

Positively

PENRITH



2021-22

# Annual Report

## SUMMARY

## Statement of Recognition

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

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

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

## About this document

This document provides an overview of the 2021-22 Annual Report. If you would like a more comprehensive account of our achievements and performance over the past 12 months please refer to the full 2021-22 Annual Report document available on Council's website.

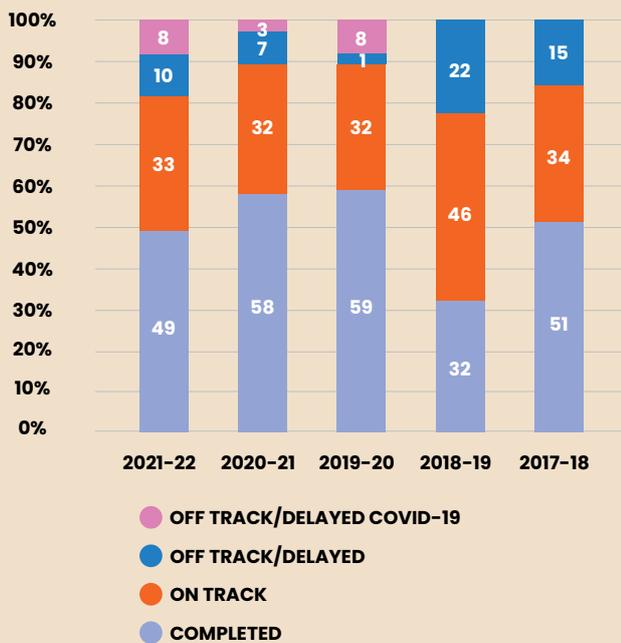


# Our Performance Summary

## Our Projects

At the end of the 2021-22 financial year, 49% of Council's reportable projects (Capital and Operational) were completed, 33% were on schedule for completion, 8% were experiencing some delay due to COVID-19, and a further 10% were experiencing other delays. Although we do our best to anticipate what needs to be done each year, unexpected challenges and opportunities inevitably arise. In some cases, this affects our ability to undertake the work we had planned, however, in others, we can respond without affecting our agreed program of works.

### 5 Year Comparison

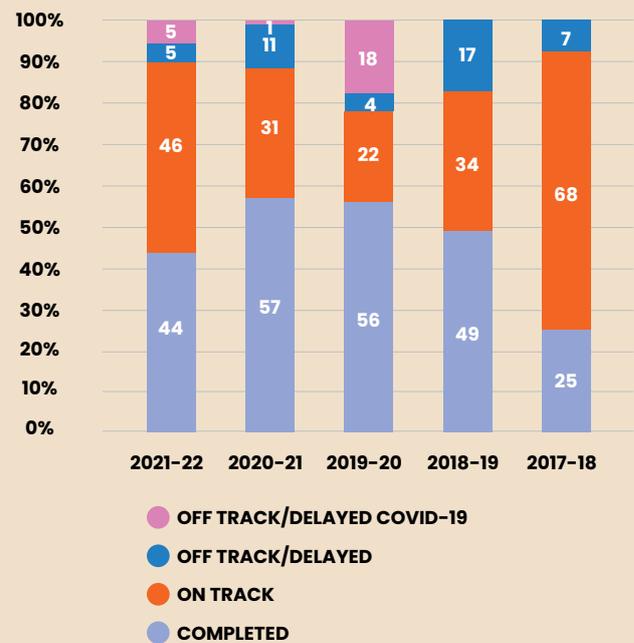


For financial details of capital projects undertaken during 2021-22 please refer to appendix 5 of this report.

## Our Operational Plan Actions

At the end of June 2022, 44% of reportable 2021-22 Operational Plan actions were reported as completed, 46% identified as on schedule for completion, 5% were experiencing some delay due to COVID-19, and a further 5% were experiencing other delays. For more details on our 2021-22 Operational Plan actions please refer to the 'How Did We Perform' section of this report.

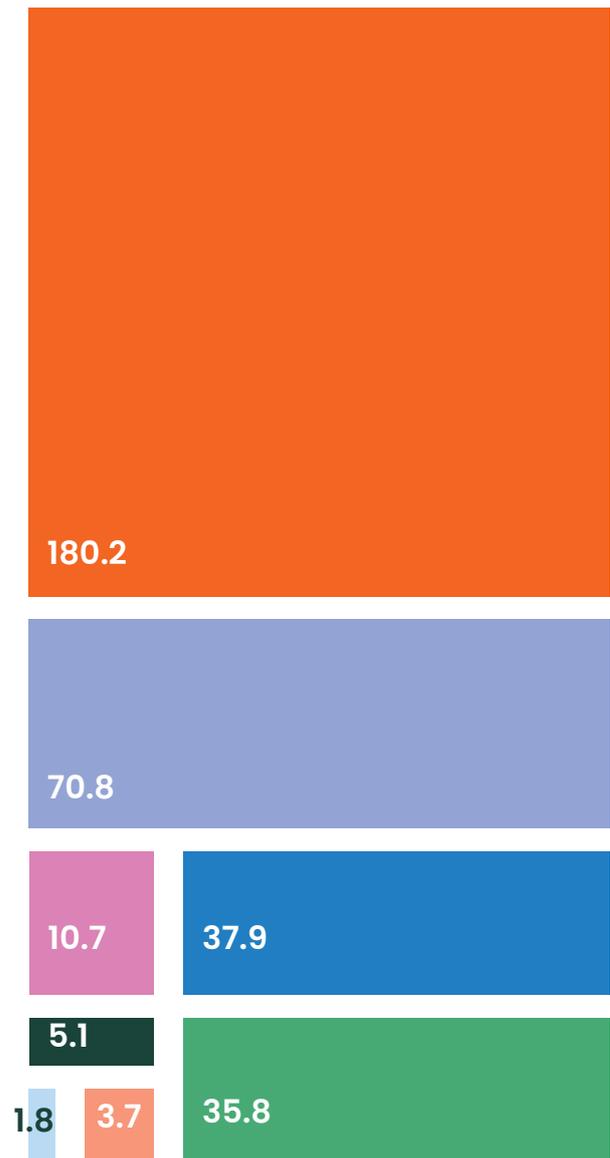
### 5 Year Comparison



For a detailed summary of the five years of Operational Plan actions included in the 2017-22 Delivery Program please refer to Appendix 9 of this report.

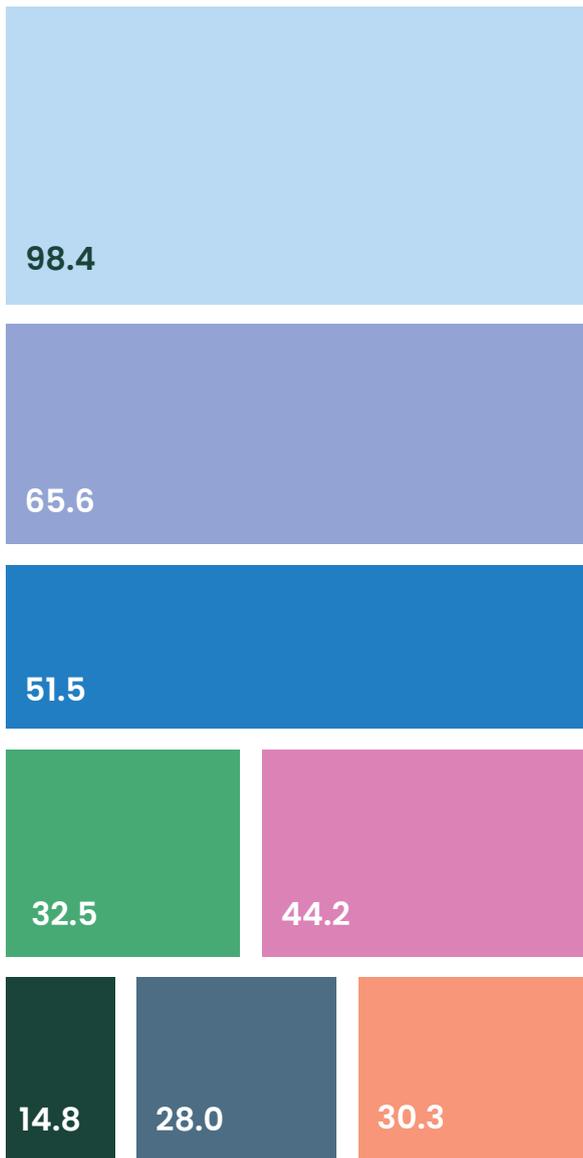
# Our Financial Summary

## Where our money came from (\$m)



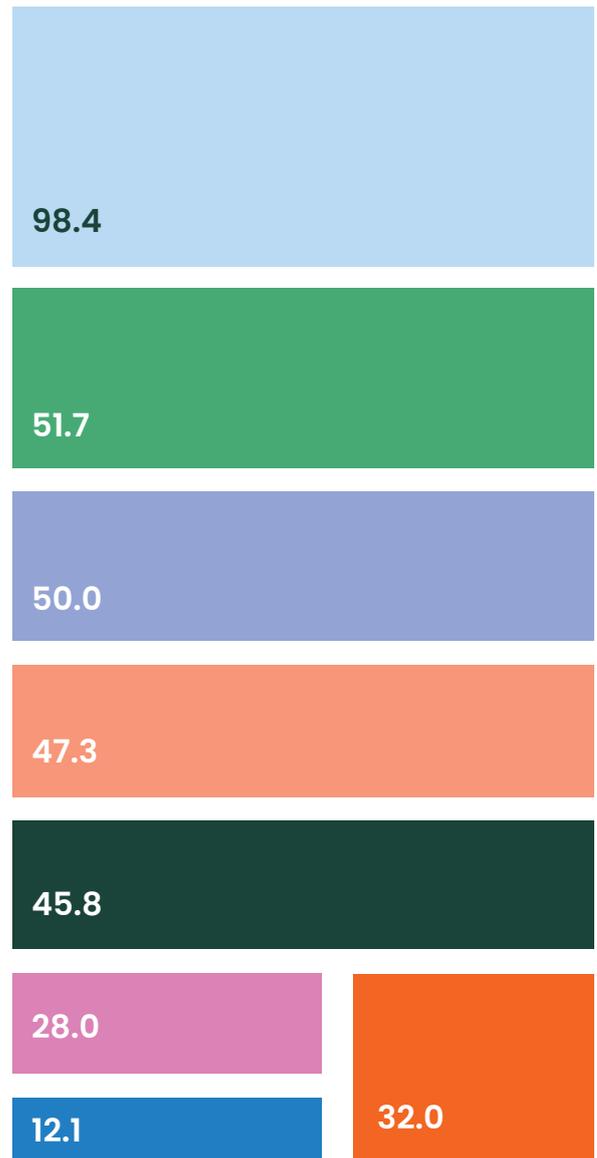
- RATES & ANNUAL CHARGES
- GRANTS & CONTRIBUTIONS - CAPITAL
- USER CHARGES & FEES
- GRANT CONTRIBUTIONS - OPERATING
- NET GAINS FROM THE DISPOSAL OF ASSETS
- OTHER INCOME
- OTHER REVENUES
- INTEREST & INVESTMENT INCOME

### Where our money went to by expenditure category (\$m)



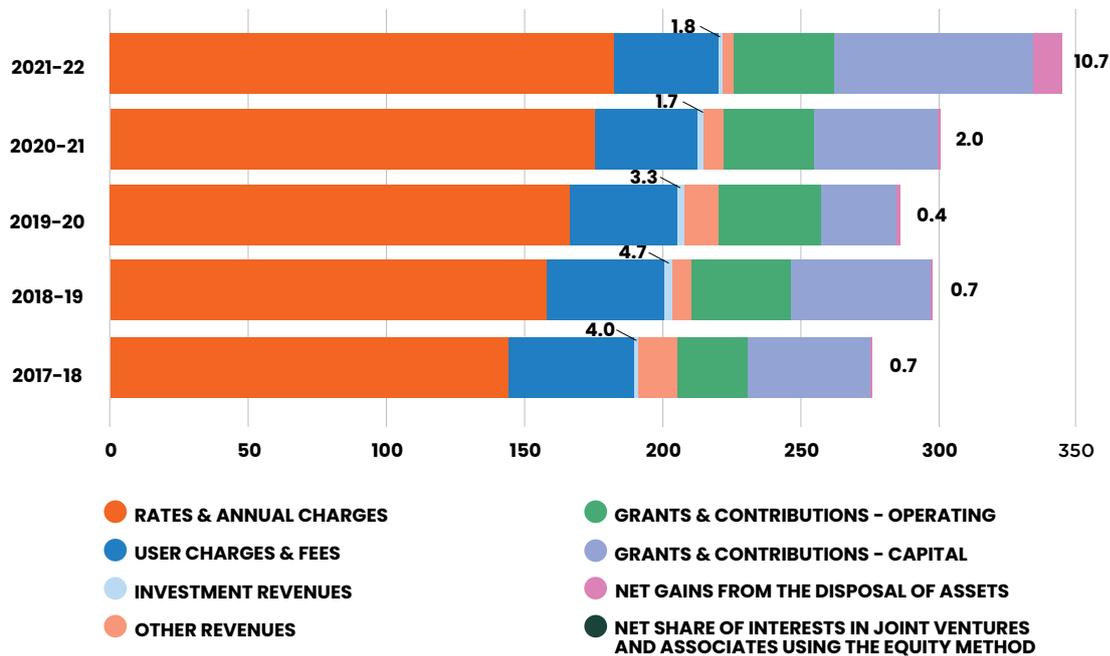
- CAPITAL EXPENDITURE IN ASSETS
- ROADS, FOOTPATHS & BUILDINGS
- WASTE, ENVIRONMENT & COMMUNITY PROTECTION
- CORPORATE SERVICES
- PUBLIC SPACES AND COMMUNITY SAFETY
- CHILDRENS SERVICES
- PARKS & RECREATION
- COMMUNITY SERVICES

### Where our money went by outcome (\$m)

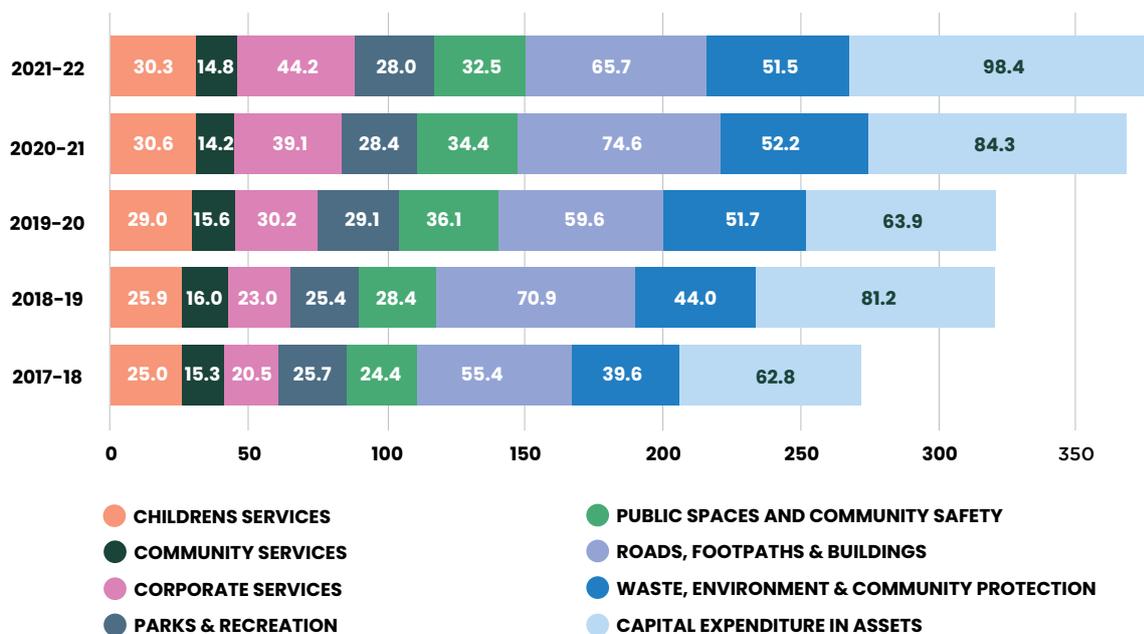


- CAPITAL EXPENDITURE IN ASSETS
- WE CARE ABOUT OUR ENVIRONMENT
- WE ARE HEALTHY AND SHARE STRONG COMMUNITY SPIRIT
- WE CAN GET AROUND THE CITY
- WE HAVE CONFIDENCE IN OUR COUNCIL
- WE CAN WORK CLOSE TO HOME
- WE HAVE SAFE VIBRANT PLACES
- WE PLAN FOR OUR FUTURE GROWTH

## Comparison of income over 5 years (\$m)



## Comparison of expenditure over 5 years (\$m)



For more detailed information on Council's Financial Summary for 2021-22 please refer to Appendix 5 of this report and Council's 2021-22 Financial Statements available on Council's website.

# Organisational Indicators

## VARIATION BETWEEN ACTUAL BUDGET AND PLANNED BUDGET

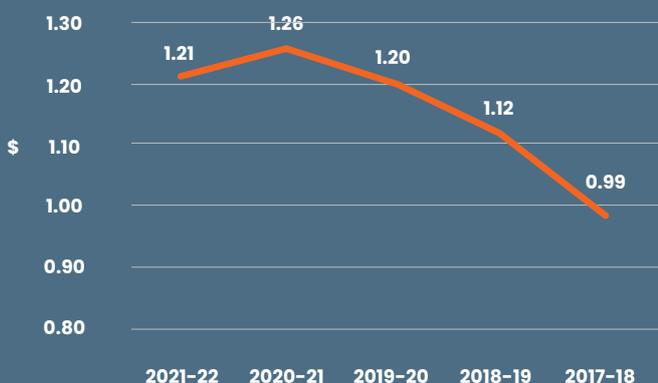
Council's budgets are prepared annually and phased into quarters. Although planning can never be completely accurate in an organisation the size and complexity of Council, comparing actual versus planned budgetary spend will indicate how well budgets are being phased and managed.

Council projected a balanced Budget in the adoption of the original 2021-22 Operational Plan. The year-end result as at 30 June 2022 is a balanced position after a proposed allocation to the Financial Management Reserve of \$1.8m to provide Council with the capacity to respond to emerging priorities in 2022-23 onwards, and \$2.2m allocation to continue the repayment of the COVID-19 Impact internal loan.

## COST OF SERVICE DELIVERY OVER TIME

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

### Cost of Service Per Capita



## ANNUAL BUSINESS PLAN REVIEWED QUARTERLY

Council's business planning processes were reviewed during the first six months of 2021-22 to ensure changes to the Integrated Planning and Reporting (IP&R) guidelines were included. All business units reviewed and updated their business plans for the development of the new 2022-26 Delivery Program. A review is currently underway to look at ways to improve business planning and reporting across the organisation.

## EMPLOYEE LEAVE LEVELS MEET ORGANISATIONAL TARGETS

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

### Annual Leave

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

**RESULT:**  
88% of staff (temporary and permanent) have less than 8 weeks of accrued annual leave as of 30 June 2022

### Unplanned Leave

**TARGET:**  
employees to have taken less than 9 days unplanned leave per financial year

**RESULT:**  
8.7 days per employee  
This figure indicates that Council is on track to meet this target. Tracking this indicator also helps identify leave patterns across the organisation.

# 2021-22 Operational Plan Actions

The following table is a summary of our performance against the specific actions we committed to for 2021-22.

OUTCOME 1 - WE CAN WORK CLOSE TO HOME		
ACTION	DESCRIPTION	
1.1.1a	Advance the state government's proposal to roll out a 5G pilot that includes Penrith	✓
1.1.1b	Review of the Quarter Action Plan	✓
1.1.1c	Implement an Economic Development Action Plan	▶
1.1.1d	Facilitate an advance manufacturing capacity building program for emerging industries	✓
1.1.2a	Progress the actions from the 2021-22 Mayoral Job Summit	▶
1.1.2b	Implement a concierge service to support people wanting to locate their business in Penrith	▶
1.1.3a	Implement the Council brand refresh and marketing strategy	▶
1.1.4a	Coordinate a review of the <i>Our River Master Plan</i> and Plan of Management	✓
1.1.4b	Start construction of the new City Park on the corner of Station and Henry Street Penrith	✓
1.1.5a	Marketing campaigns to be developed through brand refresh and marketing strategy	▶
1.2.1a	Implement improvements to ensure all services meet or exceed National Quality Framework rating	✓
1.2.1b	All 2IC complete crucial conversations training within 12 months	✓

COMPLETED ✓  
 ON TRACK ▶  
 OFF TRACK/DELAYED ✗  
 OFF TRACK/DELAYED - IMPACTED BY COVID-19 ★



## OUTCOME 2 – WE PLAN FOR OUR FUTURE GROWTH

ACTION	DESCRIPTION	
2.1.1a	Undertake the phased review of Penrith Local Environmental Plan (LEP)	▶
2.1.1b	Undertake the phased review of <i>Development Control Plan 2022 (DCP)</i>	▶
2.1.1c	Ensure our planning controls support our <i>Cooling the City Strategy</i>	▶
2.1.7a	Continue to implement City Deal Commitments	✓
2.1.7b	Input into the evaluation framework and the future of the City Deal	▶
2.1.7c	Continue to work with Western Parkland Councils on joint regional priorities including ongoing arrangements for the Western Sydney Planning Partnership	▶
2.1.8a	Continue to actively respond to Planning Proposals	▶
2.2.1a	Respond to state planning policies and initiatives as they emerge	▶
2.3.1a	Continue to implement our advocacy strategy for the business case for the Castlereagh Connection infrastructure project	▶
2.3.2a	Implement recommendations from the Development Contributions Review	▶
2.3.2b	Investigate the viability of a SEPP 70 Scheme Affordable Housing	▶
2.3.2c	Develop an Infrastructure Agreements tracking and monitoring system	▶
2.3.2d	Implement state policy changes in relation to the NSW Development Contributions Framework	▶
2.3.3a	Develop the <i>Places of Penrith Strategy</i> that provides direction to deliver our future vision	▶
2.3.3b	Contribute to the future revisions of the <i>Greater Sydney Region Plan</i> and <i>Western City District Plan</i>	▶
2.3.3c	Work with Government to inform the preparation of regional strategies	▶
2.3.4a	Contribute to the <i>Vision and Place Strategy</i> for Greater Penrith to Eastern Creek Growth Area (GPEC)	▶
2.3.4b	Contribute to the Precinct Planning and Implementation for GPEC	▶
2.3.5a	Undertake a review of the advocacy strategy	✓
2.3.5b	Develop strategic directions to frame advocacy	▶

## OUTCOME 3 – WE CAN GET AROUND THE CITY

ACTION	DESCRIPTION	
3.4.2a	Through tri-government governance arrangements, continue to collaborate to deliver Sydney Metro - Western Sydney Airport	▶
3.4.2b	Develop strategic directions and a city-wide strategy that leverages the opportunities Sydney Metro - Western Sydney Airport will bring	▶

COMPLETED ✓  
 ON TRACK ▶  
 OFF TRACK/DELAYED ✗  
 OFF TRACK/DELAYED - IMPACTED BY COVID-19 ★

## OUTCOME 4 – WE HAVE SAFE, VIBRANT PLACES

ACTION	DESCRIPTION	
<b>4.1.2a</b>	Provide an ashes memorial garden at Penrith Cemetery	✓
<b>4.1.2b</b>	Provide a new columbarium wall at St Marys Cemetery	✓
<b>4.1.3a</b>	Start construction of Regatta Park	✓
<b>4.1.3b</b>	Start remediation works for City Park site	✓
<b>4.1.4a</b>	Continue to deliver strategies identified within the Community Safety Plan	✓
<b>4.1.4b</b>	Review Alcohol Free and Alcohol Prohibited zones	✓
<b>4.1.8a</b>	Implement upgrades to CCTV and security systems as part of an ongoing program	▶
<b>4.1.8b</b>	Finalise arrangements for NSW Police Nepean Area Command to have live access to Council's CCTV cameras	✓
<b>4.2.1a</b>	Implement the Kingswood Place Plan	▶
<b>4.2.1b</b>	Deliver the Live Work Play Grid project in Kingswood	✓
<b>4.2.1c</b>	Review the <i>Night Time Economy Strategy</i> for Penrith	▶
<b>4.2.2a</b>	Deliver targeted activation programs in both St Marys and Penrith city centres	✓
<b>4.2.2b</b>	Develop an Activation Plan for the City Park	▶
<b>4.3.1a</b>	Develop and implement improved community, recreation and sports facility hire and allocation systems and processes	✓
<b>4.3.2a</b>	Develop a community led plan for Cranebrook	★
<b>4.3.3a</b>	Develop a project model to increase and measure resilience across a range of neighbourhood renewal communities	✗
<b>4.3.3b</b>	Deliver the Village Café project across three areas	▶

## OUTCOME 5 – WE CARE ABOUT THE ENVIRONMENT

ACTION	DESCRIPTION	
<b>5.1.4a</b>	Obtain National Accreditation for Nursery Operations	✓
<b>5.2.1a</b>	Implement the community sustainability engagement program	✓
<b>5.3.4a</b>	Implement nominated short-term actions in the <i>Resilient Penrith Action Plan</i> including cooling the city initiatives	▶
<b>5.3.5a</b>	Implement renewable energy and energy efficiency projects	▶

**COMPLETED** ✓  
**ON TRACK** ▶  
**OFF TRACK/DELAYED** ✗  
**OFF TRACK/DELAYED - IMPACTED BY COVID-19** ★

## OUTCOME 6 – WE ARE HEALTHY AND SHARE STRONG COMMUNITY SPIRIT

ACTION	DESCRIPTION	
6.1.2a	Undertake a comprehensive review of the <i>Disability Inclusion Action Plan</i>	✓
6.1.2b	Identify training needs and deliver a training program for the community sector in response	✓
6.1.7a	Implement projects and activities programmed in Council's <i>Sport and Recreation Strategy</i>	✓
6.2.1a	Complete the development of the city-wide Community and Cultural Needs Study	✓
6.2.1b	Complete the development of the <i>Cultural Action Plan</i> for the city	★
6.2.2a	Undertake a review of the grants Council provides to the community	✓
6.2.3a	Start to develop a policy framework for community groups using Council facilities	✓
6.2.4a	Develop an online events calendar including community and live events	▶
6.2.4b	Deliver priority actions from the Penrith Event Strategy	▶
6.2.4c	Deliver on the 10-year plan for Real Festival	▶
6.3.1a	Develop virtual programs to support our international partnership efforts	✓
6.3.1b	Continuation of the school exchange program	✓
6.3.2a	Support the delivery of a music professional development program	✓
6.3.3a	Review the filming request policy	✓
6.3.3b	Adopt and implement the Visitor Economy Strategy	✗
6.3.3c	Pursue priority short-term accommodation opportunities	✓

## OUTCOME 7 – WE HAVE CONFIDENCE IN OUR COUNCIL

ACTION	DESCRIPTION	
7.1.1a	Undertake ongoing process improvements as they relate to planning certificates	▶
7.1.2a	Undertake fraud awareness training as per audit recommendation	▶
7.1.3a	Implement hybrid meeting capabilities in both Council Chambers and Pasadena Room	✓
7.1.5a	Support the orientation and induction of the new Council following the election	✓
7.1.14a	Digitisation of Council's Application Records	▶
7.2.4a	Review practices and procedures for the management of commercial properties and identify areas for improvement	✓
7.2.5a	Complete the Statement of Council Intent	✓
7.2.6a	Finalise the tender for design and construction of the Soper Place car park	✗
7.2.7a	Start the renovation of the Police Cottage at Emu Plains	✓
7.2.9a	Establish standards for scheduled and unscheduled maintenance	▶
7.2.9b	Provide information to include asset management plans into Council's long-term financial plan	✓
7.2.9c	Assess and manage programs for all Council trees	✓

COMPLETED ✓  
 ON TRACK ▶  
 OFF TRACK/DELAYED ✗  
 OFF TRACK/DELAYED - IMPACTED BY COVID-19 ★

## OUTCOME 7 - WE HAVE CONFIDENCE IN OUR COUNCIL

ACTION	DESCRIPTION	
<b>7.2.9d</b>	Consolidate, improve, maintain and update the asset database	▶
<b>7.2.9e</b>	Develop the 2022-23 asset renewal/capital works programs for buildings, parks, drains, kerb and gutter, roads and pathways	✓
<b>7.2.10a</b>	Review and promote the Staff Sustainability Induction Module	▶
<b>7.2.11a</b>	Research and develop a plan for a circular economy	▶
<b>7.3.1a</b>	Implement and roll-out a Project Management office (PMO) framework for all projects within the Council	✗
<b>7.3.1b</b>	Formulate Business Improvement Strategy and Framework for Council	▶
<b>7.3.1c</b>	Support departments in the capturing and storage of business processes	▶
<b>7.3.4a</b>	Finalise roll out of the Case Management Program and delivery of training	✓
<b>7.3.4b</b>	Start planning and execution of the Payroll Project	✗
<b>7.3.4c</b>	Commence the execution and delivery of agreed priorities of the Customer Experience Transformation Program	▶
<b>7.3.4d</b>	Business Case developed for adoption and implementation of the suggested Priorities of the <i>Data and Analytics Strategy</i>	★
<b>7.4.2a</b>	Complete the new suite of Integrated Planning and Reporting (IP&R) documents	✓
<b>7.5.1a</b>	Review work health and safety management system	★
<b>7.5.2a</b>	Review reward and recognition; invest in leadership development	✓
<b>7.5.3a</b>	Implement payroll system; implement work health and safety software system	★

**COMPLETED** ✓  
**ON TRACK** ▶  
**OFF TRACK/DELAYED** ✗  
**OFF TRACK/DELAYED - IMPACTED BY COVID-19** ★



# Our Councillors

The Penrith Local Government Area (LGA) is made up of three wards, with five Councillors representing each ward. Together, the 15 Councillors represent the interests of our community and the Penrith region.

Each of our Councillors brings a wealth of knowledge to the role. While each Councillor represents a particular ward, their ultimate consideration must be the current and future interests of the City as a whole.

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

## OUR COUNCILLORS PRIOR TO THE DECEMBER 2021 ELECTION (JULY 2021-DECEMBER 2021)

### North Ward

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Councillor Marcus Cornish

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Councillor Kevin Crameri OAM

---

Councillor Aaron Duke

---

Councillor Ross Fowler OAM

---

Councillor John Thain

### East Ward

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Councillor Bernard Bratusa

---

Councillor Todd Carney

---

Councillor Robin Cook

---

Councillor Greg Davies

---

Councillor Tricia Hitchen (Deputy Mayor)

### South Ward

---

Councillor Jim Aitken OAM

---

Councillor Brian Cartwright

---

Councillor Mark Davies

---

Councillor Karen McKeown OAM (Mayor)

---

Councillor Kath Presdee

## OUR COUNCILLORS ELECTED AT THE DECEMBER 2021 ELECTION (DECEMBER 2021-JUNE 2022)

### North Ward

---

Councillor Kevin Crameri OAM

---

Councillor Ross Fowler OAM

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Councillor Glenn Gardiner\*

---

Councillor Jonathan Pullen\*

---

Councillor John Thain (Deputy Mayor)

### East Ward

---

Councillor Bernard Bratusa

---

Councillor Todd Carney

---

Councillor Robin Cook

---

Councillor Tricia Hitchen (Mayor)

---

Councillor Marlene Shipley\*

### South Ward

---

Councillor Jim Aitken OAM

---

Councillor Mark Davies

---

Councillor Sue Day\*

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Councillor Karen McKeown OAM

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Councillor Mark Rusev\*

\* new Councillors

# Our Financial Statements

## OUR INCOME STATEMENT – FOR THE YEAR ENDED 30 JUNE 2022

ORIGINAL UNAUDITED BUDGET 2022	\$'000	ACTUAL 2022	ACTUAL 2021
<b>INCOME FROM CONTINUING OPERATIONS</b>			
179,400	Rates and annual charges	180,206	173,364
44,116	User charges and fees	37,856	37,567
2,401	Other revenues	3,727	2,822
19,491	Grants and contributions provided for operating purposes	35,754	33,209
47,553	Grants and contributions provided for capital purposes	70,840	42,664
955	Interest and investment income	1,795	1,487
4,677	Other income	5,063	5,220
6,553	Net gain from the disposal of assets	10,721	1,954
<b>305,146</b>	<b>TOTAL INCOME FROM CONTINUING OPERATIONS</b>	<b>345,962</b>	<b>298,287</b>
<b>EXPENSES FROM CONTINUING OPERATIONS</b>			
131,121	Employee benefits and on-costs	122,247	116,119
80,878	Materials and services	84,305	100,858
1,162	Borrowing costs	944	981
44,377	Depreciation, amortisation and impairment of non-financial assets	47,271	44,286
9,932	Other expenses	12,142	11,253
<b>267,490</b>	<b>TOTAL EXPENSES FROM CONTINUING OPERATIONS</b>	<b>266,909</b>	<b>273,497</b>
<b>37,656</b>	<b>Operating result from continuing operations</b>	<b>79,053</b>	<b>24,790</b>
<b>37,656</b>	<b>NET OPERATING RESULT FOR THE YEAR ATTRIBUTABLE TO COUNCIL</b>	<b>79,053</b>	<b>24,790</b>
<b>(9,896)</b>	<b>Net operating result for the year before grants and contributions provided for capital purposes</b>	<b>8,213</b>	<b>(17,814)</b>

## OUR STATEMENT OF COMPREHENSIVE INCOME – FOR THE YEAR ENDED 30 JUNE 2022

\$'000	2022	2021
<b>Net operating result for the year – from Income Statement</b>	<b>79,053</b>	<b>24,790</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
Amounts which will not be reclassified subsequently to the operating result		
Gain (loss) on revaluation of infrastructure, property, plant and equipment	<b>325,263</b>	92,428
<b>Total items which will not be reclassified subsequently to the operating result</b>	<b>325,263</b>	92,428
<b>TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>325,263</b>	92,428
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO COUNCIL</b>	<b>404,316</b>	117,218

The above Income Statement and Statement of Comprehensive Income should be read in conjunction with Council's 2021-22 Financial Statements available on Council's website.

## OUR STATEMENT OF FINANCIAL POSITION - AS AT 30 JUNE 2022

\$'000	2022	2021
<b>Assets</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	13,240	23,107
Investments	149,651	105,167
Receivables	14,127	13,232
Inventories	735	518
Contract assets and contract cost assets	24,749	5,728
Current assets classified as held for sale	-	3,265
Other	10,884	7,096
<b>TOTAL CURRENT ASSETS</b>	<b>213,386</b>	<b>158,113</b>
<b>NON-CURRENT ASSETS</b>		
Investments	58,298	28,701
Receivables	3,859	3,428
Infrastructure, property, plant and equipment (IPPE)	2,697,356	2,328,045
Investment property	43,001	40,186
Intangible assets	486	556
Right of use assets	69	132
Other	-	5,000
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,803,069</b>	<b>2,406,048</b>
<b>TOTAL ASSETS</b>	<b>3,016,455</b>	<b>2,564,161</b>
<b>Liabilities</b>		
<b>CURRENT LIABILITIES</b>		
Payables	40,008	34,623
Contract liabilities	46,299	20,251
Lease liabilities	47	72
Borrowings	6,526	6,429
Employee benefit provisions	36,978	36,696
Provisions	725	1,803
<b>TOTAL CURRENT LIABILITIES</b>	<b>130,583</b>	<b>99,874</b>
<b>NON-CURRENT LIABILITIES</b>		
Lease liabilities	21	59
Borrowings	36,654	19,359
Employee benefit provisions	1,262	1,250
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>37,937</b>	<b>20,668</b>
<b>TOTAL LIABILITIES</b>	<b>168,520</b>	<b>120,542</b>
<b>NET ASSETS</b>	<b>2,847,935</b>	<b>2,443,619</b>
<b>Equity</b>		
Accumulated surplus	1,339,440	1,260,387
IPPE revaluation reserve	1,508,495	1,183,232
<b>Council equity interest</b>	<b>2,847,935</b>	<b>2,443,619</b>
<b>TOTAL EQUITY</b>	<b>2,847,935</b>	<b>2,443,619</b>

The above Statement of Financial Position should be read in conjunction with Council's 2021-22 Financial Statements available on Council's website.

## OUR STATEMENT OF CHANGES IN EQUITY – FOR THE YEAR ENDED 30 JUNE 2022

\$'000	AS AT 30/06/22			AS AT 30/06/21		
	Accumulated surplus	IPPE Revaluation reserve	Total Equity	Accumulated surplus	IPPE Revaluation reserve	Total Equity
Opening balance at 1 July	1,260,387	1,183,232	2,443,619	1,235,597	1,090,804	2,326,401
Net operating result for the year	79,053	-	79,053	24,790	-	24,790
<b>OTHER COMPREHENSIVE INCOME</b>						
Gain (loss) on revaluation of infrastructure, property, plant and equipment	-	325,263	325,263	-	92,428	92,428
<b>Other Comprehensive Income</b>	-	325,263	325,263	-	92,428	92,428
<b>TOTAL COMPREHENSIVE INCOME</b>	79,053	325,263	404,316	24,790	92,428	117,218
<b>Operating result from continuing operations</b>						
<b>CLOSING BALANCE AT 30 JUNE</b>	1,339,440	1,508,495	2,847,935	1,260,387	1,183,232	2,443,619

The above Statement of Changes in Equity should be read in conjunction with Council's 2021-22 Financial Statements available on Council's website



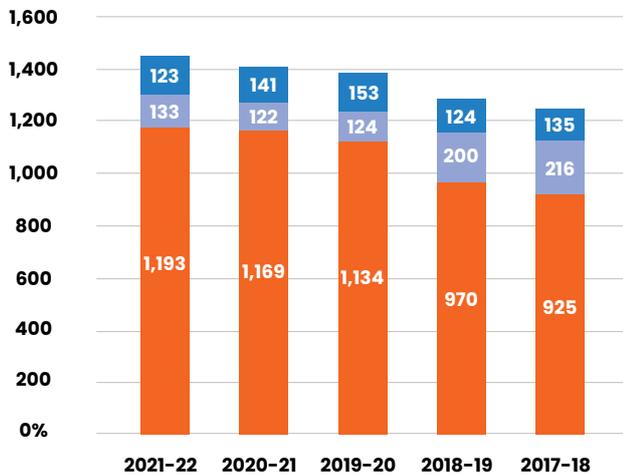
## OUR STATEMENT OF CASH FLOWS – FOR THE YEAR ENDED 30 JUNE 2022

ORIGINAL UNAUDITED BUDGET 2022	\$'000	ACTUAL 2022	ACTUAL 2021
<b>INCOME FROM CONTINUING OPERATIONS</b>			
<b>RECEIPTS</b>			
180,201	Rates and annual charges	179,416	172,418
45,506	User charges and fees	37,821	38,242
955	Interest received	1,392	1,640
53,044	Grants and contributions	90,244	62,325
6,500	Bonds, deposits and retentions received	5,778	6,266
5,689	Other	6,546	7,580
<b>PAYMENTS</b>			
(131,121)	Payments to employees	(119,989)	(113,711)
(80,878)	Payments for materials and services	(86,725)	(100,669)
(1,182)	Borrowing costs	(944)	(981)
(4,500)	Bonds, deposits and retentions refunded	(4,028)	(4,426)
(9,932)	Other	(8,254)	(13,428)
64,282	<b>Net cash flows from operating activities</b>	101,257	55,256
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
<b>RECEIPTS</b>			
-	Sale of investment	-	4,500
130,000	Redemption of term deposits	139,000	172,750
9,000	Proceeds from sale of IPPE	19,708	4,328
-	Deferred debtors receipts	-	330
<b>PAYMENTS</b>			
-	Purchase of investment	(8,319)	(2,729)
(150,000)	Acquisition of term deposits	(205,001)	(151,876)
-	Purchase of investment property	(1,526)	(336)
(80,000)	Payments for IPPE	(72,421)	(63,300)
-	Purchase of intangible assets	-	(156)
(91)	Deferred debtors and advances made	(62)	(881)
(91,091)	<b>Net cash flows from investing activities</b>	(128,441)	(37,370)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>RECEIPTS</b>			
24,000	Proceeds from borrowings	24,000	-
<b>PAYMENTS</b>			
(7,560)	Repayment of borrowings	(6,608)	(8,420)
(75)	Principal component of lease payments	(75)	(75)
16,365	<b>Net cash flows from financing activities</b>	17,317	(8,495)
(10,444)	<b>Net change in cash and cash equivalents</b>	(9,867)	9,391
23,000	Cash and cash equivalents at beginning of year	23,107	13,716
12,556	<b>Cash and cash equivalents at end of year</b>	13,240	23,107
200,000	plus: Investments on hand at end of year	207,949	133,868
212,556	<b>TOTAL CASH, CASH EQUIVALENTS AND INVESTMENTS</b>	221,189	156,975

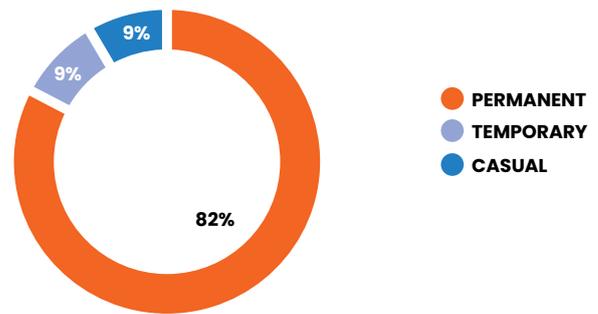
The above Statement of Cash Flows should be read in conjunction with Council's 2021-22 Financial Statements available on Council's website

# Our Employees

## OUR EMPLOYEES HEADCOUNT

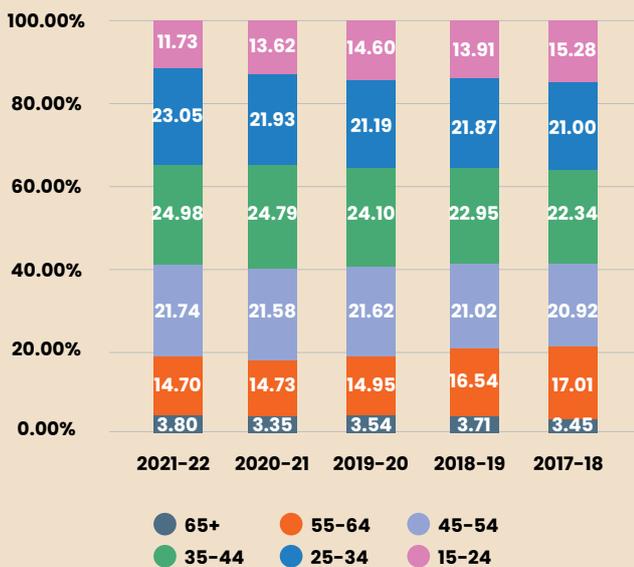


Our Workforce as a Percentage at 30 June 2022



## OUR AGE PROFILE

Council consistently maintains a steady age profile. Our successful traineeship program continues to attract the younger demographic, while options such as phased-in retirement and workplace flexibility supports people at different life stages.

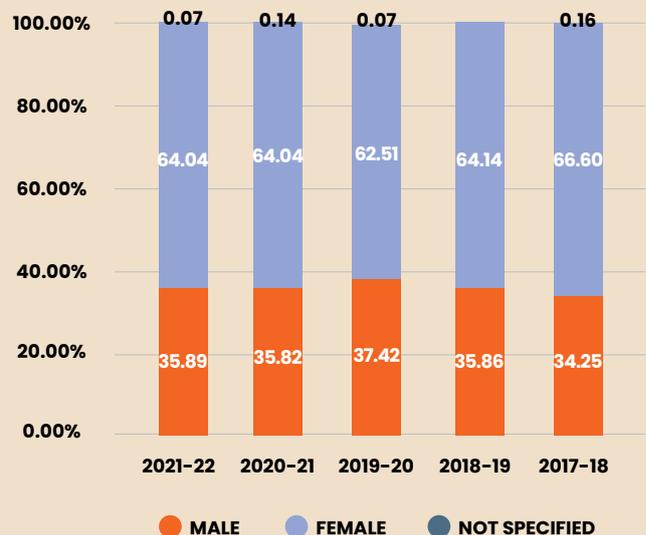


## OUR GENDER PROFILE

Council has a commitment to gender equity. We hold a bronze award and silver accreditation in the 50:50 Vision, which are both independently overseen by the Australian Local Government Women's Association (ALGWA).

Council delivers initiatives such as parental leave events, supporting employees to apply for salary progression, various breastfeeding rooms across the organisation and International Women's Day events.

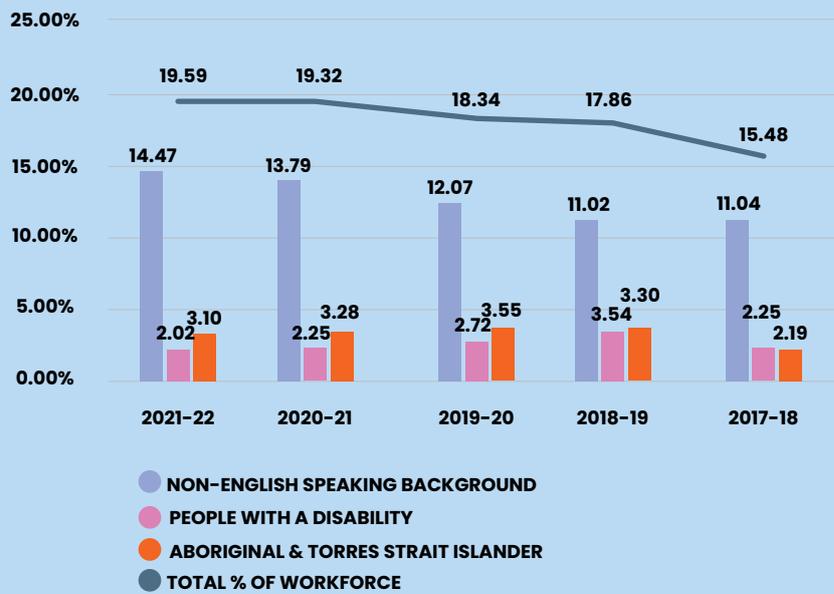
Council's gender profile as at 30 June 2022 for permanent, temporary and casual employees is approximately 64% female, 36% male and 0.7% not specified.



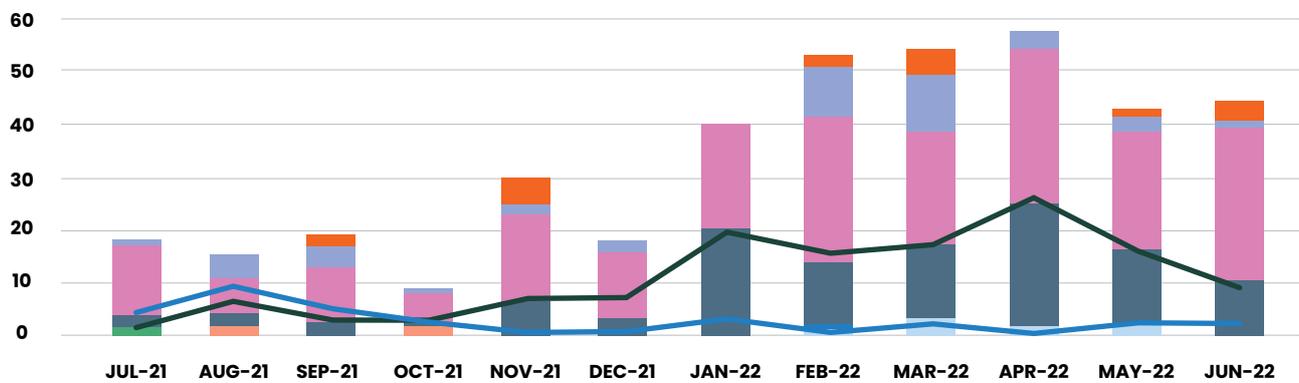
## OUR DIVERSITY

Council is committed to attracting and retaining a diverse workforce by ensuring all employees are provided equal access to opportunities including training, development and progression. We actively work to provide a workplace free of discrimination, through our values, education and training programs.

Staff are encouraged to complete an Equal Employment Opportunity form when they commence with Council, while also having the option to remain anonymous. This data is reflective of those who completed the form.



## Work Health & Safety Performance



KEY	JUL-21	AUG-21	SEP-21	OCT-21	NOV-21	DEC-21	JAN-22	FEB-22	MAR-22	APR-22	MAY-22	JUN-22
Equipment/Property Damage	0	0	2	0	5	0	0	2	5	0	1	4
Medically Treatable	1	4	4	1	2	2	0	10	11	3	3	1
First Aid Treatable	13	7	10	6	17	13	20	28	22	29	23	30
Lost Time Injury (LTI)	2	4	3	2	4	2	20	14	17	25	16	10
Near-Miss	2	0	0	0	2	1	0	0	0	1	0	0
W/Comp No LTI	0	1	0	1	2	2	0	2	0	1	1	0
Hazards	0	0	0	0	0	0	0	1	3	1	1	0
2020-21 W/Comp Claims	5	8	5	2	1	1	3	0	2	0	2	2
2021-22 W/Comp Claims	2	6	3	3	6	6	20	16	18	26	17	10

## PENRITH CITY COUNCIL

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