

ANNUAL REPORT

PENRITH

2020

APPENDICES

PENRITH
CITY COUNCIL

penrith.city

APPENDIX ONE OUR COUNCIL

Our Council Meetings

Council is committed to ensuring all Council meetings are conducted in accordance with legislative requirements and that our community has the chance to participate in the decision-making process. Council generally holds one Ordinary Council meeting a month and one Policy Review Committee meeting every second month, usually on a Monday night at the Penrith Civic Centre. These meetings are held in an open environment, with our Code of Meeting Practice guiding how

meetings are conducted. Our website outlines what is required of members of the public who wish to address a meeting. Council meetings are recorded and webcast and provided on the website after each meeting.

Policy Review Committee Meetings allow Councillors to discuss and review policy issues and ask questions of Council officers in a more informal environment. All recommendations made by the Policy Review Committee are presented to the next Ordinary Meeting for formal adoption. At times, Council needs to deal with highly sensitive issues and may decide to work in confidence, which means that members of the community are excluded from the discussion and decision making. This is called the Committee of the Whole. Every effort is made to minimise the number of confidential reports brought before Council.

Councillor attendance at meetings: 2019-20

COUNCILLORS	ORDINARY MEETINGS		POLICY REVIEW COMMITTEE MEETINGS	
	NUMBER	ATTENDED	NUMBER	ATTENDED
Cr Jim Aitken OAM	11	7■◆◆	6	5◆
Cr Bernard Bratusa	11	10■	6	6
Cr Todd Carney	11	10■	6	5◆
Cr Brian Cartwright	11	10◆	6	6
Cr Robin Cook	11	11	6	6
Cr Marcus Cornish	11	7■◆◆	6	5■
Cr Kevin Crameri OAM	11	11	6	4■■
Cr Greg Davies	11	9◆◆	6	6
Cr Mark Davies	11	9■■	6	4◆◆
Cr Aaron Duke	11	8◆◆◆	6	4◆◆
Cr Ross Fowler OAM	11	11	6	6
Cr Tricia Hitchen	11	10◆	6	4◆◆
Cr Karen McKeown OAM	11	11	6	5■
Cr Kath Presdee	11	10■	6	6
Cr John Thain	11	11	6	4◆◆

- ◆ Apology | • Leave of Absence granted for Council related business
- Leave of Absence granted

In 2019-20 Council held 11 Ordinary Meetings and 6 Policy Review Committee Meetings, with 11 members of the public addressing Council on various issues and items of business.

Due to the COVID-19 pandemic, legislation was introduced to permit Councils to hold public meetings by electronic means, with the requirement to live webcast to ensure public participation and transparency. Council has successfully held its meetings electronically since April 2020, permitting members of the public, Councillors and staff to continue the business of Council in a safe and efficient manner.

Further supporting public participation, Council implemented a process which allowed members of the public to make written submissions that were read out by members of staff during the live webcast of the Council meeting.

Our Councillor Fees & Expenses

COUNCILLORS' FEES	\$
Mayor Allowance	70,728.27
Deputy Mayor Allowance	17,151.71
Councillor Fees	463,252.23
EXPENSES AND FACILITIES	
Office Equipment	1,650.00
Overseas Visits	9,163.39
USAGE CHARGES	
Mobile Phone Calls and Data Usage	26,220.49
Reimbursement to Councillors for mobile phone (not Council Owned)	2,821.80
Reimbursement to Councillors for internet services (not provided by Council)	1,136.00
Conferences and Seminars	31,082.59
Training and Skill Development	2,968.22
Interstate Visits	-
Expenses for Spouse or Partner	1,015.00
Child Care Expenses	-
Other Councillor Costs	6,506.79
TOTAL	633,696.48

Our Committees & Organisations

Council has delegated functions to committees / organisations in accordance with section 377 of the *Local Government Act 1993* and is authorised to exercise those delegated functions under section 355 of the *Local Government Act 1993* or by way of a Licence Agreement in the case of other entities. The committees/ entities are as follows:

NO.	COMMITTEE NAME	TYPE	STATUS
1.	Jamison Park Netball Complex Management Committee	Section 355 Committee	Functional
2.	Penrith Schools Boatshed Management Committee	Section 355 Committee	Functional
3.	Ray Morphet Pavilion Management Committee	Section 355 Committee	Functional
4.	Penrith Valley Senior Citizens' Centre Management Committee	Section 355 Committee	Functional
5.	Andromeda Neighbourhood Centre Management Committee	Section 355 Committee	Functional
6.	Nepean Community and Neighbourhood Services (under licence agreement)	Community Development Organisation	Functional
7.	Community Junction Incorporated (under licence agreement)	Community Development Organisation	Functional
8.	Arms of Australia Inn Management Committee	Section 355 Committee	Functional
9.	Penrith International Friendship Committee	Section 355 Committee	Functional
10.	Western Sydney Regional Committee for Illegal Dumping	Section 355 Committee	Functional
11.	Access Committee (Advisory)	Section 355 Committee	Functional
12.	Heritage Advisory Committee (Advisory)	Section 355 Committee	Functional

NO.	COMMITTEE NAME	TYPE	STATUS
13.	Policy Review Committee	Standing Council Committee	Functional
14.	Audit, Risk & Improvement Committee (This committee has no authority granted to it)	Advisory	Functional
15.	Penrith Valley Community Safety Partnership (This committee has no authority granted to it)	Advisory	Functional
16.	Resilience Committee (This committee has no authority granted to it)	Advisory	Functional
17.	Floodplain Risk Management Committee	Section 355 Committee	Functional
18.	Property Development Advisory Panel	Section 355 Committee	Functional

Council has also established several consultative forums and advisory committees, task forces and working parties to advise it on specific issues, usually involving representatives of the community, Councillors and Council staff.

During 2019-20 Council also had delegates or directors elected/appointed to the Boards and/or the Committees of the following organisations:

- Australian Local Government Women's Association
- Penrith Aquatic and Leisure Limited
- The Penrith Performing and Visual Arts Limited
- The Penrith Whitewater Stadium Ltd.
- Penrith CBD Corporation Limited
- St Marys Town Centre Ltd
- Hawkesbury River County Council
- Sydney West Planning Panel
- CivicRisk Mutual
- CivicRisk West
- Western Sydney Academy of Sport Advisory Board
- National Growth Areas Alliance
- Western Sydney Regional Committee for Illegal Dumping
- Local Government NSW
- Local Government Super
- Council Ambassador to Lachlan Shire Council
- Penrith Valley Regional Sports Centre Ltd
- Penrith Valley Sports Foundation

Council also had representation on the following co-operative:

- The Penrith City Children's Services Co-operative Ltd.

Our Patronage & Memberships

Council is a Patron to various community orientated organisations, with Councillors and Council officers members of various organisations, enabling them to participate in discussions and forums on issues that are important to the communities of Penrith.

External Bodies Exercising Council Functions

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

Our Partnerships, Co-operatives and Joint Ventures

Council is a member of CivicRisk West which is a joint initiative established by councils in Western Sydney to give cost effective civil liability protection insurance. Council also contributes towards a Regional Illegal Dumping (RID) Squad initiative along with several other Western Sydney councils.

Companies in which Council held a controlling interest

Companies in which Council held a controlling interest during 2019-20 were:

- Penrith Aquatic and Leisure Ltd
- Penrith Performing and Visual Arts Ltd
- Penrith Whitewater Stadium Ltd

APPENDIX TWO OUR CORPORATE GOVERNANCE

Our Code of Conduct

Council's Code of Conduct, adopted in 2020 and available on our website, sets the standard for ethics in behaviour and decision-making for Councillors, Council staff and members of Council committees. This helps to ensure that all Council representatives conduct themselves in a way that enhances public confidence in local government.

We actively promote the Code of Conduct to Councillors and staff, providing regular training so they understand and adhere to the ethical standards relevant to their role. An organisation-wide training program in the model Code of Conduct was rolled out in the first quarter of 2019-20. Ongoing training through onboarding and e-learning programs continues to be provided to staff and Councillors at other times.

Our Risk management

Council has adopted a Risk Management Policy which states our commitment to fostering a risk aware culture. The policy ensures that all Council officers are educated about the management of risks in the decision-making process and in everyday workplace situations. Council undertook a comprehensive review of its Risk Management Framework in 2019 in order to bring about improvements based on two years' worth of experience and feedback from stakeholders. Key outcomes of this review were the adoption of a new Risk Appetite Statement (which provides broad parameters around Council's appetite to engage with different types of risks and its tolerance for risks with which it is engaged) and a risk register template. Each department manager is responsible for maintaining a risk register, while the Leadership Team is responsible for the Strategic Risk Register. The changes will be put into practice during the next six-monthly risk review kicking off in July 2020 and will result in better quality Council-wide risk information being reported to the Leadership Team.

The review presented an opportune time to develop an awareness and training strategy for rolling out the revised framework and providing staff with a risk management "refresher". Between December and May 2020, a Risk Management e-learning module was developed using Council's online training platform. To date, 153 People Leaders have completed the e-learning module, with a further 34 booked to do the course and 17 in progress. In addition, a Risk Snapshot Guide was developed and provided to all staff in June 2020.

Council recognises the importance of being able to respond effectively and efficiently to crisis situations so the impact on service delivery is as low as possible. In 2018-19 we developed a Business Continuity Framework, consisting of a Crisis Management Plan, Business Continuity Plans (BCP) for the Civic Centre and Kingswood Depot, and an IT Disaster Recovery Plan. This included training provided to the Leadership Team (who operate as the Crisis Management Team, supported by the Communications Manager and Executive Officer) and other key staff, as well as a practical test through the simulation of a crisis event.

As the COVID-19 situation escalated in early March, the Crisis Management Plan was invoked. By 12 March 2020, the Leadership Team had effectively assumed responsibility for managing the organisation's response and have met approximately 85 times since mid-March. A review on the delivery of the Civic Centre's critical business functions (which forms part of the Civic Centre BCP) was carried out at the end of April 2020, one month after moving the services delivered from the Civic Centre to remote delivery. The results indicated that of the 204 critical functions, only 6 were not being carried out in some capacity.

Our Internal Audit

Council has a Strategic Internal Audit Plan (SIAP) which has been operating since 1 July 2017. It is a four-year plan (ending 30 June 2021) which was developed using a risk-based approach. The risk-based approach is recommended best practice as it determines the priorities for internal audit consistent with Council's goals, but still allows for some flexibility to respond to changes in Council's business, risks, operations, programs, systems and controls.

The SIAP was initially endorsed by Council's Audit, Risk and Improvement Committee (ARIC) prior to commencement in February 2017 and is reviewed and re-endorsed annually, taking into consideration any changes proposed by the Chief Audit Officer. As at 30 June 2020, the SIAP had reached its three quarter point, with 29 audits finalised in the three year period, and another audit nearing finalisation. During this time, 419 recommendations for improvement have been accepted; of these, 336 (80%) have been implemented. Only 7 recommendations have been cancelled. Customer feedback is sought to ensure internal audit is able to continually improve the service it provides.

An Internal Audit Annual Report for 2019-20 will be presented to the Council by the Chair of the ARIC in November 2020. The report will highlight key achievements, key performance indicators, status of audit recommendations, key insights delivered and the status of the Internal Audit Annual Plan.

Our Legal Services

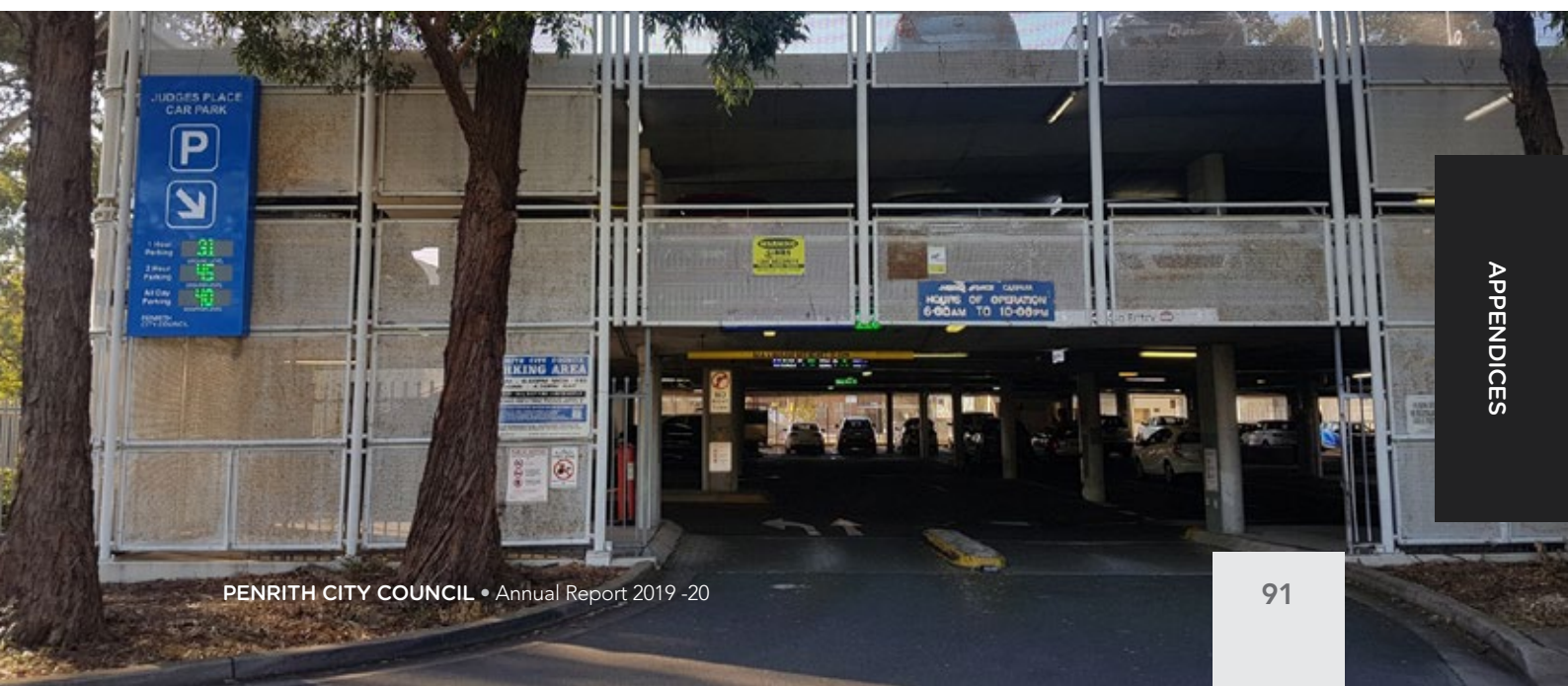
As well as using external legal firms, Council's internal Legal and Governance Group, which employs a Chief Governance Officer, Legal Services Manager, Legal Counsel, Legal Officer and a Legal Secretary, provided a range of legal services in 2019-20. The Legal and Governance Group dealt with Council's property transactions, providing legal advice, litigation, conveyancing, subpoenas, and other specific issues for the organisation.

Council paid its external legal firms/consultants/court/process servers/barristers \$1,406,358 in 2019-20. This is compared to \$815,846 in 2018-19 and \$1,099,043 in 2017-18. This expenditure was for general advice, preparing for court hearings, defending appeals, barristers' costs, consultant expert costs and acting for Council in court actions.

Council has spent an estimated \$804,392 on the provision of legal services in-house during the financial year. This expenditure included an allocation for staffing costs, rent, maintaining a legal library and the provision of equipment. The Legal and Governance Department also derives income from cost orders in favour of the Council. Council recovered \$102,759 from cost orders by undertaking its own in-house legal services with respect to conveyancing and litigation.

Fines in the amount of \$20,400 have been recovered through prosecutions in the Local Court.

The net external expenditure on external legal services was \$1,303,599.



MATTERS	STATE OR PROGRESS	COSTS (\$)
MATTERS ONGOING FROM PREVIOUS YEARS IN THE LAND AND ENVIRONMENT COURT		
Universal Property Group Pty Ltd (264-270 Mt Vernon Rd, Mt Vernon)	The proceedings relate to a merit review appeal of the deemed refusal of a development application which seeks consent for the subdivision of one lot into five lots and the construction of dwelling houses. The matter was heard on 18-19 March 2019, 18-22 July 2019, and 6 September 2019. The Court dismissed the appeal on 28 January 2020.	151,209
BJ Eldridge and ME Vincent t/a Crossbones Gallery (Unit 18/ 49 York Rd, Penrith)	The proceedings relate to an appeal against the imposition of a condition of consent of the approved light industrial use of the property. The matter was heard on 2 and 3 July 2019. The Court dismissed the appeal on 16 August 2019.	27,236
JS Development Pty Ltd 42-44 Lethbridge St, Penrith	The proceedings relate to an application to modify a consent which was granted by the Land and Environment Court. The application proposed alternations to an approved residential flat building. The matter was listed for a conciliation conference on 22 August 2019. The applicant agreed to amend their application. The appeal was upheld on 30 October 2019.	19,418
St Marys Land Limited & Maryland Development Company Pty Ltd Links Rd Werrington	The proceedings relate to an appeal against Council's deemed refusal of a development application which sought consent for the construction of a bridge and connecting road to connect Links Rd, Werrington with the Central Precinct at Jordan Springs. The parties participated in a conciliation conference on 1 July 2019. The Court upheld the appeals on 5 December 2019.	54,217
Evacorp Pty Ltd 17 Stafford St, Penrith	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of 6 townhouses. The matter is listed for a conciliation conference on 16 August 2020.	18,264
Kohler Brothers Property Group Pty Ltd 71-73 Second Avenue, Kingswood	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of a boarding house. The matter was listed for Hearing on 11 and 12 May 2020. Judgement is reserved.	115,555
Dinzel Pty Limited 919 Mamre Rd, Kemps Creek	Council commenced Class 4 proceedings seeking orders to restrain alleged unauthorised development and uses on the subject land. The matter is continuing. The matter was listed for Hearing on 4, 5, 9, 11, 12, and 13 December 2019 and 17, 18 and 19 February 2020. Judgment is reserved.	540,382
Edward St, Kingswood Pty Ltd 1 Edward St, Kingswood	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of a boarding house. The applicant withdrew the appeal on 15 October 2019.	2,422
Simon Elias 41 and 43 Barber Ave, Penrith	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of a 6-storey residential flat building. The matter is listed for hearing on 22 - 24 July 2020.	41,320
GMKA Pty Ltd 31 Second Ave, Kingswood	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of a boarding house. The matter is listed for hearing on 7 and 8 July 2020.	36,126
Nickolas Borg 168 Church Lane, Cranebrook	The proceedings relate to an appeal against Council's deemed refusal of an application to modify a development consent. The application sought to delete a condition of consent requiring a structure to be within a building envelope. The appeal was upheld on 22 October 2019.	No costs incurred. Internal solicitor.
DesignCorp Architects Pty Ltd 32-36 Hope St, Penrith	The proceedings relate to an appeal against the Local Planning Panel's refusal of a development application which sought consent for the construction of a residential flat building. The matter was listed for a conciliation conference on 2 April 2020. The appeal was upheld on 21 April 2020.	28,314

MATTERS	STATE OR PROGRESS	COSTS (\$)
NEW MATTERS IN THE LAND AND ENVIRONMENT COURT		
Evacorp Pty Limited 170 Canberra St, St Marys	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for the construction of 7 townhouses. The matter is listed for hearing on 24 July 2020.	350
Settlers Estate Limited and Statewide Planning Pty Limited 22 Major Tomkins Parade Werrington	Council commenced proceedings for breach of development consent. Council filed a Class 4 Summons and Notice of Motion seeking injunctive relief which was listed for 10 June 2020. The injunction was granted restricting the revegetation of the riparian corridor. The matter is listed for hearing on 6 and 7 July 2020.	6,476
Catholic Metropolitan Cemeteries Trust 512 Mulgoa Rd Wallacia and 13-15 Park Rd, Wallacia	The proceedings relate to an appeal against the Local Planning Panel's refusal of a development application for cemetery, chapel, crematorium and associated buildings. The matter is listed for a s34 conciliation conference on 28 July 2020.	22,871
Catholic Healthcare Limited 55 Jordan Springs Boulevard, Jordan Springs	The proceedings relate to an appeal against Council's deemed refusal of a development application which sought consent for multi-level nursing home. The matter is listed for conciliation conference on 28 July 2020.	6,476
Genext Penrith Pty Limited 9 Reddan Rd, Penrith	The proceedings relate to an appeal against Council's deemed refusal of a development application which sought consent for 28 room boarding house. The matter is listed for hearing on 24 and 25 November 2020.	No costs incurred. Internal solicitor.
Alpha Engineering and Development Pty Limited 159 Jamison Rd, Penrith	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for a 21 room boarding house. The matter is listed for conciliation conference on 15 July 2020.	No costs incurred. Internal solicitor.
Hallani Constructions Pty Limited 33 Jones St, Kingswood (formerly Akko Engineering and Certification Pty Limited)	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for 6 townhouses. The matter is listed for a conciliation conference on 4 August 2020.	No costs incurred. Internal solicitor.
Mark Cohen 880 Londonderry Rd, Londonderry	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for dwelling, pool and agricultural shed.	\$3,008
Antonio Agostino 312 Third Avenue, Llandilo	The proceedings relate to an appeal against a development control order. The matter is listed for hearing on 7 and 8 October 2020.	No costs incurred. Internal solicitor.
Liquid Gold 888 Pty Limited 6 Edith St, Penrith	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for a 12 room boarding house. The matter is listed for hearing 14 and 15 October 2020.	No costs incurred. Internal solicitor.
Worldmark Investments Pty Limited 37 Great Western Highway, Kingswood	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for a 12 room boarding house. The matter is listed for conciliation conference on 19 August 2020.	No costs incurred. Internal solicitor.

MATTERS	STATE OR PROGRESS	COSTS (\$)
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NEW MATTERS IN THE LAND AND ENVIRONMENT COURT

HS Property Developments Pty Limited and Coprom Pty Limited 34 Mamre Rd and 33 Collins St, St Marys	The proceedings relate to an appeal against Council's refusal of a development application which sought consent for a 14 x 2 storey townhouse development. The matter is listed for conciliation conference on 1 October 2020.	No costs incurred. Internal solicitor.
Statewide Planning Pty Limited 55 French St and 22 Major Tomkins Pde Werrington	The proceedings relate to an appeal against Council's deemed refusal of a development application which sought consent for a subdivision. The matter is listed for conciliation conference on 1 July 2020.	39,556
Newton Developments Pty Limited 9-11 Gibson Ave, Werrington	The proceedings relate to an appeal against Council's refusal of a multi dwelling housing development and refusal to grant a drainage easement over Council land. The matter is listed for conciliation conference on 3 July 2020.	No costs incurred. Internal solicitor.
Principal Healthcare Finance Pty Limited 5-7 Floribunda Ave, Glenmore Park	The proceedings relate to an appeal against the Sydney Western City Planning Panel's decision to refuse a development application seeking consent for a residential aged care facility. The parties participated in a conciliation conference after which the Applicant amended their application. The Court upheld the appeal on 29 May 2020.	No costs incurred. Internal solicitor.
Luping Zeng 49 Dorothy Cres, Colyton	The proceedings related to an appeal against an order issued to the Applicant. The proceedings were dismissed by the Court on 17 December 2019.	No costs incurred. Internal solicitor.
Angelo Militano 52-58 Church Lane, Cranebrook	The appeal related to the deemed refusal of a development application seeking consent for a dual occupancy. The proceedings were discontinued on 27 March 2020.	No costs incurred. Internal solicitor.

MATTERS	STATE OR PROGRESS	COSTS (\$)
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MATTERS IN THE SUPREME COURT

NA	NA	NA
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MATTERS	STATE OR PROGRESS	COSTS (\$)
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MATTERS IN THE FEDERAL COURT

NA	NA	NA
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MATTERS	STATE OR PROGRESS	COSTS (\$)
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MATTERS IN THE LOCAL COURT

Lui's Gourmet Kitchen (Australia) Pty Ltd t/as Noodle Paradise	The defendant was convicted and fined on 28 November 2019 for offences against the <i>Food Act 2003</i> . The fine imposed was \$400.	No costs incurred.
Nationwide Logistics Pty Limited	The matter was withdrawn on 14 May 2020.	No costs incurred.
Antonio Agostino	The defendant was convicted and fined on 4 March 2020 for offences against the <i>Environmental Planning and Assessment Act 1979</i> . The fine imposed was \$20,000.	No costs incurred.

MATTERS	STATE OR PROGRESS	COSTS (\$)
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MATTERS IN THE LOCAL COURT

MC Exports Australia Pty Limited 931 – 947 Mamre Rd Kemps Creek	Council commenced proceedings for unauthorised land use. The matter was listed before the Local Court at Mt Druitt on 13 February 2020. The defendant did not appear, and the Court dealt with the matters in their absence. The defendant was found guilty and fined \$220,000 and ordered to pay costs of \$1,991. The defendant lodged an annulment application. The annulment was granted and the matter is listed in October 2020.	6,775
Ken Su 931 – 947 Mamre Rd Kemps Creek	Council commenced proceedings for unauthorised land use. The matter was listed before the Local Court at Mt Druitt on 13 February 2020. The defendant did not appear, and the Court dealt with the matters in their absence. The defendant was found guilty and fined \$110,000 and ordered to pay costs of \$1,297. The defendant lodged an annulment application. The fine was annulled, and a guilty plea entered. The matter is listed for sentencing on 23 July 2020.	6,775
Sirine Chahoud 1107-1115 Mamre Rd Kemps Creek	Council commenced proceedings for unauthorised use of land and construction of a building. The matter was listed for sentencing on 18 June 2020. The defendant was convicted and fined \$70,000 plus costs of \$5,097. The defendant has appealed the severity of the fine and the matter is listed on 4 September 2020.	No costs incurred. Internal solicitor.
Bulk Resources Management Pty Limited 1725 Elizabeth Dr, Badger's Creek	Council commenced proceedings for a failure to answer a Statutory Order.	No costs incurred. Internal solicitor.
Nathan Barry	Council commenced proceedings for a breach of the <i>Protection of the Environment Operations Act 1997</i> causing a water pollution incident.	No costs incurred. Internal solicitor.
Royson Valore	The defendant appealed a penalty notice that was issued for an offence against the <i>Companion Animals Act 1998</i> . The matter is listed for plea/mention on 25 November 2020.	No costs incurred. Internal solicitor.
Paegan Fernance	The defendant appealed a penalty notice that was issued for an offence against the <i>Companion Animals Act 1998</i> . The matter is listed for plea/mention on 28 October 2020.	No costs incurred. Internal solicitor.
Various parking matters	There were 59 parking matters prosecuted during the period.	No costs incurred. Internal solicitor.

MATTERS	STATE OR PROGRESS	COSTS
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MATTERS IN THE CORONERS COURT

NA	NA	NA
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MATTERS	STATE OR PROGRESS	COSTS (\$)
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MATTERS IN THE NSW CIVIL AND ADMINISTRATIVE TRIBUNAL

Sam Refalo	The matter relates to an administrative review of a decision of Council made under the <i>Government Information (Public Access) Act 2009</i> . The matter was listed for a case conference on 12 March 2019. The parties did not reach agreement and the parties were invited to provide submissions to the Tribunal. The Tribunal affirmed Council's decision on 17 December 2019.	3,324
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Details of internal legal expenses can be viewed in our supplementary statutory information.
Costs quoted are the costs incurred on those matters within 2019-20 only.

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

EXPENSES/RECOVERED MONIES	VALUE (\$)
External Legal Expenses	1,406,358
Internal Legal Expenses	804,392
Costs Orders	102,759
Recovered Fines	20,400

OUR ADVOCACY & ECONOMIC INITIATIVES

Our Economic Development Initiatives

Council's efforts to help create more jobs in Penrith by finding ways to attract business investment were ramped up during 2019-20 due to our ability to leverage the opportunities created by Western Sydney Airport. The new airport is located less than 20 minutes from Penrith.

Council works alongside the NSW Government's Western Sydney Investment Attraction Office and Western City Aerotropolis Authority to promote business investment opportunities within the Penrith area. Some highlights for 2019-20 include the establishment of an Amazon Distribution Centre at Kemps Creek, generating more than 2,000 jobs, and the fast tracking of the Mamre Road precinct, which is expected to create 17,000 jobs once it is fully developed.

During 2019-20 Council worked closely with State agencies to host and promote a series of workshops about trade and investment, particularly export opportunities for local businesses to help position the local economy for future global markets.

In November 2019, Mayor Ross Fowler OAM hosted a Skills Summit aimed at understanding how Council, with the support of our business community and other partners, can better prepare young people with the skills they need to build their careers. The facilitated discussion resulted in a report and suite of actions that will help align training and education pathways with jobs of the future. The Summit, which attracted high profile stakeholders and representative from leading institutions including Northrop Grumman, University of Sydney, Western

Sydney University, TAFE and Celestino, also initiated a network of conversations that are continuing between these organisations.

From March 2020, there was a drop observed in local employment figures for the first time in over a decade, due to COVID-19. However, the drop was slightly lower than experienced in Greater Sydney

In May 2020, two COVID Recovery Taskforces were established, one focusing on economic recovery and the other on social wellbeing. The Taskforces are chaired by our Mayor and Deputy Mayor respectively and met jointly for the first time in June. The Taskforces will continue to meet monthly to develop and implement 30 day and 100 Day Recovery Plans.

While the COVID-19 pandemic has had an immediate impact on investment and jobs growth, it has not impacted the planning of the Aerotropolis and employment precincts. Existing critical infrastructure projects will continue to provide a strong boost for the City with several large-scale projects in Penrith fast tracked.

Our Leading Transformational Projects

Penrith's City Park has been a long-term aspiration for Council as a key initiative to attract more investment to the Penrith City Centre and the broader region. In 2019-20 it reached a significant milestone with development of a concept design, informed by a community engagement campaign in late 2019 which included virtual, media, video, social media and face to face engagement with city centre property owners and businesses.

The City Park design provides something unique for Penrith and will be a drawcard for visitors and investors. City Park will have its own unique character, will increase Penrith's green grid and help to link the City Centre to the Nepean River. Construction of City Park is expected to commence in late 2021.

Detailed designs for the Regatta Park embellishment project were finalised by Council during 2019. The park will be delivered through \$15m in funding from the Australian and NSW Governments under the Western Sydney City Deal Liveability Fund as well as \$9m from Council. The \$24m upgrade will deliver event and festival areas, picnic spaces, river terraces and a district playground and support a future dining precinct.

Our Advocacy

The aspirations set out in Council's Advocacy Strategy continue to guide our activities, focusing on the flagship priorities areas: A Connected City, Our River and Creating the New West.

Council continued to advocate for the development and delivery of the North South Rail Link (now Sydney Metro Western Sydney Airport) in time for the opening of the Airport in 2026. In June 2020, a further \$3.5bn in State and Federal funding was announced to accelerate Stage 1 of the project, from the Aerotropolis to the T1 Western Line at St Marys. This takes the total commitment to the project to \$11bn. The announcement also confirmed new stations that will support a future mixed-use precinct at Orchard Hills and a science and innovation precinct at Luddenham. The integration of Metro and the T1 passenger rail at St Marys will also generate significant opportunities for this strategic centre.

Council continued to work with the NSW Government under the Parks for People program (announced February 2019), which will see \$10m invested at Tench Reserve. This follows funding and delivery of the \$6.7m Tench Reserve boat ramp which was officially opened in October by Penrith Mayor Cr Ross Fowler OAM and Government representatives including Senator for Western Sydney, Marise Payne, Federal Member for Lindsay Melissa McIntosh and State Member for Penrith, Stuart Ayres.

Council continued to progress formal liaison with State and Federal government agencies to secure funding commitments for projects announced during the March 2019 State election and the May 2019 Federal election. This includes securing initial funding of \$4.2m for planning and designs to upgrade Dunheved Road, millions of dollars in sports infrastructure and community safety funding and investment in community centres. Officers are also liaising with the Federal Department of Infrastructure and Transport for NSW to create additional commuter carparking supported by more than \$100m in State and Federal funding for Emu Plains, St Marys and Kingswood that will deliver over 1,500 new commuter parking spaces in the City.

Council continues to advocate for the planning and delivery of the Castlereagh Connection, which has been earmarked since 1951 and completed research and a discussion paper highlighting the strategic merits of the corridor.

A number of submissions to government were also prepared including Parliamentary Inquiries into Arts funding, Warragamba Dam wall raising (specifically around adequacy of the flood evacuation network and need for government to progress investigations into the Castlereagh Connection) and a pre-budget submission to the Federal Government.

Our Tourism Initiatives

Council's Visit Penrith website continues to be the number one source for people wanting information about attractions and accommodation in the City.

COVID-19 has impacted the tourism industry as a whole and Penrith is no exception. Our destination marketing strategy has been modified to ensure we identified and delivered COVIDSafe activity recommendations to people visiting Penrith, as well as monitoring restrictions and providing updated advice as required.

Despite shut downs, the Visit Penrith website saw a 10% increase in hits compared with last year during the first half of 2020, demonstrating the value in providing up-to-date information for visitors and locals alike about local attractions and venues.

Our City Marketing Initiatives

City Marketing has delivered major projects to several of Council's departments through the provision of strategic marketing advice and project management.

Work with Children's Services included the delivery of a new customer-facing, market competitive website, integrated enrolment campaigns successfully increasing enrolments across Long Day Care, Pre School, Out of School Hours Care and Vacation Care, as well as the development of a 12-month rolling marketing program. At a strategic level, the facilitation and creation of new Vision and Mission Statements has set the direction for future projects.

Ripples Leisure Centres will shortly roll out updated branding after the creation of a Style Guide by the City Marketing team.

Corporate Communications successfully led a marketing and promotional campaign for Council's flagship event, REAL Festival in November. REAL attracted 27,500 people across two days including an increasing number of visitors from outside the region and first-time visitors. The marketing campaign was a comprehensive eight-week campaign that focused on local and visitor audiences to build the profile of the event.

Our Partnerships

Penrith Mayor Cr Ross Fowler OAM led a delegation of Penrith business and civic leaders to Tokyo, Hakusan and Fujieda Japan in October 2019. More information is provided under 'our overseas visits' below.

In October-November, Penrith hosted a delegation from Gangseo-gu District of Korea including its Mayor and Senior Executive. The visit marked 25 years since the signing of a Mutual Cooperation agreement between Penrith and Gangseo, which is business-oriented and based on the pursuit of mutual economic benefit, municipal administrative and operations development, and greater understanding through reciprocal contact.

The delegation visited key economic precincts of Penrith to gain an understanding of the magnitude of investment opportunities including the Aerotropolis and Northern Gateway, and experienced some of Penrith's tourism offerings.

Our Overseas Visits

There were two overseas visits during the year. The first visit was undertaken by the Mayor, Cr Ross Fowler OAM to the United Kingdom between 12 and 20 September 2019. This was to conduct presentations to London Insurance Underwriters and Insurance Brokers on behalf of the Member Councils of CivicRisk Mutual. The Councillor represented in his capacity as Chairman of CivicRisk Mutual. The cost of the visit was funded by CivicRisk Mutual.

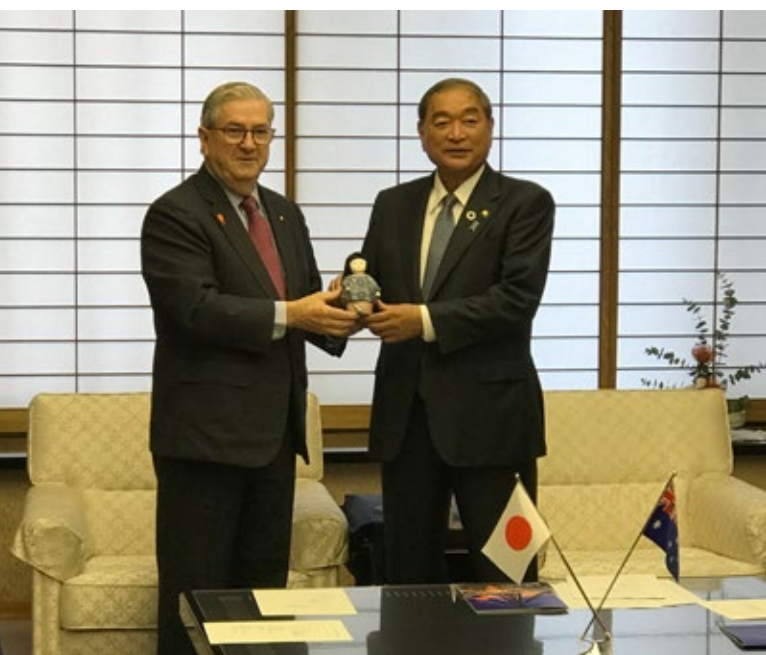
The second overseas visit was between 1 and 8 October 2019, when Council sent a delegation to visit Japan. The delegation visited Tokyo, Fujieda and Hakusan where it has long standing international partnerships.

The delegation included Mayor Cr Ross Fowler OAM, General Manager Warwick Winn, Council's Economic Initiatives Manager and Marketing Officer. The delegation also included representatives from the Celestino Group who, at their own expense, participated in the Tokyo portion of the trip from 1-2 October.

The purpose of the visit to Japan was to promote Penrith to potential international investors. In 2018, we launched the extension of our "New West" investment program. This program showcased the future investment opportunities in Penrith given its close proximity to the new Western Sydney Airport, Aerotropolis and Northern Gateway precincts.

The delegation also visited Fujieda and Hakusan to commemorate the 35th anniversary of the signing of the Sister City Agreement with Fujieda and the 30th anniversary of the signing of the Friendship Agreement with Hakusan. Members from the Penrith International Friendship Committee joined this section of the visit at their own expense.

The total cost of this delegation to Council was \$52,405.50. This amount covered Council staff and Councillor costs only.



OUR REMUNERATION OF SENIOR STAFF

MATTERS	GENERAL MANAGER CLAUSE 217 (1) (B)
(i) Total value of the salary component of the package	432,595.07*
(ii) Total amount of any bonus payments, performance payments or other payments made to them that do not form part of the salary components of their packages	0
(iii) Total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor	32,203.28
(iv) Total value of any non-cash benefits for which any of them may elect under the package	359.76
(v) Total amount payable by the council by way of fringe benefits tax for any such non-cash benefits	351.74

* Salary based on 53 pay weeks in 2019-20

Note: The General Manager is the only employee on a Senior Staff Contract

Access to Our Information - GIPA

Information to be reported in accordance with the Government Information (Public Access) Act 2009 (GIPA) appears below.

Clause 7A: Details of the review carried out by the agency under section 7(3) of the GIPA Act during the reporting year and the details of any information made publicly available by the agency as a result of the review.

REVIEWS CARRIED OUT BY THE AGENCY	INFORMATION MADE PUBLICLY AVAILABLE BY THE AGENCY
Yes	Yes

During the reporting period, we reviewed this program by updating Council's policy register to include any new or revised policy documents for 2019-2020, and by making those documents freely available on Council's website. Council's Information Guide includes information held by Council under the following categories:

- Information about Council
- Plans and Policies
- Information about Development Applications
- Approvals
- Orders and Other Documents
- Other Information that may be contained in a Record Held by Council.

As a result of this review, we released the following information proactively:

- Policy Documents
- Information about Council (including the Community Strategic Plan, Delivery Program, Operational Plan, Resourcing Strategy, Community Engagement Strategy, Annual Report, Information about Development Applications).

Clause 7B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications).

TOTAL NUMBER OF APPLICATIONS RECEIVED
22

Clause 7C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the GIPA Act (information for which there is conclusive presumption of overriding public interest against disclosure)

	WHOLLY	PARTLY	TOTAL
NUMBER OF APPLICATIONS REFUSED	0	0	0
% TOTAL	-	-	-

Schedule 2 Statistical information about access applications to be included in annual report.

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

TABLE A: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME*										
	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny Whether Information is Held	Application Withdrawn	Total	% of Total
Media	-	-	-	-	-	-	-	-	-	-
Members of Parliament	-	-	-	-	-	-	-	-	-	-
Private Sector Business	-	-	-	-	-	-	-	-	-	-
Not for Profit Organisations or Community Groups	-	-	-	-	-	-	-	-	-	-
Members of the Public (by Legal Representative)	7	-	-	-	1	-	-	-	8	57%
Members of the Public (Other)	6	-	-	-	-	-	-	-	6	43%
Total	13	-	-	-	1	-	-	-	14	
% of Total	93%	-	-	-	7%	-	-	-		

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

TABLE B: NUMBER OF APPLICATIONS BY TYPE OF APPLICATION AND OUTCOME*										
	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information Not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny Whether Information is Held	Application Withdrawn	Total	% of Total
Personal Information applications*	13	-	-	-	1	-	-	-	14	100%
Access Applications (other than Personal Information applications)	-	-	-	-	-	-	-	-	-	-
Access Applications that are partly personal information applications and partly other	-	-	-	-	-	-	-	-	-	-
Total	13	-	-	-	1	-	-	-	14	
% of Total	93%	-	-	-	7%	-	-	-		

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

TABLE C: INVALID APPLICATIONS

REASON FOR INVALIDITY	NO. OF APPLICATIONS	% OF TOTAL
Application does not comply with formal requirements (section 41 of the Act)	2	100%
Application is for excluded information of the agency (section 43 of the Act)	-	-
Application contravenes restraint order (section 110 of the Act)	-	-
Total number of invalid applications received	2	100%
Invalid applications that subsequently became valid applications	2	100%

TABLE D: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE: MATTERS LISTED IN SCHEDULE 1 OF THE GIPA ACT

	NO. OF TIMES CONSIDERATION USED*	% OF TOTAL
Overriding secrecy laws	-	-
Cabinet information	-	-
Executive Council information	-	-
Contempt	-	-
Legal professional privilege	-	-
Excluded information	-	-
Documents affecting law enforcement and public safety	-	-
Transport safety	-	-
Adoption	-	-
Care and protection of children	-	-
Ministerial code of conduct	-	-
Aboriginal and environmental heritage	-	-
Total	-	-

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

TABLE E: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE: MATTERS LISTED IN TABLE TO SECTION 14 OF THE GIPA ACT

	NO. OF TIMES CONSIDERATION USED*	% OF TOTAL
Responsible and effective Government	-	-
Law enforcement and security	-	-
Individual rights, judicial processes and natural justice	-	-
Business interests of agencies and other persons	-	-
Environment, culture, economy and general matters	-	-
Secrecy provisions	-	-
Exempt documents under interstate Freedom of Information legislation	-	-
Total	-	-

TABLE F: TIMELINES

	NO. OF APPLICATIONS*	% OF TOTAL
Decided within the statutory timeframe (20 days plus extensions)	14	100%
Decided after 35 days (by agreement with applicant)	-	-
Not decided within time (deemed refusal)	-	-
Total	14	

TABLE G: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE GIPA ACT (BY TYPE OF REVIEW AND OUTCOME)

	DECISION VARIED	DECISION UPHELD	TOTAL	% OF TOTAL
Internal review	-	1	1	100%
Review by Information Commissioner*	-	-	-	-
Internal review following recommendation under section 93 of the GIPA Act	-	-	-	-
Review of NCAT	-	-	-	-
Total	-	1	1	
% of Total	-	100%		

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

TABLE H: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE GIPA ACT (BY TYPE OF APPLICANT)

	NO. OF APPLICATIONS FOR REVIEW	% OF TOTAL
Applicants by access applicants	-	-
Applications by persons to whom information the subject of access application relates (see section 54 of the GIPA Act)	1	100%
Total	1	

TABLE I: APPLICATIONS TRANSFERRED TO OTHER AGENCIES

	NO. OF APPLICATIONS TRANSFERRED	% OF TOTAL
Agency-initiated Transfers	-	-
Applicant-initiated Transfers	-	-
Total	-	

Our Public Interest Disclosures

Council has an adopted public interest disclosure policy and supporting information available for all staff on the internal staff portal. Staff are also made aware of the policy through posters around Council buildings.

MATTERS	TOTAL
Number of public officials who made public interest disclosures to your public authority	1
Number of public interest disclosures received by your public authority	1
Number of public interest disclosures that have been finalised	0



APPENDIX THREE STRENGTHENING OUR COMMUNITY

OUR CALENDAR OF EVENTS

Major events continue to play an important role in our City's lifestyle, wellbeing and economy and this will be more important as we begin to recover from the COVID-19 pandemic that has had such a significant and profound effect on the local events industry. Council coordinated and supported a diverse range of successful local events and activities prior to the COVID-19 pandemic with our community and government partners.

Highlights this year included REAL Festival, nine citizenship ceremonies that saw approximately 600 people become new Australian citizens, a revamped water-based Australia Day celebration at Cables Wake Park, Cinema in the Park and NAIDOC Week.

Events that Council hosted or supported included:

July 2019

- » **Nepean Historical Open Day**
- » **Little Athletics NSW AGM & Conference**
- » **Fujieda - Japanese Student Exchange**

August 2019

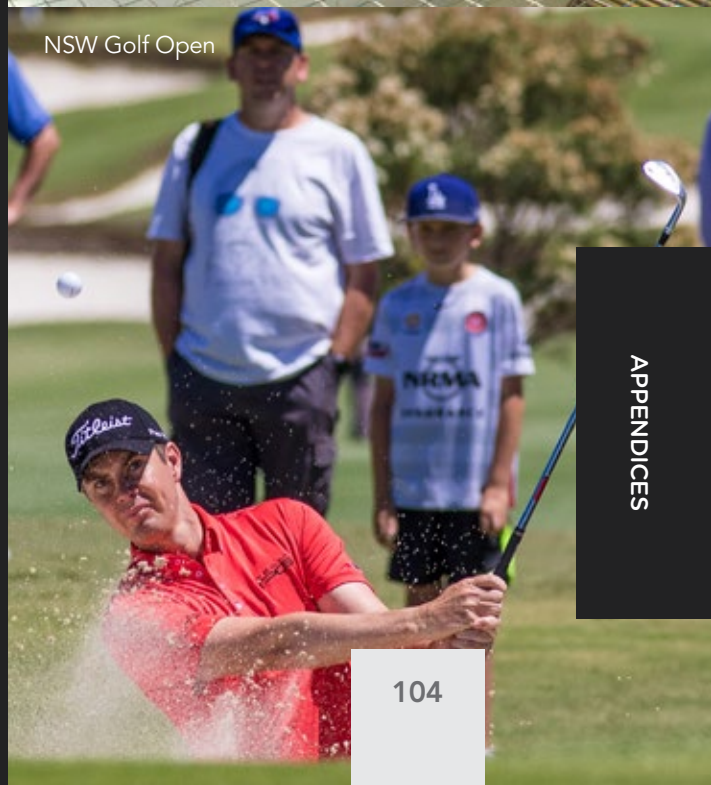
- » **NSW State Band Championships**
- » **IBSA Goalball World Cup**
- » **Australian Indoor Skydiving Championships**
- » **Penrith Show**

September 2019

- » **No Events**



Australian Indoor Skydiving Championships



NSW Golf Open

October 2019

- » Nepean Triathlon
- » Korean Flag Raising Ceremony

November 2019

- » REAL Festival
- » Quidditch
- » Man Made
- » Girls Rising
- » NSW Golf Open
- » Skills Summit
- » Cinema in the Park
- » Walk Against Domestic Violence

December 2019

- » Carols at the Paceway
- » Carols on the Course
- » International Day of People with Disability

January 2020

- » Australia Day Celebrations
- Cables Wake Park

February 2020

- » Panthers Fish Fest
- » Luddenham Show

March 2020

- » Sydney International Rowing Regatta
- » Mayoral Charity Golf Day
- » International Womens Day

April – June 2020

- » No events held due to
COVID-19 pandemic



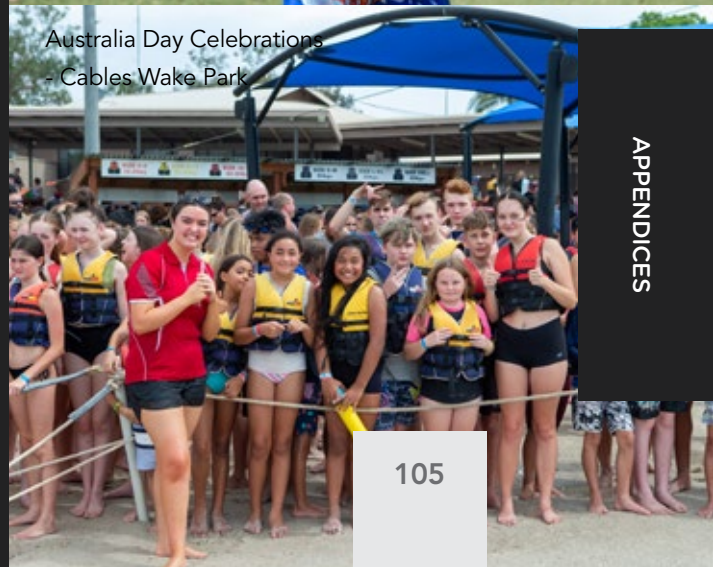
Walk Against
Domestic Violence



International Day of People with Disability



Australia Day Celebrations
- Cables Wake Park



Australia Day Celebrations
- Cables Wake Park

CASE STUDY

REAL FESTIVAL

In just a short few years, the REAL Festival has become Penrith's signature arts and cultural event, celebrating our unique lifestyle and connection to the spectacular Nepean River where the event is held in November each year. Now four years old, REAL Festival has already evolved into a significant regional event.

Four key pillars - River, Environment, Arts and Lifestyle (which form the acronym for the event name) - represent the foundation of the event program along with entertainment and activities that entice and activate people of all ages to do something different. The 2019 REAL Festival was widely acclaimed as the best yet, attracting 27,500 visitors to the river over two days with an expanded program that included more markets and delicious food trucks, a world class program of entertainment and installations, plus experiences and hands-on activities that are always a crowd favourite.

The highlight of the festival was the awe-inspiring headline act "All That We Are", a world premiere aerial spectacular performed above the Nepean River featuring 30 performers, many of whom were local community members. They were suspended 10 metres above the ground in an elaborate, breathtaking and thought-provoking show that was a celebration of unity and the spirit of our Penrith community.



Celebrating Our Aboriginal Culture

In July 2019, Council once again hosted a NAIDOC Civic Reception. The Reception was opened with a speech from Penrith Mayor, Councillor Ross Fowler OAM, who spoke to the National Theme for NAIDOC 2019 "Voice. Treaty. Truth - Lets work together for a shared future". The event was well attended by representatives from local Aboriginal organisations, services and community members.

The 2019 NAIDOC Week Family Gathering at Jamison Park held on 12 July saw approximately 5,500 people celebrate culture and the contribution that Aboriginal and Torres Strait Islander people make to the Penrith community. Council facilitated and supported the coordination of this event through a committee that brought together Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander representatives from several organisations as well as local Aboriginal community members. The event featured live music, sports, information about services for the community, health checks, children's face painting, a petting zoo, mobile play van, and the seniors tent where people could sit to enjoy a cuppa and a chat. Events such as this provide an important opportunity to promote greater understanding of Aboriginal and Torres Strait Islander cultures within Penrith City and surrounding

regions. Our National Apology Day attended by approximately 60 Aboriginal and non-Aboriginal people was held on 13 February 2020 at Penrith City Library. National Apology Day commemorates the anniversary of the speech made in Federal Government by former Prime Minister Kevin Rudd, on the 13 February 2008 apologising to Aboriginal and Torres Strait Islander peoples of the Stolen Generation.

Guest Speaker at the event, Ms Libby Brown from Aboriginal Counselling Services spoke about how they are working to promote Aboriginal healing and how Council could play its part in this healing process to develop sustainable solutions for Aboriginal community members in our Local Government Area.

The Aboriginal Hat Project, developed in partnership with Penrith Regional Gallery and Penrith City Council, continued in 2019-2020. The Hat Project explored the particular period of time in Australia's history when Aboriginal and Torres Strait Islander dress changed with the influence from non-Aboriginal culture and Christianity. Local Aboriginal women made and exhibited their hats, sharing their history and holding decorating workshops. Plans are now underway to exhibit the hats at Penrith City Library and take them on a tour of Lachlan Shire, Council's Sister City, where they will be displayed at the Wiradjuri Centre Aboriginal Arts Centre.



Our Cultural Development

In 2019-20, Council's Magnetic Places program funded a total of six creative placemaking projects for delivery in St Marys, Londonderry, Llandilo, North St Marys, Colyton and Kingswood.

Fusion Western Sydney's Faces of St Marys project reached a wide audience and engaged residents, local businesses and commuters in street photography. The project celebrated the diversity of the local area with artist Nep Janiola leading a series of street photography workshops. The images captured were then "re-imagined" by creative producer, David Ryan, and shared via a virtual celebration hosted on Facebook Live.

Londonderry Magnetic Places saw artist Christine Huynh lead a series of creative sessions to teach mosaic skills to residents and local Rural Fire Service volunteers. The results saw new artworks installed in key locations around the town centre of Londonderry. Her work with a local Aboriginal family helped transform parts of Londonderry Park with vibrant artworks.

Queen Street Riches and Textures 2020 revisited the 1978 Q Theatre production called 'St Marys Kid', a Rock Opera that was a collaboration between professional theatre practitioners and young people living in St Marys. Forty-one years later the project is reconnecting with this moment in history. These kids are now all grown and new dialogue will bring these generations together through a program of arts and cultural activities. This program will include a Young Artist Project with an emerging producer, new musical development and the engagement of community choirs who will compose completely new music. This is a two-year project transitioning to an online format which has meant looking at new methods of communication and delivery.

The Music Pathway Program, a collaboration between the Penrith Performing & Visual Arts Limited, Western Sydney University and Council, was successfully completed. The program delivered a series of events for music students, particularly those wanting to take up tertiary studies or a professional career in music and increase their awareness of local resources and facilities. The program was open to Penrith and Blue Mountains high schools and the Penrith Conservatorium senior music students and



included three key events. A music improvisation workshop was attended by 35 people and led by world class musicians. An Industry forum demystified the music industry, identified career paths and how to pursue a career in this area was attended by 65 people. The final event included a performance and recording event at the Western Sydney University Playhouse theatre and recording studio. Eight professional musicians were engaged to perform the participant's compositions with 21 senior music students participating in the session. Feedback indicated this program had significantly increased their knowledge of the performing arts field.

Celebrating Our Cultural Diversity

Council actively engages with the City's culturally and linguistically diverse communities, building social connections and inclusion between all our communities. Council supports the Penrith Multicultural Interagency, a group of representatives from a range of organisations working with people from diverse cultural backgrounds, who meet regularly throughout the year. Council also facilitates its Multicultural Working Party, made up of Councillor and community representatives.

In celebration of Harmony Day 2019, Council worked in partnership with SydWest to showcase their latest photography exhibition 'Capturing the Moment: Images of Making Australia Home' at

Penrith City Library. The images represented the resettlement experiences shared by refugees and migrants and the impact that English conversation classes have had in achieving a positive settlement experiences. The exhibition was on display from the 16 - 30 March and showcased the rich cultural diversity that exists within the Penrith Local Government Area

Council worked in partnership with Community Junction to deliver an interactive activity that saw community members share what 'Harmony' means to them. Participants wrote positive messages about the concept of 'Harmony' on a whiteboard and it was captured through a printed photo that participants could keep. The activity involved community members from a range of backgrounds and highlighted the importance of social cohesion, sense of belonging and the acceptance of others in building a harmonious community.



Council sponsored the 2020 Nepean TAFE Harmony Day Poster Competition that saw students studying Fine Arts and Photography develop a series of posters focusing on the 2020 Harmony Day message "Everyone Belongs". The competition proved to be an effective strategy in promoting harmony and diversity within the college and the community.

In 2020, Refugee Week celebrated the year of Welcome. This year to ensure social distancing, Council offered a number of virtual ways to embrace the Refugee Week message through an online program, including two online Refugee Week story time sessions on 17 and 20 June 2020 through Penrith City Library's Facebook page. The sessions, aimed at families with young children, were co-hosted with a local resident who is a former child refugee from Cambodia. The sessions showcased two refugee themed children's stories, 'My Two Blankets' and 'Zeba Came on a Boat', which highlighted hope, courage and resilience.

Leading up to Refugee Week, Council in partnership with SydWest Multicultural Services ran a 4-week Food Redi program via Zoom with a local refugee community. During Refugee Week the group came together for a cultural exchange cooking class to learn to cook a traditional Iraqi recipe. The lesson was hosted by one of the participants and cooked together by the group via Zoom and shared on Council's Facebook page.

Throughout Refugee Week, a range of posts were shared on Council's Facebook page to encourage the community to try recipes, watch movies, listen to podcasts and music and visit sites that celebrate and educate about refugee journeys.

Council also worked with three refugee community members from Cambodia, Bhutan and Uganda/ Sudan to tell stories of their settlement journey in the Penrith area. These stories will be made into three short films by a local filmmaker, providing a snapshot of long-term, medium-term and recent refugee settlement in Penrith. The videos recognise that our neighbourhoods, businesses, schools and community are strengthened by the positive contribution's refugees make in the Penrith area. They will be posted to Council's YouTube channel once finalised to continue to build understanding of refugee settlement in Penrith.



Our People With Disability

This year, Council continued to support local disability and aged care providers to receive information, support, training, and networking opportunities through the Penrith Community Care Forum. During the COVID-19 social isolation period, the forum continued to meet online providing an invaluable way for services to remain up to date with changes to services and new opportunities for support in response to the COVID-19 pandemic. Using a secure government-run platform, a specific group for Penrith service providers was established to allow online conversations, information sharing, and collaboration between services. This platform enables services to interact easily with each other and develop independence in information sharing and working with other organisations across the Penrith Local Government Area.

For information about Penrith City's Disability Inclusion Action Plan and specific disability inclusion actions, refer to Appendix 9.

Our Seniors

The 2019 Grandparents Day event organised jointly by Council and community organisations was held on Sunday 27 October and attended by 450 people. The event included a range of activities aimed at promoting better connections between older people and children including billy cart racing, a community gardening workshop, community music sessions, a story tent, rock paintings and Aboriginal art and hat making activities. The billy carts were built by Nepean Men's Shed volunteers and decorated by children from Council's childcare centres in a true collaborative effort.

Participants expressed appreciation for how the activities promoted inter-generational connections, entertaining experiences for children and created a family-friendly atmosphere. They valued the historical knowledge their children gained at the story tent through stories shared by older people and representatives from local historical societies.

The Reimagine Ageing Festival 2020 was organised with local community organisations and involved 23 planned activities and workshops across the City from 13 February to 26 March. The program aimed to promote healthy and active ageing among senior residents; raise awareness of services that support them to stay independent and safe at home; and build social connections through local community participation.

From 13 February to 14 March, 256 people took part in 17 of the 23 planned activities. The festival program covered exercise and falls prevention, healthy eating and cooking classes, workshops improving skills for safe online banking and sessions on navigating aged care services. One of the most significant events of the festival was the 1st-year celebration of Thornton Community Garden by the Thornton community group. Due to the impact of COVID-19, the remaining 6 activities of the festival scheduled between 17 and 26 March had to be postponed.



Our Young People

Council is committed to engaging with young people in decisions and projects that impact their lives and their future. This year Council conducted a Youth Needs Survey which engaged with a diverse range of young people, representing different ages, subcultures, interests, and priorities. This engagement was undertaken via an online survey on Council's 'Your Say Penrith' website and was distributed widely using innovative online activities and other platforms including social media, community and youth networks, local radio and podcasts. The survey was completed by 280 young people from Penrith and Lachlan Shire, Council's Sister City. Themes identified were collated into four streams - connections, wellbeing, access and pathways. The Youth Action Plan 2020-25 is now being developed to provide a strategic direction to address young people's needs and aspirations.

The 2019-20 Penrith Mayoral Challenge was held at Spence Park, Oxley Park. Council's Neighbourhood Renewal team worked with a passionate group of young leaders from Oxley Park Public School to co-design a new playground. Students worked with Council staff over six workshops to develop designs and lead engagement with their community. Following feedback from local residents, the students focused their efforts on designing a more inclusive, accessible and vibrant park. They successfully presented their preferred design to the Mayor who commended them for their community leadership and creativity. The first stage of the new playground at Spence Park has now been constructed, featuring new accessible play equipment, a bubbler, shade sails and additional seating. The second stage of the park will be delivered in 2020-21 and includes a series of grant-funded elements that will further bring the students' vision to life.

Our Women

In March 2020, Council held another successful International Women's Day celebration at St Marys Memorial Hall. The event was attended by nearly 200 local women celebrating this year's theme 'Each For Equal', and featured inspiring performances by local community groups, including African drumming, Polynesian dance and the SOS choir.

A highlight of the event was the Nepean Women Present program, which is funded by Council and co-ordinated by Penrith Women's Health Centre. Nepean Women Present aims to improve participation of vulnerable and difficult-to-engage groups of women in activities in our community. The involvement of many local groups in preparing and delivering the event has been integral to achieving an improved sense of inclusion and community ownership for this event in 2020. The event organising committee included Council, Penrith Women's Health Centre, Zonta, The Haven, Nepean Community & Neighbourhood Services, Community Junction, SydWest, Nepean Multicultural Access, WestConnect and Wentworth Community Housing.

In April 2020, Council became a signatory to the Greater Sydney Commission Women's Safety Charter. The Charter is a collaboration of community, government and business designed to influence policy and practice to enable women and girls to feel safer in public spaces across the Greater Sydney region. It provides a valuable opportunity for Council to share project ideas and learn innovative approaches towards improving safety for women across the city.



Our Health

Our Health Snapshot was finalised in 2020. This report will guide work with other government and community organisations in the coming months on ways we can collaborate to help our communities manage their health and wellbeing. The health snapshot looks at the issues that affect our health - the built environment, mental health, alcohol consumption and health literacy - to create a better understanding of the factors that influence health, provide information for advocacy and improve service delivery. Considering the impacts of COVID -19 in our community, mental health and a healthy built environment are even more relevant as we move to a new way of working and living.

This year, the Penrith Health Action Plan Steering Committee continued to meet and support each other's programs including flu vaccinations at both Village Cafes and the free meal services. Council also assisted in the dissemination of information regarding COVID-19 from the Local Health District and helped organise additional clinics in the area.

The first Western Sydney City Deal Health Alliance meetings were held, with Council participating in various working groups. One of the working groups will focus on improving access to health and well-being services in the community in collaboration with health sector and councils. The focus areas for this group are healthy workforce, health literacy, and social connection.

Our Financial Support

In 2019-20 Council provided financial assistance to community organisations and community groups to plan, develop and implement projects and activities that benefit the people of Penrith City and strengthen the community.

This year the Community Assistance Program funded 53 projects at a total cost of \$41,575, and Council's Magnetic Places program provided \$50,000 for six creative placemaking projects delivered in St Marys, Londonderry, Llandilo, North St Marys, Colyton and Kingswood.

To encourage the delivery of cultural programs and activities, Council also funded nine local cultural clubs and associations at a cost of \$19,875 as well as providing \$6,500 in music and art scholarships.

Additionally, Council was able to provide Youth Week grants to the value of \$12,911 (\$3,716 from the NSW Government and \$9,195 from Council) for six projects focused on young people.

APPENDIX FOUR OUR CHILDREN

Our Children's Services

Penrith City Council Children's Services achieved its objective of providing quality education and care for children aged 0-12 years in the 2019-20 reporting period by managing the following services to meet the needs of local families in the area:

18

**Long
Day Care
centres**

14

**Before and
After School
Care Services**

5

**Preschool
Services**

7

**Vacation
Care
Services**

Penrith City Council also manages other children's services projects including Mobile Playvan, Children and Parenting project and the Middle Years Mentoring Program.



This diverse range of services and projects have met family and community needs by:

1. Providing an all-inclusive fee for working families and a high-quality education program for children aged 0-6 years and 6-12 years in a long day care, before and after school care and preschool environment.
2. Providing a mobile Playvan service that supports families in areas that don't have established services.
3. Facilitating a middle years mentoring project for school aged children to strengthen relationships and promote resilience and inclusion.
4. Providing a transition to school program to prepare children for school and high school.
5. Providing support to families and children in vulnerable circumstances through the continuation of the Children and Parenting Project.

Council has also supported the inclusion of children by:

1. Providing programs and specialised staff to assist children with additional needs and disability. Council has achieved this by developing curriculum programs that provide coaching and mentoring to services to ensure the implementation of the Early Years Learning and My Time: Our Place curriculum framework.
2. Supporting preschool fees for Aboriginal and Torres Strait Islander children through Start Strong funding received by the State Government.
3. Introducing the Inclusion Support Specialist role to work with centres and children with high support needs and behavioural issues.

We have reviewed how we operate to improve our services and have lobbied extensively for improvement to the child care subsidy arrangements for vulnerable and low-income families. We introduced and implemented the Children's Services Strategic Plan and achieved a 'meets' or 'exceeds' standard for all services that participate in the State Governments assessment and rating process. Our facilities and playgrounds continue to be upgraded through a regular program and we improved our customer service and communication with families through Facebook, HubHello Newsfeed, Instagram and our website. Regular parent meetings and annual surveys ensure that we have regular feedback and evaluation of all services directly managed by Council.

COVID-19 presented a significant challenge for our Children's Services which needed decisive action and strategic thinking to ensure staff and children were supported and provided with continuity of care. Measures were implemented to ensure our services could stay open to provide care for children of front line workers and essential staff, in a way that protected the safety of staff, children and their families. Measures included requesting drop off and pick up in the foyer wherever possible, not allowing unwell children to attend services, temperature checks for all staff, children and visitors to centres, extensive cleaning of surfaces and daily clearing of buses.

A significant challenge in the early stages of COVID-19 was Council employees not having access to financial support measures introduced by the Australian Government to the child care sector. Council worked with other local governments to lobby the NSW and Australian Governments for funding support to ensure staff and families could continue working and our centres would remain open with a significant reduction in fees.



OUR LIBRARY SERVICES

Significant developments through the year included the recruitment of a new Children's Librarian and major changes to program delivery due to COVID-19.

Our activities for babies to pre-school aged children

We entertained and educated 886 babies and 918 parents in 24 sessions of Baby Time and 2,387 children and 2,097 adults at 75 Story Time sessions across the three library branches. A total of 21 videos were produced during COVID-19 restrictions and shared via Facebook, reaching an audience of over 43,000.

Both Baby Time and Story Time sessions included songs in other languages such as Maori, Italian and Spanish as well as visual displays, oral stories and puppets to aid children's learning in a variety of ways.

The Children's Team conducted special outreach visits and library tours across the Penrith LGA covering child care centres and primary schools. In 23 sessions we had a total of 459 children and 219 adults attend.

Our activities for primary school students

After school activity sessions were held weekly during the school terms. This year we ran yoga over six sessions with 13 children attending each week. The final two sessions of the term were cancelled due to COVID-19.

School holiday activities are held four times a year during each school holiday period and include educational and entertaining shows and workshops run by professional presenters covering science, arts, craft, dancing, performance, and creative writing. We held 19 sessions which were attended by 962 children. April school holiday activities were cancelled due to our COVID-19 closure.

Library Trails were presented during July and January school holidays. The July trail featured a NAIDOC theme and had 197 children participate; the January theme was The Gingerbread Man and had 289 participants.



Our activities for high school students

After School Activity sessions were run during two terms for teens this year which included creative writing, drawing and Dungeons & Dragons classes. Overall, 110 teens attended 17 sessions. School holiday activities for teenagers had 54 students in total attending one of the four sessions.

Bookaholics is a teen book club, a new program introduced at Penrith City Library in August 2019. A core group of 4-6 teens aged 12-16 years old meet for one hour once per month with library staff to discuss and share their love of reading, books and literature. The group reads books based on their own selection of a theme or book title. The group adapted easily from meeting face-to-face at Penrith Central Library from August 2019 to online meetings via Zoom in March 2020 in response to COVID-19 restrictions. The group has successfully retained their interest and engagement online and is a core focus for engaging with this age group moving forward.

Our Toy Library and Children's Inclusion Services

Our award-winning Toy Library caters for children aged 0 - 8 years old, with a large lending collection of educational toys for indoor and outdoor play. The Toy Library has six general public sessions per week run by volunteers across all library branches. This year we loaned out 2,552 toys in 136 general public sessions.

The Library Children's Inclusion Officer also facilitates library and home visits for children with disabilities and ongoing high support needs. The Toy Library includes specialist toys to assist with sensory, cognitive and physical development for children with disabilities, with 163 toys loaned out to 10 outreach clients during visits this year.

A specialised Little Seekers Sessions, a sensory story time session aimed at supporting the inclusion of children with sensory based needs were introduced. Two face-to-face sessions were presented before the COVID-19 closure, with three Zoom parent support sessions held during closure.

Inclusive play sessions were also facilitated at Fernhill and Kurrambee Schools, which were run at each respective school once a semester this past year.

Our children's collections and other resources

All of our Children and Toy Library activities and programs are complemented by Penrith City Library's extensive children's collection including board books, picture books (in English and a variety of other community languages), graded readers, junior fiction and non-fiction, an online homework help service 'Studiosity', DVDs, CDs, parenting magazines and books, educational toys, as well as an evolving digital collection of eBooks and downloadable audio items. Our children's digital collection also now has a wide range of titles from the Premiers' Reading Challenge list.

At the Penrith Branch Library, we also have:

- a reading pod available for children to listen to stories and play games in English and other languages
- two PCs and one iPad with early literacy and numeracy games for children to use in the library
- two library catalogue PCs set up at children's level.

Parents and community members can sign up to the Library's eNewsletter ORBIT, which updates the community quarterly about the library's children's events and resources. The library online catalogue, Council webpage, library Facebook page, Eventbrite and an email database of registered library members are channels used regularly to promote and communicate information to parents, schools and childcare centres.



APPENDIX FIVE OUR PROGRAM OF WORKS

ROAD RESURFACING AND RECONSTRUCTION

SUBURB	ROADS
Berkshire Park	Fifth Rd, Second Rd
Cambridge Gardens	Trinity Dr
Cambridge Park	Oxford St
Castlereagh	Hinxman Rd, Post Office Rd, Castlereagh Rd
Colyton	Alam St, Bennett Rd, Holmes St
Cranebrook	Andromeda Dr, Greygums Oval (Carpark), Borrowdale Way
Emu Heights	Parkwood Gr
Emu Plains	Adelong Close, River Rd, Russell St
Erskine Park	Pisces Pl
Glenmore Park	St Andrews Dr
Jamisontown	Abberton St, Altair Pl, Glenbrook St, Ikin St, Wilfred Pl
Kingswood	Elliot St
Llandilo	Fifth Ave
Londonderry	Carrington Rd, The Driftway
Mt Vernon	The Appian Way
Mulgoa	Fairlight Rd, Chain-o-Ponds Rd
Oxley park	Sydney St
Penrith	Stafford St
South Penrith	Birmingham Rd, Evan St (Carpark), Racecourse Rd, Smith St
St Clair	Apollo Cl, Athena Ct, Dione Ct, Hera Pl, Jody Pl, Olympus Dr, Solander Dr
St Marys	Dunheved Cct, East Ln, Gidley St, Kings St
Wallacia	Silverdale Rd
Werrington	Werrington Rd
Werrington County	Henry Lawson Ave, Ovens Dr
Werrington Down	Greenbank Dr

ROADS TO RECOVERY

SUBURB	ROADS
Erskine Park	Swallow Dr
Kingswood	Bringelly Rd, O'Connell St
Londonderry	Boscobel Rd
South Penrith	Fragar Rd

FOOTPATH CONSTRUCTION

SUBURB	ROADS
Cambridge Gardens	Allsopp Dr
Cambridge Park	William St
Claremont Meadows	Sunflower Dr
Cranebrook	Laycock St, Waterfall Cres
Emu Plains	Russell St
Jamisontown	Thurwood Ave
Regentville	Harwood Cct
St Clair	Cook Pde
St Marys	Murray St, Station St, Wilson St
Werrington Downs	Parkside Ave

APPENDIX SIX OUR FINANCES

Our Special Rate Variation

On 1 July 2016 the 'Planning our Future' Special Rate Variation (SRV) commenced. The 2016 -17 Special Rate Variation (SRV) has been phased in from 2016-17 to 2019-20 and includes renewal of the Asset Renewal and Established Areas Strategy (AREAS) SRV, which funded part of our road asset renewal and building asset renewal programs from 2006-16, as well as essential funding for public domain maintenance and investment in public spaces and social programs in established suburbs. In 2019-20 this SRV generated an additional \$3.29m above the rate peg increase of \$3.29m. Under the 'Planning our Future' SRV, funding for projects and initiatives previously funded under the AREAS SRV continued – providing extra capacity in our road asset renewal, building asset renewal, public domain maintenance, neighbourhood renewal and urban design programs.

Additional funds were used:

- to increase level of maintenance and graffiti removal to enhance amenity of the public domain
- in Urban Design projects such as the Kingswood Place Plan, Pedestrian Lighting Strategy, City Centre Activation, St Marys Night Time Economy Strategy, City Renewal Programs, Kingswood Pedestrian Lighting Strategy
- in Neighbourhood Renewal Community Engagement, and Place Management
- to subsidise building rental for community groups
- to invest in funding the parking reserve for future parking needs of the city
- to increase investment in ICT to continue productivity improvements that will generate additional capacity in future years, and design and implementation costs for major projects.

During 2019-20, SRV funds also contributed to the following:

Building Asset Renewal Projects:

- St Clair Recreation and Leisure Centre Building Upgrade
- Children Services Emu Plains Old School
- Civic Centre Work Space and Associated Building Works
- Castlereagh Hall and Mulgoa Hall
- Colyton Neighbourhood Centre and Werrington Downs Neighbourhood Centre
- Joan Sutherland Performing Arts Centre lights and sound upgrades
- Penrith City Library
- Penrith Ripples pool plant filtration
- St Marys Ripples renewal of CCTV system
- Ripples Aquatic Centres equipment and business services office equipment
- Arms of Australia Inn post and beam renewal upgrade

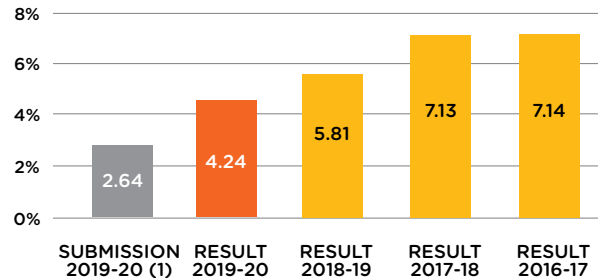
Road Resurfacing and Reconstruction Projects:

- Berkshire Park - Fifth Rd, Second Rd
- Cambridge Garden - Trinity Dr
- Cambridge Park - Oxford St
- Castlereagh - Hinxman Rd, Post Office Rd, Castlereagh Rd
- Colyton - Alam St, Bennett Rd, Holmes St
- Cranebrook - Andromeda Dr, Greygum Oval Carpark, Borrowdale Way
- Emu Heights - Parkwood Gr
- Emu Plains - Adelong Cl, River Rd, Russell St
- Erskine Park - Pisces Pl
- Glenmore Park - St Andrews Dr
- Jamisontown - Abberton St, Altair Pl, Glenbrook St, Ikin St, Wilfred Pl
- Kingswood - Elliot St

- Llandilo - Fifth Ave
- Londonderry - Carrington Rd, The Driftway
- Mt Vernon - The Appian Way
- Mulgoa - Chain-o-pond Rd, Fairlight Rd
- Oxley Park – Sydney St
- Penrith - Stafford St
- South Penrith - Birmingham Rd, Evan St (Carpark Area), Racecourse Rd, Smith St
- St Clair - Apollo Cl, Athena Ct, Dione Ct, Hera Pl, Jody Pl, Olympus Dr, Solander Dr
- St Marys - Dunheved Cct, East Ln, Gidley St, Kings St
- Wallacia - Silverdale Rd
- Werrington County - Henry Lawson Ave, Ovens Dr
- Werrington Downs - Greenbank Dr
- Werrington - Werrington Rd



Our Performance - Fit For the Future

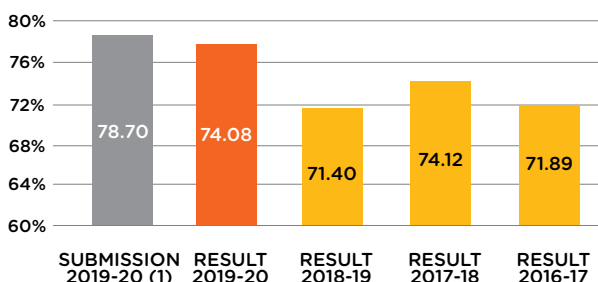


Operating Performance Ratio

This ratio measures Council's achievement of containing operating expenditure within operating revenue.

Benchmark

Greater than or equal to break-even average over 3 years

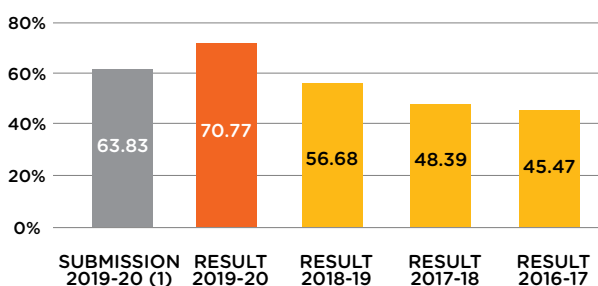


Own Source Revenue

This ratio measures the degree of reliance on external funding sources.

Benchmark

Greater than 60% average over 3 years

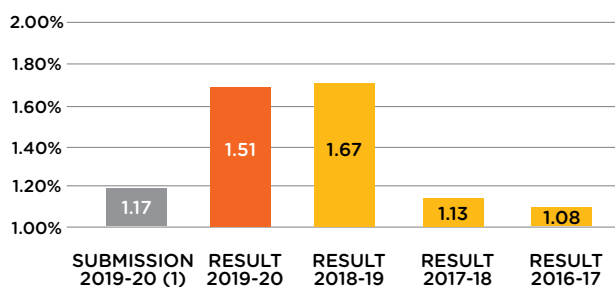


Infrastructure Renewal Ratio

This ratio is used to assess the rate at which infrastructure assets are being renewed against the rate at which they are depreciating. Includes Buildings, Roads and Drainage assets.

Benchmark

Greater than 100% average over 3 years

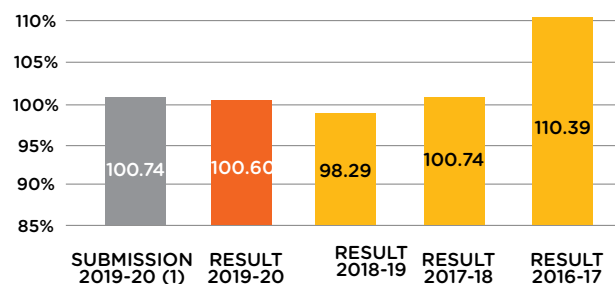


Infrastructure Backlog Ratio

This ratio shows what proportion the backlog is against the total value of Council's infrastructure. Includes Buildings, Roads and Drainage assets.

Benchmark

Less than 2%

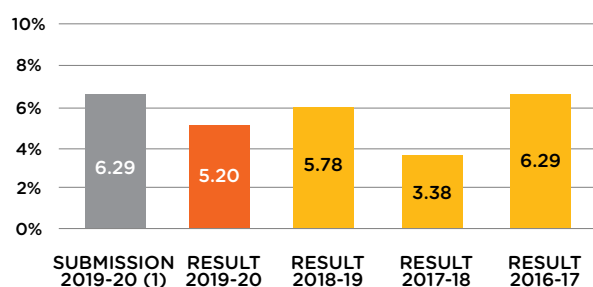


Asset Maintenance Ratio

This ratio compares the actual versus required annual asset maintenance.

Benchmark

Greater than 100% average over 3 years

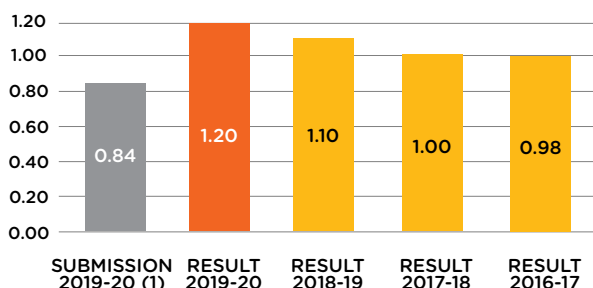


Debt Service Ratio

This ratio measures the availability of operating cash to service debt including interest, principal and lease payments.

Benchmark

Greater than 0% and less than or equal to 20% average over 3 years.



Real Operating Expenditure

This ratio measures the cost of delivering Councils services per capita. Decreases in this ratio indicates efficiency improvements by Council.

Benchmark

A decrease in Real Operating Expenditure per capita over time.

(1) Result is from Council's Fit for the Future submission.



Our Stormwater Management Service Charge

A Stormwater Management Service Charge (SMSC) was introduced in 2012-13 as a funding mechanism for stormwater management services.

This charge only applies to urban residential and business properties, with eligible pensioners receiving a full discount. The introduction of the SMSC ensures we can deliver a wide range of stormwater management initiatives essential to the health of our waterways and respond to community expectations.

The SMSC was projected to generate more than \$2,072,366 in income in 2019-20, with an opening balance of \$1,255,843.

Almost \$1.7 million was spent on environmental and drainage programs this year.

- Audit Industrial, Commercial and Agricultural Activities: funding of \$149,448 was allocated with \$150,790 expended during the year. This project responds to complaints on industrial, commercial and agricultural premises.
- Maintenance of Gross Pollutant Traps (GPT): \$338,127 was allocated, \$373,651 spent during the year. All GPTs were maintained as per program with 786 tonnes of waste removed from the stormwater drainage system in 2019-20.
- Floodplain Management Resourcing: \$249,554 was allocated and \$94,445 spent. This resourcing supported our ongoing floodplain management program.
- Flood Studies: \$308,888 was allocated and \$366,580 spent. Several flood studies and floodplain risk management plans have been advanced.
- Integrated Catchment Management: \$154,568 was allocated and \$56,941 spent.
- Waterways Health Monitoring Program: \$70,000 allocated and \$44,317 spent.
- Penrith CBD Drainage Upgrade Program: Repayment of \$5.7m loan for works connected to the upgrade of Penrith CBD drainage infrastructure to address any risk of another flooding event.



Our Voluntary Planning Agreements

Council has entered into 14 Voluntary Planning Agreements (VPAs) that apply to the following selected sites or precincts within our City:

OUR VOLUNTARY PLANNING AGREEMENTS

NUMBER	AGREEMENT
1 73 Great Western Highway, Emu Plains	This VPA has been actioned and concluded.
2 731-769 Great Western Highway, Werrington	No effect this period.
3 Caddens Planning Agreement	No effect this period.
4 Caddens Knoll Planning Agreement	This VPA has been actioned and concluded.
5 Claremont Meadows Stage 2 South Western Precinct Planning Agreement	Transfer of land has occurred in accordance with the delivery schedule in the agreement.
6 Glenmore Park Stage 2 Planning Agreement	In accordance with the agreement no Affordable Housing contributions were received during 2019-20. In accordance with the agreement Employment Contribution of \$83,940 was received during 2019-20. Transfer of Mulgoa Rise Riparian Corridor was dedicated in accordance with the delivery schedule in the agreement.
7 Second Glenmore Park Stage 2 Planning Agreement	In accordance with the agreement contributions of \$14,492 were received during 2019-20.
8 Amended Second Glenmore Park Stage 2 Planning Agreement	Delivery of infrastructure has occurred in accordance with the delivery schedule in the agreement.
9 Panthers Roadworks Voluntary Planning Agreement	No effect this period.
10 Panthers Outlet Centre Voluntary Planning Agreement	No effect this period.
11 South Werrington Urban Village Planning Agreement	Affordable Housing contributions owing under this agreement have been paid.
12 St Marys Penrith Planning Agreement	Delivery of local open space and transport works occurred in accordance with the delivery schedule in the agreement.
13 Sydney Science Park Voluntary Planning Agreement, September 2016	This Agreement was entered into by Council in September 2016. VPA provisions relating to traffic and transport needs and cost apportionment were concluded and discussions on management/responsibilities and ownership of public domain, recreation/ open space lands within the Science Park were continuing as of June 2018.
14 Legpro Pty Ltd (Caddens East) Voluntary Planning Agreement, January 2018	\$30,000 was received during 2019-20. O'Connell St East Road upgrade works occurred in accordance with the delivery schedule in the agreement.

Our Works Carried Out on Private Land

During 2019-20 Council carried out the following works on private land:

22 Harris St, Jamisontown to remove a damaged redundant stormwater line that caused multiple incidents of subsidence on the property and to reinstate the land to its original condition. Estimated cost: \$14,000.

66-76 Tench Avenue, Jamisontown to creation of a temporary carpark for vehicles attending the 2019 Real Festival event. Estimated cost: \$2,580

Our Primary Financial Reports

The following financial reports should be read in conjunction with Council's 2019-20 Financial Statements available on Council's website.

INCOME STATEMENT - FOR THE YEAR ENDED 30 JUNE 2020

\$000	ACTUAL 2020	ACTUAL 2019
INCOME FROM CONTINUING OPERATIONS		
Rates and annual charges	165,451	156,486
User charges and fees	37,469	41,498
Other revenues	3,118	6,913
Grants and contributions provided for operating purposes	36,133	34,924
Grants and contributions provided for capital purposes	26,252	49,662
Interest and investment income	3,296	4,722
Fair value increment on investment properties	5,058	–
Rental income	3,880	–
Net share of interests in joint ventures and associates using the equity method	428	721
Total income from continuing operations	281,085	294,926
EXPENSES FROM CONTINUING OPERATIONS		
Employee benefits and on-costs	113,334	101,100
Borrowing costs	1,405	1,798
Materials and contracts	78,432	70,618
Depreciation and amortisation	30,257	27,720
Other expenses	26,492	28,903
Net losses from the disposal of assets	1,371	1,786
Fair value decrement on investment properties	–	1,535
Total expenses from continuing operations	251,291	233,460
Operating result from continuing operations	29,794	61,466
Net operating result for the year	29,794	61,466
Net operating result attributable to council	29,794	61,466
Net operating result for the year before grants and contributions provided for capital purposes	3,542	11,804

STATEMENT OF COMPREHENSIVE INCOME - FOR THE YEAR ENDED 30 JUNE 2020

\$000	ACTUAL 2020	ACTUAL 2019
Net operating result for the year (as per Income Statement)	29,794	61,466
Amounts which will not be reclassified subsequently to the operating result		
Other revenues		
Gain (loss) on revaluation of IPP&E	305,865	(7)
Other comprehensive income – joint ventures and associates	(8)	(64)
Total items which will not be reclassified subsequently to the operating result	305,857	(71)
Total other comprehensive income for the year	305,857	(71)
Total comprehensive income for the year	335,651	61,395

The Council has not restated comparatives when initially applying AASB 1058 Income of Not-for-Profit Entities, AASB 15 Revenue from Contracts with Customers and AASB 16 Leases. The comparative information has been prepared under AASB 111 Construction Contracts, AASB 118 Revenue, AASB 1004 Contributions, AASB 117 Leases and related Accounting Interpretations. The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION - AS AT 30 JUNE 2020

\$000	ACTUAL 2020	ACTUAL 2019
ASSETS		
Current Assets		
Cash and cash equivalents	13,716	5,998
Investments	89,768	152,200
Receivables	12,589	15,445
Inventories	631	738
Contract assets	3,645	–
Other	8,465	3,287
Total current assets	128,814	177,668
Non-current assets		
Investments	59,235	11,121
Receivables	1,012	1,359
Infrastructure, property, plant and equipment	2,264,664	1,941,734
Investment property	39,457	24,150
Intangible Assets	462	–
Right of use assets	201	–
Investments accounted for using the equity method	7,250	8,280
Total non-current assets	2,372,281	1,986,644
TOTAL ASSETS	2,501,095	2,164,312
LIABILITIES		
Current liabilities		
Payables	25,419	19,867
Income received in advance	–	3,771
Contract liabilities	10,461	–
Lease liabilities	71	–
Borrowings	8,411	10,211
Provisions	35,271	30,209
Total current liabilities	79,633	64,058
Non-current liabilities		
Payables	6,354	7,616
Lease liabilities	128	–
Borrowings	25,797	34,207
Provisions	1,150	709
Total non-current liabilities	33,429	42,532
TOTAL LIABILITIES	113,062	106,590
Net assets	2,388,033	2,057,722
EQUITY		
Accumulated surplus	1,283,363	1,258,917
Revaluation reserves	1,104,670	798,805
Council equity interest	2,388,033	2,057,722
TOTAL EQUITY	2,388,033	2,057,722

The Council has not restated comparatives when initially applying AASB 1058 Income of Not-for-Profit Entities, AASB 15 *Revenue from Contracts with Customers* and AASB 16 Leases. The comparative information has been prepared under AASB 111 *Construction Contracts*, AASB 118 Revenue, AASB 1004 Contributions, AASB 117 Leases and related Accounting Interpretations. The above Statement of Cash Flows should be read in conjunction with the accompanying notes.



STATEMENT OF CHANGES IN EQUITY - FOR THE YEAR ENDED 30 JUNE 2020

\$000	ACCUMULATED SURPLUS	IPP&E REVALUATION RESERVE	TOTAL EQUITY
ASSETS			
Opening balance	1,258,917	798,805	2,057,722
Changes due to AASB 1058 and AASB 15 adoption	(5,344)	-	(5,344)
Changes due to AASB 16 adoption	4	-	4
Restated opening balance	1,253,577	798,805	2,052,382
Net operating result for the year	29,794	-	29,794
Other comprehensive income			
– Gain (loss) on revaluation of IPP&E	-	305,865	305,896
– Joint ventures and associates	(8)	-	-
Total comprehensive income	29,786	305,865	305,857
Equity – balance at end of the reporting period	1,283,363	1,104,670	2,388,033

The Council has not restated comparatives when initially applying AASB 1058 Income of Not-for-Profit Entities, AASB 15 Revenue from Contracts with Customers and AASB 16 Leases. The comparative information has been prepared under AASB 111 Construction Contracts, AASB 118 Revenue, AASB 1004 Contributions, AASB 117 Leases and related Accounting Interpretations. The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS - FOR THE YEAR ENDED 30 JUNE 2020

\$000	ACTUAL 2020	ACTUAL 2019
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts		
Rates and annual charges	166,345	154,943
User charges and fees	34,446	41,873
Investment and interest revenue received	3,794	5,128
Grants and contributions	54,145	49,688
Bonds, deposits and retention amounts received	6,017	4,019
Other	10,862	7,608
Payments		
Employee benefits and on-costs	(109,457)	(98,752)
Materials and contracts	(75,058)	(76,550)
Borrowing costs	(1,405)	(1,798)
Bonds, deposits and retention amounts refunded	(4,789)	–
Other	(31,427)	(25,110)
Net cash provided (or used in) operating activities	53,473	61,049
CASH FLOWS FROM INVESTING ACTIVITIES		
Receipts		
Sale of investment securities	260,899	242,596
Sale of investment property	–	2,073
Sale of infrastructure, property, plant and equipment	5,022	5,816
Deferred debtors receipts	330	–
Payments		
Purchase of investment securities	(246,619)	(256,489)
Purchase of investment property	(10,616)	–
Purchase of infrastructure, property, plant and equipment	(43,967)	(48,267)
Purchase of intangible assets	(524)	–
Deferred debtors and advances made	–	(647)
Net cash provided (or used in) investing activities	(35,475)	(54,918)
CASH FLOWS FROM FINANCING ACTIVITIES		
Receipts		
Proceeds from borrowings and advances	–	5,531
Payments		
Repayment of borrowings and advances	(10,210)	(11,428)
Lease liabilities (principal repayments)	(70)	–
Net cash flow provided (used in) financing activities	(10,280)	(5,897)
Net increase/(decrease) in cash and cash equivalents	7,718	234
Plus: cash and cash equivalents – beginning of year	5,998	5,764
Cash and cash equivalents – end of the year	13,716	5,998
plus: Investments on hand – end of year	149,003	163,321
TOTAL CASH, CASH EQUIVALENTS AND INVESTMENTS	162,719	169,319

The Council has not restated comparatives when initially applying AASB 1058 Income of Not-for-Profit Entities, AASB 15 Revenue from Contracts with Customers and AASB 16 Leases. The comparative information has been prepared under AASB 111 Construction Contracts, AASB 118 Revenue, AASB 1004 Contributions, AASB 117 Leases and related Accounting Interpretations. The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

Our Contractor Information

CONTRACTS AWARDED IN 2019-20 FOR AMOUNTS GREATER THAN \$150,000

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Suez Recycling and Recovery Pty Ltd	23,000,000 p.a. (est.)	Waste and Resource Recovery Collection Services – 10-year service agreement valued at \$230m (est.)
Tuff Group Holdings Pty Ltd	3,837,757.00	Jamison Park multi sport synthetic field
Statewide Civil Pty Ltd	2,577,847.80	Soper Place infrastructure
The Trustee for Central Industries Trust	800,000 p.a. (est.)	Shade structures and sails – three-year service agreement valued at \$2.4m (est.)
Westbury Constructions Pty Ltd	2,113,381.60	Recreation and Leisure Centre building upgrade
Romba Pty Ltd	1,727,853.97	Kingsway Sports Fields
Allpal Pty Ltd	1,346,066.00	Refurbishment of sporting amenities
Staples Bros. T/A Premiair Pumpouts	130,000 p.a. (est.)	Effluent collection services – 10-year service agreement valued at \$1.3m (est.)
Krost Business Furniture Centre Pty Ltd	295,972 p.a. (est.)	Supply and installation of office furniture – 4-year supply agreement valued at approx. \$1.184m
Dice Contracting Pty Ltd	1,154,090.09	Child care refurbishments
VDG Pty Ltd	336,658 p.a. (est.)	Neighbourhood facility cleaning
Bernipave Pty Ltd	500,000 p.a. (est.)	Road patching services (minor, major) - two-year service agreement valued at \$1m (est.)
State Asphalt Services Pty Ltd	500,000 p.a. (est.)	Major asphalt works – two-year service agreement valued at \$1m (est.)
Bernipave Pty Ltd	500,000 p.a. (est.)	Road patching services – two-year service agreement valued at \$1m (est.)
Coverit Building Group Pty Ltd	860,915.00	Neighbourhood centre refurbishments
CCG Architects Pty Ltd	771,182.25	Design services for Depot redevelopment
Traymark Industrial Caravans Pty Ltd	736,508.30	Manufacture and delivery of caravans
JRW Trading Pty Ltd	675,798.19	Kingsway lighting
Iconic Holding Pty Ltd t/a Icon Agency	620,224.00	Waste marketing
Stowe Australia Pty Ltd	616,561.00	Kingswood pedestrian lighting upgrade
J Blackwoods and Sons Pty Ltd Bunnings Group Limited	200,000 p.a. (est.)	Hardware supplies – three-year supply agreement valued at \$600,000 (est.)
James Mather Delaney Design Pty Ltd (JMD)	571,692.00	Design services for City Park
Phillip McNamara T/A Cranebrook Constructions	487,282.40	Rance Oval amenities
The Trustee for the McGregor Coxall Unit Trust	487,203.20	Detailed landscape design for Regatta Park
JRW Trading Pty Ltd t/as Jaydub Electrical Services	473,498.53	Leonay sports field lighting
J. Wyndham Prince Pty Ltd	439,039.90	Design for Jamison Road intersections
1 Envirocivil NSW Pty Ltd Heaton Contracting Pty Ltd	133,333 p.a. (est.)	Uneven terrain mowing and cleaning – three-year service agreement valued at \$400,000 (est.)
Coverit Building Group Pty Ltd	359,277.60	Mulgoa Rise amenity extension
Rogers Construction Group Pty Ltd	358,379.32	Mulgoa Hall refurbishment

CONTRACTS AWARDED IN 2019-20 FOR AMOUNTS GREATER THAN \$150,000

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Beasy Pty Ltd Absolute Environmental Services Pty Ltd RMA Contracting Pty Ltd	100,000 p.a. (est.)	Asbestos removal and treatment – three-year service agreement valued at \$300,000 (est.)
Piekar Comm Services	100,000 p.a. (est.)	Security trade services – three-year service agreement valued at \$300,000 (est.)
Romba Pty Ltd	274,501.70	Automatic irrigation systems
Isuzu Australia Limited	263,715.76	EWP truck
Planet Civil Pty Ltd	263,656.80	Chesham Street upgrade construction works
Trinitas Group Pty Ltd Alliance Geotechnical Pty Ltd Getex Pty Ltd	83,333 p.a. (est.)	Asbestos consulting services – three-year service agreement valued at \$250,000 (est.)
HWL Ebsworth Lawyers Dantons Australia Limited Sparkes Helmore Lawyers	125,000 p.a. (est.)	Provision of certain legal services – two-year service agreement valued at \$250,000 (est.)
Hi-Quality Recycling Services Pty Ltd	41,666 p.a. (est.)	Disposal of construction waste – six-year service agreement valued at \$250,000 (est.)
A&J Patten Turf Supplies Bedrock Quarry Products Pty Ltd Elite Sand and Soil Pty Ltd Gosford Quarries	83,333 p.a. (est.)	Bulk materials supply – three-year service agreement valued at \$250,000 (est.)
Sportz Lighting	183,942.00	Cook and Banks sports field lighting

CONTRACTS AWARDED IN PREVIOUS YEARS WITH EXPENDITURE IN 2019-20 GREATER THAN \$150,000

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Suez Environment	20,766,506.68	Waste services
Burton Contractors Pty Ltd	9,415,161.39	Erskine Park Road upgrades
Trident Plastics (SA) Pty Ltd	6,307,002.44	Garbage bin provider
Australian Native Landscapes Pty Ltd	4,018,959.14	Bulk material supplies
Data 3 Limited	3,302,243.86	Software services
Coverit Building Group Pty Ltd	3,260,302.29	Building trades services
Endeavour Energy	2,543,724.68	Electricity Maintenance
RMA Contracting Pty Ltd T/as Ross Mitchell & Associates	2,333,257.59	Asbestos remediation
Hix Group Pty Ltd	1,685,844.58	Electrical services
Westbury Construction Pty Ltd	1,665,787.81	Construction services
Land & Marine Ocean Engineering Pty Limited	1,582,107.41	Construction of Tench boat ramp
Del Rocchio Concreting Pty Ltd	1,428,448.97	Premix concreting
Cardia Bioplastics (Australia) Pty Ltd	1,404,214.60	Supply of compostable bags
Dice Contracting Pty Ltd	1,315,709.10	Construction services
Civic Risk Mutual	1,203,998.95	Insurance services
Cranebrook Construction	992,211.26	Construction services
Dentons Australia Pty Ltd	921,004.69	Legal services

CONTRACTS AWARDED IN PREVIOUS YEARS WITH EXPENDITURE IN 2019-20 GREATER THAN \$150,000

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Austfield Pty Ltd	844,150.54	Construction services
Nepean Regional Security Pty Ltd	839,388.07	Provision of security
Civic Risk West	793,100.00	Insurance services
Mack Civil Engineering Pty Ltd	776,165.62	New concrete footpaths
Romba Pty Ltd	770,284.85	Landscape upgrades
Hi Quality Recycling Services Pty Ltd	744,165.41	Supply and disposal of quarry products
B G Enterprises (NSW) Pty Ltd	733,550.50	Plumbing services
Hirotec Maintenance Pty Ltd	627,402.55	Maintenance services
Technology One	622,356.66	ERP system
Visy Recycling	589,919.72	Recycling services
McArthur (NSW) Pty Ltd	583,885.49	Temporary employment services
Sparke Helmore Lawyers	475,374.46	Legal services
Aten Systems Pty Ltd	457,674.80	Information management system
Charmax Property Maintenance	455,695.15	Property maintenance services
Getex Pty Ltd	414,348.00	Asbestos hygiene services
GHD Pty Ltd	409,235.20	Design services
Metal Fencing Specialists	407,644.05	Fencing supplies and installation
Astina Group Pty Ltd	400,000.00	Design and Construction Services
Rogers Construction Group Pty Ltd	395,819.56	Construction services
Adtrans Hino Pty Ltd	363,510.69	Fleet purchases
Alpall Pty Ltd	359,150.11	Construction services
Central Industries	355,384.85	Shade structures and sails
Velrada	349,057.50	Business application upgrades
JRW Trading Pty Ltd T/A Jaydub Electrical Services	343,842.66	Electrical services
Millennium Hi Tech Holdings Pty Ltd	337,069.22	Public domain cleaning services
Westco Building Consultants Pty Ltd	332,668.30	Building trades services
Asplundh Tree Expert (Australia) Pty Ltd	325,054.30	Tree pruning services
The McGregor Coxall Unit Trust	319,175.45	Landscape design services
Total Drain Cleaning Pty Ltd	297,921.80	Plant hire various
V.D.G Pty Ltd	290,788.00	Facility cleaning services
J Wyndham Prince Pty Ltd	278,899.50	Project management services
WSP OPUS Australia Pty Limited	274,372.08	Engineering Services
Talis Civil Pty Ltd	269,048.74	Great river walk
Piekar Comm Services Pty Ltd	260,871.02	Security systems and services
Abcoe Distributors Pty Ltd	257,215.19	Consumables and cleaning supplies
Sportz Lighting	252,936.20	Sports field lighting upgrades
Savills Project Management Pty Ltd	242,690.80	Project management services
Envirocivil NSW Pty Ltd	236,449.40	Specialist excavation
Hawkesbury River County Council	236,140.30	Council services
Beasy Pty Ltd	226,507.71	Asbestos hygiene services

CONTRACTS AWARDED IN PREVIOUS YEARS WITH EXPENDITURE IN 2019-20 GREATER THAN \$150,000

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Klenall Industrial Suppliers Pty Ltd	213,743.45	Childcare consumables
TST Property Services	213,379.72	Amenities cleaning
Long Service Levy Payments Corporation	209,570.79	Statutory fee collection
Pageup People Pty Ltd	189,548.65	HR functions
Allstaff Australia Pty Ltd	187,544.19	HR functions
Cockerill Contracting Pty Ltd	186,938.51	Design and construct GPTs
Programmed Maintenance Services Ltd	175,542.82	Maintenance services
Microsoft Pty Ltd	171,405.30	Software systems
Star Property Maintenance Pty Ltd	166,874.92	Property maintenance services

**PAYMENTS OF MORE THAN \$150,000 IN 2019-20 UNDER CONTRACTS HELD BY OTHERS
(LOCAL GOVERNMENT PROCUREMENT, PROCUREMENT AUSTRALIA, STATE GOVERNMENT)**

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
State Asphalts Services Pty. Ltd.	10,092,820.39	Asphalt and road sealing
Penrith Subaru	1,396,915.19	Fleet purchases
Randstad Pty Ltd	1,354,432.62	Temporary employment services
Telstra Corporation Ltd	1,293,346.79	Telephone and data services
Caltex Australia	1,066,748.07	Fuel cards
Cardno (NSW/ACT) Pty Ltd	806,507.13	Flood study
Bernipave Pty Ltd	791,846.84	Bitumen, emulsions and asphalt materials
Hays Specialist Recruitment(Aust) Pty Ltd	739,413.27	Temporary employment services
J & G Excavations & Asphalting(NSW) Pty Ltd	642,001.45	Minor asphalt and road sealing
Orbital Traffic Management Aust. Pty Ltd	597,266.45	Traffic management services
Stabilised Pavement Of Australia Pty Ltd	534,856.96	Minor asphalt and road sealing
Sinclair Ford	473,683.27	Fleet purchases
Winc Australia Pty Ltd	395,840.59	Technology hardware
Treeserve Pty Ltd	369,985.00	Tree pruning services
Combined Traffic Management Pty Ltd	366,903.21	Pavement marking
Penrith City Automotive Pty Ltd	354,737.56	Fleet purchases
Holcim Australia Pty Ltd t/a PF Concrete	260,770.40	Premix concrete
GYC Pty Ltd	242,136.26	Plant equipment
QBE Insurance (Australia) Ltd	237,612.53	Green slip insurances
Fuji Xerox Australia	234,599.16	Multifunction device supply
Acer Computers Australia Pty Ltd	225,703.93	Technology hardware
A_Space Australia Pty Ltd	209,285.85	Playground equipment
J Blackwood & Son Pty Ltd	198,926.21	Hardware goods

PAYMENTS OF MORE THAN \$150,000 IN 2019-20 NOT UNDER A CONTRACT

SUPPLIER	PAYMENTS FOR 2019-2020 (INC GST) (\$)	DESCRIPTION OF GOODS/SERVICES
Corporate Sole EPA Act 1979	179,217.38	Development Levy collected on behalf of State Government
ARII Smits Pty Ltd	163,337.48	Variance to existing design and 3D imagery works, below the tender threshold

Our rates and charges written off

The *Local Government Act 1993* classifies various transactions as being write-offs of rates and charges.

The reasons for write-offs include properties becoming exempt from rates, pensioner rebates, changes in rating category, hardship, roundings, postponed rates, domestic waste corrections, small balance write-offs and valuation objections.

The following tables summarise the rates and sundry debtor amounts written off during 2019-20 under legislation, delegated authority, or pursuant to Council resolutions.

Extra charges include interest and legal costs and are written off due to financial hardship, and where the original rate or domestic waste charge is required to be written off.

RATES & CHARGES WRITTEN OFF	\$
General Rates	136,090
Extra Charges	67,351
Domestic Waste	23,389
TOTAL	226,830

PENSIONER REBATE ABANDONMENTS	\$
General Rates - Statutory	1,856,743
Domestic Waste - Statutory	635,496
Stormwater - Voluntary	219,369
TOTAL	2,711,608

SUNDRY DEBTOR ABANDONMENTS	\$
Sundry Debtor	17,028
TOTAL	17,028

Our Capital Project Expenditure Reviews

No Capital Project Expenditure Reviews were submitted during 2019-20.



APPENDIX SEVEN OUR COMPANION ANIMALS

Council undertakes a variety of activities to help ensure compliance with the *Companion Animals Act 1998* and the Companion Animals Regulation 2018. During 2019-20, we continued to participate in a range of programs and education opportunities despite COVID-19 limitations within the community. Some of these included:

- Encouraging and promoting discounted desexing programs for disadvantaged pensioners
- Distributing desexing pamphlets and flyers at a Council microchipping day and with all Office of Local Government (OLG) - Companion Animal Register correspondence
- Participating in primary school visits to educate children on general safety principles around companion animals
- Assisting animal welfare organisations (State-sponsored and private) to maximise re-homing opportunities
- Providing logistical and financial support to animal welfare organisations, including RSPCA and Animal Welfare League.
- Representing Council at large-scale Companion Animal trade shows and community events, e.g. Dogs in the Park and REAL Festival.

Council has a range of strategies in place to comply with the requirements under Section 64 of the *Companion Animals Act 1998* to seek alternatives to euthanasia for unclaimed animals, including:

- Maintaining the formal agreement with Hawkesbury City Council Animal Shelter to share resources (a no-kill shelter)
- Assessment and classification of animals deemed suitable for rehoming
- Continually liaising with private animal rescue/rehoming organisations

- Increased social media presence around rehoming initiatives by both Penrith and Hawkesbury Councils
- Prioritising education around microchipping and return rates in current and future programs.

Council has eight active off-leash parks which are identified on our website. These areas are maintained and improved when funds are available. Our Rangers work with the City Presentation team to ensure reliable poo bag removal and replenishment. The off-leash parks are located at:

- Wedmore Rd, Emu Plains
- Boundary Rd/Soling Cres, Cranebrook (including a fenced area)
- St Clair Ave, St Clair (including a fenced training area)
- Boronia Park, North St Marys
- Cullen Ave, Jordan Springs (including a fenced area)
- Signposted area off Victoria St (near Shaw St), Werrington
- Jamison Park on Racecourse Rd, South Penrith.
- Saddler Way, Glenmore Park.

Council's budget for companion animal management and activities in 2019-20 was a net figure of \$792,228, with an actual net result of \$558,512. No external funding was made available for managing and controlling companion animals during 2019-20. Council issued penalty infringements to the value of \$133,942 for various animal control offences.

In accordance with Section 16(2) of the *Companion Animals Act 1998*, Council has lodged the below table of Survey of Council Seizures of Cats and Dogs 2019-20 to the Office of Local Government.

LODGEMENT OF POUND DATA COLLECTION RETURNS WITH THE OLG (SURVEY OF COUNCIL SEIZURES OF CATS AND DOGS)

ITEM	NUMBER
Dogs impounded	581
Cats impounded	619
Released to owners (dogs)	178
Released to owners (cats)	15
Sold (dogs)	263
Sold (cats)	233
Released to external agencies for re-homing (dogs)	38
Released to external agencies for re-homing (cats)	147
Euthanised dogs	87
Euthanised cats	224
Rehomed (dogs)	Included in sold
Rehomed (cats)	Included in sold

LODGEMENT OF DATA ABOUT DOG ATTACKS WITH THE OLG

ITEM	NUMBER
Attacking dogs total	83
Attacking dogs (human victims)	25
Attacking dogs (animal victims)	64



CASE STUDY

BONDED STAFFIES

On 28 May 2020, Council's Animal Services team received a call from some of our outdoor workers who saw movement in the bush area surrounding them while fixing roads in Castlereagh. At first they had thought nothing of it until two staffies slowly crept out of hiding. The two dogs were scared at first but with some gentle voices and a little bit of time they managed to get the dogs to come over to them.

One dog had a large circular wound on his lower back, and the other had multiple large, deep cuts around his throat and legs. Once Animal Services arrived and saw the wounds, it was evident that these dogs needed urgent medical attention. The dogs were placed on leads, scanned for microchips (none present) and carefully placed into the car and transported to a veterinary clinic.

On arrival at the veterinary clinic, after observing the increasing distress of both dogs when attempting to separate them, it was decided that the dogs had to be kept together while they were assessed. It was clear these dogs had been through a lot together and had an inseparable bond. The dogs huddled on the assessment table, comforted by the presence of each other while the vets assessed their injuries.

It was decided after discussions with the vet and practice manager that the dogs were not fit to be impounded and would stay at the vets while the Animal Services team found a rescue group willing to care for them.

Our team found a suitable rescue group within a few hours, and the vet determined the dogs would recover with a long course of antibiotics, pain relief and much needed care and attention to heal their wounds.

APPENDIX EIGHT

OUR SUSTAINABILITY REPORT

Penrith City Council is committed to the principles of sustainability and the process of continuous improvement. We recognise that it is through our people and our practices that this commitment is delivered. Council takes a quadruple bottom line approach to sustainability, integrating environmental, social, governance and economic considerations into our policy, planning, decision making and operational activities. Council also looks to balance short-term priorities with longer-term needs.

Sustainability is about respecting our people, looking after our places, and delivering services to improve the wellbeing and liveability of our City now and into the future.

Council has a strong history in the area of sustainability and will use this strong foundation to guide our work into the future. This work will be focused around advancing the liveability of the City, providing sustainability leadership, encouraging business innovation and resource efficiency, and supporting sustainable practice within our community.

Our Energy & Water Management

Council has invested considerable effort towards improving the energy and water efficiency of our assets and operations. In 2015 Council established three sustainability targets to continue to encourage energy and water efficiency within the organisation and the transition to more sustainable sources of energy and water:

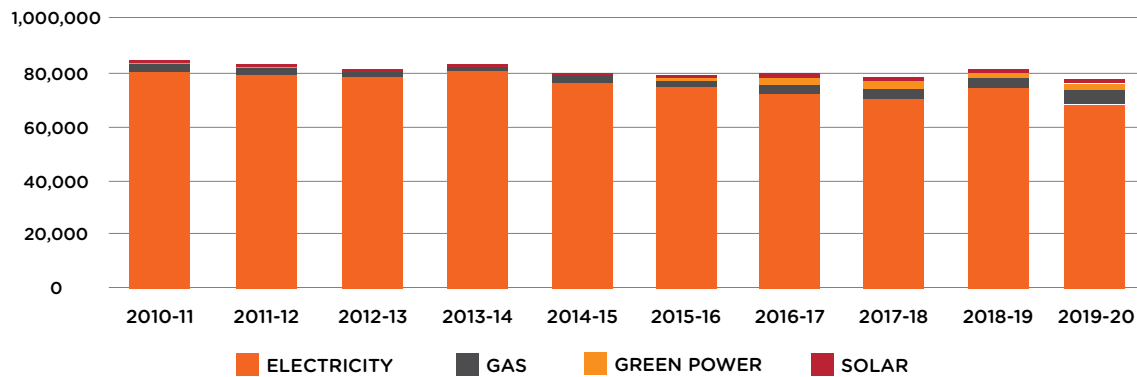
- 10% of Council's electricity supplied from low carbon sources by 2030
- 40% reduction in greenhouse gas emissions by 2030 based on 2010-11 levels
- Maximise opportunities for sustainable water sources.

Since the baseline year (2010-11), combined energy consumption across all Council assets and facilities has been trending downwards from a high of 83,603GJ in 2010-11 to 76,984GJ in 2019-20, a drop of 7.9% as shown in the energy graph below. This is a result of ongoing energy management and the upgrading and improvement of plant and fixtures at our facilities. Notably, in 2019-20 energy use decreased considerably compared to the previous year, with a fall of 4.4%. This was due mainly to COVID-19 restrictions which reduced asset usage and minimised energy use.

Part of our response to achieving this balance is to change the mix of energy used to power our facilities, with the continual contributions from rooftop solar. This is a consistent trend and reflects a shift towards a less carbon intensive energy supply for Council, with less greenhouse gas emissions. Council also continues to supply accredited GreenPower to Council facilities. As of 1 January 2020, new electricity supply contracts reinstated 10% GreenPower for major sites and 20% GreenPower for minor sites increasing the supply of GreenPower by 104% compared to 2018-19.

Street lighting is responsible for almost half of the energy consumed by Council and presents a significant opportunity for energy efficiency projects. In 2019-20 a second LED streetlighting upgrade is being implemented as one of the projects funded through the Sustainability Revolving Fund, which by its completion at the end of 2020 will see a total of 6,530 streetlights across the Penrith LGA fitted with efficient LEDs. This will reduce energy consumption by more than 2.2 MWh and greenhouse gas emissions by 2,000 tonnes per annum and will benefit the community with safer more reliable streetlighting.

Energy Consumption - All Council Assets (GJ)

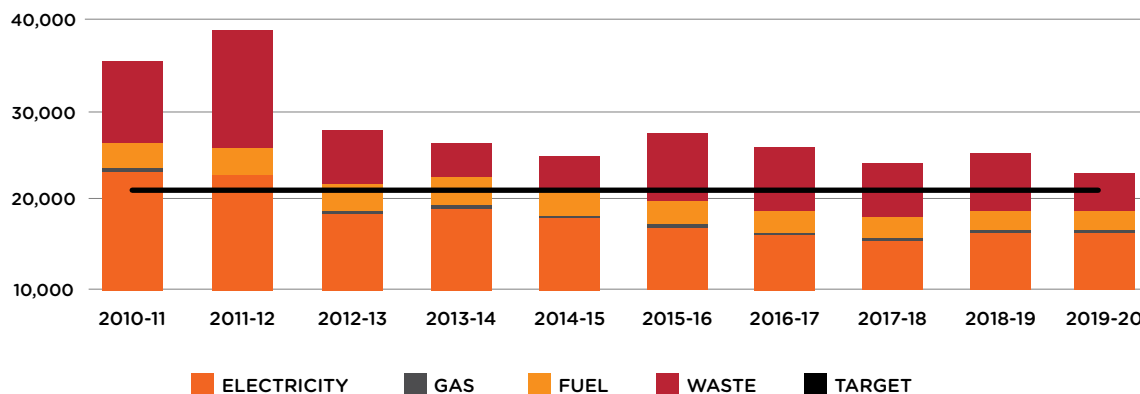


Our Emissions

The following graph shows emissions associated with electricity and gas consumption over the last 10 years, along with emissions generated from fuel consumption from Council's fleet, and the disposal of corporate waste. Council's emissions target is shown as the black line.

Since the baseline year (2010-11), combined emissions across electricity, gas, fuel and waste have decreased by 38% from 35,722 tonnes of CO₂ equivalent in 2010-11 to 21,956 tonnes in 2019-20. Emissions decreased considerably in 2019-20 compared to the previous year, with a reduction of 13.5%. This is due mainly to COVID-19 restrictions which resulted in a reduction in operating hours of Council facilities, reducing energy use, and the increased supply of accredited GreenPower to Council facilities. The generation of waste was also reduced, minimising waste to landfill and associated emissions.

Total Emissions (TonneCO₂e)



Our Solar Installations & Greenpower

In 2019-20 Council generated 1,512GJ of electricity from rooftop solar systems located on 38 sites, down slightly by 1.5% from the previous year due to variance in climate. This included a new solar installation at a Council community centre with a capacity of 2.4kW. Investigations into additional solar installations are continuing with more installations planned for the next financial year.

Council also purchases accredited GreenPower for our facilities, excluding streetlights. In 2019-20 this accounted for 2,167GJ of energy coming from accredited low carbon sources. This increased by 104% in 2019-20 compared to the previous year, with the new electricity supply contracts reinstating 10% GreenPower for major sites and 20% GreenPower for minor sites as of 1 January 2020 (as mentioned previously).

Combined, the energy generated by Council's rooftop solar systems and the accredited GreenPower purchased for our sites equates to 3,678GJ or 5% of our total energy consumption in 2019-20.



Our Sustainability Revolving Fund

Council's highly successful Sustainability Revolving Fund was established in 2003 and enables the savings made, as a result of sustainability initiatives, to be diverted into a designated fund to provide financial support for future sustainability projects.

Since its inception, the Fund has supported 49 projects to the value of more than \$3.3m. The first project involved lighting and air conditioning upgrades. Since then the Fund has supported the installation of solar panels, efficient lighting upgrades of facilities, heat reflective roof paint, solar hot water systems, electric vehicle charging station infrastructure and LED street lighting. Combined, these projects result in savings of more than \$1m each year, along with abatement of more than 5,200 tonnes of CO2 equivalent.

In 2019-20, the Fund enabled the implementation of the second LED street lighting upgrade, which by its completion at the end of 2020 will see a total of 6,530 streetlights across the Penrith LGA fitted with efficient LEDs. With a payback period of 7 years, this project will save \$459,000 per annum and reduce energy consumption by more than 2.2 MWh and greenhouse gas emissions by 2,000 tonnes per annum and will benefit the community with safer more reliable streetlighting.

Additionally, a Civic Centre Ground Floor Office Lighting Upgrade was approved for funding in the 2019-20 financial year and will result in a 69% reduction in electricity consumption and save 56 tonnes of greenhouse gas emissions per annum. With projected energy cost savings of close to \$11,000 and maintenance savings of more than \$3,000 per annum, this will also have positive beneficial outcomes for Council.

Successful projects that result in financial savings are required to repay the initial project cost. In addition, projects must also return the identified savings from the project back into the Fund for a minimum of 3 years. This allows the Fund to continue to support more projects into the future.

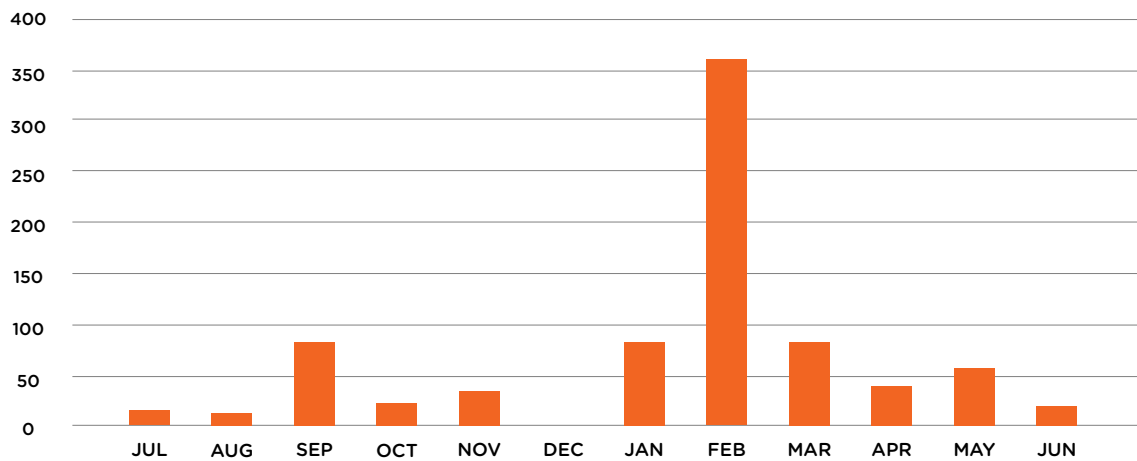
Our Water Use

A billing issue with Sydney Water has meant that data for water use in 2019-20 is not yet available. Water usage is highly impacted by rainfall, as irrigation of parks and playing fields is a major part of Council's overall water consumption.

Recycled water is used at 4 playing fields to help reduce use of potable water.

This year, 794.2mm of rainfall was recorded, an increase of 9% since last year. This is also higher than the long-term annual average rainfall of 717mm. It is expected that this increase will be reflected in a decrease in water use, however until billing data is available the extent of the decrease will not be known.

2019-20 Monthly Rainfall (mm)



APPENDIX NINE OUR DISABILITY INCLUSION ACTION PLAN



There are approximately 38,000 residents identified as living with disability in our City, including over 11,000 with a profound or severe disability who need assistance with daily activities. Penrith's growing ageing population will also experience the challenges associated with increasing frailty, including mobility issues, hearing loss and vision impairment.

Penrith City's Disability Inclusion Action Plan (DIAP) 2017- 2021 incorporates access and inclusion considerations into Council's day-to-day business across all services and activities. Council strives to be a Local Government leader with regards to access and inclusion, and to include people with disability in community places, programs and events. Council has integrated our DIAP within our overall community strategic planning process and the 2017-2022 Delivery Program.

As a framework for Council's response to the concerns and issues identified through the DIAP consultation process, Council used the four focus areas identified by the Local Government NSW DIAP Guidelines. These are:

- Developing positive community attitudes and behaviours
- Creating liveable communities
- Supporting access to meaningful employment, and
- Improving access to services through better systems and processes.

Council was successful in being awarded "Everyone Can Play" grant funding of \$140,000 to upgrade 3 playgrounds in Oxley Park, Cranebrook, and Glenmore Park, in order to improve accessibility and inclusiveness of these play spaces. Other access improvement initiatives undertaken this past year include upgraded toilet amenities at Ripples pools in St Marys, and installation of a hearing loop at the St Marys library branch.

The table on page 139 presents a summary of the focus areas, the priority actions identified from our community consultation, and the Delivery Program Outcome and Strategy that will deliver the actions over the four-year period of the plan. Also presented is the progress achieved for each priority action in 2019-20.

CASE STUDY

PROVISION OF ACCESSIBLE FACILITIES

At least 1,900 residents in the Penrith Local Government Area (LGA) require assistance to use the toilet. Access to accessible toilets that feature height adjustable change tables and hoists in convenient locations transform the lives of many residents and their families in our communities.

Council has demonstrated a commitment to progressively improve the provision of publicly available adult change facilities across the LGA which include a hoist and change table, in addition to an accessible toilet. They have been installed in the arcade off Triangle Park in Penrith, East Lane St Marys, Jordan Springs Community Hub and Thornton Community Centre. Additionally, through Council's Development Assessment process, some private developers have upgraded their accessible toilet amenities to include adult change facilities including at Nepean Village Shopping Centre. This is a great outcome for residents, having a place to shop without the need to go home if they need to use the toilet.

During public consultation about adult change facilities within Penrith in early 2020, Mayor Ross Fowler OAM received a letter from The Disability Council NSW commending the excellent leadership shown by Council around accessibility for people with disability, specifically adult changing facilities, and for becoming the first council to exceed National Standards in NSW for constructing these facilities in venues not currently requiring them.

Penrith City Council continues to lead the way on projects related to accessibility in the community, providing amenities for those with special needs that enable them to participate in the vibrant community life that Penrith offers.



DISABILITY INCLUSION ACTION PLAN

DIAP FOCUS AREA	DIAP PRIORITY	OUTCOME AND STRATEGY NUMBER	2019-20 PROGRESS
Attitudes and behaviours	Promote diversity and inclusion through media stories and positive Council imagery	Outcome 6 – We are healthy and share strong community spirit Strategy 6.2 Help build resilient, inclusive communities Activity 6.2.6 Conduct and support events that include all members of our community	Council's 2019 Volunteer Expo was an opportunity to showcase the contribution of local people with disability and promote volunteering.
	Develop and implement creative projects that are inclusive of people with disability	Outcome 6 – We are healthy and share strong community spirit Strategy 6.3 Enhance the cultural vitality of the City Activity 6.3.2 Support and implement initiatives which contribute to culture and creativity	Council continues to support Nepean No Boundaries Art Group, Art West exhibition, and other cultural programs that are inclusive of people with disability.

DISABILITY INCLUSION ACTION PLAN

DIAP FOCUS AREA	DIAP PRIORITY	OUTCOME AND STRATEGY NUMBER	2019-20 PROGRESS
Attitudes and behaviours	Provide training to staff in quality service and responding to individual customer needs	<p>Outcome 7 – We have confidence in our Council</p> <p>Strategy 7.5. Build our organisation as “Penrith City Council, the place to be”</p> <p>Activity 7.5.2 Build the talents and capabilities of our staff</p>	<p>The capacity of a range of Council staff is being increased to achieve the priority actions for the DIAP. Council officers are investigating best practice for provision of adaptable housing, as part of developing Council's Affordable Housing Strategy, and are also examining how to best achieve accessibility and inclusion outcomes through the review of Council's Development Control Plan. A comprehensive analysis of Council's front counter operations has also been undertaken, with new processes being trialed by staff before the staged refurbishment (including increased amenity and accessibility features) commences. Development of the e-learning module for staff training in Disability Confidence.</p>
	Facilitate accessible and adaptable housing in future housing / development strategies	<p>Outcome 2 – We plan for our future growth</p> <p>Strategy 2.1 Facilitate development in the City that considers the current and future needs of our community</p> <p>Activity 2.2.1 Plan for and facilitate development in the city</p>	<p>Development of Council's affordable housing strategy has commenced and will be completed in 2020-21.</p>
Liveable communities	Review accessibility elements within Council's Development Control Plan	<p>Outcome 2 – We plan for our future growth</p> <p>Strategy 2.2 Protect the City's natural areas, heritage and character</p> <p>Activity 2.2.1 Ensure our policies, strategies and plans set a clear direction for managing the growth of our City</p> <p>Strategy 2.3 Ensure services, facilities and infrastructure meet the changing needs of our City</p> <p>Activity 2.3.1 Ensure our policies, strategies and plans provide for the services and infrastructure our City needs</p>	<p>This review has commenced, and an initial community consultation about adult change facilities lead to the Mayor receiving a letter of commendation from The Disability Council NSW commending the excellent leadership shown by Penrith City Council on accessibility for people with disability, specifically with adult changing facilities.</p>
	Implement the adopted program for the roll out bus shelters that are compliant with the Disability Discrimination Act	<p>Outcome 3 – We can get around the city</p> <p>Strategy 3.1 Work with partners to improve public transport</p> <p>Activity 3.1.2 Work with providers to review existing and plan for new public transport services</p>	<p>Four accessible bus shelters were installed during 2019-20, at sites in Werrington, South Penrith and Kingswood (2). At high usage bus stop locations, tactile indicators have also been installed.</p>
	Ensure the adopted PATHS strategy is implemented	<p>Outcome 3 – We can get around the city</p> <p>Strategy 3.2 Provide a safe and efficient Road and pathway network</p> <p>Activity 3.2.3 Implement the footpath and shared pathway program</p>	<p>1,230m of shared pathway, and 4,135m of footpath installed during 2019-20</p>

DISABILITY INCLUSION ACTION PLAN

DIAP FOCUS AREA	DIAP PRIORITY	OUTCOME AND STRATEGY NUMBER	2019-20 PROGRESS
Liveable communities	Finalise and implement the Pedestrian Accessibility Mobility Plan (PAMP) (*subject to funding)	Outcome 3 – We can get around the city Strategy 3.2 Provide a safe and efficient Road and pathway network Activity 3.2.3 Implement the footpath and shared pathway program	Transport for NSW did not provide funding for this in 2019-20. Alternate funding sources for this project will be investigated in 2020-2021.
	Improve accessibility to the river at Tench Reserve	Outcome 4 – We have safe, vibrant places Strategy 4.1 Make our public places safe and attractive Activity 4.1.9 Manage the delivery of Council's major capital projects	This project has been completed.
	Identify opportunities in Council's Sport, Recreation, Open Space, and Play strategy for provision of access and participation that is inclusive and accessible	Outcome 6 – We are healthy and share strong community spirit Strategy 6.1 Provide opportunities for our community to be healthy and active Activity 6.1.6 Manage sport and recreation facilities, programs and services to meet community needs	Penrith's Sport and Recreation Strategy was adopted by Council in April 2020. "Everyone Can Play guidelines" have been embedded in the strategy to guide future playspace design. Council has recently received three Everyone Can Play grants to improve inclusive opportunities at The Carriageway (Glenmore Park), Ironbark Reserve (Cranebrook), and Brian King Reserve (Oxley Park).
	Accessible infrastructure improvements are incorporated into asset management plans	Outcome 7 – We have confidence in our Council Strategy 7.2 Manage our money and our assets to be sustainable now and into the future Activity 7.2.1 Manage Council's assets to minimise risk, reflect lifecycle costs and meet community needs	Boarding points and tactile indicators at six bus-stops in high priority locations (including construction of paths to connect with existing path network) were delivered in 2019-20. Footpath widening occurred at three primary schools in Cambridge Park, Colyton and South Penrith.
Systems and processes	Ensure that the community is aware of Council's Access Committee	Outcome 6 – We are healthy and share strong community spirit Strategy 6.1 Provide opportunities for our community to be healthy and active Activity 6.1.3 Deliver programs and work with government and community organisations to improve health and wellbeing	When writing to the Mayor in early 2020, The Disability Council NSW commended the excellent leadership shown by Penrith City Council, and the Access Committee, on accessibility for people with disability. The Access Committee continued to advise Council on a range of access matters.
	Review the accessibility of Council's front counter	Outcome 7 – We have confidence in our Council Strategy 7.1 Be open and fair in our decisions and dealings with people Activity 7.1.7 Provide a quality customer experience through the contact centre and front counter	The staged process of refurbishment for Penrith Civic Centre has commenced. Expected completion date for this project is mid-2021.

DISABILITY INCLUSION ACTION PLAN

DIAP FOCUS AREA	DIAP PRIORITY	OUTCOME AND STRATEGY NUMBER	2019-20 PROGRESS
Systems and processes	Improve the accessibility of Council's website	Outcome 7 – We have confidence in our Council Strategy 7.4 Keep our community informed about what Council is doing and how they can have their say in decisions that affect them Activity 7.4.1 Keep our community informed about what council is doing	This project was completed in February 2019, and Council staff continue to maintain the accessibility of the website.
	Provide training about accessible documents and access to information across relevant Council services	Outcome 7 – We have confidence in our Council Strategy 7.5. Build our organisation as "Penrith City Council, the place to be" Activity 7.5.2 Build the talents and capabilities of our staff	In September 2019, Council engaged the Centre for Inclusive Design to facilitate training in Creating Accessible Documents in Word, Excel, and PDF format. Twenty staff members have undertaken this training, and resources are being developed that will be available on Council's staff intranet site.
Employment	Undertake projects that support local business to increase employment of people with disabilities	Outcome 6 – We are healthy and share strong community spirit Strategy 6.1 Provide opportunities for our community to be healthy and active Activity 6.1.3 Deliver programs and work with government and community organisations to improve health and wellbeing	The Nepean Jobs For All (NJFA) project was completed in September 2018. Extensive information about NJFA is available on Council's website.
	Council's "Equal Employment Opportunity" (EEO) management plan includes an objective to increase the number of people employed by Council with disability	Outcome 7 – We have confidence in our Council Strategy 7.5. Build our organisation as "Penrith City Council, the place to be" Activity 7.5.1 Promote our values of Respect, Being Accountable, and Innovation	Council's 2020 traineeship program employed two trainees who identified as having a disability.



COMPLIANCE CHECKLIST

INFORMATION	LEGISLATION	DETAILS	PAGE REF.
Environmental Agreements	Act s 54P(1)	Include particulars of any environmental upgrade agreement entered into by the council	N/A
Special Rate Variation	Special Rate Variation Guidelines* (SRV Guidelines) 7.1	Report on activities funded via a special rate variation of general income including: <ul style="list-style-type: none"> reporting requirements set out in the Instrument of Approval projects or activities funded from the variation outcomes achieved as a result of the project or activities 	118
Rates & Charges	Local Government (General) Regulation 2005 (Reg), cl 132	Amount of rates and charges written off during year	131
Overseas Visits	Reg cl 217(1)(a)	Details, including purpose of overseas visits by councillors, council staff or other persons representing council (including visits sponsored by other organisations)	98
Councillor Expenses	Reg cl 217(1) (a1) (i), (ii), (iii), (iv), (v), (vi), (vii), (viii)	Total cost during the year of the payment of expenses of, and the provision of facilities to, councillors in relation to their civic functions. Identify separate details on the total cost of: <ul style="list-style-type: none"> provision of dedicated office equipment allocated to councillors telephone calls made by councillors attendance of councillors at conferences and seminars training of councillors and provision of skill development interstate visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses overseas visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors expenses involved in the provision of care for a child of, or an immediate family member of, a councillor 	88
Contracts	Reg cl 217(1) (a2) (i), (ii)	Details of each contract awarded for amounts greater than \$150,000 including: <ul style="list-style-type: none"> name of contractor (except employment contracts – contracts of service) nature of goods or services supplied total amount payable 	127
Legal Proceedings	Reg cl 217(1) (a3)	Summary of the amounts incurred by the council in relation to legal proceedings including: <ul style="list-style-type: none"> amounts incurred by council in relation to proceedings taken by or against council (including out of court settlements) summary of the state of the progress of each legal proceeding and (if finalised) the result 	91
Works on Private Land	Reg cl 217(1) (a4) & Act s 67, 67(2)(b)	Include resolutions made concerning work carried out on private land, including: <ul style="list-style-type: none"> details or a summary of any resolutions made under section, and details or summary of any work carried out, where the charge is less than the approved fee, the proposed fee to be charged and the total amount subsidised by council 	122
Financial Assistance Grants	Reg cl 217(1) (a5) & Act s 356	Total amount contributed or otherwise granted to financially assist others	112

COMPLIANCE CHECKLIST

INFORMATION	LEGISLATION	DETAILS	PAGE REF.
Delegated Functions	Reg cl 217(1) (a6)	Statement of all external bodies that exercised functions delegated by council	88
Controlling Interests	Reg cl 217(1) (a7)	Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which council held a controlling interest	89
Council Participation	Reg cl 217(1) (a8)	Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which the council participated during the year	89
Equal Employment Opportunity	Reg cl 217(1) (a9)	Statement of activities to implement its EEO management plan	79
General Manager Remuneration	Reg cl 217(1) (b)(i), (ii), (iii), (iv), (v)	<p>Statement of the total remuneration package of the general manager including:</p> <ul style="list-style-type: none"> total value of the salary component of the package total amount of any bonus, performance or other payments that do not form part of the salary component total amount payable by way of the employer's contribution or salary sacrifice to any superannuation scheme to which the general manager may be a contributor total value of any non-cash benefits for which the general manager may elect under the package total amount payable by way of fringe benefits tax for any such non-cash benefits 	99
Senior Staff Remuneration	Reg, cl 217(1) (c) (i), (ii), (iii), (iv), (v)	<p>Statement of the total remuneration packages of all senior staff members, expressed as the total (not of the individual members) including:</p> <ul style="list-style-type: none"> total value of salary components of their packages total amount of any bonus, performance or other payments that do not form part of salary components of their packages total amount payable by the council by way of the employer's contribution or salary sacrifice to any superannuation scheme to which any of the may be a contributor total value of any non-cash benefits for which any of them may elect under the package total amount payable by way of fringe benefits tax for any such non-cash benefits 	99
Companion Animals	Reg cl 217(1)(f) Companion Animals Guidelines* (CA Guidelines)	<p>Detailed statement, prepared in accordance with such guidelines as may be issued by the Director-General from time to time, of the council's activities during the year in relation to enforcing, and ensuring compliance with, the provisions of the Companion Animals Act 1988 (CA Act) and the Companion Animal Regulation 2018, including:</p> <ul style="list-style-type: none"> lodgement of pound data collection returns with the OLG (Survey of council seizures of cats and dogs). lodgement of data about dog attacks with the OLG. amount of funding spent on companion animal management and activities. community education programs carried out and strategies the council has in place to promote and assist the desexing of dogs and cats. strategies in place for complying with the requirement under s 64 of the CA Act to seek alternatives to euthanasia for unclaimed animals. off leash areas provided in the council area detailed information on fund money used for managing and controlling companion animals in its area 	132

COMPLIANCE CHECKLIST

INFORMATION	LEGISLATION	DETAILS	PAGE REF.
Stormwater Management	Reg cl 217(1)(e)	A statement detailing the stormwater management services provided (if levied).	121
Capital Projects	OLG Capital Expenditure Guidelines*	Report on certain proposed capital works projects where a capital expenditure review had been submitted	131
Carers	Carers Recognition Act 2010 (CR Act), s 8(2)	Councils considered to be 'human service agencies' under the CR Act (provide services directed at carers and/or people being cared for by carers) must report on compliance with the CR Act for the reporting period.	N/A
Disability Inclusion	Disability Inclusion Act 2014, s 13(1)	Information on the implementation of council's Disability Inclusion Plan and give a copy to the Minister for Disability Services	138
Planning Agreements	Environmental Planning & Assessment Act 1979, s 7.5(5)	Particulars of compliance with and effect of planning agreements in force during the year.	122
Recovery & Threat Abatement	Fisheries Management Act 1994, s220ZT (2)	Recovery and threat abatement plans - Councils identified in a plan as responsible for implementation of measures included in the plan, to report on actions taken to implement measures as to the state of the environment in its area.	N/A
Swimming Pools	Swimming Pools Act (SP Act) 1992, s 22F(2) Swimming Pools Regulation 2018 (SP Reg) cl	Details of inspections of private swimming pools. Include: <ul style="list-style-type: none"> • number of inspections of tourist and visitor accommodation. • number of inspections of premises with more than 2 dwellings. • number of inspections that resulted in issuance a certificate of compliance under s22D of the SP Act • number of inspections that resulted in issuance a certificate of non-compliance under cl 21 of the SP Reg 	67
Public Access - GIPA	Government Information (Public Access) Act 2009, s 125(1) Government Information (Public Access) Regulation 2018, cl 8, Schedule 2	Information included on government information public access activity.	99
Public Interest Disclosure	Public Interest Disclosures Act 1994, s 31 Public Interest Disclosures Regulation 2011, cl 4	Information included on public interest disclosure activity.	103

The following items are also required, are not specifically listed in the OLG Checklist but have other reporting requirements or are recognised as good reporting practice.

INFORMATION	DETAILS	PAGE REF.
Sustainability Initiatives	Summary of sustainability achievements and actions that was carried out during the year	134
Access & Equity Activities	Information and highlights on programs and activities	104
Advocacy	Summary of advocacy activities for the year and key issues / achievements	97
Attendance at Meetings	Summary of councillor attendance at meetings	87
Calendar of Events	Listing of key events hosted and supported by Council during the year	104
Economic Development	Summary of economic development activities for the year and key issues / achievements.	96
Internal Audit	Summary of internal audit approach and key issues / changes for the year	91
Needs of Children	Information on the range of programs and services providing for the needs of children	113
Mayor & GM Message	Messages outlining key achievements and challenges for the year. Mayor = strategic focus, GM = operational focus.	5-6
Our People Information	General information for the Our People chapter, including 'Who are we?', organisational structure, statistics, WHS, EEO and updates to relevant tables. Information on initiatives, events, challenges and highlights for the year	74
Public Addresses at Council	Number of members of the public that addressed Council meetings	87
Risk Management	Summary of risk management and key issues / changes for the year	90
Financial Summary Information	Summary of financial information	12
Fit For The Future	Report on Council's results against the Fit For The Future Measures	119
Community Engagement	Snapshot of Community engagement activities over the year	31

INTERPRETING ASSISTANCE

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

CONTACT	DETAILS
Address	Penrith City Council - Civic Centre 601 High Street, Penrith NSW
Phone	(02) 4732 7777
Email	council@penrith.city