Angela, now a corporate secretary, began her career at the old Council Chambers in 1975 at the age of 20 and says she enjoys getting up for work just as much now as she did back then. Angela started in the days of bundy clocks, when you couldn't be a minute late or it would be noted. Angela worked on a manual typewriter, heavy clunky things when compared to today's computers. Angela still keeps a typewriter in the office "just in case". "The Council used to be a much smaller organisation but has grown as the community has grown," she said. But it's not all business; there's a social side with an active Sports and Social Club made up of employees from all facets of the organisation. Angela plays in their social golf events once a month and tennis every Wednesday night.



Online Link



On track



Challenge



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Not yet reporting

LA7 Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region.

STATE

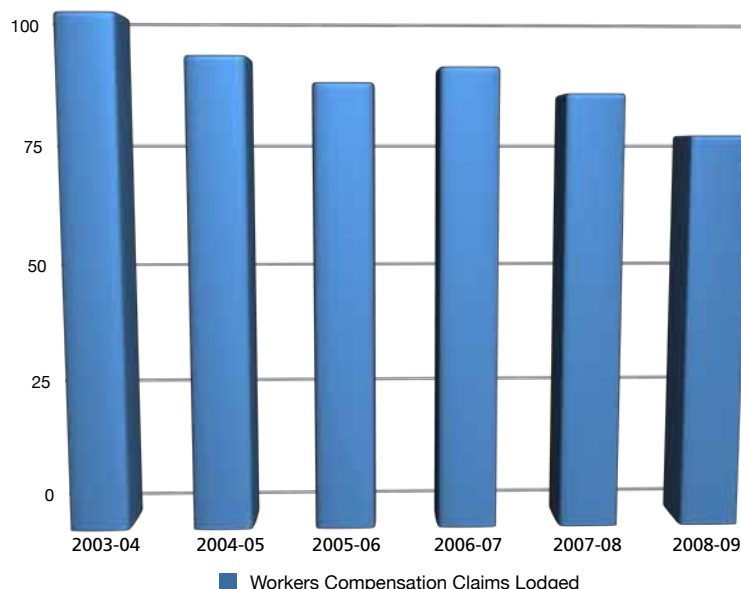


77 injuries occurred and 675 days were lost during the reporting period. Council has had no fatalities.

TREND

The total number of worker's compensation claims lodged has steadily declined every year since 2001-02 (113). This reporting period saw a drop from 83 injuries in 2007-08 to 77 injuries in 2008-09, a decline of 7%.

There has been no change in the rate of fatalities, with none occurring this year. The total number of days lost from injury has dropped dramatically since 2001-02 from 3309 to 675 days, a decrease of 80%.



RESPONSE

Council is continually seeking ways to improve the safety of the work environment. Council employs an OH&S and Injury Management Coordinator and a support officer to provide advice and assistance to staff across the range of our operations.

LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

STATE



Educational assistance was provided to 89 employees towards tertiary qualifications. In addition, 33 employees are participating in "Existing Worker Traineeships" to assist in career development, while 32 staff are undertaking vocational training in traineeships.

To assist retiring staff Council facilitated meetings with representatives from local government superannuation to discuss their retirement options. In addition, four staff started a program of phased-in retirement during the reporting period.

TREND

Participation rates in Council's Education Assistance Program have dramatically increased this year with 89 staff receiving educational assistance in 2008-09 compared with only 64 staff in 2007-08. This increased uptake of educational assistance provides Council with an additional skills and knowledge base. Staff undertook studies in the areas of education, business and accounting, planning and environment, horticulture, engineering, information technology and community development.

RESPONSE

A Phased-In Retirement Policy was adopted by Council in February 2009. This policy provides a range of options for employees nearing retirement offering a transition from full-time work. The policy also has benefits for Council as the process enables improved knowledge and skill transfer through succession planning, mentoring and workforce renewal. See page 34 for an example of phased-in retirement.

Council have conducted a Workplace English Language and Literacy Program (WELL) to encourage and support people in improving their reading, writing and numeracy including staff from Non-English speaking backgrounds. In the last year 159 employees have attended various courses focussing on WELL, 22 were from non English speaking backgrounds.



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LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.

ABOUT US	GOVERNANCE	INDICATORS	STATUTORY REPORT	FINANCIALS	CONCLUSIONS	STATE	Governance Bodies	Male	Female
							Councillors	9 (60%)	6 (40%)
							Corporate Management Team	9 (82%)	2 (18%)
							Joint Consultative Committee	11 (69%)	5 (31%)
							Permanent positions		
							<p>Female employees make up 54% of the permanent workforce with a heavier concentration in the traditional occupational categories of clerk, customer relations officer, administrative officer, para-professional and professional specialist, while men continue to dominate in the areas of field operator, trade officer and management.</p> <p>Council largely has a middle aged and older workforce with 47% of permanent employees falling within the age range of 30 – 50 years, and 33% aged over 50 years. 19% of Council's permanent workforce are aged under 30 years.</p> <p>Overall, people with a disability make up just over 4% of our permanent workforce, with a spread across all occupational categories. Aboriginal and Torres Strait Islander (ATSI) people are employed by Council, making up just over 1% of our workforce.</p> <p>People with an ethnic background comprise more than 11% of our workforce with a good spread across all occupational categories.</p>		
						TREND	<p>This reporting period has seen significant changes to the make up of both Council and the Corporate Management Team (CMT).</p> <p>A new Council was elected in September 2008 comprising six newly elected Councillors. This new Council has a slightly different composition with six female and nine male Councillors, compared to five females and 10 males on the previous Council. Importantly the age breakdown of the Councillors now better reflects the community with 27% of Councillors under 35 years of age.</p> <p>CMT has changed composition significantly as a result of a restructure. Previously CMT included the General Manager, four Directors and the Chief Financial Officer with a total of six members. The size of CMT has grown significantly and now comprises 11 members including the General Manager, two Directors and eight Group Managers. Of these 11 CMT members, two are female which is now 18% of the senior management team (an increase from 0%).</p> <p>There are no significant trends or changes relating to the make up of our permanent workforce in terms of gender, age group, minority group membership or Aboriginal and Torres Strait Islander people.</p>		
						RESPONSE	<p>Previous reporting for this Indicator focussed on diversity across the organisation as a whole. This year Council has taken a closer look at the composition of our senior management, and has identified that although there has been an increase in the number of women in senior positions over the reporting period from 0% to 18% that there is still the opportunity for significant improvement in this area. In response to this Council has established a working group to identify strategies to improve opportunities for women in senior management, and is initiating a range of leadership programs targeting women.</p>		



Online Link



On track



Challenge



Stable



Not yet reporting

Craig Ross



Major Projects Manager Craig Ross remembers when the town of Penrith only extended to Smith Street with farming land beyond that. Craig loves his work and says he has stayed with Council for 40 years because his job is always changing. Craig started as an Assistant Engineer. When computers were introduced Craig embraced them despite a difficult transition from manual drafting to computerised drafting and design. Craig says his role gives him freedom to design, experiment and act.

Anton Aktila



Anton Aktila is not your ordinary Library Assistant; he doesn't even look like one. This is probably because he's not a typical librarian; he's also a full time musician and singer. Anton has worked on the front desk of the library for almost seven years, and likes the interaction with library customers. Council's flexible working conditions allow Anton to follow his dream; he works in the Library each morning and pursues his music career in the afternoon. Anton was a finalist on Australian Idol, owns a music studio and performs as a soloist and as part of the popular Robertson Brothers.

LA14 Ratio of basic salary of men to women by employee category.

STATE	<p>The average wages for female staff range between 94% and 97% of male wages.</p> <p>Women's wages are below those of men across all occupational groups except the Clerk group. The group with the greatest disparity is that of the para-professional group where women earn 80% of their male counterparts.</p> <p>A breakdown of permanent staff by occupational category, wage band and level shows that men dominate the highest wage level in every category except Clerk and Administrative Officer, with women dominating the lower wage levels in every category except Field Operator.</p>
	<p>The average wage for females remains slightly below the average male wage.</p>
RESPONSE	<p>Reasons for differential rates of pay between men and women are varied and numerous. There are added complexities due to the range of occupational groups Council is responsible for. An example is 48% of para -professionals are women working in childcare. Childcare has a higher than average staff turnover with 25% of these child-care staff leaving with 12 months or less service. This short length of service impacts on an employees ability to move through Council's salary ranges, and results in new employees being placed on lower salary ranges compared to longer term employees.</p> <p>A further example is the occupational category of Field Operator which is an area traditionally dominated by men. Changes to recruitment programs have encouraged women to join this occupational category and their numbers are increasing. Consequently women entering this field have not had the length of time in the organisation to move through the salary ranges when compared to men.</p> <p>The General Manager recognises salary imbalance is an area that needs significant consideration and has established a review team that is responsible for identifying causes of the gender disparity and developing a range of strategies to address this issue.</p>



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HR4 Total number of incidents of discrimination and actions taken.

STATE	 There were no instances of discrimination reported this year.
TREND	Council continues to maintain an extremely low rate of incidents of discrimination.
RESPONSE	To mitigate instances of discrimination, Council has a Grievance Policy and Prevention of Bullying and Harassment in the Workplace Policy and intends to continue to train all staff to ensure they are aware of their obligations under EEO and Workplace Safety.

Amy Dunbar



Amy Dunbar completed a Traineeship in Civil Construction and is looking to further her training thanks to the opportunities at Council. Amy has just passed her truck licence test, and enjoys working in the outdoors maintaining Penrith City.

Noelene Jarman



Noelene Jarman is the longest serving member of the Children's Services staff. Noelene currently splits her 32 hours a week between Tamara Children's Centre as a clerical officer and in the Children's Services department as

a Systems officer. Noelene is a great example of Council's flexible working arrangements. In April 1982 Noelene started working as a part-time clerical officer in childcare, five hours a week at Koolyangarra Children's Centre, which was the first multi-purpose centre, offering Long Day Care, Pre-school, OOSH and Vacation Care under the same roof. Noelene's hours have increased along with the demand for quality childcare over the years. Many children that she watched grow up are now taking their own children to Tamara and Noelene loves watching them grow and develop.

Jonathon Wood



Jonathon Wood is a Professional Specialist Trainee in Planning, undertaking undergraduate studies by distance education through the University of New England. Council's educational assistance policy

allows Jonathon time off for studying and exams, as well as paying for tuition. This allows Jonathon to gain practical experience while continuing his studies. Jonathon likes the wealth of knowledge held by his colleagues that he can tap into. One of Jonathon's greatest achievements was being involved in defending an appeal to the Land Environment Court against one of his Development Application approvals.



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Not yet reporting

'Our People'

Supplementary Indicators

- Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. (LA3)
- Percentage of employees covered by collective bargaining agreements. (LA4)
- Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs. (LA6)
- Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. (LA8)
- Average hours of training per year per employee by employee category. (LA10)
- Percentage of employees receiving regular performance and career development reviews. (LA12)
- Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (HR3)
- Total number of incidents of violations involving rights of indigenous people and actions taken. (HR9)

LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

STATE	✓ Short term temporary staff and casual staff are not able to salary package. Part-time staff are not able to have a car allocated to them.
TREND	Council has converted a number of casual positions to permanent part-time which enables more staff to access benefits.
RESPONSE	Council is aware of the need to provide appropriate flexible working arrangements for all staff members and is continually seeking ways to ensure staff are able to access arrangements and benefits in an equitable manner.

LA4 Percentage of employees covered by collective bargaining agreements.

STATE	➤ Council has had in place, over a number of years, a series of Staff Industrial Agreements that have been negotiated with the relevant trade unions.
TREND	Council continues to work closely with Unions, Joint Consultative Committee and employee representatives.
RESPONSE	To maintain its position as a leading employer, Council continues to seek ways to provide employees with additional benefits and opportunities. Council provided opportunities for employees to meet with trade unions throughout the course of the year.



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LA6 Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs.

STATE	 Council's OH&S committee comprises 14 elected staff members and two employees who act as advisors, giving an overall representation of 2% of the workforce.
TREND	The OH&S Committee comprises 14 employees. Nine members are elected by employees and represent the three key groups within Council, ie indoor, outdoor and childcare. A further five staff are nominated by management. Overall the Committee is made up of 64% males, 36% females. 43% of the committee is indoor staff, 36% outdoor staff and 21% children's services.
RESPONSE	Council maintains a consistent level of workforce representation at all times. Elections to the OH&S Committee occur every two years.

LA8 Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.

STATE

To assist in the prevention of injury the OH&S Section offers a range of training that includes courses such as Manual Handling, First Aid, working in confined spaces, working around power lines, traffic control and avoiding needle stick injuries.

The OH&S Section also organises ongoing immunisation for at-risk staff (Children’s Services staff and outdoor staff). This immunisation includes Tetanus and Hepatitis A and B.

Council has an Employee Assistance Program available to all staff and their families. This is a free, confidential counselling service.

Regular inspections are carried out on all public areas that are controlled by Council such as the library, community halls and sporting grounds to ensure that they are safe for use by the public.

TREND

The chart displays two data series: 'Work Related' (blue bars) and 'Non Work Related' (green bars) incidents over five periods. The x-axis represents the number of incidents, ranging from 0 to 60. The y-axis lists the periods: 01/12/04 - 30/11/05, 01/12/05 - 30/11/06, 01/12/06 - 30/11/07, and 01/12/07 - 30/11/08. Non-work related incidents are consistently higher than work-related incidents, with a significant peak in the 2006-2007 period.

Period	Work Related	Non Work Related
01/12/04 - 30/11/05	12	36
01/12/05 - 30/11/06	18	36
01/12/06 - 30/11/07	12	54
01/12/07 - 30/11/08	18	48

RESPONSE

Council continues to provide services to its employees to promote a safe, satisfying and stable working environment.



Online Link



On track



Challenge




Stable



Not yet reporting

LA10 Average hours of training per year per employee by employee category.


STATE  Information regarding hours spent at training is not available however during the reporting period 230 course sessions were held on-site with 2879 employee attendances. 549 employees attended externally run courses.

TREND	External Courses - Employee Attendance					
	Group	2004-05	2005-06	2006-07	2007-08	2008-09
	12 Month Trainee				1	6
	Professional Specialist Trainee			2	5	5
	Field Operator	39	22	23	30	25
	Clerk	9	8	23	43	28
	Customer Relations Officer	71	33	35	15	35
	Trade Officer	16	10	16	29	14
	Administration Officer	22	40	35	55	35
	Para-Professional	85	63	119	75	111
	Professional Specialist	195	165	222	232	249
	Manager/Administration	34	37	34	29	41
	Total	471	378	509	514	549
TREND	Internal courses - Employee Attendance					
	Group	2004-05	2005-06	2006-07	2007-08	2008-09
	12 Month Trainee		22	5	7	114
	Professional Specialist Trainee	4	11	7	15	45
	Field Operator	565	478	621	480	565
	Clerk	280	269	176	64	183
	Customer Relations Officer	344	331	196	115	311
	Trade Officer	148	174	154	99	110
	Administrative Officer	341	252	141	136	197
	Professional Specialist	700	755	573	299	832
	Para-Professional	435	383	352	292	436
	Manager/Administration	83	84	59	66	86
	Total	2,900	2,759	2,284	1,573	2879

RESPONSE The past year has seen the roll out of a training program covering governance issues to all staff to ensure a strong awareness of the obligations of staff and Council in this area.

Not captured in the data above is attendance at TAFE and University by 12 month and Professional Specialist Trainees.

LA12 Percentage of employees receiving regular performance and career development reviews.

STATE  During 2008-09 Council began a program to streamline the processing of Employee Performance Planning and Review (EPPRs). As a result of this process only Band 1 staff were eligible for a performance review.

TREND The percentages of EPPRs that were due and completed during the reporting periods are as follows;
 2006-07 79%
 2007-08 81%
 2008-09 100%

RESPONSE All permanent staff are eligible for a performance review. Casual and temporary staff that meet specific criteria are also eligible for a performance review. Council works to ensure all permanent staff complete an annual EPPR that assesses their performance for the last 12 months and sets out goals and training requirements for the next year. The EPPR process has also now been introduced for temporary and casual staff that meet certain criteria.

As previously indicated, Council is changing the grouping of EPPRs according to bands rather than anniversary date for some employees and 1 July for others. This change should streamline the processing of EPPRs.



Online Link



On track



Challenge



Stable



Not yet reporting

HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

1120 staff attended 86 training sessions containing aspects of human rights.

Course title	Number of sessions	Number of staff attendances
Aboriginal Early Childhood Education Conference	1	1
Working with Aboriginal families and communities	1	1
Effective Intervention Plans for Children with Autism	1	1
Understanding Autism Spectrum Disorder	1	1
New Community Worker Seminar	1	1
Working positively with differences and diversity	1	1
Making sense of autism and strategies that succeed	1	5
Early Childhood Intervention Australia Conference	1	6
Cross Cultural Communication Workshop	1	1
Attachment and Trauma	1	5
The Cultural Learning Circle	4	7
Autism Learning Circle	4	4
Supporting the learning of children with autism	2	4
Communication for Children with Autism	1	1
Disability Awareness	4	54
Child Protection Training	2	18
PCC Bullying & Harassment Awareness	41	669
PCC Bullying & Harassment Awareness for Supervisors	4	48
Diversity at Work	5	82
Diversity in the Community	5	82
Disability Access in the Built Environment	2	43
Disability Access in the Public Domain	2	85
Totals	86	1,120

TREND Council does not record attendance in terms of hours. Records are kept on the number of training sessions and number of staff attendances. Details on human rights related training conducted during the review period is as follows.

RESPONSE Council will continue to maintain a high standard of staff training to ensure staff are aware of their obligations and opportunities within Council.

HR9 Total number of incidents of violations involving rights of Indigenous people and actions taken.

 Zero incidents were identified.

TREND Council continues to maintain a zero level of incidents against Indigenous rights.

RESPONSE Council will continue to train staff to ensure awareness of the principles of Equal Employment Opportunity and Workplace Safety and to provide a working environment free from discrimination.



Online Link



On track



Challenge



Stable



Not yet reporting



A leading City

Penrith's Regional City status is bringing significant opportunities and benefits for the community and Council. We're positioning ourselves to capitalise on our potential and enhance this status, driving Penrith to be a Regional City in far more than just name.

Council is working hard to identify what our community needs and wants. With good partnerships, Council is leading the City's advancement as a sustainable and prosperous city in an increasingly competitive climate. We have been successful in securing investment and amenities for Penrith from State and Federal Government and will work hard to ensure this continues. Many of the facilities and services needed for Penrith must be provided by other agencies and organisations and we will continue to speak up.

We are proactively looking both within and beyond our local government area to attract investment and innovation, working with governments, businesses, services and the community.

Council provides strong leadership, combining experience and expertise with strategic planning and policy-focussed ambition to continue to deliver a great City. We will continue to harness the skills, commitment and pride of our community to bring the best to Penrith. We listen to our communities and workforce, respecting and recognising the diversity that makes us strong. We are proud, both individually and collectively, and encourage these attributes by celebrating success and promoting achievements.

Penrith City continues to grow while wisely and responsibly considering social, environmental and economic opportunities in an exemplary way. Council will continue to benchmark itself against our peers in local government as well as organisations and businesses nationally and internationally to ensure we continue to set high standards for intelligent, sustainable leadership.

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Legal and Governance trainee Tiffany Martinez deferred her studies to get practical work experience.

Working with our community



Kingswood Neighbourhood Centre is one of Council's newest centres and a busy venue used regularly by playgroups, dance schools as well as for private functions. Day to day operation and bookings are carried out by a community management committee elected every four years. Money generated by hire is directed back into the centre for improvements and maintenance.

In June 2008 Council approved funding under its Sustainability Revolving Fund for the installation of solar panels at Kingswood and Floribunda (Glenmore Park) Neighbourhood Centres. The centres matched Council's contribution dollar for dollar. It was Council's first significant application of solar energy and the highly visible centres will increase public awareness of using the sun to produce clean 'green' electricity.

Installation of solar panels at the two centres reduced carbon dioxide emissions by around 33 tonnes and electricity costs by around \$850 last year.

Council's Sustainability Revolving Fund won the Financial Incentives category of the NSW Sustainable Water Challenge Awards in September 2008.

Another Centre, Londonderry Neighbourhood Centre, received a \$1.25million makeover of its building and park amenities. The 10-month project included the installation of air conditioning and disability access, a new foyer, kitchen, meeting room, toilets and parenting room, the installation

of a large outdoor verandah overlooking the neighbouring park, and improvements to the nearby park amenities building as well as new play equipment. The renovations were funded by the State and Federal Governments, the Castlereagh Community Fund and Kindergarten Union. To find out how to hire or for more information about the Kingswood Community centre [click here](#)

Ulysses visit

Over a week in March 2009 Penrith was the centre of the universe for mature motorcyclists when the Ulysses Club held its Annual General Meeting (AGM) event.

Council, Panthers and Penrith Paceway were supporting partners with the Nepean Branch in bidding for the right to hold the 2009 AGM in Penrith Valley. The economic benefit of such a large number of visitors was significant with estimates of up to \$10 million being pumped into the local economy to benefit tourism and retail sectors.

The Grand Parade traditionally marks the end of the event and is seen by Ulysses as a thank you gesture to local residents for sharing their city or town. The Penrith Grand Parade on March 21 proceeded from Jamison Park, along Jamison Road and Evan Street to High Street, then Station Street, finishing at the Showground.

Kingswood Neighbourhood Centre is run by a community management committee elected every four years, allowing the community to play an active role in services in their suburbs.



Penrith City Centre Association's annual Penrith City Festival in High Street was scheduled to coincide with the parade.

The Ulysses AGM was one of several national events held in Penrith during 2008-09. The Sydney International Regatta Centre and Penrith Whitewater Stadium, both purpose built for the 2000 Olympics, remain world class facilities and play host to a number of unique and exciting events which showcased Penrith Valley to many visitors who spent generously while here and now have a strong potential to return in the future.

New economic development entity

Council recognises the need to actively attract investment and employment to the City and has a range of programs in place to promote Penrith as a great place to do business. In the past 12 months Council's economic development activities have been restructured to streamline these endeavours and to drive growth and attract investment in the City.

The City's first *Economic Development Committee* was formed in 1988 as a Committee of Council. A review in 2001 saw the creation of an independent ratepayer-funded entity, the Penrith Valley Economic Development Corporation, which began operations in January 2003.

In 2007, as a result of an independent study, Council conducted a further review to streamline its economic development functions with a focus on job creation and promoting its Regional City status. The review received widespread community support and resulted in the reconstitution of the PVEDC and its functions in 2008-09.

The PVEDC sought 11 candidates for a new board, representing key industry sectors in the region. The board also has three Council representatives led by the Mayor.

A highlight of the annual Penrith City Festival was the Ulysses Club's grand parade to mark the end of their National AGM. Photo courtesy Penrith Press.

The new entity merges the functions of the PVEDC (enterprise development) and Council's Economic Development Department (investment attraction and employment generation) in one organisation.

The board is currently working on a new name, brand image, strategy and direction to target its mission of attracting, retaining, and facilitating the growth of business investment in Penrith.

Students have an Enviro Adventure

Council introduced a successful new format for the Penrith Enviro Adventure event in 2007-08, with 12 Penrith Enviro Adventure events held in 2008-09 at primary schools across the City. The event was previously held as a full day experience for students, however Council found we could reach significantly more students in the new format - 877 students participated this year compared to the total 910 students who took part over three years.

Students take part in a number of activities at Enviro Adventure, each relating to a key aspect of our environment. A fresh waste relay activity educated students about the upcoming three-bin waste service, while other activities involved the Stormwater Activity Model trailer and Sustainable Games. The innovative Eco-Pursuit was popular, encouraging team work by students in answering environmental themed questions and mastering various challenges.

Council received significant interest in this year's program and is now fully booked for the coming year.

Did you know?

? Sustainable Agriculture – Forums to move Forward

Council, in partnership with the NSW Department of Primary Industries, hosted a forum on the future of agriculture in Western Sydney in the Joan Sutherland Performing Arts Centre in December 2008. The forum was supported and called for by the Minister for Primary Industries, Hon Ian Macdonald MLC, and was attended by representatives from various agricultural industries to discuss how agriculture can be preserved and managed in the future. As a result of the forum, Council hosted the first Sydney's Agriculture – Planning for the Future Reference Group meeting and also participates in the associated working group.

Agricultural fact sheets are available for those with a Non English Speaking background [here](#)

Challenge: Financial Sustainability

ABOUT US	<p>Globally, the 2008-09 year was a turbulent one with all economies around the world affected by the impacts of the Global Financial Crisis (GFC). The GFC has had wide-spread implications for organisations internationally and while Australia has not been as severely impacted as many economies, Council was not immune from the impact of the economic downturn.</p>
GOVERNANCE	<p>Council's interest on its investment portfolio was affected by the decline in interest rates with the current rate on investments at June 2009 being 3.96%. This is a considerable drop from the same time in 2008 (8.2%) and two years ago (6.11%). Lower interest rates have resulted in reduced revenue for Council, however it is worth noting that some of this decrease in interest income has been partially offset by savings in debt servicing costs.</p>
INDICATORS	<p>In addition 2008-09 saw the final write down of Council's two collateralised debt obligations (CDOs) which were initially valued at \$1million each. This final write down was \$418,000.</p> <p>The combination of reduced interest rates and the investment write off has resulted in a reduction in investment income of \$392,000 compared to projected budget over the financial year.</p>
STATUTORY REPORT	<p>Income relating to development activity within the City was also affected. While development activity has been on the decline in recent years due to increased interest rates and the slowing of the property market, the GFC resulted in a sharper than expected fall with significant impacts in terms of the amount of income received by Council. Development related income fell by 11% on 2007-08 figures, coming in at almost 18% below the projected budget levels.</p>
FINANCIALS	<p>A number of households in the Penrith area are also experiencing the impacts of the financial crisis; however the outstanding rates percentage has remained relatively constant this year, decreasing slightly from 5.04% at 30 June 2008 to 4.94% at 30 June 2009.</p>
CONCLUSIONS	<p>Employee costs are the single biggest item of expenditure in the budget. Council's ageing workforce and the retirement or resignation of a number of longstanding staff had an impact in 2008-09. Superannuation costs increased significantly, reflecting an increase in costs to Council for those members in the Defined Benefits Scheme. This scheme requires Council to contribute more based on the voluntary</p>

contributions that are made by individual members. Combined these factors resulted in an increase of 3% in net employee costs.

Following an independent inquiry into the financial sustainability of local government in NSW in 2006 which highlighted unmanageable costs in maintaining ageing infrastructure, the sustainability of councils across NSW has been regularly reported in the media.

Council has long been aware of the need to invest funds in maintaining assets. In 2006 Council successfully applied to the Local Government Minister to implement a special rate increase to fund a 10-year Asset Renewal and Established Areas Strategy (AREAS). The fund directs expenditure towards additional infrastructure renewal and public domain maintenance including roads, buildings and street cleaning, as well as greater attention to the needs of our older neighbourhoods. During the financial year more than \$4.6 million has been spent under AREAS as an investment in the future of our infrastructure.

During 2008, Council engaged Standard and Poors to undertake an independent credit rating. This analysis provided Council with a credit rating of AA+, which put Penrith City Council in the top echelons of local government in Australia.

The Standard and Poors credit rating provided an external review including in-depth interviews with senior staff, and looked at long-term financial modelling as well as Council's responses to asset management needs. Council did not initiate a renewal of this rating and consequently the credit rating was withdrawn in May 2009.

Council's deficit against budget for the 2008-09 financial year is \$149,801. Considering the pressures which stemmed from the continued downturn in building-related activity, declining interest rates, and the additional budget allocations which arose as priority issues emerged, this is considered an excellent result.

Despite all of this Council will deliver a balanced budget in 2009-10 taking into account lower than expected income and higher than expected costs. This has resulted in some changes to our operating environment; however our range of key services and activities will continue to be delivered to a high standard.

Stimulus

In response to the GFC and to offset economic downturn, the Federal Government allocated funds under a number of stimulus packages. Council received \$1.7 million from the Federal Government under the Regional and Local Community Infrastructure Program. This funding has been directed at 23 projects across a range of our facilities, enabling work to start that otherwise may have been delayed.

Projects funded involve extensive repairs and refurbishment to existing facilities including halls, neighbourhood and community centres, childcare centres, parks, playgrounds and bridges.

The largest single project funded under the program is the refurbishment of Woodriff Lane, an open shopping mall in Penrith's central business district, lined with many small businesses. The area is currently undergoing works to improve the drainage, with the installation of new paving and the upgrading of street furniture. This work is well underway with local business owner, Michael Hanna (pictured) delighted with the changes he has seen so far. "We were really pleased to hear this [work] was going to be done. It's really going to breathe new life into this part of Penrith."

Council continues to look towards the various Federal and State Government stimulus packages for future funding opportunities to deliver infrastructure projects for the City.



Some infrastructure projects were able to be fast tracked as a result of federal government funding, delighting business owners like Michael Hanna.

Did you know?

? In conceiving our 2031 Strategic Plan Council undertook an unprecedented level of community engagement:

- Strategic Community Survey – 614 interviews
- PCC Employee Strategic Survey – 213 interviews
- Futures Forum - 267 invitations to community and business representatives.
- Bang the Table – Hundreds of site visits to the interactive Strategic Plan website to make comments, view documents and participate in discussion.
- Councillor workshop – Attended by 15 Councillors, seven Senior Managers and three Council officers.
- 'Have your say' promotion – 98 responses to three strategic questions.
- Exhibition – 13 submissions received during exhibition of draft Strategic Plan and draft Delivery Program.

For more information on the Strategic Plan click [here](#)

? Penrith City Council continues to manage the Western Sydney Regional Illegal Dumping (RID) Squad on behalf of six western Sydney councils. In 2008-09:

- 710 investigations were undertaken in the City in relation to the illegal dumping of domestic, construction and demolition waste. This is an increase in the number of incidents compared to the last reporting period.
- RID Squad Officers issued two Clean Up Notices and 115 Penalty Infringement Notices resulting in offenders being fined a total of \$53,330 worth of fines.
- Approximately 20% of investigations resulted in the removal of the waste by the offender, reducing Council costs in managing illegally dumped waste.

'A Leading City' Indicators


City Wide Indicators

- Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future. (PC22)
- Proportion of residents who are active in community organisations. (PC23)

Council Indicator

- Percentage and total number of business units analysed for risks related to corruption.(SO2)
- Percentage of employees trained in organisation's anti-corruption policies and procedures. (SO3)
- Actions taken in response to incidents of corruption. (SO4)
- Public policy positions and participation in public policy development and lobbying. (SO5)
- Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. (PR5)
- Direct Economic Value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, payments to capital providers and governments. (EC1)


PC22 Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future.

STATE  Council's 2009 biennial City-wide customer survey identified a satisfaction rating of over 81% for consultation with the community by Council.

TREND This is a significant increase from the 2007 customer survey satisfaction rating of 72.5%.

RESPONSE Council has worked hard to improve opportunities for consultation. Increased community engagement at the local level has been resourced by Council, supported by the Asset Renewal and Established Areas Strategy. Council engaged extensively with the City's communities about the new Penrith Local Plan, to ensure participation in the planning process. Council also undertook extensive community consultation in the development of the Strategic Plan 2031 through surveys, workshops, websites and forums. See page 47. Council has a Community Participation Manual which guides our engagement with the community. We recognise there is still more to be done and will continue to address the communication challenges through a range of approaches.

PC23 Proportion of residents who are active in community organisations.

STATE  No new data was available for this period however Council reported on this indicator last year from results of the 2008 Strategic Community Survey. This indicated 67% of residents had participated as a volunteer, been a member of a committee or an organiser of a local community group.

TREND Trend data is not yet available for this indicator.

RESPONSE Council continued to work in partnership with government and non government agencies to plan, promote and support a range of activities and initiatives in enhancing social capital within the community. During 2008-09, Council undertook a wide range of social planning and community development projects. This included resourcing the Volunteer Management Committee Network, provision of financial assistance to small community organisations through Council's Community Assistance Program, compilation of the web-based Community Services Directory which lists over 400 community organisations providing services in Penrith, and celebration of Neighbourhood Centres Week. Hosting a range of annual community events, including Seniors Week, International Women's Day, Youth Week, NAIDOC Week, Refugee Week and International Day of People with Disability has encouraged a strong participation by local community groups who also played an active role in organising these events in partnership with Council.



Online Link



On track



Challenge




Stable




Not yet reporting


SO2 Percentage and total number of business units analysed for risks related to corruption.

STATE	 Five audits have been undertaken by the Council's Internal Auditor from the adopted audit program.
TREND	A risk assessment of all services was used to develop a four year audit program up to 2011-12. Council did not complete all audits that were identified for the first year of the program, however, significant progress has been made toward the completion of scheduled audits
RESPONSE	The audit program is being delivered. Within the audit program a range of checks are undertaken to analyse risks related to corruption. The Audit Committee receives a copy of all completed audit reports.


SO3 Percentage of employees trained in organisation's anti-corruption policies and procedures.

STATE	 During 2008-09 all new employees were provided with training on anti-corruption policies and procedures. Workshops on Council's Code of Conduct are proposed for 2009-10.
TREND	Council continues to ensure all staff are trained in anti-corruption procedures.
RESPONSE	Council will continue to provide training to minimise the potential for corruption.

SO4 Actions taken in response to incidents of corruption.

STATE	 Less than 1% of staff were involved in minor corruption incidents (minor corruption being one off or isolated incidents of theft or misuse of Council resources). There were no major incidents of corruption.
TREND	Council continues to maintain a low incidence of corruption.
RESPONSE	Council continues to implement training and undertake reviews of activities to minimise any opportunity for corruption. Corrective action is taken when any incidents of corruption are identified.

SO5 Public policy positions and participation in public policy development and lobbying.

STATE	 In 2008-09 23 issue papers were submitted to Federal and State Government on significant policy issues affecting Penrith City.
TREND	Council continues to advocate strongly to State and Federal Government to receive the funding for services and facilities the City and its communities need.
RESPONSE	Penrith is a Regional City, earmarked for substantial growth in residential and employment sectors. Council will need to continue strengthening our partnership and advocacy roles to ensure our communities are provided with all that we need and deserve, and importantly that we have a say in our future. Mindful of this, Council undertook a restructure during the reporting period, with a deliberate focus on our senior management team taking a lead role in advocating and lobbying for Penrith City and its residents.



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Not yet reporting

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PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.

STATE	 Council's biennial customer survey identified that 97% of residents are satisfied with Council's overall performance. This places Council well in comparison with averages for metropolitan and regional areas.
TREND	There is an increase from 93% in 2007 to 97% in the 2009 survey.
RESPONSE	<p>A key value for all Council services is to be customer focused whether those customers be external or internal; residents, ratepayers businesses, community groups or other government agencies. In addition to an independent city-wide customer survey carried out every two years (the results for 2009 have been incorporated into reporting this year) service managers are encouraged to survey customers to better understand their needs through feedback as to whether they're satisfied with the service provided. An increased number of online surveys are being regularly used in a number of consultations related to DAs, city marketing, waste collection, sustainability initiatives, community development and even city events like the Australia Day celebrations. Other initiatives to maintain customer satisfaction include a move to more services online where customers can do business with Council at any time of day, via the internet. On-line services at Council's website include paying rates, tracking the progress of DAs and booking a neighbourhood centre or hall. On-line services through Council's website (www.penrithcity.nsw.gov.au) include paying rates, tracking the progress of DAs and booking a neighbourhood centre or hall</p>

EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments retained earnings and payments to capital providers and governments.

STATE	 Council's financial position remains sound. All key financial indicators are in line with council expectations.			
TREND	All figures in \$'000s unless stated otherwise			
		2008-09	2007-08	% Change
	Revenue (including capital)	163,983	149,075	10.0%
	Operating Expenditure	153,105	136,759	12.0%
	Net Surplus	10,878	12,316	(11.7%)
	Operating result before capital	(1,190)	(2,059)	(42.2%)
	Capital Grants and Contributions	12,068	14,375	(16.0%)
	Total Assets	1,152,361	1,160,728	(0.7%)
	Total Equity at 30 June	1,049,932	1,062,510	(1.2%)
	Total Borrowings (excluding bank overdraft)	65,035	63,406	2.6%
	Cash and Investments	63,066	65,376	(3.5%)
	Unrestricted Current Ratio	1.17	1.15	1.3%
	Rates Outstanding Ratio	4.94%	5.04%	(2.0%)
	Debt Service Ratio	7.45%	7.13%	4.5%
	RESPONSE	There are a number of factors that have contributed to Council's revenue growth in 2008-09. An increase in property numbers from 64,000 in 2008 to 64,605 in 2009, together with a Ministerial rate increase of 3.2% added \$4.1m. Grants and contributions also increased as a result of the Federal Government stimulus initiatives. Through the Regional and Local Community Infrastructure Program, Council received \$1.7m for a number of local projects and a further \$2.5m (of a total \$5m allocation) for the construction of a commuter carpark at Penrith Station. Council also received the first quarter 2010 Financial Assistance Grant of \$2.7m.		
Council's financial position continues to be sound. Financial projections contained in the Financial Statements indicate a sustainable future.				



Online Link



On track



Challenge



Stable



Not yet reporting

'A Leading City' Supplementary Indicators

City Wide Indicators

- Increased proportion of the City's businesses and organisations that have committed to ethical practices. (PC27)

Council Indicators

- Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes. (SO7)
- Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (SO8)
- Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. (PR2)
- Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. (PR6)
- Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (PR8)
- Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (PR9)
- Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (EN28)

City Wide Indicators

PC27 Increased proportion of the City's businesses and organisations that have committed to ethical practices.

STATE	○ Council has not been able to report on this indicator.
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Council Indicators

SO7 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.

STATE	✓ No legal action was taken against Council in the 2008-09 reporting period for anti-competitive behaviour or monopoly practices.
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TREND	Council continues to maintain a position of no legal actions against Council for anti- competitive behaviour.
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RESPONSE	Council has a key role in promoting and supporting economic growth in the area and therefore seeks opportunities to encourage growth and development within the region.
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Online Link



On track



Challenge




Stable




Not yet reporting


SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.

STATE	 No fines were issued against Council in the 2008-09 reporting period.
TREND	Council continues to maintain its zero number of sanctions for non-compliance with laws and regulations.
RESPONSE	Council recognises its regulatory and leadership role within the community and maintains strict compliance with laws and regulations.

PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.

STATE	 No significant instances of non compliance were identified in the 2008-09 reporting period.
TREND	Council continues to maintain its high standard of compliance with codes and standards regarding the health and safety of products and services.
RESPONSE	Council has a regulatory and leadership role within the community and ensures compliance with voluntary codes of practice.

PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship

STATE	 No instances of non-compliance were identified in the 2008-09 reporting period.
TREND	Council continues to maintain its high standard of compliance with laws, standards, voluntary codes and regulations.
RESPONSE	Council's in-house Legal and Governance Department is involved in all sponsorship and promotional partnerships and reviews contracts before they are entered into. Council also has an Advertising Working Party which all Councillors are invited to participate in.



Online Link



On track



Challenge




Stable




Not yet reporting

PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

STATE	 Council has not identified any substantiated breaches of customer privacy or losses of customer data.
TREND	Council continues to balance open decision making with the need for individual privacy.
RESPONSE	Council recognises the importance of security of customer information and continues to implement best practice to maintain our current high standard. Council's Information Management System allows for controlled access to confidential material by authorised officers.

PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

STATE	 No significant fines were issued against Council in the 2008-09 reporting period.
TREND	Council continues to maintain a zero level of significant fines.
RESPONSE	Council recognises its role as a leader in the community and continues to be vigilant in our efforts to maintain our high standard of compliance with legislative provisions regarding the use of products and services.

EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.

STATE	 No significant fines were issued against Council in the 2008-09 reporting period.
TREND	Council continues to maintain its high standard of zero fines for non-compliance with environmental laws and regulations.
RESPONSE	Council has a regulatory role monitoring environmental compliance of community and business activities. Given this, Council continues to ensure its own activities are beyond reproach with strict compliance with environmental laws and regulations.

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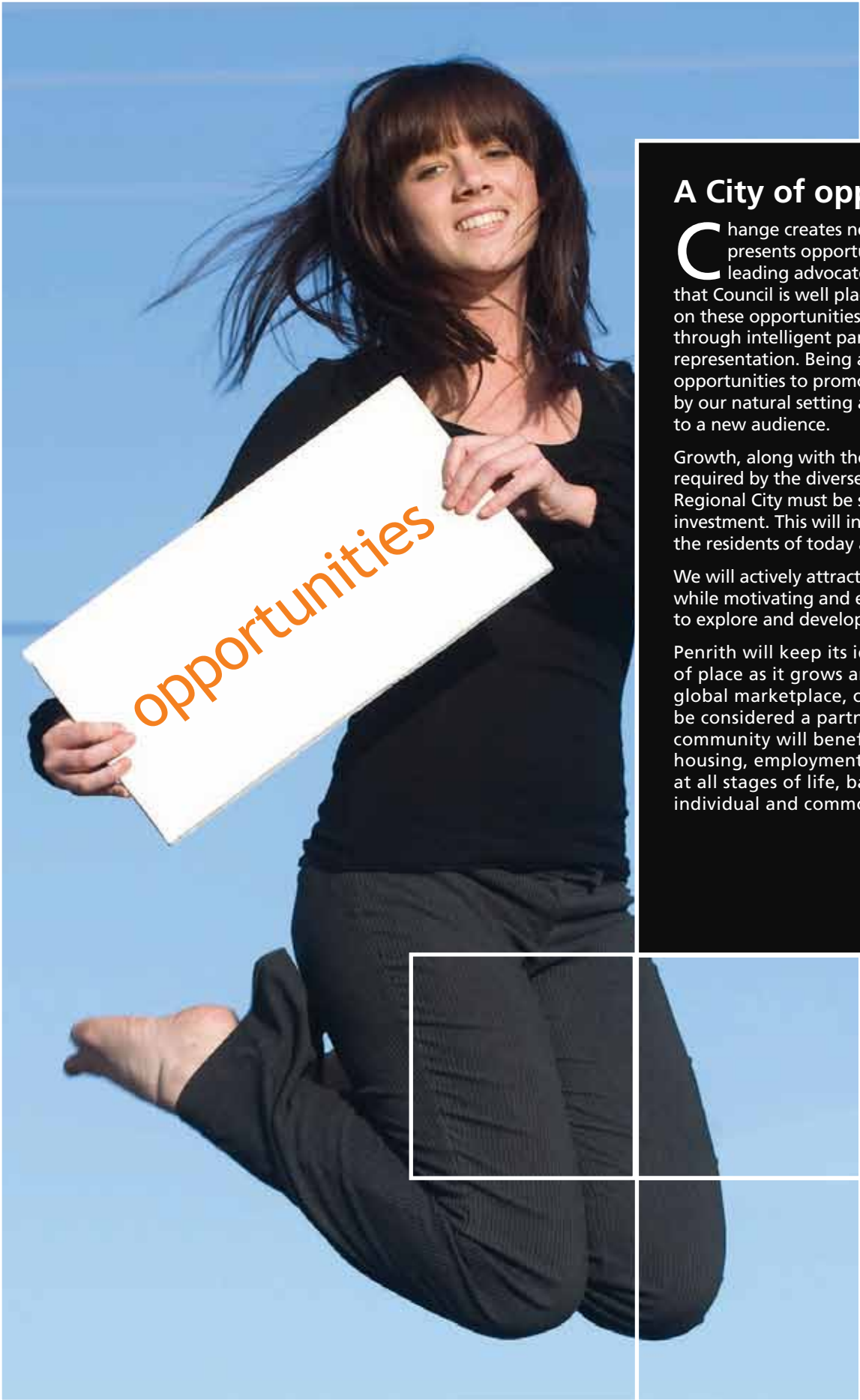
Challenge



Stable



Not yet reporting



A City of opportunities

Change creates new challenges and presents opportunities. Our role as the leading advocate for the City demands that Council is well placed to both capitalise on these opportunities and create its own through intelligent partnering, planning and representation. Being a growth centre brings opportunities to promote the benefits offered by our natural setting and world class facilities to a new audience.

Growth, along with the facilities and services required by the diverse communities of a Regional City must be supported by significant investment. This will increase opportunities for the residents of today as well as tomorrow.

We will actively attract investment to the City while motivating and engaging our communities to explore and develop further opportunities.

Penrith will keep its identity and sense of place as it grows and develops in the global marketplace, confidently able to be considered a partner of strength. Our community will benefit from a range of housing, employment and lifestyle choices at all stages of life, balancing and respecting individual and common aspirations.

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Trainee Danielle Brennan hopes to work in Human Resources and believes the traineeship is a great start to her career.

Caring for our future



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Council is committed to providing quality services for families and children across the City, strongly believing that quality early childhood experiences have a profound and lasting impact on outcomes for children and their potential to develop into the citizens who form the social capital of our future Penrith communities.

The Tamara Children's Centre at Cranebrook underwent an \$814,000 upgrade, completed in 2008 to accommodate more places for 0-2 year olds. Playground facilities were also updated and improved to exceed standards. An extended kitchen allows for fresh, nutritious meals to be more easily prepared.

Continuing its extensive services for children, Council achieved its objective of providing a diverse range of quality child care services to meet the needs of local families.

In 2008-09 Council provided a range of children's services including:

- 17 long day care centres, licensed by the Department of Community Services and accredited by the Department of Education, Employment and Workplace Relations (DEEWR)

Penrith Council is one of the largest local government providers of children's services in NSW. Kids at Tamara Children's Centre are among the 1000 children aged 0-6 who attend one of Council's childcare centres each day.

- Developing seven cluster sites encompassing long day care, pre school and out of school hours components of service delivery
- Nine before and after school care centres
- Six centre-based pre-schools and one mobile pre-school, licensed by the Department of Community Services
- One Occasional Care Service, licensed by the Department of Community Services
- One Mobile Playvan

To find a Council operated childcare service in your area click [here](#)

Did you know?

- ?** In Penrith City, up to 1,018 children aged 0-6 years attend Council's early childhood services daily.
- ?** 400 children aged 5-12 years attend before or after school services each day at Council facilities.



office building has been leased by the Department of Community Services, establishing a presence in the City and associated jobs as well as boosting commercial viability and vitality within the St Marys Town Centre. The ground floor fronting Queen Street will be leased to a tenant as a coffee shop.

Challenge: St Marys Release Area

The future of a 1545 hectare parcel of land at the former ADI site at St Marys, now known as the St Marys Release Area,

was resolved after nearly 20 years of uncertainty and community action. The first suburb, Ropes Crossing, is now being developed with 900 hectares of the site preserved as a Regional Park.

Council's adoption of the Western and Central Precinct Plans for the release area in March 2009 brought to a close years of debate over the future of the area, sparked in 1990 when the Federal Government announced the sale of the site. The State Government's plan to develop the site for housing raised community concern because the site contains rare and endangered flora species including remnants of an endangered ecological community known as Cumberland Plain Woodland. These concerns were verified in 1999 when 830ha of bushland at the site was listed by the Australian Heritage Commission on its Register of the National Estate in recognition of its environmental heritage and conservation value.

Council has always been committed to preserving this unique area of bushland, and made numerous submissions to protect the significant bushland on the site. After lengthy negotiations, Council successfully secured an agreement with the developers and the State Government to preserve 900ha which now forms the Wianamatta Regional Park, representing two-thirds of the site including a valuable wetland area.

Council has also been able to ensure the remaining third of the site will be developed in a sustainable manner. The site will include 3400 dwellings with a broad mix of housing types, two vibrant village centres containing shopping and commercial facilities, community facilities, and passive and active recreation areas with potential links to

Securing investment

The state-of-the-art NSW Government Office at Penrith was opened in December. The land for the site had been earmarked by Council for such a development and Council worked closely with the State Government to secure the investment in services and jobs for the City.

The building was designed to achieve a 4.5 star rating under NABERS (National Australian Built Environment Rating Scheme) incorporating the latest in energy and water saving features. The state-of-the-art, environmentally friendly building houses a number of Government agencies, including the Office of the Hawkesbury-Nepean, Office of Fair Trading, the Department of Community Services and the Sydney Catchment Authority and will accommodate up to 450 people.

Council also constructed a \$6 million commercial development in Queen Street, St Marys, as premises for a State Government tenant. The two-storey



Council earmarked this site (top) for a key development and negotiated with the State Government to secure investment and services for Penrith. Council also constructed a commercial building in St Marys (above) to house a State Government tenant.

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the Wianamatta Regional Park, a 38 hectare employment area in the Central Precinct, public transport and other important infrastructure. It will bring new employment and business opportunities and improved public transport links to Penrith and St Marys.

Throughout the process, Council demonstrated its commitment to a high level of public participation and transparency. Due to the significant public interest, Council resolved to extend the public exhibition period for the draft precinct plans from 28 to 42 days. The public notification period for the Planning Agreement was also extended to 30 January 2009 due to the Christmas holiday period. Council wrote letters to approximately 6,000 landowners and 2,000 occupants in a wide geographical area extending well beyond the proposed development site. It also advertised the draft precinct plans and the Planning Agreement in local newspapers. Late submissions were accepted after the public exhibition period closed and members of the public were able to address the meeting when the plans were reported to Council.

This development represents a great outcome for the community and government, balancing present and future needs as well as environmental, social and economic factors.

Challenge: Employment

Historically Penrith has enjoyed a high level of employment self-sufficiency, with good capacity for providing local jobs for our residents. Unfortunately significant population increases were not matched with employment opportunities and now there are only 63 jobs for every 100 resident workers within the City (as at the 2006 Census). This means more than 52,000 people commuting out of Penrith on a regular basis, mainly reliant on private cars as transport.

The decrease in local employment has come about from a range of factors including the massive population growth that has taken place in our City since the 1970s, the lack of labour market diversification, and the poor roll out of key infrastructure and services such as transport links.

Erskine Business Park offers significant opportunities to provide local jobs.

There are clear social, economic and environmental costs of a commuting workforce, making this a real challenge for the City. A successful economy benefits us all, allowing more people to work in quality jobs closer to their homes, family and community.

Given that Penrith needs to accommodate 25,000 new dwellings in the next 25 years, job creation is a key issue for the City as our population continues to expand.

In the past there have been several entities involved in economic development research and advocacy in the City, however this reporting period has seen the formation of a new single Economic Development Entity. The Entity will focus on job creation in the City while boosting the economic profile of the region.

Several large developments are underway in the City. The creation of Erskine Business Park has already resulted in jobs for 2700 people, with an ultimate target of 6000. There have been more than 35 companies and speculative buildings established in the Park, with around \$570 million of development already approved by Council, and more under consideration.

However, investment in the Erskine Business Park suffered a setback in recent years due to uncertainty over a proposed road linking the estate with the M4 and M7 motorways. In May 2004, (then) Premier Bob Carr announced plans for the new road link as part of the transport initiatives of the Sydney Metropolitan Strategy. Many businesses including CSR Viridian, Bluescope, CHEP, Woolworths, Kimberly Clark, Goodman Fielder, Corporate Express and Linfox moved to the area on the understanding that the road link would be constructed. Difficulties in land acquisition and reluctance from the Government to fund the road discouraged some investors from buying into the estate more recently.

However, as this report was being compiled the State Government bowed to pressure from landowners and Council and committed \$80 million funding for the three-kilometre, four-lane link road between Lenore Lane and Old Wallgrove Road at the M7, to be recouped through a levy on future development.

Did you know?

? 50 Sudanese women, children and staff from Mamre Homestead went to Parliament House, Canberra in February to learn more about the Federal Government in Australia. Many of the women are applying for Australian Citizenship and the women met with local Federal MP David Bradbury. The Penrith Refugee coalition supports harmonious resettlement of refugees in Penrith and is a key multicultural activity of council.

? The 2008 Nepean Disability Expo was held over two days in October, co-ordinated by Council and the Nepean Area Disability Organisation (NADO). The Expo aimed to raise awareness and increase access to information and resources for people with a disability, their families and carers. There were over 80 exhibitors and around 3000 visitors attending the Expo, held in the Panthers Pavilion.

? Council is currently preparing a new comprehensive Local Environmental Plan (LEP) and Development Control Plan (DCP) for the City, in accordance with the State Government's standard Template for LEPs. Due to the complexity and magnitude of the task, Council has prepared the plan in two stages:

- Stage 1 (draft LEP 2008) generally covering the rural lands, industrial lands and St Marys Town Centre, and heritage items in the City. There were 7000 letters sent out, involving 11,000 properties across the City
- Stage 2 (draft LEP 2010) generally covering the residential, release and commercial areas. It will also incorporate the gazetted 'stand alone' Penrith City Centre LEP and DCP.

For more information on Council Planning and development click [here](#)

? Around 40% of the City's businesses are small enterprises employing less than 20 people.

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'A City of Opportunities' Indicators

City Wide Indicators

- Increased proportion of residents are satisfied with their level of access to services, information and facilities. (PC01)
- Increased number of dwellings that are within accessible distance of services and facilities. (PC02)
- Increased variety of jobs and business opportunities are available. (PC03)
- Decrease in the number of households experiencing housing stress. (PC04)
- Increase in number of local residents working locally. (PC05)

Council Indicators

- Significant financial assistance received from government. (EC4)


Claremont Meadows development



Providing a variety of housing types for people at different stages of life is an important aspect of planning at Council. Working with developers, Council gave approval for a mix of community and Torrens title lots at Claremont Meadows, close to the University and other amenities. Development is taking place over eight stages and will comprise 62 dwellings within six mews, adjoining a public reserve.

For forms associated with planning and development [click here](#) For answers to some frequently asked questions on development and planning [click here](#)

PC1 Increased proportion of residents are satisfied with their level of access to services, information and facilities.

STATE	 Additional data was not collected for this reporting period however the 2008 Strategic Community Survey indicated residents were generally satisfied with the access to services and facilities from their home.
TREND	Satisfaction for access to services and facilities has increased for health and medical services, shopping, parks and sports, community centres and transport. Some decline in satisfaction was noted for access to natural areas, tertiary institutions and access to work.
RESPONSE	Data for this indicator was sourced from the Strategic Community Survey undertaken in June 2008. The Strategic Community Survey is a valuable input to the formulation of Council's Strategic Planning for the City and its implementation program. Council is also developing an Urban Study and Strategy which will include a framework for identifying and promoting resident access to services. The Urban Study and Strategy will also focus on detailed planning around its local centres as these areas have a high level of access to infrastructure, services and accessibility.

Council works with developers to ensure a variety of housing is available in the City.

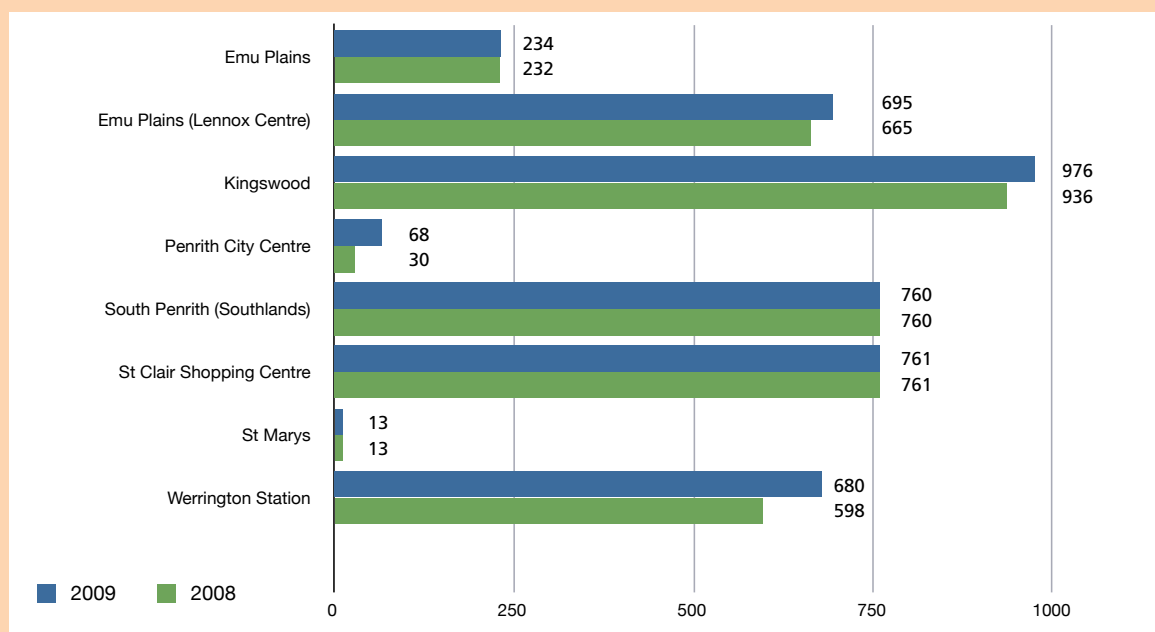
PC2 Increased number of dwellings that are within accessible distance of services and facilities.

STATE



Dwellings that are within walking distance of key centre services and facilities are as follows; Penrith City Centre - 68 dwellings, St Marys - 13 dwellings, Kingswood - 976 dwellings, Emu Plains - 234 dwellings, Emu Plains (Lennox Centre) - 695 dwellings, South Penrith (Southlands) - 760 dwellings, Werrington Station - 680 dwellings, St Clair Shopping Centre - 761 dwellings

TREND



RESPONSE

Council is developing an Urban Study and Urban Strategy. The Urban Strategy will provide a strategic framework to guide the location of new housing in existing urban areas and increase the number of housing around local centres as the services and facilities in these areas are highly accessible. The key centres will also include an urban design component and precinct plan to clearly identify the planning direction and guide future development.

In 2008-09 plans for Claremont Meadows Stage 2, South Werrington Urban Village, St Marys Release Area (Western and Central Precincts) and Glenmore Park Stage 2 came into effect. These estates will deliver 6,000 dwellings and accommodate around 18,000 people over the next 10 to 15 years. Waterside and Claremont Meadows Stage 2 are currently delivering housing, while the other new urban areas are expected to shift into implementation mode in the next two to five years. The planning for these areas has also resulted in the provision of an additional 60 hectares of employment land and 37 hectares of recreation land as well as adding 670 hectares to our City-wide network of environmentally protected areas.

PC3 Increased variety of jobs and business opportunities are available.

STATE



Council relies on Census data for this information. The last census was undertaken in 2006 and identified 52,330 jobs in Penrith LGA.

TREND

Between 2001 and 2006 there was an increase in the number of jobs available from 49,513 in 2001 to 52,330 in 2006.

RESPONSE

Council has a proactive program to engage with business and key learning and industry organisations and has set up and funded the Penrith Valley Economic Development Corporation (PVEDC) to foster business growth and development. The PVEDC will also ensure that job creation is a key driver for economic development initiatives in the City. An additional 60ha of employment land has been zoned, which will allow more activities and business opportunities within the City. The additional zoned employment land will accommodate approximately 4200 jobs on and off site.

The employment precincts include Erskine Business Park, which is part of the Western Sydney Employment Hub, Werrington Enterprise Park, (part of the WELL precinct), and the Dunheved Precinct will contribute to the delivery of new employment opportunities for the St Marys Release Area and for the City of Penrith more broadly. Planning is also continuing by State Government on the Western Sydney Employment Hub (WSEH) and the Western Sydney Employment Lands Investigation Area (WSELIA), both of which include significant parts of the Penrith LGA. For further information see page 52.



Online Link



On track



Challenge



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PC4 Decrease in the number of households experiencing housing stress.

STATE	 Households are defined as being in housing stress if they spend more than 30% of their income on housing costs. Council currently relies on Census data for this information which identified that in June 2006 8,996 households, the equivalent of 15.2% of all households were experiencing housing stress. Of these, about 5,125 were experiencing mortgage-related stress, while the remainder, 3,841, were experiencing housing stress relating to rent.
TREND	In general there has been a decline in rental housing affordability since June 2005 when 26% of rental housing stock was affordable to very low income households. By June 2007 this figure had decreased to only 21% of rental dwellings. Over the same period of time the purchase housing market has become slightly more affordable. In June 2005 only 20% of moderate income earners could afford to enter the housing market. This had risen to 31% in June 2007.
RESPONSE	<p>Council has negotiated agreements with key landowners from South Werrington Urban Village, Caddens and St Marys Release Area to either pay a monetary contribution, or provide land towards the provision of affordable housing within the Penrith LGA.</p> <p>An in-principle agreement has also been reached with the NSW Centre for Affordable Housing to leverage the affordable housing contributions from new release areas with funds from the NSW Government's Affordable Housing Innovation Fund to increase affordable housing stock in Penrith City. More recently, discussions with the Centre have been continuing with funding opportunities from the State and Federal Governments explored as a way of achieving more affordable housing outcomes for the City. Through its not-for-profit development consortium, the local community housing association Wentworth Community Housing has recently purchased eight affordable dwellings through a combination of its own assets and State funding.</p> <p>Council is in the process of developing an Urban Study and Urban Strategy to provide a strategic framework that will encourage and maintain affordable housing stock within the LGA.</p>

PC5 Increase in proportion of local residents working locally.

STATE	 The 2006 Census indicates that of the 83,465 residents in the workforce, 30,793 residents (36.9%) live and work in Penrith and 44,219 residents (53.0%) travel outside the LGA to attend work. The work location of 8,453 residents is unknown (10.1%). This indicator was incorrectly reported in previous annual reports. The figures were correct but the percentages were incorrectly assigned.
TREND	Since 2001 there has been an increase in the number of jobs available in the local area. The proportion of local residents working locally has increased slightly from 36.7% to 36.9%, while the number of residents working outside of the LGA has decreased from 53.9% to 53.0%.
RESPONSE	<p>Council continues to promote Penrith City as a competitive choice for business location and expansion. Council's Strategic Plan and economic programs have made an increase in local jobs a major priority. This is reinforced by planning policies which require new residential development to be balanced by at least equivalent job opportunities. North West and West Central Employment Strategy prepared by the University of Western Sydney on behalf of the Western Sydney Region Organisation of Councils (WSROC) identified that there may be a shortfall in the State job targets for the region.</p> <p>Council recognises the need to strengthen the role of Penrith as a key strategic centre and seek significant new public investment in infrastructure. The new PVEDC has been developed on the basis of fostering business growth within Penrith and ensuring job creation is a key driver for economic development initiatives in the City. For more information on the PVEDC see page 43. For more information on Penrith's local economy, visit Council's Economy id site here</p>

EC4 Significant financial assistance received from government.

STATE	 Financial Assistance received from government in 2008-09 was \$31.8m
TREND	Financial assistance received has increased by 49.8% (2007-08 \$21.3m to 2008-09 \$31.8m). This significant increase of \$10.5m includes a number of large contributions including \$5m for Penrith Stadium, \$2.5m for the Penrith Station Commuter Carpark, \$1.7m under the Federal Governments Regional and Local Community Infrastructure Program along with an early first instalment of the 2009-10 Financial Assistance Grant of \$2.7m.
RESPONSE	Council continues to pursue funding opportunities from State and Federal Government.



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On track



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Not yet reporting

'A City of Opportunities' Supplementary Indicators

City Wide Indicators

- Increased number of community networks that are visible, accessible and expanding. (PC24)
- Increase in proportion of residents attending educational facilities. (PC25)

Council Indicators

- Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements. (LA5)
- Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. (HR1)
- Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (SO6)

City Wide Indicators

PC24 Increased number of community networks that are visible, accessible and expanding.

STATE



Council has not been able to report on this indicator.

PC25 Increase in proportion of residents attending educational facilities.

STATE



Information on this Indicator is based on Census data so information for 2008-09 is not available.

Based on 2006 Census data, 24.7% of the Penrith population (42,346 residents) attended educational facilities. These facilities included preschools, primary and secondary schools, TAFE, university, and other educational facilities.

TREND

The 2001 Census showed that there were 45,595 residents of Penrith City attending educational facilities (26.5% of the total population). Of these, the greatest proportion were in primary school and secondary school. Compared to the Sydney Region, Penrith had a lower percentage of residents attending university.

The 2006 Census shows 42,346 Penrith residents attending educational facilities (24.7% of the total population). The main changes reflect the general Sydney demographic patterns of increased preschool participation and reduced school age proportion of the population. While the Sydney Region showed a slight rise in university attendance from 2001-06, Penrith City evidenced a slight fall.

Results from Council's 2008 Strategic Community Survey indicate a generally high level of satisfaction among Penrith City residents with regards to their access to educational facilities. Based on this survey, the highest area of dissatisfaction among Penrith residents was with regard to access to preschools (8.3%), universities (11.5%), and other education services and facilities (9.8%).

RESPONSE

Council, through the Penrith City Children's Services Cooperative, provides a major early childhood education infrastructure, including 17 long day care centres, supplementing a similar number of private institutions.

Identifying and advocating for the appropriate and timely provision of primary and secondary schools is integral to Council's planning services.

Strong partnerships with the University of Western Sydney and Western Sydney Institute of TAFE are maintained.



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ABOUT US	LA5 Minimum notice period(s) regarding operational changes including whether it is specified in collective agreements.		
	STATE	TREND	RESPONSE
	 Although minimum notice periods regarding operational changes are not specified in Council agreements or other industrial agreements, Council has in place a comprehensive consultation process to manage change. This includes support for a Joint Consultative Committee which extends beyond setting minimum notice periods.	There have been no changes to Council's consultation processes during this reporting period.	Council has policy and procedures regarding consultation processes. These are reviewed and updated as required.
GOVERNANCE	HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		
	STATE		
	 Council has not been able to report on this indicator.		
INDICATORS	SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		
	STATE	TREND	RESPONSE
	 Council has in place a policy that no funding is provided to any political party or politician.	Trend information is not applicable as there is no change to Council's policy position.	No further action is intended.
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	STATE	TREND	RESPONSE
CONCLUSIONS			
	STATE	TREND	RESPONSE



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On track



Challenge



Stable



Not yet reporting



A green City

Our City includes many different natural, rural and urban elements and these are at the heart of why so many people choose to live here. As home to much of the Sydney basin’s natural environment we have a moral and legal obligation to preserve and protect these elements from the harmful impacts of society and foster awareness of its value and vulnerable status. We need to balance the social and economic benefits of growth without detriment to the environment.

As a leader, it’s our duty to demonstrate sound environmental practices and respect for our natural surroundings while uniting the broader community in this aspiration through education and encouraging respect for social, economic and environmental harmony.

We must recognise past impacts on our waterways and other aspects of our natural environment, and work with our communities and other resource managers to improve the health of our habitats and inspire a custodial appreciation of our valuable natural settings.

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Trainee Claire Rozema enjoys the diversity of her role. “The experience has helped me decide that I want to study natural resources at Uni next year.”

Working from the ground up



Ropes and South Creek play an essential role in protecting biodiversity and water quality within the City. Council, in partnership with Blacktown City Council, are implementing the Ropes and South Creek Regional Open Space Strategic Management Plan (ROSSMP).

The project is supported by a \$2 million grant from the NSW Environment Trust's Urban Sustainability Program, along with in-kind support from both Councils.

Greening Australia has been engaged to improve more than 500 hectares of creek banks and open spaces surrounding Ropes and South Creek, and Vegetation Management Plans have now been prepared. By removing weeds, regenerating and rehabilitating vegetation corridors with over 150,000 native trees we hope to encourage native wildlife with suitable habitat areas. Other benefits will include improved water quality through filtering of urban runoff, bank stabilisation and improved species movement through the riparian linkages, supporting greater biological diversity. To date over 80,000 plants have been propagated from the River Flat Eucalypt Forest and Shale Plain Woodland vegetation communities for use in revegetation works.

The NSW Department of Planning is a major stakeholder in the project, managing much of the land in these corridors. Our community partners are also playing a role with over 10,000 native plants

installed along Ropes Creek during a corporate planting day sponsored by Nestle.

An important component of the project is an education program, and a Community Engagement Strategy has been developed to deliver sustainability outcomes that reach beyond the life of the project. A Community Conservation Action Planning (CAP) workshop was held to help implement the Community Engagement Strategy and involved 16 key stakeholders, including representatives from the NSW Department of Environment and Climate Change, the NSW Department of Planning, the University of Western Sydney and the Bass Fishing Club.

Oz Green has also delivered the MyRiver program with local schools which involved water testing along the creeks, surveying the local community about environmental issues, and students identifying actions to address the issues.

A Community Nursery and Grass Seed Orchard has also been established by Greening Australia in Oxley Park as a part of the project. The nursery and orchard are being used to support community education, supply native species and for the propagation of local provenance species. It is also intended to provide a library to help residents with native plant identification. For more information on the ROSSMP, [click here](#)

A Community Nursery has been established at Oxley Park to help propagate local species as part of the Ropes and South Creek remediation.

Waterways restoration and education

The two-year Werrington Creek Restoration Project was successfully completed with assistance from a \$119,700 grant from the Hawkesbury-Nepean Catchment Management Authority (CMA) along with funding from Council’s Enhanced Environmental Program (EEP). Werrington Creek also benefited from funds donated by Australia Post, and rehabilitation work carried out by Council’s Environmental Health Department and Cambridge Park High School, which resulted in the planting of a further 1900 seedlings. See page 35 for more details.

Council secured a \$250,000 Urban Sustainability Grant from the NSW Environmental Trust to continue works along Werrington Creek. Over the next three years the Werrington Creek Rehabilitation and Community Engagement Project will see significant restoration works undertaken along with educating the community on water and biodiversity issues. The funding will also see the installation of rainwater harvesting technology and an internal retrofit to improve water efficiency measures for the neighbouring Penrith Valley Regional Sports Centre.

During 2008-09 rehabilitation work was carried out at Samuel Marsden Road, Orchard Hills, and at Peachtree Creek. The works have been completed resulting in stabilised and revegetated creek banks at both sites.

Council is now assessing Penrith’s natural waterway corridors through a condition assessment and prioritisation process. Peachtree Creek was the first waterway evaluated, which involved:

- an assessment of its biophysical condition;
- prioritisation of management options; and
- geographic information system (GIS) integration.

This pilot assessment forms a template for further studies of waterways across the City and will create a database to support Council in its future management decisions.

To support this on-ground work, Council’s stormwater education program has continued to raise awareness of stormwater quality issues and to promote an understanding of urban drainage systems and their links to our waterways. The program involved:

- 18 schools (with over 850 students) and four community groups participating in interactive stormwater activities, drain stencilling and school stormwater audits.
- Working with seven local schools within the Colyton Learning Community to assist with a federally

funded project, investigating local aquatic systems and stormwater issues.

- Council delivering catchment tours for the Colyton Learning Community member schools, with over 180 Year 6 students participating. The catchment tour includes a visit to Warragamba Dam, an inspection of a Gross Pollutant Trap (GPT), and a visit to Mamre Homestead where Greening Australia have undertaken revegetation and rehabilitation works along a section of South Creek. Council is now looking to offer the catchment tours to other local schools. For more information on Stormwater click [here](#)

Telling the World...

Attendance at the International Council of Local Environment Initiatives (ICLEI) World Congress and the USA Study Tour by Council’s Director, Craig Butler, provided Council with an insight into:





- Global environment and climate change trends and scenarios
- The opportunities for local action; and
- Strategies to increase the resilience of the City

Council’s initiatives relating to sustainability purchasing practice and policy were showcased to an international audience when Craig delivered a presentation on this topic to the Congress delegates.

The USA Study Tour provided access to the local governments for the metropolises of Vancouver, Seattle and San Francisco – each being leaders in different aspects of sustainability.

The full report from the World Congress and Study Tour, including the key findings can be found [here](#)

Did you know?

-  The World’s population grows by 6.2 million people each month.
-  The urban population grows by 75 million every year and by 2050 it will almost double from 3.4 billion in 2008 to 6.4 billion – two thirds of the World’s population will then be living in cities.
-  By the early 2030’s we will require the resources of two planets to meet our needs.
-  Action at the local level is the most effective way to mitigate the effects of environment and climate change.

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Water Health

The impacts of past and present land uses combined with low environmental flows have had a significant impact on the health of the Hawkesbury-Nepean River. Pressures influencing the current health of the river include: the discharge of treated effluent from sewage treatment plants; reduced water flows as a result of extraction and drought; and the introduction of pollutants from residential, commercial and industrial areas, such as lawn clippings, soil, detergents, chemicals, and oils. A number of Council programs aim to protect and improve the health of our waterways, by working with the community, local landholders and external agencies and organisations.

During the last year, Council's Water Health Monitoring Program focused on three key areas:

- Monthly water quality monitoring continued at 10 sites across the City. These sites included Jerry's Creek (Wallacia), Blue Hills Wetlands (Glenmore Park), Hunts Creek (Dunheved Industrial Estate), an unnamed creek (Dunheved Industrial Estate), two sites on the Nepean River (Jamisontown and Castlereagh) and four sites along South Creek (two in St Marys, and one each in Luddenham and Berkshire Park). Indicative water quality trends appear to have remained stable with previous year's results.
- Recreational water quality monitoring was carried out at Tench Reserve during the summer months (November 2008 through to March 2009).
- Continuing to provide valuable support to the eight groups involved in Sydney Water's Streamwatch Program, such as through the purchase of equipment and consumables, and on ground works at monitoring sites.

Water quality monitoring is carried out regularly by Environmental Health staff.

Waste Education Initiatives

This year Council's waste education program introduced the community to the new three stream domestic waste service, due to start in August 2009.

40 schools within the City were visited, and more than 11,425 students took part in the 'Recycling Organics Education Program'. Three childcare centres also participated in the program, with a further 32 preschools receiving brochures and posters for display and distribution to parents.

Display stands were established at local events, including Australia Day, Penrith City Festival and Werrington Festival. Over 100 people completed the domestic waste customer service survey at these events, and 369 residents participated in a 'sort it out' quiz. Four smaller displays were also set up in shopping centres and poster displays were also placed at the Civic Centre and Council's St Marys office, as well as libraries, community centres, neighbourhood centres and the senior citizen centre.

Information sessions were also offered to community groups, with nine groups learning about the new service. Groups included the Country Womens Association (Penrith branch), The Tuesday Club, Penrith Lions Club, St Marys Auxiliary to Nortcott Disabilities, and two Sustainability Street groups. Click here for more information on Council's environmental education initiatives and community programs.

Did you know?

? 81 complaints were investigated during the reporting period in relation to odour and air pollution. This is a decrease from the 100 complaints received last year. These complaints related to odours associated with rural land uses, woodsmoke in urban areas during winter and cases within the St Marys industrial areas. [Click here for more information on Air Pollution](#)

? Water from the Hawkesbury-Nepean River system helps to generate 70% of the goods and services produced in NSW.

? A Landcare Mobile Muster grant of \$20,000 was used to establish 10,000 additional local provenance plants (the seed is collected from its local natural range and then propagated) within the LGA to form part of the natural biodiversity. This has assisted with restoring native habitats.

Challenge: Biodiversity

Penrith City is rich in biological diversity and Council has an important role in ensuring the conservation of our City's natural assets. Unfortunately the majority of land on which areas of high biodiversity exist in Penrith are currently owned and managed by private landholders. This presents Council with a significant challenge, as the cooperation of landholders is essential to ensure the survival of these valuable habitats.

For example, the once widespread Cumberland Plain Woodland continues to be dramatically reduced. Penrith City contains approximately 17% of the remaining Cumberland Plain Woodland, and this vegetation is in fair to good condition. Penrith City also supports 12 vegetation communities listed as Endangered Ecological Communities under the *Threatened Species Conservation Act 1995* and three under the Environment Protection and Biodiversity Conservation Act 1999. These unique assemblages of vegetation sustain a diversity of fauna species, including at least 27 listed under the *Threatened Species Conservation Act 1995*. The majority of these biological assets are located on private land.

Conserving biological diversity on private land is primarily the responsibility of the landholder. Council regulates the removal of vegetation on private land but management decisions are carried out by landholders. One of the biggest problems affecting biodiversity on private land is the lack of management actions aimed at reducing threatening processes, including tree clearing, weed invasion, and mowing and grazing. There is a need to encourage better management practices through an incentive and awareness program. Council is considering developing an appropriate incentive package to encourage local landholders to conserve significant vegetation. For more information regarding Biodiversity policies and plans, click here

In addition, the Department of Environment and Climate Change is also finalising the *Cumberland Plain Recovery Plan*. It is proposed the Plan will include best-practice guidelines, developed to provide theoretical and practical guidance to land owners who have remnants of Cumberland Plain bushland on their properties. These guidelines will also assist Council in improving the management of endangered Cumberland Plain ecological communities on both private and public lands. For more information on sustainability plans, policies and other documents click here

Did you know?

? Through the Enhanced Environmental Program (EEP), Council has been able to continue to improve water quality, for example, by installing and operating pollution control devices at various locations across the City.

Across the City, Council now operates 73 Gross Pollutant Traps (GPTs). Altogether, these GPTs, Trashracks & Pit Inserts have removed 371 tonnes of pollutants from our waterways in 2008-09, an increase of 40% over last year. The types of material removed through these devices generally include leaves, plastic bottles, cans and silts which would have an adverse impact on our natural waterways. An audit of all GPTs to identify condition and maintenance issues has enabled the incorporation of this data into Council's geographic information system, allowing us to set priorities for maintenance in a more effectively efficient way. As part of the EEP project, improvements have also been carried out on three GPTs to provide safe and easy access for regular maintenance. A new GPT location has been identified to protect waterways at Mamre Road, St Marys. Design work has been completed and the project has been scheduled to start in late September 2009. For more information on Stormwater click here

? There are approximately 5000 On-site Sewage Management (OSSM) systems in Penrith City. In 2008-09 the On-site Sewage Management Program focused on five key areas: finalising the first round of inspections; renewing of expired operational approvals; assessing applications for the installation of OSSM systems; working with Sydney Water on the Priority Sewage Scheme in Wallacia and Mulgoa; and responding to OSSM related customer requests. Council inspected 301 systems this period, with 38 failing systems identified where works were required for these systems to meet the relevant standards. Overall, 368 Operational Approvals were issued during the year including approvals for new systems and approvals to replace those that had expired. Council also actively follows up Aerated Wastewater Treatment System service reports to ensure a satisfactory maintenance standard. For more information on On-site Sewage Management see

? The infrastructure for the Mulgoa/Wallacia Priority Sewage Scheme was completed by Sydney Water in 2006. The program has been strongly supported by Council and the communities in both townships with approximately 94% of the residents connecting to the Scheme. This connection rate is a great community response and one of the highest connection rates that Sydney Water has experienced with the commencement of a new scheme. The construction phase of the Agnes Banks and Londonderry Scheme is currently occurring with connections likely to be available at the start of 2010. Approximately 290 residents will have the opportunity to connect to mains sewer, providing them with environmental, social and economic benefits.

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'A Green City' Indicators


City Wide Indicators

- Increase in the proportion of river and creeks that are healthy. (PC06)
- Increase in the proportion of residents who are satisfied that the river and creeks are healthy. (PC07)
- Decrease in the number of days per annum where pollution levels exceed the relevant standards. (PC08)
- Increase in the area and value of viable biodiversity-rich habitats that form part of the City's 'green web'. (PC09)
- Reduction in water and energy consumption per person. (PC12)
- Increased percentage of domestic waste diverted from landfill. (PC13)


Council Indicators

- Materials that are recycled input materials. (EN02)
- Direct energy consumption by primary energy source. (EN03)
- Indirect energy consumption by primary source. (EN04)
- Percentage and total volume of water recycled and reused. (EN10)
- Habitats protected or restored. (EN13)
- Strategies, current actions and future plans for managing impacts on biodiversity (EN14)
- Total direct and indirect greenhouse gas emissions by weight. (EN16)
- Other relevant indirect greenhouse gas emissions by weight. (EN17)
- Total weight of waste by type and disposal method. (EN22)

PC6 Increase in the proportion of river and creeks that are healthy.

STATE	 Council conducts macroinvertebrate sampling every two years. The last study was conducted in early 2008, with the results indicating sample sites remain within the range of highly disturbed waters. The next study will be conducted in the 2009-10 reporting period.
TREND	Studies undertaken in 2006 and 2008 indicate sample sites are within the range of highly disturbed waters. Although the total number of taxa (or richness) was greater in 2008 than in 2006, the total abundance of species had decreased during this time.
RESPONSE	Council continues to undertake a range of initiatives and programs that address pollution sources within the Catchment. Water quality health monitoring, recreational water quality monitoring, the on-site sewage management program, stormwater management programs, creek restoration projects, education programs and the environmental auditing of businesses all aim to improve the health of our river and creeks.

PC7 Increase in the proportion of residents who are satisfied that the river and creeks are healthy.

STATE	 This indicator is currently measured in Council's biennial survey on resident satisfaction with Council's performance in maintaining clean creeks and waterways. The 2009 survey revealed a satisfaction rating of 87% for the maintenance of waterways in a clean condition.
TREND	There has been an increase from 82% in 2007 to 87% in 2009 in the satisfaction rating of Council's maintenance of waterways and creeks in a clean condition.
RESPONSE	Council plays a strong and proactive role in collaborative regional actions and lobbying of State and Federal Government to better manage and fund responses to the health of the Hawkesbury-Nepean Catchment. The surveys carried out have been primarily aimed at Council's performance in terms of maintaining the waterways in a clean condition. A range of agencies have responsibilities in this regard. Council is undertaking a range of initiatives to maintain our rivers and creeks in a healthy condition, some of these are outlined on page 59 & 60.



Online Link



On track



Challenge




Stable



Not yet reporting

PC8 Decrease in the number of days per annum where air pollution levels exceed the relevant standards.

STATE  Photochemical smog (as ozone) and, to a lesser extent, fine particles (as PM10, which is particulate matter suspended in the air where the particles are 10 micrometers or less in diameter) remain the two most prevalent air pollutants in NSW. In Western Sydney, photochemical smog is considered the most significant issue.

TREND This Indicator changed in 2007 to reflect the new reporting index initiated by the Department of Environment and Climate Change (DECC). The Regional Air Quality Index (RAQI), is based on five criteria pollutants as per national standards (ozone, carbon monoxide, sulfur dioxide, nitrogen dioxide and air particles), plus visibility as per the NSW Standard. A RAQI value of 100 indicates these standards have been exceeded.

The table below provides a summary of the number of days where the RAQI exceeded the relevant standards. When compared to last year, when the same Index was used, the number of days where criteria pollutant levels exceeded the relevant standards has increased.


Table: Pollution Exceedances*

	2005-06	2006-07	2007-08	2008-09
Number of recordings	16	19	6	13

*number of days where the daily RAQI exceeded 100

RESPONSE A number of Council strategies and action plans address air quality, including Council's Greenhouse Gas Reduction Plan and the Penrith Integrated Transport and Land Use Strategy (PITLUS).
Council issued a general approval to burn notice for rural properties larger than 4000m2 in 2008-09, and education material to encourage appropriate pile burning was made available to support this notice. This included the delivery of 'Approval to Burn' packages to rural post offices and service stations, whilst additional information was provided on Council's website.

PC9 Increase in the area of viable biodiversity rich habitats, that form part of the City's 'green web'.

STATE  This indicator is a challenge as the information to fully report is not available and Council is unable to determine whether there has been a loss in biodiversity rich habitats through land clearing for development and agricultural activities.
There are approximately 2250 hectares of bushland reserve within the City and managed by the State Government (excluding Creek corridors). Council has implemented measures to protect approximately 45 hectares of bushland as part of its bushcare program.

TREND There has been an increase in the size of bushland reserves during the reporting period with the inclusion of an additional 181 hectares at the former Air Services site in Cranebrook and 62 hectares to be added to the Mulgoa Nature Reserve as part of the Glenmore Park Stage 2 residential development. Council is unable to determine the overall trend of this indicator without further data on land clearing.

RESPONSE Core areas of habitat exist on both private and public lands. Council works proactively through the development assessment and strategic planning processes to protect areas of significant biodiversity rich habitat.

The 181 hectare former Air Services site at Cranebrook is recognised as an important habitat corridor that helps protect the plants and animals of the Cumberland Plain. The site is rich in biodiversity, containing many threatened species. Council is also working with a number of partners to implement the Ropes and South Creek Regional Open Space Strategic Management Plan (ROSSMP) to enhance biodiversity on a regional scale (see page 58).

Council has actively lobbied the State Government in relation to enhancing the City's bushland reserve system. Council's bushland management team and bushcare groups are actively involved with rehabilitation project throughout the City.

Council needs to investigate opportunities to collect and respond to data in relation to clearing for development on private land.



Online Link



On track



Challenge




Stable



Not yet reporting


PC12 Reduction in water and energy consumption per person

STATE  Average water consumption within the City of Penrith is 204 kilolitres per household. An additional 6,156 properties have been connected to the Sydney Water system during the reporting period. At this time a data source for household energy consumption has not been identified.

TREND Sydney Water data indicates that average household water use has increased by 3% from 198kL in 2007-08 to 204kL in 2008-09. Despite this increase household water consumption remains below the 2006-07 figure of 213kL.

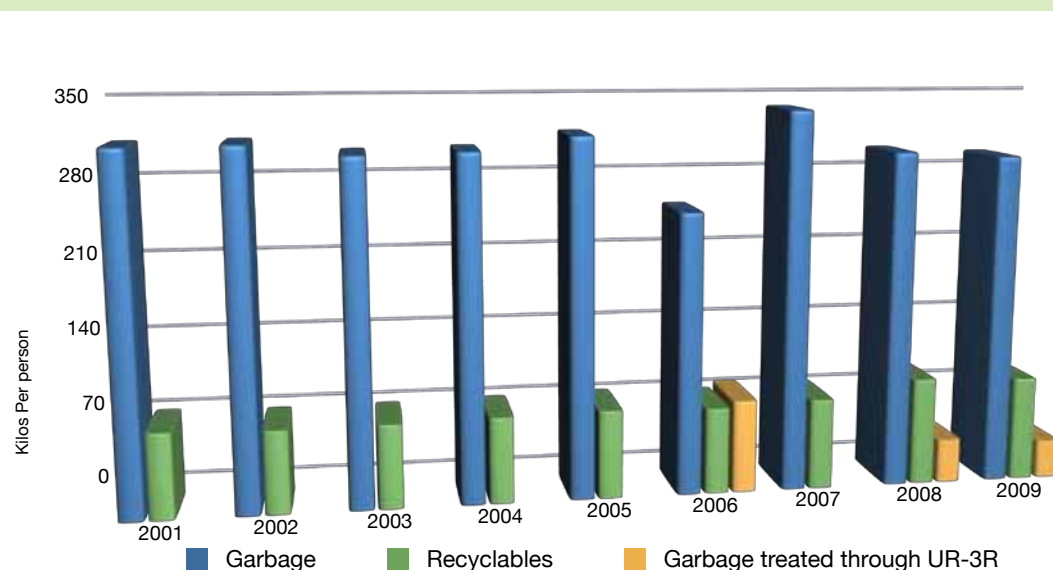
RESPONSE Council works to educate local residents about reducing their potable water and energy consumption across the LGA through a number of education and awareness programs. One example of this is the successful Sustainability Street program, with workshops delivered to the community on water and energy conservation. For more information on the new three stream waste see page 78.

PC13 Increased percentage of domestic waste diverted from landfill

STATE  30% of domestic waste was diverted from landfill. This comprises 22% of recyclables collected from households, and 8% of general garbage being processed through alternative waste treatment (AWT) facilities to generate electricity, extract recyclables and provide low grade compost.

Recycling collection tonnages have stabilised since introduction of the new collection contract in 2007 and the total waste output has reduced compared to 2007. AWT processing of general waste is similar to that of the previous year.

The graph below outlines the amount of garbage and recyclables generated per capita each year within the Penrith Local Government Area (LGA). During 2008-09, a portion of the waste that Council sent to landfill was diverted to the UR-3R AWT facility, by choice of the waste disposal authority.



RESPONSE While the amount of recyclables being collected has stabilised, audits have indicated that approximately 20-25% of waste contains recyclable material and approximately 50% organic material. Councils new waste service (from August 2009) will further increase the amount of recyclables and organic waste being diverted from landfill. The introduction of this new service will also see annual abatements of 18,000 tonnes of carbon dioxide emissions (CO₂-e). For more information on the new three stream waste service click [here](#)



Online Link



On track



Challenge



Stable



Not yet reporting

EN2 Materials that are recycled input materials.

STATE



Current annual usage of construction materials is 56,583 tonnes. Of this Council used a total of 7,108 tonnes of purchased recycled material and reused a total of 6,900 tonnes of material (24.7%) from construction projects.

TREND

The amount of recycled and reused material has increased by 6% since 2007-08.

Future trends will distinguish between purchased recycled material and material that has been reused from various council projects.

RESPONSE

Reusing suitable material from council projects provides substantial economic and environmental benefits by reducing the need to source virgin material.

Data has only been collated for construction materials. Data collation on other consumables is required for future reports to enable a more comprehensive assessment.

EN3 Direct Energy Consumption by primary energy source

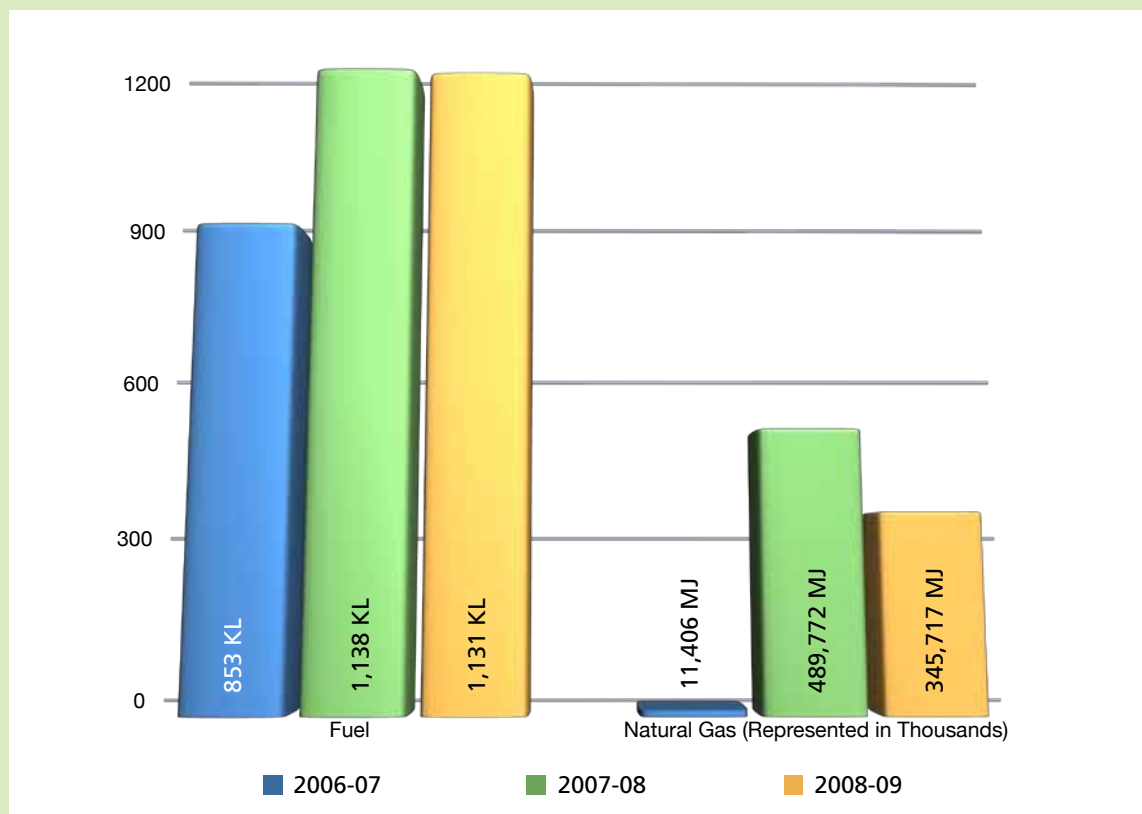
STATE



Council consumed 1,131KL of fuel including LPG, unleaded petrol, diesel (5% Biodiesel), E10, two stroke and premium petrol and 345,717 megajoules of natural gas. This excludes gas usage by the controlled entities (refer page 21).

TREND

2006-07 saw Council consume 11,406MJ of natural gas and 853KL of fuel including unleaded, diesel & E10, while 2007-08 Council consumed 1,138KL of fuel including LPG, unleaded, diesel, E10 and premium and 489,772MJ of natural gas.



RESPONSE

Council will continue its efforts to reduce our dependence on fossil fuels as part of our overall sustainability strategy.



Online Link



On track



Challenge



Stable



Not yet reporting

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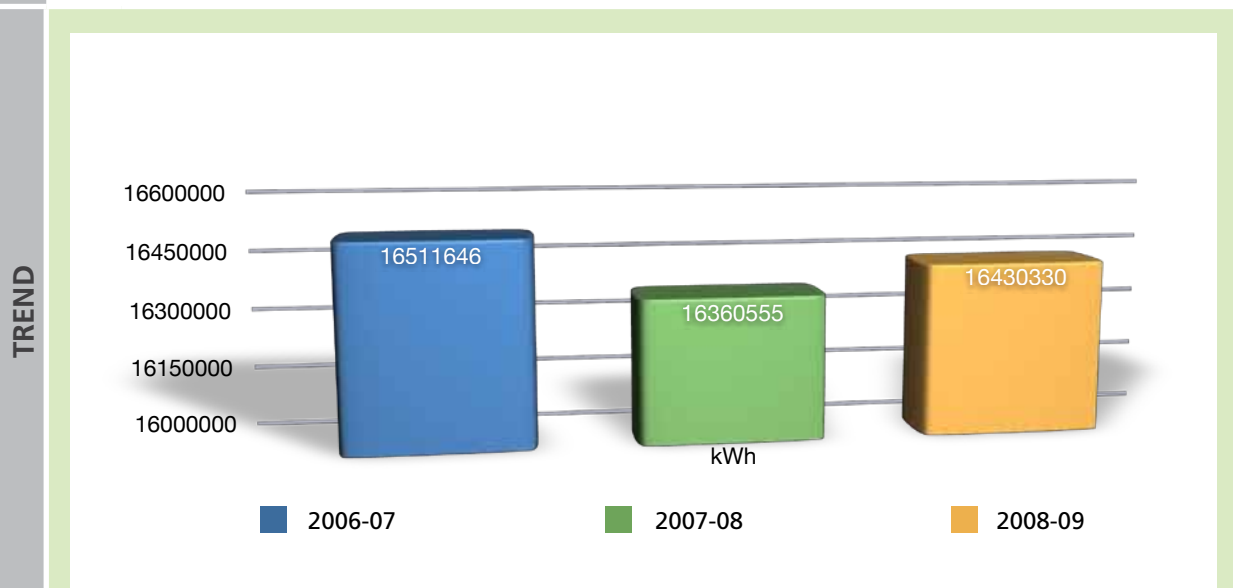
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EN4 Indirect energy consumption by primary source.

STATE  Council's energy consumption for 2008-09 was a total of 16,430,330 kWh. Previous reporting excluded controlled entities, with the additional collective usage for these sites being 5,066,867 kWh



RESPONSE Council will continue its efforts to reduce our consumption of energy as part of our greenhouse gas reduction plan. For details of abatements undertaken in 2008-09 refer to EN18 page 91.

EN10 Percentage and total volume of water recycled and reused.

STATE  Council currently recycles water at its two swimming pool facilities, through the Backwash Reuse Project. 540 kilolitres of water was recycled at Ripples Leisure Centre in 2008-09 and 350 kilolitres was recycled at Penrith Swim Centre during the same period. This equates to 0.4% of Council's total water use.

Water is being reused by Council for the irrigation of local sporting fields. However, there is currently no reporting mechanism for the total volume of water being reused on these areas. Data collection on this aspect is needed for future reports.

TREND This is the first year this indicator has been reported on so trend data is not yet available.

RESPONSE Water savings have been achieved by Council during the reporting period using a variety of water saving initiatives, including water recycling and water reuse. As at 2008-09, Council's corporate water consumption has decreased by 38% on our base year (2001-02), surpassing our goal of a 15% reduction in consumption by 2011.

The Backwash Reuse Project that resulted in the recycling of 890 kilolitres of water during this period involves a combination of two separate systems – the backwash to treat water and the water tanks that store water for irrigation purposes. This project saves a significant amount of potable water, making the facilities involved more sustainable.

Council currently uses recycled water from Penrith Sewage Treatment Plant on four parks in the Penrith area, including the Andrews Road Baseball Complex and Nepean Rugby Park. It has been estimated, based on the 0.6kL/sqm/annum industry benchmark application figure that on average 44,683 kilolitres of water is applied to these playing fields per annum. If these assumptions are correct, this reuse equates to 21% of Council's total water use.

In addition, Council is investigating the feasibility of expanding the scheme in the Penrith area. The Feasibility Study is being prepared and should be completed by October 2009.



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Challenge




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Not yet reporting


EN13 Habitats protected or restored.

STATE	 There are eight Bushcare Groups comprising 70 active volunteers working on sites within the City. These volunteers are facilitated by Councils Bushland Management Officer. A total of 1320 hours of volunteer work has been undertaken this past year, including work carried out by TAFE students and Greencorps teams. An additional 14 sites are also being rehabilitated by Council employees and contractors.
TREND	Council continues to work with volunteers to actively protect and restore core bushland areas within the City. The number of volunteers actively working have increased from 60 in 2007-08 to 70 during 2008-09, however the number of hours worked have decreased from 1830 hours in 2007-08 to 1320 during 2008-09.
RESPONSE	<p>Areas of natural bushland are being rehabilitated by the Bushland Management Team in accordance with developed plans of management. Core areas of vegetation continue to be managed, conserved and rehabilitated. Plans of Management are being implemented at Tench Reserve, Werrington Creek, River Road and at Jamison Creek.</p> <p>Over the reporting year weed control and bush regeneration has also occurred at Forest Red Gum Reserve and Apple Gum Reserve, Glenmore Park; Dorothy Radford Reserve and Clairgate Reserve, St Clair; Brookfield Reserve and Greenbank Drive, Werrington Downs; and at Kanangra Reserve, Kingswood. For more information on Bushcare please click here</p>

EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.

STATE	 Council continues to implement priority actions from Council's Biodiversity Action Plan that would facilitate the implementation of the Biodiversity Strategy.
TREND	The Biodiversity Action Plan prioritises the actions required to implement the Biodiversity Strategy. The implementation of priority actions has continued this reporting period, with 11 of this year's actions completed, whilst 13 remain ongoing. This has assisted in improving knowledge and awareness of biodiversity within Council and in improving our management practices.
RESPONSE	<p>A Biodiversity Working Group with representatives from various Council departments monitors and reviews the implementation of the Plan and facilitates internal training and awareness programs. Actions undertaken through Council's Biodiversity Action Plan include reviewing and enhancing Council's internal management of vegetation by developing best practice procedures for Council staff and contractors to ensure the protection and enhancement of habitat. In addition, we also evaluate the performance of our Action Plan to prioritise actions for future years.</p> <p>A biodiversity layer and database is also being developed. The Biodiversity layer will give Council a better understanding of its environmental assets and enable priority areas to be targeted for future restoration works and potential funding opportunities. Information has been gathered and collated on flora, fauna, threatened species, land uses, and waterways.</p>

EN16 Total direct and indirect greenhouse gas emissions by weight.

STATE	 During the reporting period Council has emitted a total of 25,580 tonnes of carbon dioxide emissions(CO2-e). This includes direct and indirect emissions from electricity of 22,787 tonnes of CO2-e., including emissions of 5,371 tonnes of CO2-e from the controlled entities (refer page 21 in governance). Gas consumption was responsible for 18 tonnes of CO2-e, and fuel consumption for 2,775 tonnes of CO2-e, reported in EN3 page 65 and EN4 page 68.
TREND	This year's figures represent an increase in emissions of 1,062 tonnes of CO2-e, compared to 2007-08 emissions of 24,515 tonnes of CO2-e. It is however important to note that in 2007-08 Council did not include emissions from the controlled entities so comparable trend data is not yet available.
RESPONSE	Through improvements to our Data Management System, Council has improved its ability to track consumption with increased accuracy, allowing consumption at all facilities to be recorded.



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EN17 Other relevant indirect greenhouse gas emissions by weight.

STATE	<p>During the reporting period Council has emitted a total of 22,078 tonnes of CO₂-e from waste.</p> <p>➤ This indicator should also incorporate emissions generated by employee travel, including commuting to and from work and for business related travel, however this data is not yet available. Council aims to report on this component of the indicator in the future.</p>
TREND	This is the first year for reporting on this indicator so no trend data is available.
RESPONSE	This indicator is designed to report on other significant indirect greenhouse gas emissions that are not reported in indicator EN16 (refer to page 67). Council acknowledges the importance of this indicator and continues to investigate ways to obtain this data.

EN22 Total weight of waste by type and disposal method.

STATE	<p>➤ Council operations generated 24,604 tonnes of waste in 2008-09. Of this 7,621 tonnes was reused or recycled.</p>
TREND	The total waste output for 2008-09 has reduced by 267 tonnes from 24871 tonnes in 2007-08 and the amount of recycled material has increased by 2,197 tonnes.
RESPONSE	Council continues to expand the reuse of construction material to preserve the environment and actively seeks appropriate methods of recycling our waste products. A comprehensive operational waste assessment is planned for 2009-10 to identify options to increase the amount of waste reused and recycled.



Council is introducing a new three stream waste service which will make recycling even easier for residents.

'A Green City' Supplementary Indicators

City Wide Indicators

- Reduction in the size of the City's ecological footprint. (PC10)

Council Indicators

- Materials used by weight or volume. (EN1)
- Total water withdrawal by source. (EN8)
- Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. (EN11)
- Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. (EN15)
- Total number and volume of significant spills. (EN23)

City Wide Indicators

PC10 Reduction in the size of the City's ecological footprint

STATE

- Council has not been able to report on this indicator.

Council Indicators

EN1 Materials used by weight or volume.

STATE

- The total consumption of construction materials during the reporting period was 56,583 tonnes.

TREND

The amount of material used has declined slightly since 2007-08, with a decrease of 3% in the total amount of construction materials used.

RESPONSE

Data has only been able to be collated on construction materials, with no data yet available on the other types of materials used by Council. Potential sources of data will be investigated for future reports.

EN8 Total water withdrawal by source

STATE

- Council has not been able to report on this indicator.



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Not yet reporting

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EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.													
STATE		 Council currently owns and/or manages 11,637 hectares of open space & bushland throughout the city. Of this 82% is open space, whilst 18% is bushland.											
TREND		There has been no change over the reporting period.											
RESPONSE		<p>The majority of land on which areas of high biodiversity exist in Penrith are currently privately owned and managed, thus creating a challenge for biodiversity conservation. To ensure the ongoing conservation of biodiversity within Penrith City, collaborative arrangements with land management agencies and private landholders need to be developed.</p> <p>There are also several important Nature Reserves located within the Penrith local government area, including Agnes Banks Nature Reserve, Castlereagh Nature Reserve, Mulgoa Nature Reserve, and the Wianamatta regional park network. Combined with those natural areas currently maintained by Council, these reserves protect an important component of the remaining Cumberland Plain bushland that once dominated our landscape.</p> <p>The Department of Environment and Climate Change is currently finalising the Cumberland Plain Recovery Plan. This plan will seek to create a network of reserves in Western Sydney through private land acquisition, and securing plans of management to protect areas of high biodiversity values. The plan will also include best-practice guidelines to provide theoretical and practical guidance for land owners who have remnants of Cumberland Plain bushland on their properties. These guidelines will help Council improve the management of significant Cumberland Plain ecological communities on both private and public lands.</p> <p>Council continues to work with volunteers to actively restore and protect core bushland areas within the City. During 2008-09, eight landcare and bushcare groups were active at a number of Council sites. In addition, some areas of mown grass adjacent to bushland areas are being reclaimed as requests for tree planting projects are instigated. Such plantings will help enrich and expand biodiversity habitats and bushland corridors.</p> <p>For more information on biodiversity click here</p>											
		EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.											
		STATE		 Council has not been able to report on this indicator.									
EN23 Total number and volume of significant spills.													
STATE		 No spills were recorded in the 2008-09 reporting period.											
TREND		Council continues to maintain zero spill incidents.											
RESPONSE		Council's fleet is maintained according to manufacturer's service schedules. Operators perform daily plant checks prior to leaving the depot. In the case of a spill the plant includes spill kits to minimise potential damage to the road and environment.											



Online Link



On track



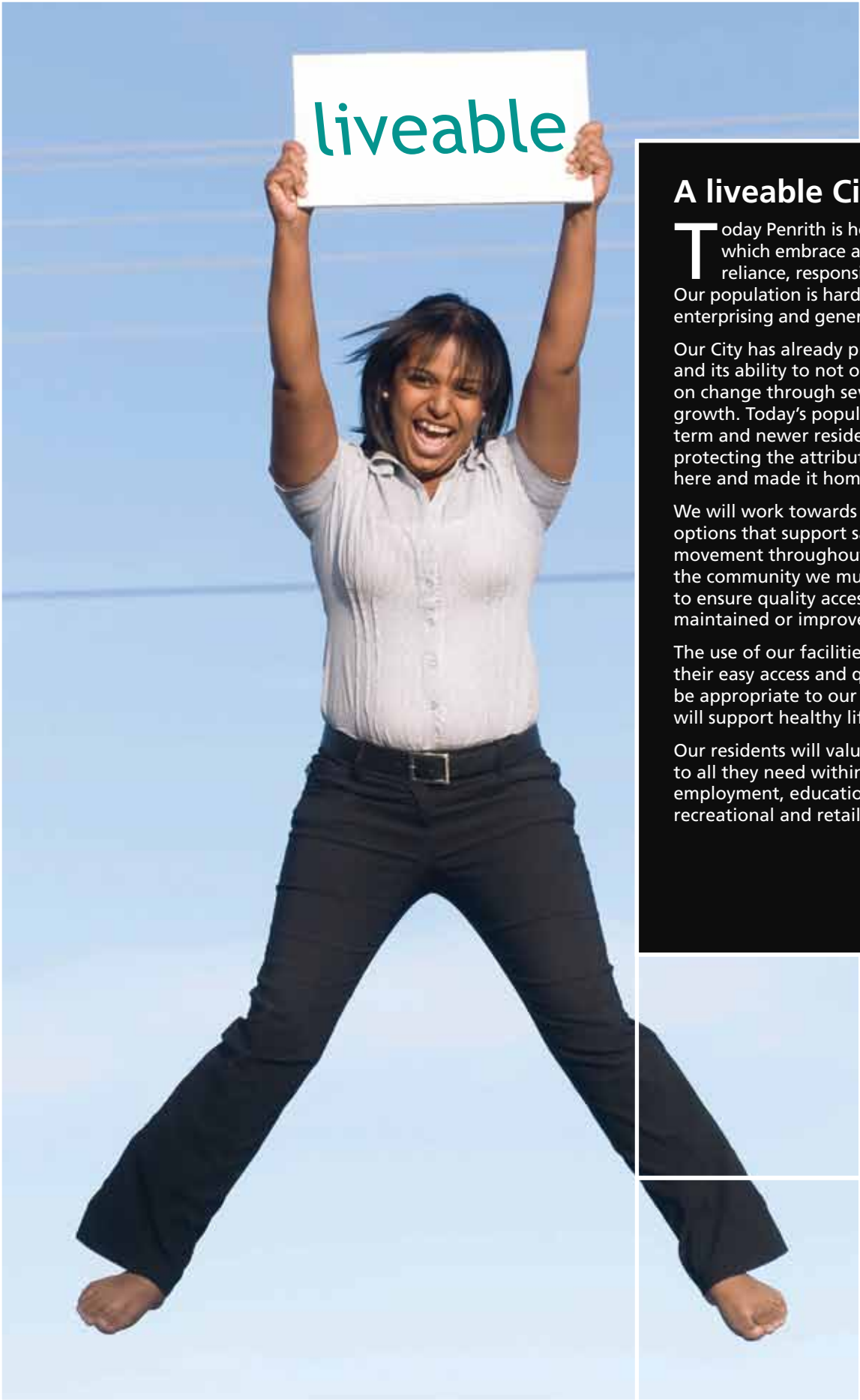
Challenge



Stable



Not yet reporting



A liveable City

Today Penrith is home to communities which embrace and encourage self reliance, responsibility and new ideas. Our population is hard working, passionate, enterprising and generous.

Our City has already proven its adaptability and its ability to not only survive but thrive on change through several periods of rapid growth. Today's population is made up of long-term and newer residents who are united in protecting the attributes that attracted them here and made it home.

We will work towards achieving transport options that support safe and reliable movement throughout the City. As the voice of the community we must advocate at all levels to ensure quality access in and out of the City is maintained or improved.

The use of our facilities will be encouraged by their easy access and quality design. They will be appropriate to our diverse communities and will support healthy lifestyles.

Our residents will value life here with access to all they need within the region, including employment, education, health, government, recreational and retail services.

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Soraya Mahomed is a trainee Engineer with Council's City Works Department and is studying a Bachelor of Engineering (Civil).

Building Open Spaces



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The 33 hectare regional passive and active recreation site at Claremont Meadows is starting to take shape following approval of the masterplan and extensive remediation and treatment works.

The Gipps Street site was once a landfill on the outskirts of the City and accepted household waste. As Penrith City grew and new suburbs emerged around the site Council put into place plans to return it to the community as a multi-purpose parkland offering sport and recreation facilities alongside conservation and education opportunities.

Council approved the Masterplan for the site in December 2007. The plan includes sporting fields for AFL, cricket, rugby league and soccer, netball courts, a children's playground, a youth zone with BMX track and a skate park, a shared cycleway and pathway and picnic areas. The land adjacent to South Creek has been retained for rehabilitation purposes, interlinking with the Ropes and South Creek corridor project. There will also be Cumberland Plain woodland revegetation and trees, shrubs and native grasses planted along with public art and viewing areas.

Infrastructure design work is nearly complete. Clean

fill is currently being imported onto the site to develop the future sporting fields.

A leachate treatment system was installed as part of the rehabilitation controls and facilitates the treatment of leachate through a natural process. Gravity-fed reed beds were put in place to remove sediment and nutrients and improve the water quality which needs to meet specific water quality criteria prior to its release into South Creek.

Council's Environmental Health Officers conduct regular inspections and take quarterly water samples to ensure the environmental goals for the site are on track. To view the Gipps Street Masterplan [click here](#)

Did you know?

? The development of smoke-free playgrounds is a significant step toward preventing the negative health effects caused by passive smoking in our community. Council recently received a Highly Commended award from the Heart Foundation Local Government Awards for the smoke-free playgrounds and sporting fields program implemented throughout the City.

Clean fill is being used to prepare the future sporting fields which will be part of a 33 hectare active and passive recreation site in Claremont Meadows.

Food safety program

Ensuring the public can safely and confidently eat out is the aim of Council's Food Safety Program. The program was enhanced in July 2008 in line with obligations under the new Food Regulation Partnership with the NSW Food Authority and has a strong emphasis on education and working co-operatively with food business operators.



All retail food premises operating in the Penrith LGA have a routine inspection at least once a year to ensure food is safe for consumption and that premises comply with the requirements of the Food Act 2003 and the food safety standards. Last year, Council's Environmental Health Officers carried out over 1000 food premise inspections. Enforcement action has been taken against a number of food businesses that were not complying with legislated food safety standards. This includes the issue of improvement notices, prohibition orders, penalty notices (on the spot fines) and prosecutions. The more serious fines are now publicised on the NSW Food Authority public register, [click here](#) For more information on food safety processes

Council's approach has a strong emphasis on education of food business operators with regular newsletters, the delivery of two food hygiene seminars in other languages and extending the educational resources available to food handlers.

Council's Food Safety Program has a strong emphasis on education and works with food business operators to address issues identified during inspections. Last year the food inspection program saw more than 1000 food inspections carried out throughout the City.

Did you know?

? Different noise sources can be found in many areas of our City. Residential, rural, industrial and commercial zones all contain various noise sources; however it is often when a noise source becomes louder than what is expected to occur in an area that it may become a problem. For example, a piece of machinery operating in a residential area may seem louder than it would if it was being used in an industrial area as it is not part of the usual background noise. The effect that noise may have on a person depends upon a number of factors, including the type, timing, duration and frequency of the noise, or if the disturbance is out of the ordinary.

Council assesses potential noise impacts in relation to proposed new developments where required and appropriate noise mitigation measures as conditions in development applications. In addition, Council also continues to actively respond to noise concerns raised by residents. During the reporting period 143 complaints were received about noise pollution, less than the 184 complaints received during 2007-08. The number of complaints received over the last four years is shown below. The main types of complaints investigated this reporting period were those relating to noise from air conditioners, motor vehicles and amplified music.

	2005-06	2006-07	2007-08	2008-09
No. of complaints received	81	99	184	143

For more information on noise pollution [click here](#)

? Smoke-free messages were also signposted and stencilled in the busier areas of school entrances at North St Marys and Jamisontown Public schools. These messages reinforce to parents the negative health effects caused by passive smoke, as well as the way in which smoke-free playgrounds can contribute to a cleaner environment.

? 10 cooking classes were held at North St Marys and Colyton in partnership with Mission Australia this year. Participants were introduced to new styles of cooking healthier food, in a friendly and relaxed environment. Some of the meals listed on this year's menu included vegetable quiche, chicken and vegetable stir fry, pumpkin hot pot, fruit crumble, and the very popular sweet potato and lentil soup. In addition to the cooking lessons, resources regarding healthy food labels and snacks for children were also discussed.

? As part of the Community Links Program, Council launched the 'Eating Around the Table Project' at the Kindana Children's Centre during National Families Week 2009. The project aimed to support Kindana families and encourage positive family experiences in the home.

Challenge: Development Approvals

	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Residential	2,149	1,865	1,493	1,366	1,036	851
Commercial/Industrial	200	213	273	203	158	186
Total	2,349	2,078	1,766	1,569	1,194	1,037
Income (,000)	\$2,501	\$1,929	\$1,796	\$1,875	\$1,688	\$1,494

The number of residential development approvals has declined significantly, with an 18% drop over the last financial year, and 54% since 2003-04. At the same time the number of commercial/industrial approvals experienced an 18% increase, however the overall number of development approvals declined by 13% over the last financial year. There has also been a drop in the associated income received by Council with an 11% drop over the last financial year and a drop of 40% since 2003-04.

While this decline was expected and is part of Council's long term modeling, the decline has been sharper than expected. This increased decline has been attributed mainly to the effects of the global financial crisis (GFC), which created increasing uncertainty for investors and home builders, tighter lending conditions and a weaker economy overall.

Prior to the onset of the GFC the rate of development within the City was predicted to slow due to the impacts of high interest rates, an inflated property market and the slow down of the release of urban land onto the market. In addition to this the NSW State Government is forging ahead with planning reforms which will see the number of development approvals determined by councils drop by an estimated 30% as more developments qualify as 'complying development'.

Complying development is development that can be undertaken with the involvement of the private sector or Council, provided it meets a list of specific requirements for things like setbacks, height etc. Over time, the number and type of developments that qualify as 'complying development' is expected to increase dramatically with knock-on effects for Council, not only in the number of development approvals processed but also in terms of the amount of development control that Council is able to exercise within the LGA.

It is expected that the number of development approvals issued by Council will continue to decrease over the next one to two years, as private sector involvement in the development process increases and the current economic conditions continue to have an impact. This will be followed by an increase in approvals as more new residential land releases take place within the local government area.

For more information refer to indicator PC2 on page 55.

Challenge: Tackling graffiti

Last year, Council completed 6,371 graffiti removal jobs and cleared more than 113,000 square metres of graffiti from our walls, pavements, buildings and fences at an average cost of \$843,000. The problem of graffiti has long been a challenge for Council, as it makes people feel unsafe in their communities and destroys the aesthetic quality of our neighbourhoods.

Last year Council rose to this challenge by delivering a groundbreaking education program to deal proactively with the problem of graffiti. Council engaged the Warner Group to run an innovative Graffiti Education Program in local schools to educate students about the reality of the costs and consequences of graffiti. Over 100 sessions have been held in the past year with many schools expressing their interest to continue to receive the program next year. Council's proactive approach extended to our Graffiti Hotline, which averaged about 150 calls per week. Residents can call in and report graffiti anywhere within Penrith City, and if staff can access the area from a public space, they'll remove it within five days. For information on the Citywide Graffiti Minimisation Strategy [click here](#)



An innovative program talked to high school students in their own language about graffiti. Photo courtesy Western Weekender.



Challenge: Car parking

Car ownership is higher in Penrith than the Sydney average and is the main mode of transport for people entering and leaving the City.

The Penrith Integrated Transport and Land Use Strategy (PITLUS), released in 2008, is a joint initiative by Council and the NSW Department of Planning and identified 130 issues including the need for greater public transport use by residents. The shortage of commuter parking at rail stations in the Penrith LGA is one of the key constraints to increasing public transport usage.

Compounding the shortage of commuter parking, the existing commuter parking around Penrith Station is temporary. These sites are needed for road widening in Jane Street and future development.

Planning for the former Defence site however has made provision for a commuter car park on the

north side of Penrith Station. Council secured a pre-election commitment from the Federal ALP requiring provision of a 1,000 space car park as a condition of the sale.

Council sought \$5m in grant funding under the Federal Government stimulus package to advance the construction of the car park and progress development of the site. The State Government also committed \$5m in matching funds for the car park and the balance will be funded by the developer.


Council has called for Expressions of Interest to build the 1,000 space car park which is expected to start late in 2009.

'A Liveable City' Indicators


City Wide Indicators

- Increased use of public transport. (PC11)
- An increased choice of housing types are available. (PC14)
- Increased proportion of residents who feel safe in their community. (PC15)
- Increased percentage of population undertaking adequate physical activity. (PC16)
- Increased proportion of residents participating in sporting and recreational activities. (PC18)
- Financial implications and other risks and opportunities for the organisation's activities due to climate change. (EC2)

PC11 Increased use of public transport.

STATE	 In 2008 there were 10,671 average daily public bus passenger trips made within the Penrith LGA according to Westbus. Current and accurate data on train trips was not available for this report but will be considered in future reports.
TREND	This is the first time this indicator has been measured so trend data is not yet available.
RESPONSE	<p>The Penrith Transport Summit, was held on 10 March 2009. Feedback from the Summit indicated that the ideas largely aligned with Council's Penrith Integrated Transport and Land Use Strategy (PITLUS).</p> <p>Council participated in scoping study workshops for the Emu Plains, Kingswood and Werrington interchanges, organised by consultants on behalf of the NSW Department of Transport and Infrastructure.</p> <p>Council participated with the Transport Infrastructure Development Corporation (TIDC) and their consultants regarding the proposed preliminary design of a multi deck commuter car park on the northern side of St Marys at the existing commuter car park. For a list of available Public Transport services in the Penrith area, click here</p> <p>Council has successfully lobbied the Federal Government and gained a commitment for a 1,000-space decked car park as a condition on the sale of former Defence land on the northern side of Penrith Station. The sale of this land has not yet been finalised however, Council has accepted the Federal Government grant and the design of the car park is in progress see page 73.</p> <p>Council has made a submission to the Ministry of Transport on the Government proposal for the West Metro feasibility project brief and Region 1 Proposed Bus Network.</p> <p>Westbus will soon introduce (end July 09) a new bus service with 10 to 12 minute frequencies during the morning and afternoon peaks between Penrith and St Marys stations.</p>

PC14 An increased variety of housing types are available.

STATE	 Council currently relies on Census data for this indicator. The 2006 Census indicated the number of medium/high density dwellings in the City increased by 1.1% since 2001.
TREND	<p>The largest changes in the type of dwellings in the City between 2001 and 2006 were:</p> <ul style="list-style-type: none"> • separate houses (+1,130), and • medium density dwellings (+884) • households living in caravans, cabins, houseboats also increased (+120).
RESPONSE	Council continues to seek opportunities to encourage a range of housing types to provide for a diverse social mix and maintain affordability. Land has been zoned within South Werrington Urban Village and Glenmore Park Stage 2 which increases urban land zoned in the City and encourages a diverse housing mix. Council adopted Precinct Plans for St Marys Release Area which requires more opportunities for housing variety.



Online Link



On track



Challenge



Stable



Not yet reporting

PC15 Increased proportion of residents who feel safe in their community.

STATE	➤ No new data was available for this reporting period however, according to the 2008 Strategic Community Survey, 77% of residents strongly agreed that they feel safe moving around their neighbourhood in the day time, including parks and public places. Only 36% of residents felt the same level of safety at night.
TREND	Community feedback through various consultations indicates that the majority of Penrith residents feel safe in their community. Residents continue to express a desire for Council to take a lead role in delivering programs which enhance safety and minimise crime.
RESPONSE	Council works in partnership with key community stakeholders to deliver a number of community safety programs and initiatives to make Penrith a safe City to live, work and visit. Through the Penrith Valley Community Safety Partnership, Council works with Police and key community partners to deliver strategies in the Penrith Valley Community Safety Plan. This includes the development of various community education resources and materials, delivery of the Citywide Graffiti Minimisation Strategy (see pg 72), and conducting regular Community Safety Audits in identified areas.

PC16 An increased percentage of population undertaking physical activity

STATE	✗ Physical activity levels and obesity remain a challenge within the City's population, with obesity figures above the NSW average.
TREND	Physical activity levels of adults remains at approximately 46%, below the NSW average of 55%. Obesity in the population (aged 16 and over) remains at about 56%, higher than the NSW average of 53% (Source: NSW Health 2007 Health Survey).



Part of Council's role is to raise awareness about health issues and the program 'Healthy Penrith' achieves this. This is a monthly event held at Centro Nepean Shopping Centre in partnership with the Penrith Star newspaper. Exercise and healthy eating are a key focus for these events, with health professionals available to talk to shoppers on a range of topics.

Both of the public pools in Penrith City run learn to swim programs. In the period 2008-09 there was an increase of 2,000 students in the afternoon classes. The classes cater for a range of abilities and ages, from babies to school children and children with a disability. Council also maintains a number of parks, sporting facilities, footpaths, cycleways and areas of open space throughout the City. All of these facilities help in keeping our communities active. For more information on swimming lessons or other activities available the Penrith Swimming Centre, [click here](#)

Council maintains 104 sports fields across the City. Recycled water is used on many fields while most receive recycled organic compost to ensure the best possible playing surface year-round.

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PC18 Increased proportion of residents participating in sporting and recreational activities.

STATE	<p>No new data is available for this indicator however resident participation was reviewed in the 2008 Strategic Community Survey as:</p> <ul style="list-style-type: none"> • 80.4% of residents participate in informal passive recreation, • 60.1% of residents participate in informal active recreation and • 35.1% of residents participate in organised sports <p>In most instances participation was cited as weekly within the Penrith City area.</p>
TREND	Results in 2008 indicated increased levels of participation in all categories compared to 2002.
RESPONSE	<p>Council plans and provides a range of active and passive recreation and sporting facilities and lobbies other levels of Government for additional facilities. Council is developing a new Health Strategy for the City which is holistic and responds to contemporary challenges of supporting well communities. This recognises the importance of participation in sporting and recreational activities.</p> <p>The Learn to Swim entries totalled 6,520, the highest recorded number in the last 10 years with the previous highest 4,854 in 2000-01.</p> <p>Attendances at Penrith Pool had declined from 143,190 in 2005-06 to 128,522 in 2007-08. The attendance figure of 143,096 in 2008-09 is a return to 2005-06 levels. For more information on recreational activities available in the Penrith area, click here</p>

EC2 Financial implications and other risks and opportunities for the organisation's activities due to climate change.

STATE	<p> Council has engaged a consultant to undertake a Climate Change Risk Assessment and Adaptation Plan</p>
TREND	Trend information is not yet available on this indicator.
RESPONSE	<p>Preparing for the unavoidable impacts of climate change is imperative. Many systems are highly vulnerable to the impacts of climate change, with likely implications for all aspects of Councils operations. Changes in climatic conditions will require new consideration for land use planning and development, infrastructure design and construction, asset management, equipment use and purchasing decisions.</p> <p>Recognising the need to prepare for the challenges that lie ahead, April 2009 saw Council begin a project involving a comprehensive process of climate change risk assessment and adaptation planning. The project focuses on practical measures that Council can undertake to prepare ourselves and our communities to better cope with future climate change.</p> <p>By June 2009 two workshops with Council staff had been completed, with a range of risks identified, ranked and a series of adaptation options identified. The next financial year will see the completion of this project, with the outcomes used to inform our future planning, and guide our efforts towards those areas where greatest gains can be made. This is an important first step in future-proofing Penrith for the inevitable impacts of climate change. Click here for tips on how to reduce your energy use and save money.</p>



Online Link



On track



Challenge



Stable



Not yet reporting

'A Liveable City'

Supplementary Indicators

City Wide Indicators

■ Increased usage of community facilities. (PC17)

Council Indicators

■ Health and safety topics covered in formal agreements with trade unions. (LA9)

City Wide Indicators

PC17 Increased usage of community facilities.	
STATE	<p>During 2008-09 over 300,000 people used Council facilities such as neighbourhood centres, youth centres, senior citizens centres and community halls.</p> <p>Attendance at Penrith Pool during 2008-09 was 143,096, while 6,520 students enrolled in Learn to Swim programs.</p>
TREND	<p>Use of Council community facilities has dropped from approximately 400,000 in 2007-08 to 300,000 in 2008-09.</p> <p>Attendance at Penrith Pool increased from 128,522 in 2007-08 to 143,096 in 2008-09. The Learn to Swim enrolments totalled 6,520, the highest recorded number for the last 10 years.</p>
RESPONSE	Council continues to promote and maintain the range on community facilities in the area.

Council Indicators

LA9 Health and safety topics covered in formal agreements with trade unions.	
STATE	<p>A global agreement exists with Trade Unions to cover health and safety.</p>
TREND	Council maintains the agreement.
RESPONSE	There are no plans at this stage to revise the agreement.



Online Link



On track



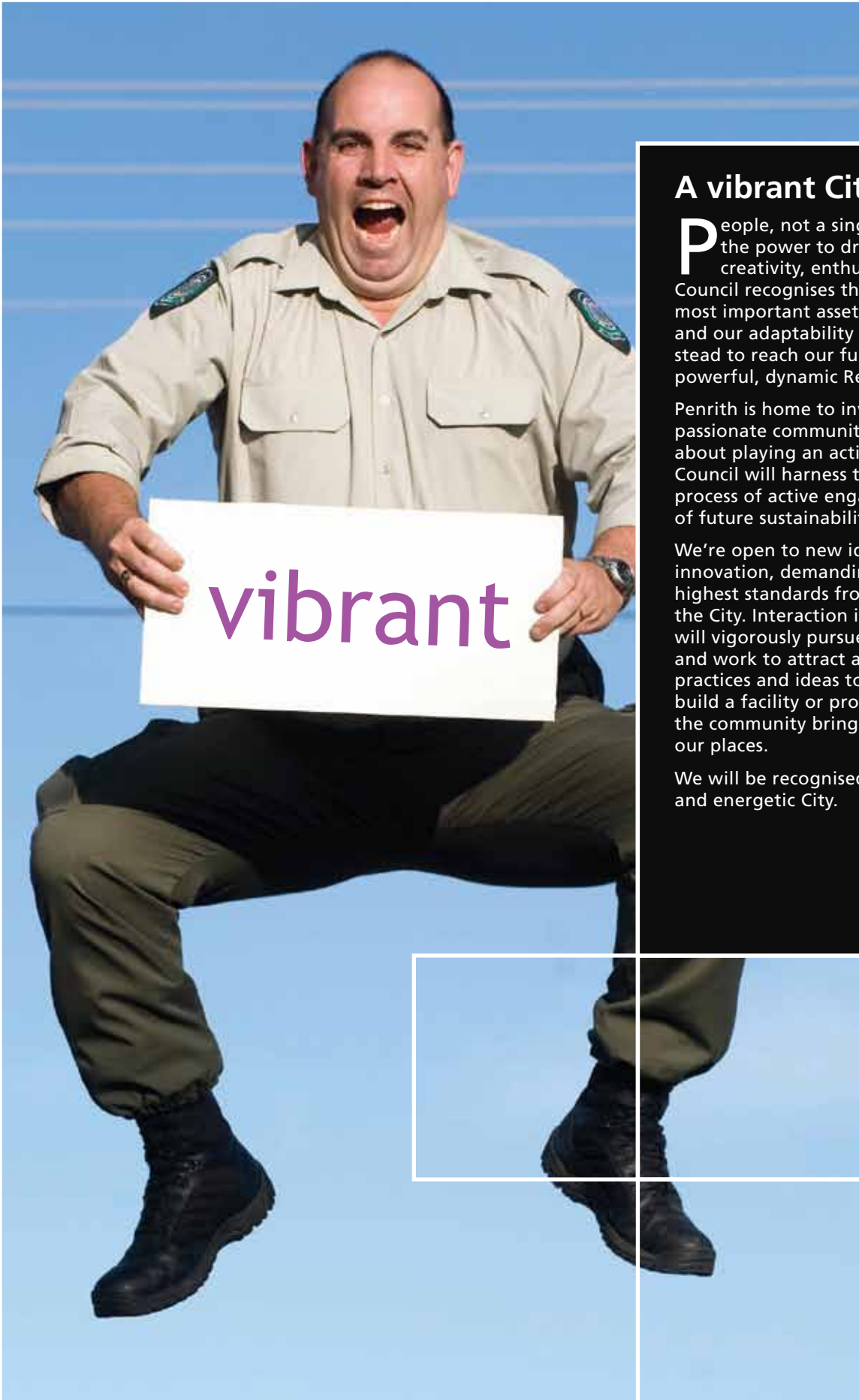
Challenge



Stable



Not yet reporting



A vibrant City

People, not a single organisation, have the power to drive change through creativity, enthusiasm and conviction. Council recognises that people are our City's most important asset; diversity is our strength and our adaptability will stand us in good stead to reach our full potential in creating a powerful, dynamic Regional City.

Penrith is home to involved, fiercely passionate communities that are enthusiastic about playing an active role in their future. Council will harness this drive through a process of active engagement in the pursuit of future sustainability.

We're open to new ideas and we embrace innovation, demanding and attracting the highest standards from those investing in the City. Interaction is encouraged, Council will vigorously pursue new opportunities and work to attract and nurture innovative practices and ideas to the City. Council can build a facility or provide a meeting place but the community brings life and energy into our places.

We will be recognised as a strong, progressive and energetic City.

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Penrith Council hosts the Regional Illegal Dumping Squad on behalf of six western Sydney Councils. Investigator Darren Riding finds great satisfaction in tracking down illegal dumpers.

How does your garden grow?



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Sustainability Street is a successful program which has been running in Penrith for four years. Over this time the number of Sustainability Streets has grown steadily, with eight streets now taking part.

The program is a community-based training program that nurtures all aspects of sustainable living including water and energy efficiency, waste reduction and community relationships, at a grass roots level.

The focus is to enable the Sustainability Streets to go beyond learning and really sink their teeth practically into sustainability, while making a real difference in their communities. The partnership that has grown between the Mulgoa Sustainability Street and Mulgoa Public School is a great example of applying sustainability in a practical sense.

The Mulgoa Sustainability Street group received funding from the NSW Environmental Trust in 2008 for a group project. After meeting with the principal of Mulgoa Public School, they decided to work together to establish a community garden within the school grounds.

The project has some great advantages for both parties. The fruit and vegetables grown are shared between the Sustainability Street group and the students, while the location of the garden within the school provides additional security. The garden also provides the school with a working garden to be used as part of their lessons on topics such as recycling and composting, organic gardening and the importance of being water wise.

Best of all, the project has also resulted in a successful mentoring relationship developing between some members of the Sustainability Street group and the students, providing the Sustainability Street participants the opportunity to share their skills and knowledge, building up the sustainability of the whole community.

Penrith City Council was also the host of the NSW Sustainability Street Conference in November 2008, bringing together Sustainability Street groups from across NSW to share their experiences, learning and enthusiasm. For more information on Sustainability Street or on how to get involved in Sustainability Street [click here](#)

A community garden helps all generations get a grass roots understanding of sustainability at Mulgoa Public School.

Renewing neighbourhoods

The Neighbourhood Renewal Program is an integrated approach to addressing disadvantage in a number of identified communities across the Penrith LGA. The Program is implemented by a multidisciplinary team that includes elements of community, cultural and economic development.



The Neighbourhood Renewal Program is underpinned by extensive and creative community engagement, working with residents and other local partners to identify local strengths and develop innovative approaches and responses to local issues.

In 2008-09 the Neighbourhood Renewal Program team worked alongside residents, service providers and local businesses in the communities of Londonderry and Oxley Park. In each community, projects complemented services already being provided in local neighbourhoods, supporting the work of local primary schools, community groups and other non-government services. Information collected will direct development of upcoming Neighbourhood Action Plans for Londonderry and Oxley Park

A total of 16 engagement activities were undertaken across the two areas. These activities support creative and positive opportunities for residents to have a say in Council activities and facilities in their neighbourhoods.

A multidisciplinary team focusing on community, cultural and economic development was established under Council's Neighbourhood Renewal Program.

Magnetic Places

The Magnetic Places program has continued to break new ground in terms of creating activities and projects that bring our community meeting places to life, making them attractive, vibrant and exciting places to visit.

The initiative, part of Council's Neighbourhood Renewal Program, supports and generates creative projects that activate places and spaces in the established areas across the Penrith LGA.

Magnetic Places grants have provided creative engagement and support to more than 60 organisations and 36 artists from eight local communities to work in partnership and transform local spaces into Magnetic Places.

In 2008-09 seven dynamic projects were funded. These were: **One Move One Voice** (St Marys), **Parkoar at our Place** (Kingswood Park, Werrington), **When We Were Kids** (Kingswood Park), **Pathway of Friendship** (Erskine Park and Oxley Park), **North St Marys Mural** (North St Marys), **The Front Steps** (St Clair) and **A Town Fiesta** (St Marys).

"The music and dance were simply contagious. It made the park alive."

The One Move One Voice project enlivened St Marys with more than 20 young people from diverse cultural backgrounds dancing hip hop and krump guided by renowned dancer and choreographer Darrio Phillips. Young people participated in a series of skills development workshops culminating in a presentation at Coachman's Park in June.

The presentation was an opportunity for the participants to strut their moves on the dance floor with assistant choreographers Chris Chiaopoco and Mark Reyes accompanied by live music.

This project focused on showcasing the talents of young people with participants saying "I have made new friends... I also learned how to dance."

The projects have brought local public spaces to life and increased pride, a sense of local ownership and belonging. Participants have had the opportunity to meet new people, increase confidence and discover new ways of engaging with others in their community. Other benefits include improved social harmony, community wellbeing, skills development and support for creative industries at a local level.

The success of this year's projects promises to take the program into an exciting future. For more information on Magnetic Places click [here](#)

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Celebrating Christmas with our communities

In December, both Londonderry and Oxley Park celebrated Christmas, and the talents of the local community with approximately 700 residents and guests attending a Christmas celebration in Londonderry and around 900 attending a similar event in Oxley Park. The Neighbourhood Renewal team facilitated working groups for the two events including a range of service partners, Londonderry Public School and Oxley Park Public School as well as a number of resident volunteers.

The two events were organised over several months with working group meetings held every few weeks. Residents took charge and contributed to deciding the activities for each event, as well as taking an active role in managing the logistics for these events.

The events provided an excellent opportunity for Council to engage with residents and to serve the community through participation on the working group and providing resources for the event.

These events benefited the community by supporting a sense of pride and ownership in the neighbourhood as well as providing an opportunity for social connection, and a great sense of achievement for residents who volunteered to support their community.

Food Family Culture

Oxley Park has a diverse and significant population of Aboriginal residents as well as families



Families enjoyed the opportunity to take part in 'Food Family Culture' events in Oxley Park.

from Pacific Islander backgrounds. In May, two neighbourhood park events called 'Food Family Culture' were held in partnership with Mission Australia and Oxley Park Primary School.

Recreation and arts activities were provided as well as a BBQ and jumping castle. Informal activities were designed to collect information from residents of all ages. Participants actively answered questions about their community on graffiti sheets. Some residents used large maps to draw on, or used craft materials to build the things they believed would make their neighbourhood a stronger community.

Food Family Culture events benefited the community by building pride in place, celebrating cultural heritage, and providing an opportunity for residents to connect across generations and cultures.

These small neighbourhood events were well attended and will, as a result of this success, be implemented in the Kingswood and South St Marys communities throughout 2009-10.

The Story Exchange

The Story Exchange 2009 was a creative engagement project aimed at consulting children and young people about the strengths and needs of their neighbourhoods through digital photography, story telling and new technologies. The project was a partnership between the Neighbourhood Renewal Team, Londonderry and Oxley Park Public schools and the Information and Cultural Exchange (ICE) and involved three stages of development.



Stage one of the project saw 30 students from each school take part in three creative workshops throughout April and May. Workshops included digital photography and photo composition, use of Photoshop and animation, creative writing and story development.

Young people were encouraged to creatively share the stories of their neighbourhoods through the Story Exchange project.



Stage two of the Story Exchange saw three young women from Cranebrook and a young man from St Marys create short digital stories or films about their neighbourhoods and the things in their lives which they are passionate about.

Art for all ages

Penrith Performing & Visual Arts (PP&VA) was established in 2007, to manage and promote the visual arts, performing arts and arts education in the City. PP&VA produces and presents dynamic cultural and arts education programs for the people of Penrith, western Sydney and beyond, and includes:

- Penrith Regional Gallery & The Lewers Bequest, one of Australia's most beautiful regional galleries presenting world class exhibitions.
- Joan Sutherland Performing Arts Centre, a superb venue presenting the best in music, theatre and dance.
- Q Theatre Company, presenting and producing great Australian theatre.
- Penrith Conservatorium of Music, providing music education for everyone.

You're never too young to discover a love for music. People of all ages attend classes and performances at Penrith's highly regarded Joan Sutherland Performing Arts Centre.

Challenge: Climate Change

Climate change has been recognised as one of the greatest challenges facing communities world wide. It is an issue that will impact upon social, economic and environmental systems, and has the potential to affect every person, and every community on the earth.

Penrith City Council has been working to address the issue of climate change since early 2000. In this time, Council has made significant progress in reducing our own greenhouse gas (GHG) emissions, as well as those of our community. This progress has included improvements to the efficiency of our buildings and facilities, our vehicle fleet, the technology we use, and our practices. Combined, these activities have resulted in the abatement of approximately 20, 250 tonnes of CO₂e since 2002-03.

Unfortunately, despite these efforts, Council's GHG emissions have steadily increased from 14,414 tonnes of CO₂e in 1995 to 21,611 tonnes of CO₂e in 2002 and 25,580 tonnes of CO₂e in 2008-09. These increases are mainly due to the continued growth of Council's assets and services as our population continues to grow.

Moving forward in addressing this issue, Council faces several challenges.

- Balancing the needs and expectations of our community with regards to service delivery and the expansion of our facilities,
- the need to reduce our emissions significantly over coming years, and
- the uncertainty of how climate change will affect us here in Penrith.

In facing these challenges, Council must extend on our existing efforts to reduce our emissions, whilst also preparing as best we can for the likely impacts of unavoidable climate change.

Recognising the need to prepare for the impacts of climate change, Council has engaged consultants Parsons Brinckerhoff (PB) to guide us through the process of climate change risk assessment and adaptation planning. In undertaking this process, PB have worked with Council to investigate the impacts likely to be experienced in Penrith, identify the potential risks posed by those impacts, and investigate potential actions to reduce those risks.

The outcomes of this process will feed into the development of Council's climate change strategy which is scheduled for development in 2009-10. This strategy will provide the framework for Council's future action to address climate change and will include both actions to reduce our GHG emissions, and adapt to the likely impacts of climate change. Click here for more information on Greenhouse and Climate Change

'A Vibrant City' Indicators


City Wide Indicators

- Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage.(PC19)
- Increased proportion of residents participating in cultural activities and events. (PC20)
- Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste. (PC26)

Council Indicators

- Energy saved due to conservation and efficiency improvements. (EN05)
- Initiatives to reduce greenhouse gas emissions and reductions achieved. (EN18)

PC19 Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage.

STATE	 No new data was available for this period however the 2008 Strategic Community Survey indicated an increase in the proportion of residents who value the natural elements of the City. Further work is required to gather information on the built heritage component of this Indicator.
TREND	<p>Limited survey data and comparability is available. An improved evidence base will be pursued through further surveys and community consultation.</p> <p>The Strategic Community Survey indicates that, from the earlier 2002 PLANS (People's Lifestyle, Aspirations & Needs Study) survey, there is an increase in people (from 85 to 117) who like:</p> <ul style="list-style-type: none"> the rural atmosphere while close to the city (9.7%) close to rural areas / natural bushland / mountains (3.3%) beautiful and clean parklands / river (6.2%). <p>The River is an important element of the City, with an increase in the number of people who said it was one of the things they liked most about Penrith.</p> <p>A survey of residents undertaken in 2005 (for 'Our City Centres' project) indicated that key elements valued in the community were retaining the rural ambience, preserving the City's built heritage, and protection of environmentally significant features.</p>
RESPONSE	<p>There is an increase in the number of people identifying the river, rural atmosphere and natural areas as the things they like most about Penrith. Council will continue to direct strategic actions to ensure the key community values are maintained.</p> <p>This issue was also strongly identified by the community during the engagement process for Councils Strategic Plan 2031. The Strategic Plan recognises the unique value and distinctive character of the City's natural settings, including the River/escarpments, rural landscapes, natural areas and built heritage.</p> <p>Council has a Heritage Advisory Committee and a heritage advisory service which provides advice for both Council and privately owned buildings. This information is provided by Council's heritage consultant and includes:</p> <ul style="list-style-type: none"> cost maintenance plan of all Council owned heritage buildings Interpretation signage policy for the whole of the City Heritage training for all planning staff. <p>Stage 1 of the City Wide Local Plan which zones Rural Lands in line with the State template has identified natural areas which are significant and of importance to the City and has applied environmental and scenic landscape protection measures to these areas which were exhibited to the community.</p>



Online Link



On track



Challenge



Stable



Not yet reporting

PC20 Increased proportion of residents participating in cultural activities and events.

STATE



No new data was available for this period. According to the 2008 Strategic Community Survey 47% of respondents attended a community event or festival.

TREND

The Survey indicated 47% of respondents attended a community event or festival during 2007-08 compared to 40% of the respondents in the 2002 Survey.

RESPONSE

Magnetic Places

During 2008-09, Council's Magnetic Places Community Cultural Grants funded seven projects in seven locations across the LGA.

The Magnetic Places projects have encouraged the transformation of public spaces into magnetic, creative and meaningful places and have brought local public spaces to life enhancing a sense of local ownership and belonging.

Activate 2750 Project

In March 2009, Council partnered with the Museum of Contemporary Art, the Penrith Regional Gallery and a range of Western Sydney arts centres to undertake an innovative art project called "Activate 2750".

The project was an innovative temporary art installation which involved the use of recycled industrial material to develop a monument and was aimed at increasing community awareness of the impact of industrial waste on the environment.

The Penrith Valley Cultural Precinct - St Marys

Council has been playing an active facilitating role in enabling the Penrith Valley Cultural Precinct to evolve as a shared space for supporting local community cultural development activities and new and emerging artists and arts groups, a key action from the Penrith City Cultural Framework. A number of workshops were organised for the different stakeholders to create a shared vision;

"The Penrith Valley Cultural Precinct is a welcoming place where communities come together to celebrate and share our diversity and creativity" For further information on the Penrith Valley Cultural Precinct click [here](#)

Further actions will be undertaken in terms of supporting and promoting cultural industry networks within the St Marys area.

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PC26 Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste.

STATE

Data is not yet available for businesses, but is for some aspects relating to households.

Through Sydney Water’s residential rebate programs Penrith residents have taken up a number of water saving initiatives. Data from Sydney Water on the uptake rates during the reporting period was not available at the time of reporting.

The Department of Environment and Climate Change (DECC) also provides a number of energy and water related rebates and has quantified the number of rebates taken up by Penrith residents. Figures for the reporting period up to March 2009 are included in the table below.

 DECC Residential Rebate Program uptake by Penrith residents from 1 July 2008 to 31 March 2009.

DECC Rebate	Uptake
Rainwater Tank	567
Solar Hot Water System	263
Ceiling Insulation	201
Washing Machine	327
TOTAL	1,358

TREND

The DECC rebate uptake is a new data source for this reporting period, consequently trend data on this aspect is not available. However, trend data on Sydney Water’s residential program from 2006-07 to 2007-08 is available. This shows a substantial increase in the number of Do It Yourself Water Saving Kits and WaterFix initiatives taken up by Penrith residents, along with a steady uptake in the number of rainwater tank rebates. Unfortunately, there was a decrease in the number of Love Your Garden and Washing Machine rebates.

During the 2007-08 and 2006-07 financial year the following rebates provided by Sydney Water were taken up.

Sydney Water Program	2007-08	2006-07
Do It Yourself Water Saving Kits (showerhead and tap flow restrictors)	2,644	1,572
Love Your Garden (consultation on saving water in your garden)	82	175
Rainwater tank Rebates	549	569
Washing Machine Rebate	1,746	2,324
WaterFix (showerhead and tap flow restrictors)	3,418	1,257
Total	8,439	5,897

RESPONSE

Council actively promotes the range of available rebates and incentive programs available to assist with the uptake of environmentally sound technologies through our sustainability education programs.



Online Link



On track



Challenge




Stable




Not yet reporting

EN5 Energy saved due to conservation and efficiency improvements.

STATE	 Council has achieved the equivalent of 541,083 kilowatt hours (kWh) of energy reductions during the reporting period.
TREND	Council continues to target its energy use with the achievement of a further 541,083kWh of abatements in energy reductions through the implementation of conservation and efficiency measures in 2008-09.
RESPONSE	Two notable projects undertaken during the reporting period include the installation of solar panels at two community centres see page 42, and the installation of heat reflective roof paint at our 'Community Connections' facility. Other projects included lighting upgrades at the Civic Centre, the installation of power factor correctors at Penrith Pool and Ripples Leisure Centre, and the installation of daylight savings control units at Judges Car Park.

EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.

STATE	 A number of measures were introduced in 2008-09 to reduce greenhouse gas emissions. These measures were implemented at various stages through the year, so savings from a full financial year have not been achieved for all initiatives. These measures have calculated emissions reductions of 2,228 tonnes of CO2-e.
TREND	<p>During the previous reporting period Council abated annual CO2-e emissions of 346.2 tonnes. In 2008-09 Council abated 2,228 tonnes of CO2-e, an increase of 1881 tonnes of CO2-e. This increase is mainly due to abatements made from recycling, which wasn't reported in 2007-08.</p> <p>If the abatements related to recycling are removed from 2008-09 figures to make the figures comparable, this still equates to an increase in abatements of 115 tonnes of CO2-e over the reporting period.</p>
RESPONSE	<p>Council continues to work towards reducing greenhouse gas emissions associated with its diverse range of activities, achieving a 2,228 tonne annual carbon dioxide emission reduction in the reporting period, an increase of 1,881 from the previous reporting period. These abatements have been achieved through:</p> <ul style="list-style-type: none"> • Installation of solar panels at two community centres saving 8.2 tonnes of CO2-e; • Lighting upgrade at the Council's Civic Centre saving 41.1 tonnes of CO2-e; • Application of heat reflective roof paint at Community Connections saving 16.9 tonnes of CO2-e; • Installation of daylight saving devices at Judges car park saving 10.8 tonnes of CO2-e; • Replacement of air conditioning chiller in Council's Civic Centre saving 384.6 tonnes of CO2-e; • The use of E10 fuel in Council's vehicle fleet saving 28 tonnes of CO2-e, an increase of 49.9% from the 2007-08 reporting period; • Recycling cardboard, paper, comingled containers and green waste from Council's Parks operations saving 1738 tonnes of CO2-e.



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On track



Challenge



Stable



Not yet reporting

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Did you know?

? 2008-09 saw an increase in membership, visitor numbers and an overall 13 per cent increase in loans at Penrith City libraries. Since 2004-05 there has been a 48% increase in junior fiction loans and last year, 221,141 junior books were issued, a quarter of all loans. There are libraries at the Penrith Civic Centre, St Marys, St Clair and Emu Plains.

? Funding for books, media and electronic resources in our libraries has increased 72% from \$551,750 in 2004-05 to \$948,000 in 2008-09 including the purchase of 37,814 new items.

? Council has continued to recognise the value of our heritage, and promote the city's cultural and environmental heritage. A range of heritage-related services are provided to the community by Council, including the Heritage Advisory Service and the Heritage Assistance Fund.

? Introduced in 2007, the Heritage Assistance Fund was set up to financially assist not-for-profit organisations, lessees and owners of domestic scale heritage items. Eleven of the twelve available grants from the Heritage Assistance Fund were taken up during 2008-09, compared to six out of ten in the 2007-08 period. These grants assist in the preparation and lodgement of Development Applications to Council for repair and maintenance work to heritage items. The maximum funding offered in 2008-09 was limited to \$6000 per project, which is up from the \$3000 grants offered previously. For more information about the heritage incentives program including the Heritage Assistance Fund please [click here](#)

? Council's Heritage Advisory Service provides residents with free heritage advice from a professional heritage architect or consultant. This service is available on a monthly basis, and this year attracted approximately 15 customers each session. To visit Penrith Councils Historical Information Archive, [click here](#)

? The Draft Heritage Study 2007 provides a comprehensive review of the heritage items and places within the City, examining both existing and potential new items. The study is based on specific facts and the robust assessment of items against a strict and consistent set of criteria. It provides the information needed for decisions on whether items should be included in Council's planning instruments.

The study identified a total of 257 heritage items, eight heritage conservation areas and 12 archaeological sites that are considered worthy of listing in a Local Environmental Plan (LEP). Of the 257 heritage items identified, 66 are new. The study also concluded that 20 of the currently listed items no longer have sufficient heritage significance for inclusion in a LEP Schedule, such as if they have been modified in some way that compromises their heritage significance.

The outcomes of the Draft Heritage Study were placed on public exhibition with draft Amendment No.1 to LEP1991: Environmental Heritage Conservation and the draft LEP2008 from Tuesday 28th October 2008 to 19th December 2008. The schedules provided by these two draft LEPs, along with the schedule of places and items in the Penrith City Centre LEP2008, list most of the heritage items and places in Penrith. The proposed changes to the LEPs reflect the evolution of Penrith's heritage since the previous 1987 Heritage Study.

? In a NAIDOC Week first, the Sydney West Area Health Service provided an information marquee and carried out diabetes and blood pressure tests as well as providing health advice at the family gathering held in Jamison Park. Around 2000 people attended the event supported by Council and the Indigenous Coordination Centre along with other community partners.

Young people were encouraged to creatively share the stories of their neighbourhoods through digital media in the Story Exchange project.

'A Vibrant City'

Supplementary Indicators

City Wide Indicators

- Increased proportion of residents who feel a sense of community in the City and their local neighbourhood. (PC21)

Council Indicators

- Initiatives to reduce indirect energy consumption and reductions achieved. (EN7)
- Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (EN26)

City Wide Indicators

PC21 Increased proportion of residents who feel a sense of community in the City and their local neighbourhood.

STATE

- Council has not been able to report on this indicator.

Council Indicators

EN7 Initiatives to reduce indirect energy consumption and reductions achieved.

STATE

- Council has not been able to report on this indicator.

EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

STATE

- Council has not been able to report on this indicator.

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On track



Challenge



Stable



Not yet reporting

Statutory Report - Summary

The following information is provided in response to statutory requirements. The Statutory Report addresses the elements of the Council's Charter which is set out in Section 8 of the *Local Government Act 1993*. Where appropriate, further details are provided in other sections of this Annual Report or in the electronic version of this report as indicated.

Local Government Act 1993 and General Regulation 2005

References to 'Section' refer to the *Local Government Act 1993* No. 30. References to 'Clause' refer to the *Local Government (General) Regulation 2005*.

Audited Financial Reports and Rates and Charges Written Off

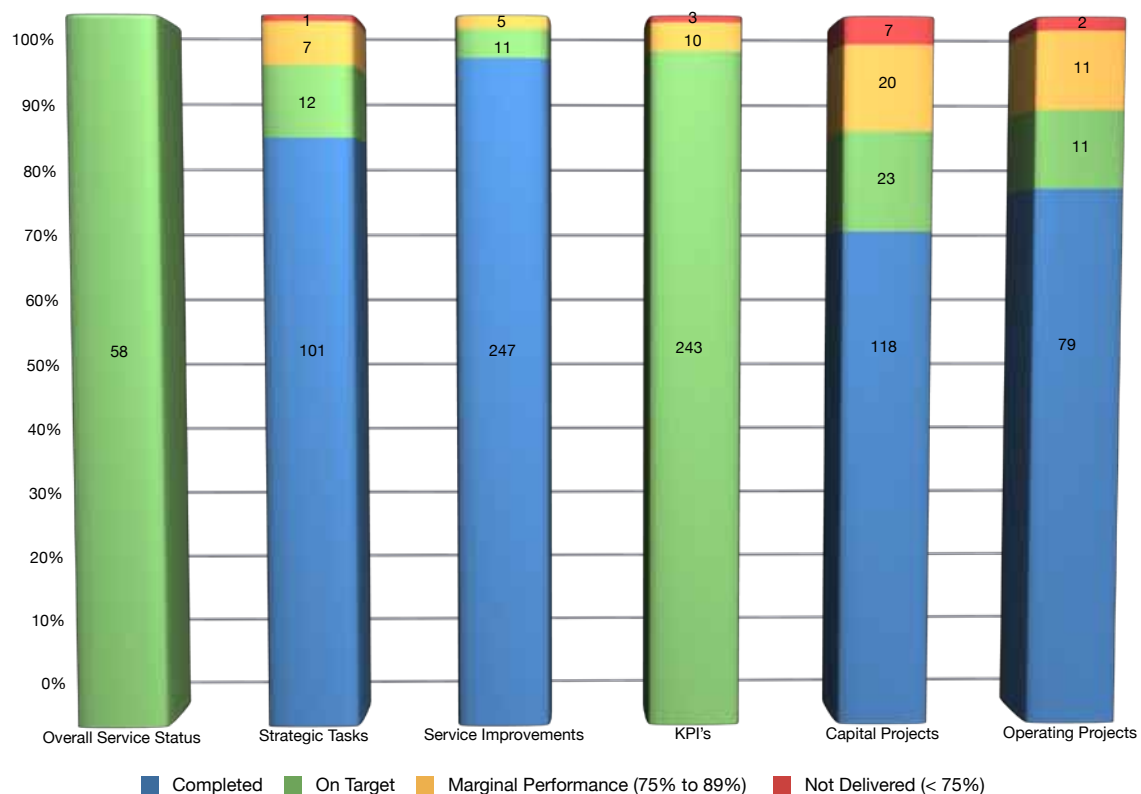
(Section 428(2)(a) and Clause 132)

Council's complete audited financial statements and auditor's report, as well as details of rates and charges written off can be found in the electronic version of this Annual Report.

Comparison of Actual Performance against Projected Performance and Reasons for any Difference

(Section 428(2)(b))

A summary of the overall performance for Council's 58 external and internal services against defined requirements of the 2008-09 Management Plan is provided on the graph below. This graph excludes the three controlled entities which have separate reporting requirements.



As illustrated, Council achieved 93% of annual requirements of the Service Plans listed within the 2008-09 Management Plan. This means that of the 969 measurable items in the six categories (Overall Services Status, Strategic Tasks, Service Improvements, KPI's, Capital and Operating Projects), Council services scored 903 measures as being Completed (Blue) or On Target (Green) for completion as at 30 June 2009.

Full details of Council's performance against the 2008-09 Management Plan are provided in the electronic version of this report and in the report titled *2008-09 Management Plan Performance and Financial Review – Progress to 30 June 2009* provided online.

Special Rate Variation Initiatives

(Section 508(2) and Section 508 (A))

Council is required to report to the community on the special initiative programs which are funded from special rate variations approved by the Minister for Local Government. Reporting is regularly carried out through Management Plan performance reports as well as community newsletters and special media. A brief summary of the money allocated under these initiatives is provided in the table below.

Special Initiative	Component	Allocation for 2008-09
Special Initiatives 2002-2012	Enhanced Environmental Program (EEP)	\$2.02 million
	Community Safety and Neighbourhood Renewal	\$306,719
	Economic Development and Tourism	\$279,000
Special Initiatives 2006-2016	Road Asset Renewal	\$1.976 million
	Building Asset Renewal	\$850,000
	Established Areas Revitalisation	\$1.783 million

Full details of these special initiatives and the outcomes for the City in 2008-09 can be found in Council's 2008-09 Management Plan end of year review, available on Council's website.

State of the Environment

(Section 428(2)(c) and Clauses 218-226)

The State of the Environment (SoE) report details the condition of the environment in respect of eight identified environmental themes, with particular emphasis placed upon; management plans relating to the environment, special Council projects relating to the environment, and the environmental impact of Council activities. Council's SoE Report is integrated within the body of this Annual Report. The table below details where information relating to each of the SoE themes can be found.

State of the Environment Themes	Section	Page Number
Air	A Green City, a Vibrant City and online	61,63,67,68,81,85
Land	Highlights, a Leading City, a City of Opportunities, a Green City, a Liveable City, a Vibrant City and Online	12,13,35,43,46,51,52,53,54,55,58,61,70,72,82
Noise	A Liveable City and Online	71
Biodiversity	Our People, a City of Opportunities, a Green City, a Vibrant City and Online	35,51,58,59,61,62,63,67,82
Waste	Highlights, Our People, a Leading City, a Green City, a Vibrant City and Online	11,35,43,45,60,61,64,65,68,81,84
Water	Highlights, a Green City, a Vibrant City and Online	13,58,59,60,61,62,64,66,82,84
Aboriginal Heritage	A Vibrant City	86, Appendix 13,15
Non-Aboriginal Heritage	A Vibrant City and Online	82,86 Appendix 13,14,15

Condition of Public Works

(Section 428(2)(d))

Details of the conditions of public works under the control of Council as at the end of 30 June 2009, together with estimated costs to bring those works to a satisfactory standard, estimated annual expenses of maintaining the works to that standard, and Council's program of maintenance for that year in respect of the works can be found in the full statutory report available online or on CD.

Legal Proceedings

(Section 428(2)(e))

The following table provides an overview of the court matters dealt with by Council during 2008-09. Further summaries of progress or outcome of each legal proceeding is provided in the full statutory report available online.

Council's legal expenses were higher than in the previous year due to some significant legal matters that arose. Details of these are provided in the full Statutory Report, available online or CD.

One matter, a claim against Sydney Water for compensation on land compulsorily acquired for sewer main, resulted in significant legal costs to Council. Council was successful in the action and recovered most of these costs as well as compensation of \$670,225.10.

Court Matters	Number	Cost*
Matters ongoing from previous years in Land and Environment Court	4	\$632,893
New matters in the Land and Environment Court	9	\$42,560
Matters in the Local Court	19	\$6,450
Matters ongoing from previous years in the District Court	1	\$35,688
New matters in the District Court	0	-
Matters ongoing from previous years in the Supreme Court	1	\$23,845
New Supreme Court Matters	0	-

*Costs quoted are the costs incurred on those matters within 2008-09 only.

A summary of Council's legal expenses and monies recovered are provided in the table below.

Expenses / Recovered Monies	Value
External Legal Expenses	\$632,456
Internal Legal Services	\$381,739
Recovered Cost Orders	\$315,400
Recovered Fines	\$101,668

Mayoral and Councillor Fees, Expenses and Facilities

(Section 428(2)(f) and Clause 217(1)(a1))

The total fees paid to the Mayor and Councillors for the year were \$401,553. Councillors each received a fee of \$22,680, with the Mayor and Deputy Mayor receiving an additional fee of \$52,880 and \$13,220 respectively.

Council has a *Policy on the Payment of Expenses and Provision of Facilities to the Mayor, Deputy Mayor and Councillors*. A copy of the policy is available for public inspection at council offices or online.

The total amount spent on the provision of Councillor facilities and payment of Councillor expenses for the year was \$93,917. This includes:

Expense	Cost
Dedicated office equipment	\$16,568
Telephone calls	\$9,292
Conferences and seminars	\$36,030
Training and skill development	\$4060
Interstate visits	\$27,286
Overseas visits	Nil
Expenses of spouses, partners or accompanying persons	Nil
Childcare	\$681

Senior Staff

(Section 428(2)(g) and Clause 217(1)(b))

The 2008-09 reporting year was a period of transition in terms of Council's management structure. During this time, Council shifted from a management structure consisting of a General Manager, four Directors, and a Chief Financial Officer, to a structure of a General Manager and two Directors supported by eight Group Managers.

As at 30 June 2009 the remuneration packages (including salary, motor vehicle and superannuation) for the senior staff positions held in 2008-09 were:

General Manager	\$262,250
Director	\$209,000
Director (Special Operations)	\$203,500
Director (Special Projects)	\$207,250
Director – Chief Financial Officer	\$214,750

Overseas Visits

(Section 428(2)(r) and Clause 217(1)(a))

Date	Location	Purpose	Attended By
June 2009	Canada & USA	International Council for Local Environmental Initiatives (ICLEI) World Congress and USA Study Tour	Director

Contracts awarded for amounts greater than \$150,000

(Section 428(2)(h))

Tender Arrangements General

Contracts awarded and payments in excess of \$150,000 made after to the calling of formal tenders are outlined in the following table.

Contractor	Goods/services supplied	Value of contracts awarded \$'000
Kodi Civil Pty Ltd	Kerb & Gutter Concrete works	565
Commonwealth Bank	Banking Services	154
Nepean Regional Security	Security Services	345
Convic Pty Ltd	Skate Park Cranebrook	280
All In Good Taste	Catering Services	180
Denham Constructions Pty Ltd	Glenmore Park Child & Family Precinct new Centre construction	6089
Various – Contractor Panel	Hire of trucks	240
LJ Follington Constructions	Amenities Building	198
Boronia Technologies Pty Ltd	Air conditioning-new chillers	226
Schwarze Industries Australia Pty Ltd	Supply of new road sweeper	277
Avante Line Marking	Line Marking Services	400
Source Separation Systems Pty Ltd	Purchase and distribution of household tidy bins	355
Ausco Modular Pty Ltd	Various portable building works	248
Hassell Pty Ltd	Various consulting services	152

Purchase under arrangements made by umbrella organisations

The following payments in excess of \$150,000 were made on contracts implemented by umbrella organisations. These included State Government contracts implemented by Department of Commerce, Federal Government contracts, Local Government and Shires Association, and Western Sydney Regional Organisation of Councils (WSROC).

Contractor	Goods/services supplied	\$'000
AE Baker & Co	Miscellaneous stores and hardware	428
AGL Sales Pty Ltd	Electricity small sites/gas supply	345
Bernipave Pty Ltd	Heavy road patching	443
Gilbert & Roach	Plant purchases	430
Energy Australia P/L	Power usage street lighting & Major sites	1640
Heartland Holden	Motor vehicles	692
Road Signs	Signage	202
Corporate Express	Various IT Products - Microsoft licenses	401
Integral Energy	Street lighting Assets	1600
Enviroguard P/L	Environmental disposal services	932
Sydney Water Corp	Water supply	514
The Biodiesel Station Pty Ltd	Biodiesel supply	257
Penrith Subaru	Vehicle purchases	209
Caltex	Fuel	685
BP Australia	Fuel and oils	413
Westpool	Public liability and professional indemnity insurance	1228
Allianz Insurance	Workers compensation insurance (Assigned by Workcover)	1488
Fuji Xerox	Photocopiers & Printers	685
QBE Insurance	Insurance – Green slips	175
Sinclair Ford	Vehicles	227
Penrith City Automotive	Vehicles/Fleet	1454
Australia Post	Post services	214
GWS Machinery Pty Ltd	Plant spares/small plant	260
Morris Bray Architects Pty Ltd	Architect services	158
Manildra Park Pty Ltd	Bio - diesel supply	167
GHD Pty Ltd	Design services	151
Forpark Australia Pty Ltd	Playground design and supply	282
CSR Ltd	Road paving	1544
Data Flex Pty Ltd	IT hardware	225
Playspace Playground Pty Ltd	Playground equipment	196

Purchases not under tender and under \$150,000

The following suppliers received business in excess of \$150,000 from Council by winning multiple small contracts. In some instances the products were sourced by formal quotation although the value was less than \$150,000. Because of the nature of the transactions, individual quotes or periodic price comparisons were considered to provide better value to Council than a formal tender.

Contractor	Goods/services supplied	\$'000
Haden Pty Ltd	Air conditioning maintenance	170
Aussie Banner & Flag Company	Various signs and banners	155
Sydney Metro Tree Services	Tree removal	336
Penrith Valley Economic Dev Corp	Various contributions	408
Austin Landscapes Pty Ltd	Various landscaping projects	238
Urban Landscape Projects Pty Ltd	Various landscaping	157
Brooks Irrigation Pty Ltd	Irrigation equipment	164
Hiretech Maintenance Pty Ltd	Air conditioning maintenance	232
Source Separation Systems Pty Ltd	Hire of staff – Outreach education for Penrith Festival	395

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Bush fire hazard reduction

(Section 428(2)(i1))

Details of the bushfire hazard reduction activities of Council during 2008-09 are provided in the full statutory report, available online.

Services and Access for People with Diverse Cultural and Linguistic Backgrounds and Access and Equity Activities

(Sections 428(2)(j), and Clause 217(1)(d)(i))

Council has undertaken a number of programs and initiatives during 2008-09 to promote services and access to services for people with diverse cultural and linguistic backgrounds.

These are:

- NAIDOC Week - Family Celebration & Civic Reception
- Seniors Week - *'Together in Harmony'* Concert and funding assistance for local organisations
- International Day of People with Disability 2008 – Public Awareness Initiative
- International Womens Day 2009 - *"Create, Grow, Connect"* Event
- Women's Services Sector Advocacy Strategy
- Nepean Disability Expo 2008
- Penrith Inclusion Plan - People with Disability 2009-13
- Youth Speak Out Event
- Schools Youth Leadership Summit, May 2009
- Youth Week 2009
- Harmony Day
- Penrith Refugee Coalition
- Consultation with the Southern Sudanese Community
- Penrith Sudanese Community visit to Parliament House
- Exploring Discrimination using Playback Theatre
- Refugee Week 2009
- Expo for Arabic Community
- Rafiki (Friend) in Swahili Refugee Youth Camp
- Moving Forward Together
- Pathways to Primary Industry (PPI)
- Information session with Vietnamese Farmers in the Kemps Creek area
- Aboriginal Component Ropes/South Creek Project
- Police Liaison Committee
- Aboriginal Job Compact

Further details of these initiatives are available in the full statutory report available online or CD.

Services and Programs that provide for the needs of children

(Section 428(2)(r) and Clause 217(1)(c))

Penrith City Council is committed to the provision of Children's Services programs for the benefit of families and children across the City. In 2008-09 Council provided a range of children's services including:

- 17 long day care centres
- 9 before and after school care centres
- 6 centre-based and 1 mobile pre-school
- 1 Occasional Care Service
- 1 Mobile Playvan
- 6 Vacation Care centres

Council further supported the needs of families by providing projects that resource staff to ensure inclusion of children with additional needs and disabilities, and family backgrounds that include indigenous and those with a home language other than English. This was achieved through appropriate programs in all service types and the provision of support services projects. Details of specific programs, projects and initiatives are provided in the full statutory report available online.

Work carried out on private land

(Section 428(2)(k))

Site	Works up to 30 June 2009	Cost (\$ value)	Project	Funding
Penrith Lakes Development Corporation Ltd. 1439 Old Castlereagh Road, Castlereagh	Construction of cycle path and access ramp	66,180	CW01201 Cyclepath	Fully subsidised (100% Council)
Sydney International Regatta Centre 153-233 Old Castlereagh Road, Castlereagh (Lot 21, DP1092147)	Road widening and construction of overflow car park	24,000	WIK Project CW01000	Fully subsidised (100% Council)

Financial Assistance

(Section 428(2)(l))

Under Section 356 of the *Local Government Act 1993* Council allocated \$18,452 to various amateur sportspersons or representatives in the fields of art, music, and culture, who are either residents, members of local clubs, or students of schools and educational establishments within the Penrith LGA and who represented NSW or Australia interstate or overseas. During 2008-09, Council also allocated \$46,000 through the Community Assistance Program to fund a total number of 46 projects targeting a range of population groups across the City.

Human Resource activities

(Section 428(2)(m))

As at 30 June 2009 1,139 staff, including a total of 849 permanent, 147 temporary and 143 casual staff, made up Council's diverse, talented and valued workforce. Further details of Council's Human Resource activities can be found in the Our People section on page 31 of this Annual Report.

Equal Employment Opportunity (EEO) Management Plan

(Section 428(2)(n))

The *Local Government Act 1993* requires each Council to prepare and implement an Equal Employment Opportunity (EEO) Management Plan. Activities undertaken during 2008-09 to support the principles of EEO included:

Training / Development Focus	Attendance
Bullying and Harassment Awareness Training	730
Equal Employment Opportunity Awareness Training	82
Disability Awareness	54
Training / Personal Development for Women	52

External Bodies exercising Council functions

(Section 428(2)(o))

The Hawkesbury River County Council exercises delegated functions on behalf of Penrith City Council in respect to the control of noxious weeds on public land and waterways in its area.

Council Committees

Council has also delegated functions to a number of committees formed under Section 355 of the *Local Government Act 1993*. These committees are involved in the areas of:

- Aged care facilities (1)
- Culture and heritage (3)
- Disability access (1)
- Halls and neighbourhood centres (9)
- International friendship (1)
- Recreational facilities (6)
- Senior Citizens Centres (2)

Council has also established consultative forums, task forces and working parties to advise Council on specific issues. These groups often involve representatives of the community, Councillors and Council officers.

Companies in which Council held a controlling interest

(Section 428(2)(p))

Details of all companies in which Council held a controlling interest during 2008-09 are provided below:

- Penrith Performing and Visual Arts Limited
- City of Penrith Regional Indoor Aquatic and Recreation Centre Limited
- Penrith Whitewater Stadium Limited
- Penrith Regional Gallery and Lewers Bequest Limited (Being de-registered and to be merged with Penrith Performing and Visual Arts Limited).
- Penrith City Children's Services Co-Operative Limited (including 26 Advisory Committees).

During this reporting period, Council also had delegates or directors elected to the Boards of the following:

- Penrith Valley Economic Development Corporation Limited
- The Western Sydney Regional Organisation of Councils (WSROC)
- WSROC Group Apprentices Limited
- The Penrith City and District Business Advisory Centre Limited
- Penrith Sports Stadium Limited

Partnerships, Cooperatives and joint ventures involving Council

(Section 428(2)(q))

Council is a member of westpool, which is a joint-initiative set up by the councils in Western Sydney to provide cost effective civil liability protection insurance. Council also contributes towards a Regional Illegal Dumping (RID) Squad initiative along with several other Western Sydney councils.

Competitive Neutrality

(Section 428(r) and Clause 217(1)(d)(ii-ix))

Competitive neutrality is one of the principles of national competition policy, which applies to all levels of government throughout Australia. Competitive neutrality is based on the concept of the 'level playing field' for all competitors in a market, be they public or private sector competitors. It is expressed as "government businesses, whether Commonwealth, State or local, [should] operate without net competitive advantages over other businesses as a result of their public ownership" (Policy Statement, paragraph 4.1). Details of Councils business operations in respect to competitive neutrality are provided in the full statutory report, available online or on CD.

Stormwater Management

(Section 428(2)(r) and Clause 217(1)(e))

Council did not levy a charge for stormwater management for 2008-09.

Companion Animals Act and Regulation – Enforcement and Compliance

(Section 428(2)(r) and Clause 217(1)(f))

A statement prepared in accordance with section 428 of the Local Government Act outlining Councils activities during 2008-09 relating to enforcement and ensuring compliance with the Companion Animal Act and Regulations is provided in the full statutory report available online or on CD.

Environmental Planning and Assessment Act 1979 Planning Agreements

(Section 93G(5))

There are three applicable agreements in the reporting period.

- South Werrington Urban Village Planning Agreement
- Caddens Release Area Planning Agreement
- Claremont Meadows Stage 2 Planning Agreement
- St Marys Penrith Planning Agreement

The conditions of these agreements are detailed in Council’s full Statutory Report, provided as an appendix to this document, or online.

Freedom of Information Act 1989 and Regulation

(Section 68 and Clause 10)

In NSW, the *Freedom of Information Act 1989* gives individuals the right to; obtain access to information held as records by State Government Agencies, a Government Minister, local government and other public bodies, request amendments to records of a personal nature that are inaccurate, and appeal against a decision not to grant access to information or to amend personal records. Under this Act, Council is required to report on all Freedom of Information (FOI) activities.

Full reports detailing the number of FOI applications received, their outcomes, processing times, and related expenses are provided in the full statutory report available online or on CD . A summary of the content provided in these reports is provided in the table below.

Total applications to be processed	58
Total applications completed	38
Total applications withdrawn	15
Total applications unfinished	5
Assessed costs for completed applications	\$3,272.50
Fees received for completed applications	\$1,115.00

Privacy and Personal Information Protection Act 1998

(Section 33)

Council has a *Privacy Management Plan* as required by the Act. The release of information by Council in 2008-09 has been in accordance with the legislation and the plan. There have been no reviews under the Act during the reporting period.

Financial Statements Summary

This report provides analysis on the attached 2008-09 Financial Statements. It compares the reported financial results to Council's own financial objectives. Readers of the statements are encouraged to contact Council's Financial Services Department on (02) 4732 7815 if they need to help to understand the reported results.

These statements are produced in accordance with the *Australian Accounting Standards* and the *NSW Local Government Code of Accounting Practice*. The Australian Accounting Standards Board (AASB) has adopted International Financial Reporting Standards (IFRS) and issued the Australian equivalents (AIFRS). The application of AIFRS is reflected in these Financial Statements. These statements are independently audited, reported

to Council, placed on public exhibition and lodged with the Division of Local Government (DLG) by early November each year.

Under the *NSW Local Government Act 1993*, Council is required to produce an audited set of Financial Statements. Key statements produced, and included in this document are:

- Income Statement
- Balance Sheet
- Cash Flow Statement
- Notes to the Financial Statements.

Council's full financial statements are provided on CD or via this link.

Summary of 2009 Key Results and Events

Operating surplus of \$10.9m

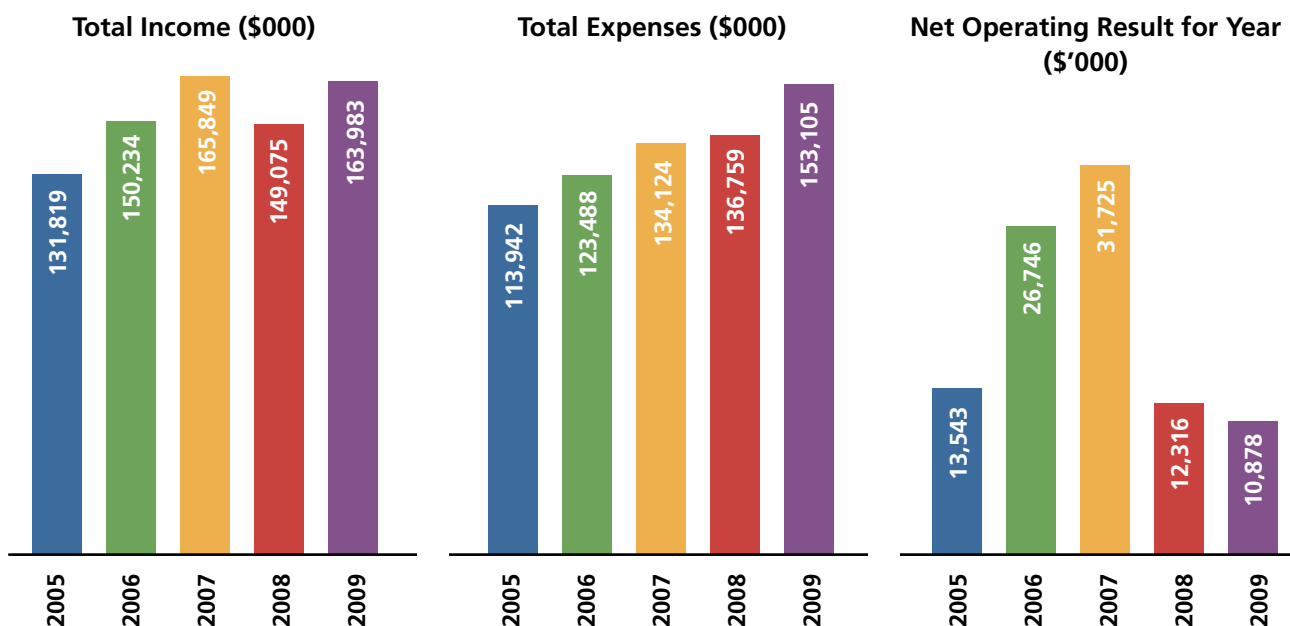
Total Assets ▼ 0.7% to \$1,152m

New Infrastructure, Property, Plant & Equipment of \$40.6m

Debt Service Ratio ▲ 4.5% to 7.45%

Rates & Annual Charges Outstanding ▼ 2.0% to 4.94%

Unrestricted Current Ratio 1.17:1



Five-Year Financial Summary

	for the Year Ended 30 June	Units	2009	2008	2007	2006	2005
ABOUT US	Total Income from Continuing Operations	\$000	163,983	149,075	165,849	150,234	131,819
	Total Expenses from Continuing Operations	\$000	153,105	136,759	134,124	123,488	118,276
	Net Operating Result for Year	\$000	10,878	12,316	31,725	26,746	13,543
GOVERNANCE	Net Operating Result before Capital Grants and Contributions	\$000	(1,190)	(2,059)	(1,099)	1,251	(4,321)
	Further breakdown of Income Statement items are shown in Appendix 1						
	Current Assets	\$000	56,588	60,302	61,654	52,727	47,185
INDICATORS	Non-Current Assets	\$000	1,095,773	1,100,426	902,940	876,488	853,127
	Current Liabilities	\$000	43,352	39,763	40,037	38,018	40,436
	Non-Current Liabilities	\$000	59,077	58,455	53,658	53,206	48,631
STATUTORY REPORT	Total Equity	\$000	1,049,932	1,062,510	869,716	837,991	811,245
	Further breakdown of Balance Sheet items are shown in Appendix 1						
	Cash Flows from Operating Activities	\$000	30,500	24,119	36,060	35,515	19,656
FINANCIALS	Cash Flows from Investing Activities	\$000	(27,903)	(32,221)	(35,503)	(44,758)	(20,585)
	Cash Assets at the end of Reporting Period	\$000	5,035	809	3,262	1,771	6,262
CONCLUSIONS	Rates Outstanding	%	4.94	5.04	4.72	4.44	4.06
	Unrestricted Current Ratio	Ratio	1.17:1	1.15:1	1.33:1	1.19:1	1.11:1
	Debt Service Ratio	%	7.45	7.13	7.32	7.18	8.53
	Asset Renewal	Ratio	0.57:1	0.43:1	0.51:1	-	-

Financial Overview

Council's financial position as at 30 June 2009 was once again a very sound result. After allowing for \$12.1m of capital grants and contributions Council finished the year with a surplus of \$10.9m. This year's operations helped finance \$40.6m of capital acquisitions during the year.

Unrestricted current assets exceed current liabilities by a ratio of 1.17:1. Council has an established target of 1.25:1, this year's ratio has fallen marginally below this target. The Division of Local Government (DLG) recently revised their benchmark of the unrestricted current ratio (UCR) to 1.5:1. Council's ratio remains constrained due to the continued practice of using internal loans from unrestricted funds to finance Section 94 works in advance of receipt of contributions to the Section 94 plans. Internal borrowings totalled \$5.4m (\$4.5m in 2008). Excluding these internal borrowings from the equation would give an unrestricted current ratio of 1.41:1. This constraint will be removed during 2010 as clauses are inserted into the Section 94 plans to allow borrowings between Section 94 plans. This will return the UCR close to the DLG benchmark. Council's Working Capital (an internal liquidity measure) is \$3.6m representing a slight decrease on last year's figure of \$3.7m.

The outstanding loan liability for 2009 increased to \$65.0m (\$63.4m in 2008). A total of 7.45% of operating revenue was committed to servicing this debt (7.13% in 2008). This increase is primarily the result of additional borrowings in June 2008 to fund a property purchase and accelerate Council's Footpath Paving Program. The indicator's trend is in line with Council's expectations.

Internal (restricted) reserves totalled \$14.1m at 30 June 2009. This is a slight increase from the prior year (\$13.7m) and is due mainly to an increase in the funds held in the Infrastructure Construction reserve. Transfers to this reserve over the last 12 months will help ensure that Council has sufficient capacity in 2009-10 as the impacts of the economic downturn continue to be felt. Borrowing from internal reserves to forward fund essential Section 94 works (\$5.4m) continues to impact the internal reserves balance. The internal borrowings are applied on a pro-rata basis against all internal reserves.

Council's June Review of the Management Plan is prepared alongside the Financial Statements. The Management Plan provides a comprehensive assessment of Council's budget performance. Major budget variations are included in Note 16 of this report, and further details are included in the Management Plan document. Council's budget position resulted in a deficit of \$149,801 for 2009. This budget result is a reflection of the challenges

Council faced as the impacts of the Global Financial Crisis were felt. Economic growth across the globe contracted and this impacted Council particularly in the areas of development-related and investment income. Despite the challenges faced by Council, operational savings achieved throughout the year have enabled Council to respond to emerging priorities and absorb some of the impacts of the economic downturn.

After a review of the value to Council of the Standard & Poor's credit rating, it was withdrawn at Council's request in May 2009. At that point, Council's credit rating was AA+.

Included in the Appendices of this document are detailed historical financial comparatives, general Rating information, and the NSW LGMA's Sustainable Finances Health Check. These measures demonstrate Council's strong financial performance.

In the preparation of this year's Financial Statements, Council again ran a photo competition open to all school students in the City. Some images submitted for this competition appear throughout the document, with the winning entry by Louise Bartolo of Montgrove College, Orchard Hills appearing on the cover.



Andrew Moore
Financial Services Manager



Vicki O'Kelly
Group Manager Finance
Responsible Accounting Officer

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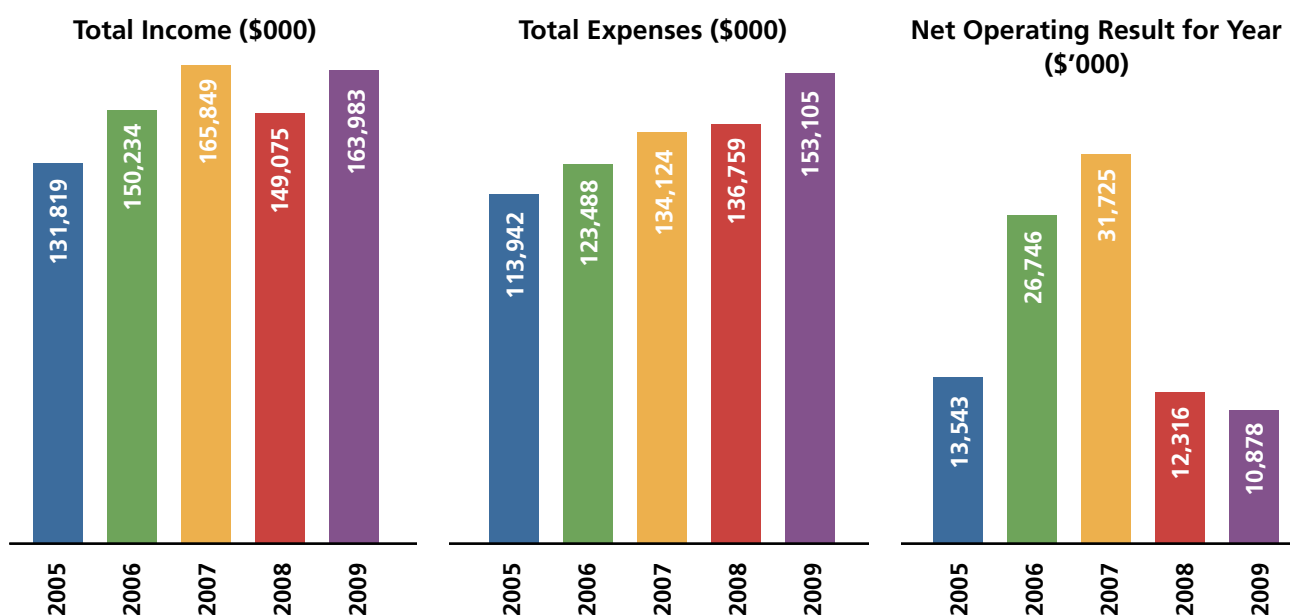
CONCLUSIONS

Income Statement

for the year ended 30 June 2009

Budget 2009 \$'000	Note	Actual 2009 \$'000	Actual 2008 \$'000
INCOME			
Revenue:			
82,425 Rates & Annual Charges	3a	83,503	79,383
29,822 User Charges & Fees	3b	28,554	25,788
4,023 Investment Revenues	3c	3,669	2,542
3,095 Other Revenues	3d	5,325	4,580
20,973 Grants & Contributions - Operating	3e&f	30,535	21,576
11,493 Grants & Contributions - Capital	3e&f	12,068	14,375
Other Income:			
- Profit from Disposal of Assets	5	329	-
50 Profit from interests in Joint Ventures & Associates	19	-	831
151,881 Total Income from Continuing Operations		163,983	149,075
EXPENSES			
65,900 Employee Costs	4a	67,127	60,661
49,050 Materials & Contracts	4c	48,183	41,961
3,848 Borrowing Costs	4b	4,146	3,587
17,787 Depreciation, Amortisation & Impairment	4d	20,436	17,441
12,451 Other Expenses	4e	13,213	12,754
572 Loss from Disposal of Assets	5	-	355
149,608 Total expenses from Continuing Operations		153,105	136,759
2,273 OPERATING RESULT FROM CONTINUING OPERATIONS		10,878	12,316
(9,220) Net operating result before capital grants and contributions	\$	(1,190)	(2,059)

This Statement is to be read in conjunction with the attached Notes.



Balance Sheet

for the year ended 30 June 2009

	Note	Actual 2009 \$'000	Actual 2008 \$'000
CURRENT ASSETS			
Cash & cash equivalents	6	5,035	809
Investments	6	41,586	48,691
Receivables	7	6,887	7,131
Inventories	8	2,527	2,521
Other	8	553	1,150
TOTAL CURRENT ASSETS		56,588	60,302
NON-CURRENT ASSETS			
Investments	6	16,445	15,876
Receivables	7	1,528	1,498
Infrastructure, Property, Plant & Equipment	9	1,064,141	1,069,876
Equity accounted investments	19	1,644	1,644
Investment Property	14	12,015	11,532
TOTAL NON-CURRENT ASSETS		1,095,773	1,100,426
TOTAL ASSETS		1,152,361	1,160,728
CURRENT LIABILITIES			
Payables	10	11,098	9,759
Borrowings	10	7,109	5,909
Provisions	10	25,145	24,095
TOTAL CURRENT LIABILITIES		43,352	39,763
NON-CURRENT LIABILITIES			
Borrowings	10	57,926	57,497
Provisions	10	1,151	958
TOTAL NON CURRENT LIABILITIES		59,077	58,455
TOTAL LIABILITIES		102,429	98,218
NET ASSETS	\$	1,049,932	1,062,510
EQUITY			
Accumulated Surplus	20	891,162	880,284
Revaluation Reserves	20	158,770	182,226
TOTAL EQUITY	\$	1,049,932	1,062,510

This Statement is to be read in conjunction with the attached Notes

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Statement of Changes in Equity

for the year ended 30 June 2009

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	Note	2009 \$'000				2008 \$'000			
		Retained Earnings	Asset Reval. Reserve	Council Equity Interest	Total	Retained Earnings	Asset Reval. Reserve	Council Equity Interest	Total
Balance at beginning of the reporting period		880,284	182,226	1,062,510	1,062,510	867,968	1,748	869,716	869,716
Transfers to/(from) Asset Revaluation Reserve	20		(23,456)	(23,456)	(23,456)		180,478	180,478	180,478
Net movements recognised directly in equity		-	(23,456)	(23,456)	(23,456)	-	180,478	180,478	180,478
Net Operating Result for the year		10,878		10,878	10,878	12,316		12,316	12,316
Total recognised income and expense for the year		10,878	(23,456)	(12,578)	(12,578)	12,316	180,478	192,794	192,794
Balance at end of the reporting period		891,162	158,770	1,049,932	1,049,932	880,284	182,226	1,062,510	1,062,510

This Statement is to be read in conjunction with the attached Notes

Cash Flow Statement

for the year ended 30 June 2009

Budget 2009 \$'000		Note	Actual 2009 \$'000	Actual 2008 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts				
82,217	Rates & Annual Charges		83,416	78,994
31,571	User Charges & Fees		31,788	27,069
4,023	Investments Income		4,162	2,818
32,875	Grants & Contributions		40,467	34,278
5,116	Other operating receipts		10,031	12,736
Payments				
(64,187)	Employee Costs		(65,884)	(59,855)
(50,459)	Materials & Contracts		(53,481)	(49,925)
(3,848)	Borrowing Costs		(2,266)	(2,560)
(13,780)	Other operating payments		(17,733)	(19,436)
23,528	Net Cash provided by (or used in) Operating Activities	11	30,500	24,119
CASH FLOWS FROM INVESTING ACTIVITIES				
Receipts				
8,693	Proceeds from sale of Infrastructure, Property, Plant & Equipment		2,781	2,662
-	Proceeds from sale of Real Estate		35	65
162,000	Proceeds from sale of Investment Securities		163,287	139,933
-	Repayments from Deferred Debtors		61	41
Payments				
(45,803)	Purchase of Infrastructure, Property, Plant & Equipment		(36,812)	(22,853)
-	Purchase of Investment Property		-	(2,102)
-	Purchase of Real Estate		(86)	-
(152,235)	Purchase of Investment Securities		(157,169)	(149,967)
(27,345)	Net Cash provided by (or used in) Investing Activities		(27,903)	(32,221)
CASH FLOWS FROM FINANCING ACTIVITIES				
Receipts				
9,571	Proceeds from Borrowings & Advances		7,782	10,890
Payments				
(5,962)	Repayments of Borrowings & Advances		(6,153)	(5,241)
3,609	Net Cash provided by (or used in) Financing Activities		1,629	5,649
(208)	Net Increase (Decrease) in cash held		4,226	(2,453)
809	Cash Assets at beginning of reporting period	11	809	3,262
601	Cash Assets at end of reporting period	11	5,035	809

This Statement is to be read in conjunction with the attached Notes

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Guiding Principles

In 2003 Penrith City adopted the *United Nations Environment Programme* (UNEP) Principles for Sustainable Cities as Penrith's Principles for a Sustainable City. These principles have been embraced by Council to help guide our journey towards becoming a sustainable city, with our previous two Annual Reports framed around these principles.

Council undertook extensive community engagement in 2008-09 as part of the development of our *Strategic Plan 2031*. The range of issues identified through our consultation processes led to the development of five key themes for the City, each of which is supported by specific sustainability principles.

This Annual Report has been framed around our new City themes. This does not mean that *Penrith's Principles for a Sustainable City* are no longer relevant, as each principle now guides one of our five key themes, continuing to provide us with direction towards becoming a truly sustainable city.

Principles		
Leading	1	Provide a long term vision for cities based on sustainability; intergenerational, social, economic and political equity; and their individuality.
	7	Empower people and foster participation.
	10	Enable continuous improvement, based on accountability, transparency and good governance.
Opportunities	2	Achieve long term economic and social security.
	8	Expand and enable cooperative networks to work towards a common sustainable future.
Green	3	Recognise the intrinsic value of Penrith's biodiversity and natural ecosystems, and protect and restore them.
	4	Enable Penrith's communities to minimise their ecological footprint.
Liveable	5	Build on the characteristics of ecosystems in the development and nurturing of healthy and sustainable Penrith.
Vibrant	6	Recognise and build on the distinctive characteristics of Penrith, including their human and cultural values, history and natural systems.
	9	Promote sustainable production and consumption, through appropriate use of environmentally sound technologies and effective demand management.

GRI Application Level

The Global Reporting Initiative Reporting Framework provides the opportunity for a reporting organisation to declare the level to which they have applied the GRI through a system of application levels as indicated below.

For our third report, we have assessed ourselves to be a level 'C' reporter.



Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	G3 Management Approach Disclosures OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	

*Sector supplement in final version

Glossary

AASB	Australian Accounting Standards Board
ACCA	Association of Certified and Chartered Accountants
ARA	Australasian Reporting Awards
AREAS	Asset Renewal and Established Areas Strategy
ABS	Australian Bureau of Statistics
AFAIM	Associate Fellow of the Australian Institute of Management
AIFRS	Australian Equivalents International Financial Reporting Standards
AWT	Alternative Waste Treatment
CALD	Cultural and Linguistically Diverse
CAP	Community Assistance Program
CDSE	Community Development Support Expenditure
CLAIR	Council of Local Authorities for International Relations
CO ₂	Carbon Dioxide
CO ₂ -e	Equivalent tonnes of Carbon Dioxide
CMT	Corporate Management Team
	Council Penrith City Council
DAs	Development Applications
DECC	Department of Environment and Climate Change
DEEWR	Department of Education, Employment and Workplace Relations
DLG	Department of Local Government
DOP	Department of Planning
EEO	Equal Employment Opportunity
EEP	Enhanced Environment Program
EPPR	Employee Performance Planning and Review
FOI	Freedom of Information
GHG	Greenhouse Gas
GPT	Gross Pollutant Trap
GRI	Global Reporting Initiative
HNCMA	Hawkesbury Nepean Catchment Management Authority
HRCC	Hawkesbury River County Council
ICE	Information and Cultural Exchange
IFRS	International Financial Reporting Standards
IUCN	International Union for the Conservation of Nature and Natural Resources
JCC	Joint Consultative Committee
JSPAC	Joan Sutherland Performing Arts Centre
KPI	Key Performance Indicator
LDC	Long Day Care
LEP	Local Environmental Plan
LGA	Local Government Area
LGMA	Local Government Managers Australia
NAIDOC	National Aboriginal and Torres Strait Islander Day of Celebration
NSW	New South Wales
OH&S	Occupational Health and Safety
OH&S&IM	Occupational Health and Safety and Injury Management
OOSH	Out of School Hours
OSSM	On-Site Sewage Management
PITLUS	Penrith Integrated Transport and Land Use Strategy
PLANS	Peoples Lifestyle Aspiration and Needs Study
RAAF	Royal Australian Air Force
RAN	Royal Australian Navy
RAQI	Regional Air Quality Index
RID	Regional Illegal Dumping
ROSSMP	Ropes and South Creek Regional Open Space Strategic Management Plan
RPI	Regional Pollution Index
SMPs	Stormwater Management Plans
SoE	State of Environment Report
SREP	Sydney Regional Environmental Plan
TAFE	Technical and Further Education
UDIA	Urban Development Institute of Australia
UNEP	United Nations Environment Program
UWS	University of Western Sydney
WELL	Werrington Enterprise, Living and Learning
WSROC	Western Sydney Regional Organisation of Councils



Feedback and Contact Details

Penrith City Council Annual Report 2008-09 Feedback Form

We need your help to improve our reporting. Please complete this feedback form, tear it out and return it to Penrith City Council by mailing it to PO Box 60, Penrith NSW 2751 or by faxing to 02 4732 7958. You can also complete the feedback form online at our website or send your comments directly to ar@penrithcity.nsw.gov.au.

1. Which stakeholder group do you belong to

- ☐ Employee
- ☐ Community
- ☐ Community Group
- ☐ Non Government Organisation
- ☐ Contractor / Supplier
- ☐ Other Council
- ☐ Other _____

2. Please rank the report in each of the following aspects:

	Poor	Average	Good	Excellent
Level of detail provided				
Range of information provided				
Usefulness of the report				
Layout and design				

3. Did you feel that the report provided you with enough information about Council's performance in the areas of:

	Poor	Average	Good	Excellent
Organisational Profile				
Governance				
Economic				
Environment				
Social				
Statutory Reporting				
Financial Summary				

4. Please give the report an overall ranking:

Poor	Average	Good	Excellent

5. The most interesting or relevant part(s) of the report for you were:

6. The least interesting or relevant part(s) of the report for you were:

7. Please write any other comments you would like to make here. If you need to attach additional pages please do so.

Do you want to receive future Annual Reports: Yes / No (Please circle)

Your Contact Details (optional)

Name

Address

Organisation (if relevant)

Position (if relevant)

Phone

Email

Thank you for providing your feedback.

Have your say about the Annual Report

If you have any comments about this report we would like to hear from you.

1. Feedback form	You can fill out the feedback form and fax or post it to: Group Manager Information & Customer Relations Penrith City Council PO Box 60 PENRITH NSW 2751 Or Fax (02) 4732 7958
2. Letter	You can write a letter and mail it to: General Manager, Penrith City Council PO Box 60 PENRITH NSW 2751
3. Phone	You can speak to the Group Manager Information & Customer Relations during business hours.
4. Email	You can e-mail your comments to Council at ar@penrithcity.nsw.gov.au

Environmental profile of paper used in Annual Report

Re Art Gloss & Matt 100% Recycled

Fibre Source

The ReArt Gloss & Matt range contains 100% recycled fibre, with a minimum of 90% post consumer waste. The recycled fibre is derived from the following sources:

- 40% Recycled Magazine
- 30% Recycled Newsprint
- 20% Hi-Grade
- 10% Other recycled papers

Bleaching

Re Art Gloss and Matt text weights (105 to 157gsm) are bleached using Process Chlorine Free technology (PCF).

Energy Source

51% of electricity used by Oji Paper is generated from bio-mass fuel, recycled from the paper making process. Black liquor, a bi-product of the pulping process is burnt to generate steam power.

ISO14001 accreditation



Penrith City Council Annual Report 2008-09

Acknowledgements

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Sustainability Unit on 02 4732 7703

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Telephone: 02 4732 7777

Website: www.penrithcity.nsw.gov.au