

ANNUAL REPORT

2023 – 2024



EMBRACING OUR CULTURAL DIVERSITY



Front Cover Image

Australia Day - Camden.

Photographs

The photographs featured throughout this Annual Report have been obtained from many sources including professional photographers, stock image suppliers and Council officers.

Thank you to all for your contribution.

The Annual Report

The images used in this year's Annual Report centre on the theme "*Embracing our Cultural Diversity*".

Celebrating cultural diversity in the community fosters understanding, respect, and unity. By acknowledging and honouring the unique traditions, languages, and customs of different cultures, we create a more inclusive environment where everyone feels valued.

Copyright

All information, graphics and photographs are copyright of Camden Council unless otherwise noted. The content is protected by Australian and International Copyright and Trademark Laws.

Contact

Phone: 13 22 63

Post: PO BOX 183, Camden NSW 2570

Email: mail@camden.nsw.gov.au

Web: www.camden.nsw.gov.au

Further Information: Corporate Planning Team

Table of Contents

Acknowledgment of Country	5
Welcome to our Diverse Communities	7
About this Annual Report	9
Community Vision	15
Camden Community	17
Your Council	21
Corporate Governance	37
Corporate Finance	57
Corporate Compliance	101
Management of Community Assets and Infrastructure	111
Supporting Diversity	121
Supporting Sustainability	129
The Year in Review	139
The Year Ahead	177
Appendix	179
Statutory Index	182
State of the Camden LGA Report	185

Acknowledgement of Country

Council acknowledge that the Camden LGA is situated on the sacred Traditional Lands and Waterways of the Dharawal peoples. We also recognise surrounding Dharug and Gundungurra people that may have connections to these lands. We pay our respects to Elders from the past, present, and emerging, and to all Aboriginal and Torres Strait Islander peoples on these lands.

Welcome to Camden Local Government Area, the land of the Dharawal peoples







WALKWAY

About this Annual Report

This report reflects Council's dedication and accountability in meeting the aspirations of our community.

This report is prepared in line with our responsibilities under Section 48 of the Local Government Act 1993. It highlights Council's leadership in delivering services to the wider community, managing a sustainable Camden, securing external funds, and maintaining assets and infrastructure.

Additionally, the report details Council's progress against the performance indicators in the Community Strategic Plan 2036 and provides information on progress aligned with the Delivery Program 2022 - 2026 and the Operational Plan 2023 - 2024.

This report is intended to provide important information to a broad range of stakeholders including Camden residents and ratepayers, local businesses, non-government organisations, our partners and other government departments and agencies.

Council welcomes your feedback and comments on this report. Please contact us if you need further information.



Mayor's message

As the Mayor of Camden, I am delighted to present the 2023 - 2024 Annual Report.

This document highlights the significant strides our Council has taken over the past financial year to enhance the economic, social, and physical landscape of our community, ensuring the prosperity and wellbeing of our residents.

Reflecting on the past year, I am proud to report that Camden has continued to thrive and grow. We have seen the completion of several key projects that underscore our commitment to providing high-quality infrastructure and services. For example, the official opening of the Nepean River Trail and the successful Camden Volunteer Expo – a first of its kind for Council – which brought the community together to find out how they could make valuable contributions to vital programs in our local area that rely on volunteers.

In July and August 2023, we, along with the rest of the country, fell in love with the successful Matildas' World Cup Campaign. So much so, that we answered the community's calls to host a live screening by showing their semi-final against England at Onslow Oval. Although the Matildas didn't win, it was a night to remember as Camden came together to celebrate our brave football stars.

Our dedication to fostering a sustainable and inclusive environment is evident through various initiatives.



We have also completed the construction of the Oran Park Leisure Centre, which is set to open in October 2024. The \$67M project, co-funded by Council and Greenfields Development Company, will house an array of top-tier amenities, including an indoor 50-metre competition pool, a leisure pool and a learn to swim pool, four indoor basketball courts, a modern gymnasium, a crèche, and a café. These facilities will serve as a hub for recreation, fitness, and community gatherings, fostering a sense of unity and wellbeing among our residents.

Our dedication to fostering a sustainable and inclusive environment is evident through various initiatives. We planted 3,000 trees during National Tree Day and managed 95 hectares of natural areas, supporting biodiversity and enhancing our urban canopy. Our proactive approach to environmental protection and climate resilience has also seen the implementation of key actions like the adoption of Camden: Towards Net Zero and our Urban Forest Strategy.

In addition to our environmental efforts, we have made significant advancements in community engagement and support. Our local events, such as the Oran Park Christmas Concert and Camden Christmas Festival, attracted thousands of residents and visitors, showcasing the vibrant spirit of our community. Furthermore, our collaboration with organisations like RecycleSmart has provided innovative recycling solutions, reinforcing our commitment to sustainability.

It is an honour to serve as your Mayor, and I remain dedicated to leading with empathy, commitment, and a focus on the needs of Camden. As we continue to be one of the fastest-growing local government areas in the country, our Council is steadfast in delivering infrastructure, services, and initiatives that support our community's present and future needs.

Cr Ashleigh Cagney
Mayor of Camden



General Manager's message

I am proud to present the 2023 - 2024 Annual Report. This report reflects a year of substantial progress and achievement, demonstrating our commitment to enhancing the Camden local government area as a desirable place to live, work, visit, and play.

In October 2023, Council conducted a customer satisfaction survey. It is pleasing to report that the results were outstanding with 97% of our residents rating their quality of life in the Camden LGA as good to excellent and 96% of the community indicating satisfaction with Council's overall performance. This result was 6% higher than metropolitan councils and 12% higher than growth councils. We are now using the detailed feedback from the survey to improve our services to the community.

Over the past financial year, we have focused on balancing

Over the past financial year, we have focused on balancing growth with sustainability and community wellbeing.



growth with sustainability and community wellbeing. Our Capital Works Program saw significant investments, including improvements to Mount Annan Leisure Centre and upgrades to other sport and recreation spaces including Nugget Beames Reserve, Ron Dine Reserve and Jack Nash Reserve.

Our efforts to support local businesses and economic development have been well received. Initiatives such as the Local Procurement Campaign, Small Business Month events, and the development of industry guides have provided valuable resources and opportunities for our business community. These efforts have been vital in helping to facilitate a thriving local economy and in supporting job creation.

Our Council's success is also attributed to the strong partnerships and collaborations we have fostered with government agencies, community groups, and local businesses. These relationships have been crucial in delivering high-quality services and achieving the best outcomes for our community.

I would like to extend my gratitude to the Mayor, Councillors, and our dedicated staff for their unwavering support and hard work. Together, we have achieved remarkable progress and set a strong foundation for continued success.

As we look forward to the coming year, we remain committed to collaboration, excellence, building strong partnerships and community engagement. I am confident that, together, we will continue to make Camden an even better place for all.

Andrew Carfield
General Manager



Community Vision

Camden is a connected, diverse, and thriving community, embracing opportunities of growth, while valuing our rich heritage and protecting and sharing responsibility for our natural environment.



Your Community

The Camden Council Local Government Area (LGA) spans approximately 201km² in Sydney's southwestern suburbs, approximately 60km from the Sydney CBD, within the Western Parkland City, and 19km from the Western Sydney International Airport (Nancy Bird Walton).

Camden LGA



The Camden LGA is one of the fastest-growing areas in Australia, with a population of approximately 134,811, and is forecast to grow to 257,172 by 2046 (profile.id as at June 2023).

With this rapid growth, Council will need to continue to focus future urban development within the identified South West Growth Area and our strategic centres, while protecting our historical townships, rural lands and scenic quality.

This projected growth and our proximity of Western Sydney International Airport, will poise our LGA to become a critical cornerstone of the southwest region.

As our population increases and our towns and centres continue to thrive and expand, it is more important than ever for Council to understand and maintain strong communication and collaboration across the entire local government area.

The Camden LGA is bordered by Liverpool City Council to the north, Campbelltown City Council to the east, and Wollondilly Shire Council to the south and west, and comprises the suburbs of Bickley Vale, part of Bringelly, Camden, Camden South, Catherine Field, part of Cawdor, Cobbitty, Currans Hill, Elderslie, Ellis Lane, Gledswood Hills, Grasmere, part of Gregory Hills, Harrington Park, Kirkham, part of Leppington, part of Mount Annan, Narellan, Narellan Vale, Oran Park, part of Rossmore, Smeaton Grange, and Spring Farm.

Community Profile



Total Population

134,811

Source: profile.id as at June 2023

50.9%

Female

49.1%

Male

53.7%

Married

47.5%

Couples with children

3.2%

Aboriginal or Torres Strait Islander

50.9%

Travel to work by car

70%

Households have access to 2 or more vehicles

Cultural Diversity

22% Speak a language other than English at home

2.3%

Arabic

1.6%

Spanish

1.5%

Hindi

1.1%

Punjabi

1.1%

Italian

Born Overseas

23% Born Overseas

Sources: profile.id (ABS 2021 Census)



Employment

The top 5 Industries of Employment



12.9%

Health Care and Social Assistance



12.8%

Construction



9.8%

Education and Training



9.8%

Retail Trade



29%

Worked at Home

Housing

96.4%

Private dwellings are occupied

51.3%

Households with a mortgage

24%

Households are renting

19.5%

Households own their dwelling

Sources: profile.id (ABS 2021 Census)



Your Council

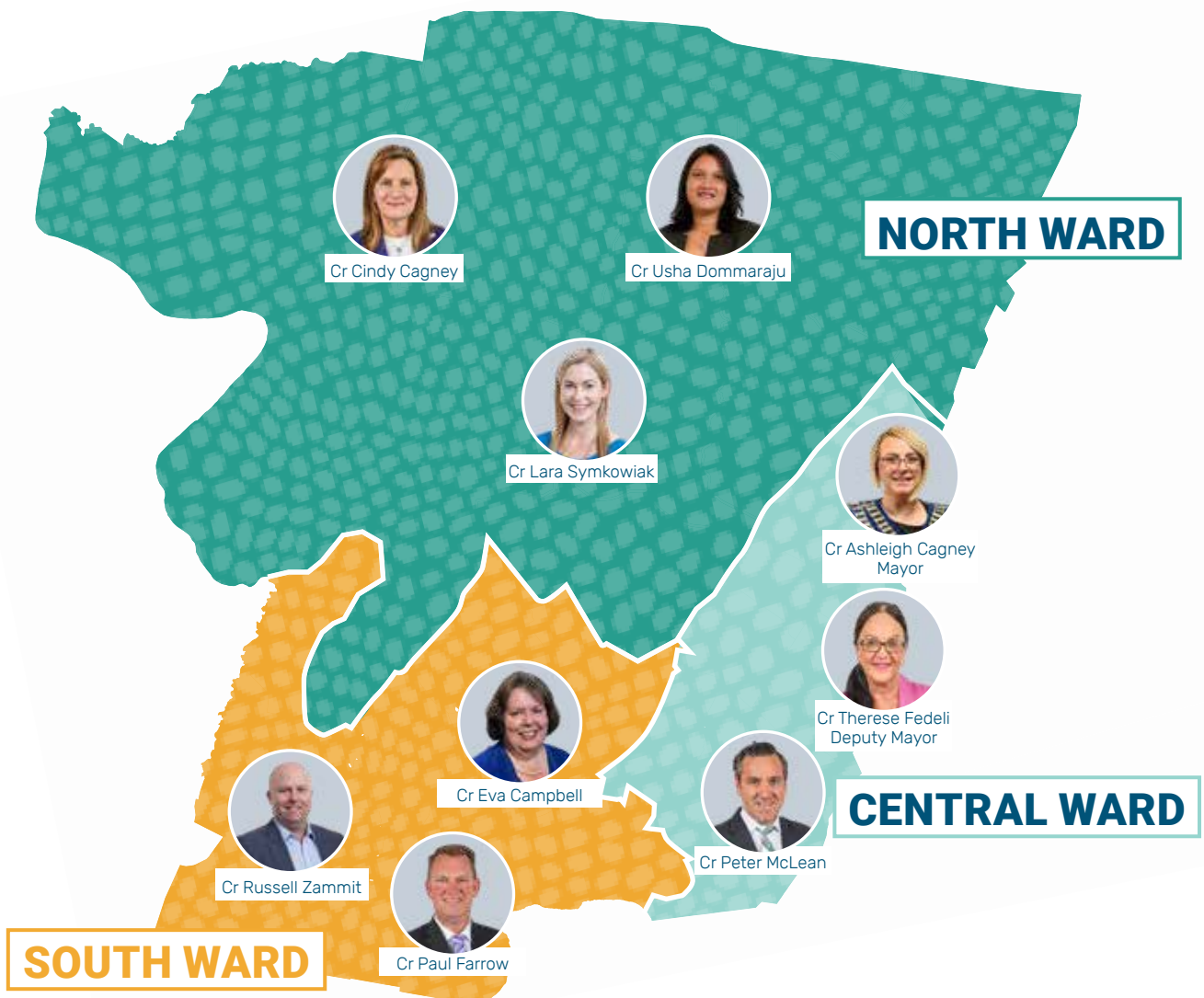


3 wards

THAT DIVIDE THE GEOGRAPHIC AREA

3 councillors

THAT REPRESENT EACH WARD



Elected Councillors

Each Councillor is elected by their respective ward, they are obligated to make decisions that serve the best interests of the entire community.

The Councillors work collectively to represent the community's interests, with support from the General Manager and Council staff.



Councillor Induction and Professional Development Reg s 186

Councils are to publish the following information in their annual reports.

The name of the mayor and each individual councillor that completed council's induction program (where an induction program has been delivered during the relevant year):

- › Not applicable.

The name of the mayor and each councillor who participated in any ongoing professional development program during the year:

- › The Mayor Cr A Cagney and Councillors C Cagney, Campbell, Dommaraju, Farrow, Fedeli, McLean, Symkowiak and Zammit participated in an ongoing professional development program during the year.

The number of training and other activities provided to the mayor and councillors during the year as part of a professional development program, and;

- › A total of 26 briefings/training sessions related to Council's Policies, Strategies, Plans and Codes were provided to the Mayor and Councillors during the year as part of a professional development program.

The total cost of induction and professional development activities and any other training provided to the mayor and councillors during the relevant year:

- › The total cost of induction and professional development was \$3,500 (excl. GST).

Councillor Payments and Support Reg s 217 (1)

Councillors are eligible for a range of entitlements and remunerations associated with their role, including reimbursement of expenses incurred in carrying out their civic duties and provision of facilities to assist in fulfilling their obligations.

To ensure proper use of facilities and engagement of expenses by Councillors, Council is required to adopt a Payment of Expenses and Provision of Facilities to the Mayor and Councillors Policy (Expenses and Facilities Policy). This Policy is reviewed and adopted as required under the Local Government Act 1993, enabling Council itself to determine what expenses it will cover and what facilities it will provide to Councillors (within reason).

The objectives of the Expenses and Facilities Policy are to:

- › Ensure consistency in the application of reimbursement of expenses and provision of facilities to Councillors in an equitable and non-discriminatory manner.
- › Provide a level of support to Councillors to assist them in representing the interests of the community.
- › Ensure transparency and accountability in the reimbursement of expenses incurred by Councillors.

In 2023 - 2024 the following expenses were incurred by the Mayor and Councillors:

Councillor Expenses

Dedicated Office Equipment	Nil
Telephone & Data Expenses*	\$5,395
Travelling Expenses	\$1,583
Professional Development	\$3,500
Conferences & Seminars	\$13,554
Interstate Visits - all costs	Nil
Overseas Visits	Nil
Expenses for Spouses	Nil
Child Care	\$5,318
TOTAL	\$29,350

Councillor allowance

Mayoral Allowance	\$73,440
Councillor Allowances	\$248,850
Superannuation Payments	\$26,328

*includes telephone calls made, mobile phone and iPad

Leadership

Council delivers a variety of services and programs to the local community and business sector that supports local economic growth, care and management of the local environment, health and wellbeing and promotes community cohesiveness.

Council continues to manage services, programs, and facilities within the Camden LGA, while navigating the complexities of continuous population growth. This significant expansion brings both challenges and opportunities, allowing Council to grow, form partnerships, advocate for the community, and guide future development. Council advocates on behalf of the community and local businesses on local issues and other associated impacts from the regional and state issues, such as housing and infrastructure.

The Mayor and Councillors entrust the General Manager with the management and execution of Council services. The General Manager oversees Council operations through an adaptive organisational structure by focussing on key areas to ensure the best outcomes for the community and local businesses, such as Workforce, Workplace Values, Community Assets and Local Infrastructure Management.



General Manager Remuneration Reg s 217 1(b)

The total remuneration package for the General Manager including salary, non-cash benefits, superannuation and fringe benefits tax was \$452,390.

Senior Staff Remuneration Reg s 217 (1) (c)

The total remuneration package for the five Directors including salary, non-cash benefits, superannuation and fringe benefits tax was \$1,692,257.

Note: Total package includes the total value of the salary component of package, total employer's contribution to superannuation (salary sacrifice or employer's contribution), total value non-cash benefits, and the total fringe benefits tax for noncash benefits.

Workforce

Through proactive workforce planning, we anticipate and prepare for future workforce needs, ensuring we fulfill our commitment to the broader community.



576

TOTAL NUMBER OF EMPLOYEES

270

FEMALE EMPLOYEES

306

MALE EMPLOYEES

459

FULL-TIME STAFF

40

PART-TIME STAFF

77

TEMPORARY STAFF

Note: Casuals, Trainees/Apprentices or Agency Staff have not been included in the above figures.

Statement of Total Number of Persons who Performed Paid Work Reg s 217 (1) (d)

Councils must publish a statement of the total number of persons who performed paid work for them on **Wednesday 14 February 2024** including, in separate statements, the total number of the following:

- › the number of persons directly employed by the council:
 - on a permanent full-time basis – 448
 - on a permanent part-time basis – 31
 - on a casual basis, and – 54
 - under a fixed-term contract – 95
- › the number of persons employed by the council who are "senior staff" for the purposes of the Local Government Act 1993 – 6
- › the number of persons engaged by the council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person – 11
- › the number of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee – 22

Note: *Wednesday 14 February 2024 has been chosen as the 'relevant day' for councils to report on their labour statistics in their annual reports under section 217 of the Local Government (General) Regulation 2021.*

Equal Employment Opportunity (EEO) Management Plan Reg s 217 (1) (a9)

In accordance with Chapter 1, Part 4 of the Local Government Act 1993 (NSW) Council maintains an EEO Management Plan supported by Council policies and procedures designed to ensure the absence of discrimination in employment and promote equal employment opportunity for all people.

Below are some of the activities undertaken during this reporting period to support EEO:

1. Promoted/implemented/provided the following:

- › Staff Consultative and Work Health and Safety Committees to facilitate transparent decision-making and good working relationships between Council, its employees, and three Union bodies.
- › Translating and interpreter service, accessible to staff and customers.
- › Council's Mental Health and Wellbeing Framework to support a psychologically safe workplace and delivered a range of related initiatives that includes training on mental health awareness, accidental counsellor, and appointment of designated Mental Health First Aid Officers.
- › Cultural Awareness Training, commencing at a customer facing level, with the view to organisational wide availability, in addition to enabling opportunities for staff to participate in Disability Communication Symbol training.
- › Opportunities for traineeships for people specifically from an Aboriginal and Torres Strait Islander background through Council's Traineeship Program.

2. Continued the following:

- › Merit selection principles for recruitment to ensure all applicants are afforded equal opportunity, with all staff required to participate in Recruitment and Selection and EEO training prior to their involvement in recruitment activity.
- › Investment in Employee Assistance Program (EAP) to support staff with counselling and mediation.
- › To manage employees in accordance with all relevant Award provision and employment related legislation.
- › Reviewed and benchmarked workforce policies with contemporary and professional organisations to ensure access and equity in their application.
- › Increased the availability of EEO data through improved key corporate indicators and reporting capabilities and use of Council's Human Resource Information System.

3. Recognised and celebrated the following:

- › Social Inclusion Week, Wear it Purple Day, Multicultural March, Harmony Week, NAIDOC Week, National Safe Work Month, International Women's Day, Movember, Ramadan, and National Families Week.

Workplace Values

The following are the guiding principles on how we perform and partner to achieve success.



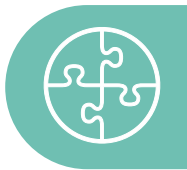
Leadership - Empower Others

We invest in the growth, development and empowerment of staff to become the best version of themselves.



Innovation - Dream, Create, Inspire

We innovate and inspire to create better ways to deliver to our community.



Partnership - Together We Can

We partner to achieve success through support, understanding and shared goals.



Commitment - Dedication Drives Results

As a high-performance Council we strive for excellence in all we do.



Customer Focus - Our People, Our Community

We deliver excellence to your customers through services, facilities, information, resources, education and support.



Safety - Safety is Everyone's Job

We put safety and well-being of people at the centre of everything we do.

Work Health and Safety Act (2011)

Initiatives, Outcomes, Statistics, Investigations

Council's Safety Management System was monitored and continuously improved as part of ensuring safety across all areas of Council. Ongoing consultation and involvement of internal stakeholders, as well as comprehensive safety training, has contributed to the increasing safety capability of the workforce.

The Safety Business Partner model continued to provide dedicated safety support to Council's operating branches and Safety Audit and Safety Occurrence Investigation regimes supported a strong learning and improvement culture across the organisation.

During 2023 - 2024 key safety activities included:

- › Completed the annual review of all branch Safety Risk Registers.
- › Developed and distributed a range of safety communications to promote safety and inform the organisation on important safety topics. These products included Monthly Safety Agendas to senior staff, Safety Alerts, SafeWork NSW Incident Information Releases, Safe Work Australia resources, legislative updates, and other industry resources.
- › Undertook the StateCover WHS Self-Audit, with a score of 92.9% obtained which is above average compared to all councils.
- › Completed 21 scheduled Safety Audits, resulting in 61 safety corrective actions.
- › Undertook 24 safety occurrence investigations, resulting in 76 safety corrective actions.
- › Ongoing review and development of the documents comprising Council's safety management system, consistent with ISO45001, including:
 - Safety related policies and Corporate Safety Procedures.
 - Safe Work Method Statements and Safe Operating Procedures.
 - Safety related forms and guidance material.
- › Provided ongoing support to the Emergency Planning Committee, and the undertaking of exercises in emergency preparedness at Council facilities.
- › Attended Southeast Regional Organisation of Council (SEROC) Meetings and Metropolitan Work Health and Safety (WHS) Group Meetings to share safety learnings with other council's.
- › Facilitated the introduction of ChemWatch as Council's online Chemical Management System.
- › Developed a Chain of Responsibility (CoR) Policy and Procedure, subsequently endorsed by Council, with implementation accompanied by CoR awareness training for Councillors and internal staff.

- › The program of events in support of "National Safe Work Month" included:
 - Presentation by James Wood sharing his workplace accident story and the importance of making safe choices in the workplace.
 - Staff were invited to sign their name on safety pledge walls at each Council workplace, emphasising our core safety value and commitment to safety.
 - Ergonomic information sessions and individual workstation assessments were held with an Occupational Therapist.
 - Operational staff took part in practical manual handling refresher training with an Occupational Therapist.
 - Provided an online lunch and learn presentation on understanding and reporting near misses.
 - Presentation by Organisational Psychologist, David Burroughs on Psychosocial Safety and the critical role of leadership.
- › Implemented a process for the management review of the safety management system, accompanied by an Annual Safety Report, and a review workshop which produced our Strategic Safety Plan.
- › Facilitated nominations and voting for the Health and Safety Committee (HSC) and revision of the HSC Constitution.
- › Engaged an external auditor to undertake an audit of Heavy Vehicle National Law compliance within the Waste and City Presentation branch.
- › Revised the Electrical Safety Procedure to include requirements for working near overhead powerlines and coordinated training for relevant workers by Endeavour Energy.



Recognition of Achievements



WINNER

Connecting Camden White Gum Project

Local Government NSW Excellence in the Environment Awards 2023, Natural Environment Protection and Enhancement Award for On Ground Works

Unlock Camden

NSW History Council Awards 2023, Jill Roe Regional Award

Best Local Youth Week Program

LGNSW NSW Local Government Week Awards 2023

Job Link Program

Youth Work Awards 2023, Outstanding Youth Participation Award

Customer Service Team of the Year

National Local Government Customer Service Awards 2023

Intrapreneurial Team Award

Global Intrapreneurs Summit 2023

Ryan Foster

My Gateway Awards 2023, Overall Trainee of the Year and Certificate IV Trainee of the Year

Empowering Inclusivity Through Technology

LG Professionals Excellence Awards 2024, Special Project Initiative



HIGHLY COMMENDED

United Resilience Basketball (CURB)

LG Professionals Excellence Awards 2024, Partnerships and Collaboration

Fostering Inclusivity in Local Government Programs

National Growth Area Alliance (NGAA) Awards 2024, Building Connections



COMMENDATION

Doohan Reserve, Oran Park

UDIA NSW Awards for Excellence 2023, Excellence in Social and Community Infrastructure
(Recreation Facility)



FINALIST

Innovation Space Project

National Innovation of the Year Award 2023

Celebrating Seniors in Style Fashion Show and High Tea

LG Professionals Excellence Awards 2024, Community Development

Parents and Bubs Yoga and Playgroup

LG Professionals Excellence Awards 2024, Community Development

The Camden Youth Mental Health First Aid Initiative

LG Professionals Excellence Awards 2024, Community Partnerships

Community Financial Assistance Policy Review and Consultation: A Phased and Outcomes Development Approach

LG Professionals Excellence Awards 2024, Innovative Leadership



Corporate Governance





Internal Audit

In February 2015, Council formed an Audit Risk and Improvement Committee (Committee) and in June 2024, Council established a Business Assurance and Risk Management Framework. The Committee consists of a combination of independent and Councillor members, with membership as follows during the year:

Elizabeth Gavey | Independent Chair

Barry Husking | Independent member

Michael Quirk | Independent member

Councillor Paul Farrow

Councillor Russell Zammit

The Committee is required to meet four times per year and met seven times during 2023 - 2024. In accordance with Section 428A of the Local Government Act 1993 (the Act) and the Audit, Risk and Improvement Committee Terms of Reference, the Committee has kept the following under its review:

- › Compliance;
- › Risk management;
- › Fraud control;
- › Financial management;
- › Governance;
- › Implementation of the strategic plan, delivery program and strategies;
- › Service reviews;
- › Collection of performance measurement data by the council;
- › Internal audit;
- › External audit; and
- › Any other matters prescribed by the regulations.

Key achievements include:

- › Consideration of 80 reports across all areas listed in Section 428A of the Act. The report included the review of:
 - Council's financial statements;
 - Committee Terms of Reference;
 - Internal Audit Charter;
 - Council's top risks;
 - Two completed service reviews;
 - Budget monitoring and Council's Long Term Financial Plan;
 - Twelve internal audit reports; and
 - Continued monitoring of the implementation of recommendations from internal and external audits.
- › Review and update of Council's four-year Strategic Internal Audit Plan and development of a four-year Audit, Risk and Improvement Committee Workplan.
- › Revision of the Audit, Risk and Improvement Committee Terms of Reference and Internal Audit Charter in line with new requirements of the Local Government (General) Regulation 2021 and the Office of Local Government Guidelines for Risk Management and Internal Audit for Local Government in NSW.
- › Annual reporting to Council on the activities of the Audit, Risk and Improvement Committee, including the Committee's high-level assessment of Council's performance in the areas the Committee keeps under review.

Community Engagement

Council adopted the Communications and Community Engagement Strategy in 2022 as an overarching strategy to engage the community when developing and reviewing plans, policies, and strategies, including the Community Strategic Plan.

Council continued to conduct in-person conversations and leverage the online consultation platform, Your Voice Camden, to facilitate public engagement across various projects. The overview from the online platform, Your Voice Camden showcase:

- › 84,638 page views across the Your Voice Camden website;
- › 37,923 individuals visited the site, some more than once;
- › 463 new members on Your Voice Camden; and
- › 2,738 online contributions from a variety of members in our community.

There were 50 projects implemented, and some of the examples include:

Leppington Town Centre

The planning proposal public exhibition included a range of engagement methods such as:

- › Online engagement through Your Voice Camden;
- › Face-to-face and online meetings with a variety of internal and external stakeholders;
- › Targeted phone calls and letters to directly affected landholders and tenants; and
- › Small group and on-site meetings tailored to stakeholder groups

A variety of communications methods were implemented, such as:

- › Email notifications to Your Voice Camden subscribers;
- › Pop-up stalls and display advertising at Leppington Village (shopping centre);
- › A community newsletter distributed to all Leppington residents and property owners;
- › Media releases, social media, radio and display advertising; and
- › Printed documents and supporting materials on display.

Playspace Strategy

The community engagement focused on hearing ideas and suggestions from a broad range of community members to ensure our playspaces are welcoming for everyone. A range of engagement methods were used including:

- › Online engagement via Your Voice Camden, including a survey and ideas wall; and
- › A daytime and evening workshop with refreshments and activities provided to gain insight into the needs and wants of a variety of stakeholders.

The following communications materials and methods were implemented:

- › Email notifications to Your Voice Camden and Camden Kids subscribers;
- › Printed documents and supporting materials available on request; and
- › Media release and targeted social media posts were distributed, with on-site signage installed at playspaces throughout the LGA.

Nepean River Flood Study

The study was to understand the impacts of flooding in the Nepean River catchment, and the information collected will be used to update a computer-based flood model for the Nepean River. A range of engagement and communication methods were:

- › Online engagement through Your Voice Camden;
- › Email notifications to Your Voice Camden subscribers;
- › Printed surveys distributed to directly affected landholders and tenants;
- › Face-to-face and online meetings with key stakeholders;
- › Drop-in community information session at Camden Library; and
- › Printed survey and supporting materials available at the 2023 Camden Show and at all libraries.



6,700 Website interactions for community consultations

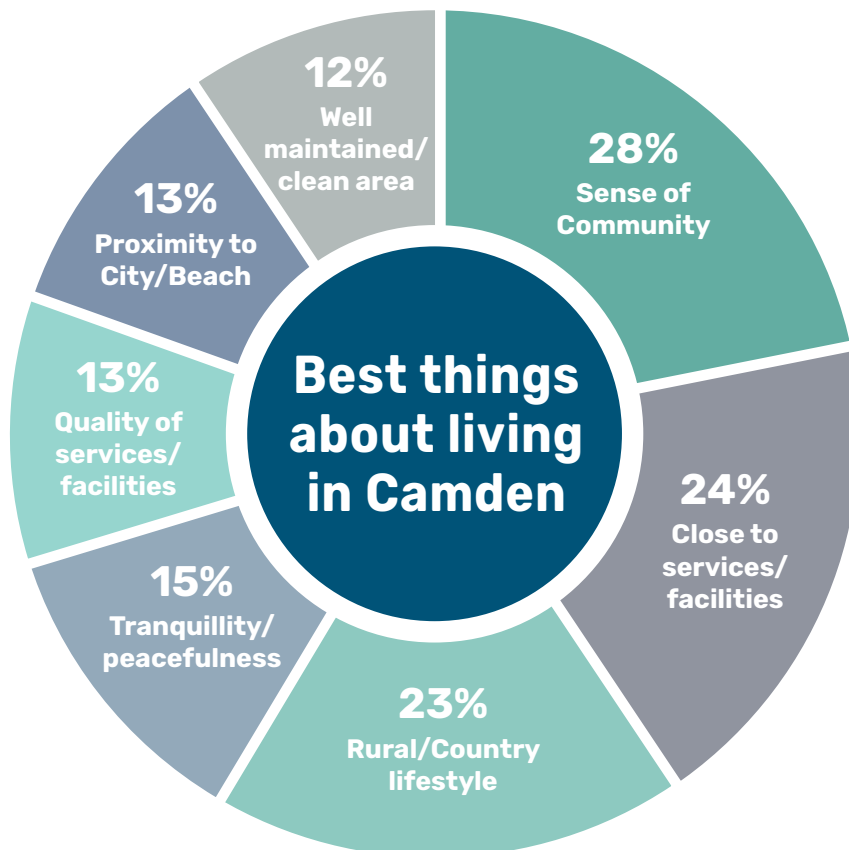
Community Satisfaction Survey Report

The 2023 community telephone survey was conducted by an independent market research company with 400 residents living in Camden LGA randomly selected.

The result show:



Residents were also asked to indicate the best thing about living in the Camden LGA, and their responses were:



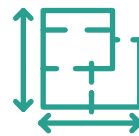
The top five changes residents indicated that they would like to see over the next ten years were:



More/improved services and facilities across the LGA



More/improved public transport



Manage over-development and block sizes



Road maintenance and infrastructure



Traffic management and congestion



Service Reviews

Council is committed to conducting service reviews to address the needs and priorities of the community and a range of stakeholders.

The aim of the service review program is to:

- › Help assess the overall service performance;
- › Promote a continuous improvement ethos;
- › Provide a structured approach.

The desired outcomes of the service reviews are:

- › Services delivered are targeted and of good quality - Effectiveness.
- › Resources to deliver the services are optimised or improved - Efficiency.
- › Services delivered adds value to the community/stakeholder - Valued.

The following service reviews were conducted in 2023 – 2024:



Land Information Management

The service review generated eight recommendations that included creating an open dataset of road names to be made available on Council's website and improving customer communication and streamlining processes.



Cemetery Services

The service review generated 13 recommendations that included digitising historical data, adding a new resource to enhance the customer experience, and managing compliance activities at the Cemetery site.



Library Services

The service review generated 22 recommendations that included installing new kiosks to capture Customer Experience data at the libraries and providing uniforms for library staff to ensure they are easily identifiable to customers.



Community Bus

The review generated two recommendations: phasing out of the current Community Bus service and reallocating the existing operational budget to support the Community Transport Grant.

Risk Management

Council has identified a range of strategic and operational risks, which are reviewed and reported on regularly, to reduce the level of risk. Council continued to progress on the Integrated Risk Management project, and throughout 2023 – 2024 the following activities were undertaken:

- › Strategic Risk Register reviewed and updated with Directors.
- › Attended risk management and claims forums with other councils.
- › Attended annual Risk Management Institute of Australasia (RMIA) conference.
- › Attended Civic Risk Mutual's member forum.
- › Active participation and risk representation in internal advisory groups and committees.
- › The settlement of three property damage claims relating to the extensive flood damage incurred in the local area in 2022.
- › Renewal of Council's general insurance program was completed.
- › Provided continued support and case management across Council in relation to liability matters.
- › Rolled out Driver Fleet Training to all Council staff who are under a fleet agreement for a Council fleet vehicle.

Code of Conduct (S440 of the Act and cl 193 of the Regulations)

Council's Code of Conduct provides a framework for minimum standards of conduct by all Council officials and is in line with the Office of Local Government's (OLG) Model Code of Conduct. The current Code of Conduct incorporates provisions relating to complaint handling procedures and reporting requirements of the General Manager.

The Complaints Coordinator must arrange for the following statistics to be reported to Council within three months at the end of September each year. Council is to provide the OLG with a report containing the statistics referred to below within three months of the end of September of each year.

The reporting period is 1 September 2023 to 31 August 2024.

The total number of Code of Conduct complaints made about Councillors and the General Manager under the Code of Conduct in the year to September 2024	Nil
The number of Code of Conduct complaints referred to a conduct reviewer	Nil
The number of Code of Conduct complaints finalised by a conduct reviewer at the preliminary assessment stage and the outcome of those complaints	Nil
The number of Code of Conduct complaints investigated by a conduct reviewer	Nil
Without identifying particular matters, the outcome of Code of Conduct investigations under these procedures	N/A
The number of matters reviewed by the OLG and, without identifying particular matters, the outcome of the reviews	N/A
The total cost of dealing with Code of Conduct complaints made about Councillors and the General Manager in the year to September 2024, including staff costs	Nil

Legal Proceedings Reg s 217 (1) (a3)

Summary of costs incurred by Council in relation to legal proceedings:

Cost of all Land and Environment Court Proceedings	\$481,858
Cost of Local Court Proceedings	\$176,875
Cost of all other Court Proceedings	\$71,917

A summary of the state of progress of each legal proceeding and result is set out below:

Plaintiff	Court	Description of Proceedings	Result	Legal Expenses
Juan Latorre	Local	Parking fine appeal	Proven	Nil
David Fenech	Local	Parking fine appeal	Proven	Nil
Brian Lee Villamorán	Local	Parking fine appeal	Proven	Nil
Leanne Mary Cleaver	Local	Parking fine appeal	Proven	Nil
Leanne Mary Cleaver	Local	Parking fine appeal	Proven	Nil
Rakib Uddin Dewan	Local	Parking fine appeal	Proven	Nil
J. F Building Consultants P/L	Local	Development compliance fine appeal	Proven	Nil
Stefanos Zafropoulos	Local	Parking fine appeal	Proven	Nil
Mervyn Robert Collins	Local	Parking fine appeal	Dismissed	Nil
CJ Hire Pty Ltd	Local	Parking fine appeal	Ongoing	Nil
Dean Smith and Leanne Smith	Land and Environment	Appeal against Development Control Order/Class 1 Appeal	Ongoing	\$44,005
Baillie Wines Pty Limited	Land and Environment	Appeal against Development Control Order/Class 1 Appeal	Ongoing	\$62,967
IMMS Pty Ltd	Land and Environment	Appeal against Development Control Order	Discontinued	\$12,375
UPG 198 Pty Ltd	Land and Environment	Class 1 Appeal	Consent orders	\$33,361
JKPB Investments	Land and Environment	Class 1 Appeal	Consent orders	\$4,159
Ajay Parasher	Land and Environment	Class 1 Appeal	Consent orders	\$17,212
Ryan and Juanita Dowd	Land and Environment	Class 4 Appeal	Consent orders	\$18,059
Universal Property Group	Land and Environment	Class 1 Appeal	Consent orders	\$11,275

Plaintiff	Court	Description of Proceedings	Result	Legal Expenses
Boral Resources NSW	Land and Environment	Class 1 Appeal	Consent orders	\$48,610
Cobbitty 1004 Holdings Pty Ltd & 621Z Northern Road Pty Ltd	Land and Environment	Class 1 Appeal	Discontinued	\$49,978
Austral & Leppington No. 8 Pty Ltd	Land and Environment	Class 1 Appeal	Consent orders	\$43,914
BRL Developments	Land and Environment	Class 1 Appeal	Consent orders	\$1,488
KRV Investments	Land and Environment	Class 1 Appeal	Consent orders	\$708
Aplus Architecture	Land and Environment	Class 1 Appeal	Discontinued	\$14,135
Multiquip Pty Ltd	Land and Environment	Class 1 Appeal	Ongoing	\$14,810
Topwei One Pty Ltd	Land and Environment	Class 1 Appeal	Ongoing	\$5,464
SPEC Homes	Land and Environment	Class 1 Appeal	Ongoing	\$31,831
Danny Marielle Moussa	Supreme	Claim for compensation	Ongoing	Nil
Cornish Group Spring Farm Pty Ltd	Supreme	Claim for compensation	Ongoing	Nil
Burenil Scott	District	Claim for compensation	Ongoing	\$21,917
Nicole Rodriguez	District	Claim for compensation	Settled	\$50,000
Rate Recoveries (aggregated)	Local	Rate recovery	Ongoing and concluded	\$176,875
80 Heath Rd (Details confidential)	Land and Environment	Compulsory acquisition	Settled	\$46,620
Flaherty	Land and Environment	Compulsory acquisition	Ongoing	\$20,887

Note: These amounts have not been reduced for any legal cost recovery

Government Information (Public Access) Act 2009 – s 125 (1) and cl 8 of Regulation 2018)

The Government Information (Public Access) Act 2009 (GIPA Act) came into effect on 1 July 2010. The GIPA Act is the NSW Government's approach to giving the community greater access to information. The NSW Government has made a commitment to provide access to information held by the Government, including local councils, unless on balance it is contrary to the public interest to provide that information.

Council is committed to providing the community with open and transparent access to information about our services, activities and business operations. Much of this information is routinely provided in our corporate documents, which are identified in our Agency Information Guide, publicly available on Council's website at **www.camden.nsw.gov.au/council/information-access-and-privacy/agency-information-guide**.

Review of release of government information under s 7(3) of the GIPA Act

According to the GIPA Act, to make information publicly available, agencies must review their programs for the release of government information. This review must be undertaken at least once every 12 months.

Council's program for the proactive release of information involves the following actions:

- › Regularly reviewing and updating online content.
- › Encouraging the community to seek information, not available online, via informal requests for information free of charge (with the exception of photocopying costs).
- › Reviewing the disclosure log to identify the main types of information being requested.
- › Auditing information requests.
- › Researching other council websites to see the types of information proactively released.
- › Discussions with Council staff regarding what information is regularly sought and whether such information could be made available on Council's website.

Number of Applications received during 2023 - 2024

In 2023 - 2024 Council received 19 formal and 605 informal GIPA applications. All applications received were assessed and responded to within statutory timeframes, where applicable. Five formal applications received during this reporting period remained ongoing as of 30 June 2024 and are not included in the below statistics.

Statistical information about access applications - Schedule 2

The statistical information about the formal GIPA applications (access applications) is outlined below. Please note that figures may not add up to 100% due to rounding.

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	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	1	0	0	0	0	0	1	2	11%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	6	0	2	1	0	0	1	10	53%
Members of the public (other)	2	2	0	1	1	1	0	0	7	37%
Total	2	9	0	3	2	1	0	2	19	
% of Total	11%	47%	0%	16%	11%	5%	0%	11%		100%

* 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*	0	0	0	0	0	0	0	0	0	0%
Access applications (other than personal information applications)	2	4	0	2	2	0	0	1	11	69%
Access applications that are partly personal information applications and partly other	0	3	0	0	0	0	1	1	5	31%
Total	2	7	0	2	2	0	1	2	16	
% of Total	13%	44%	0%	13%	13%	0%	6%	13%		100%

* 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)	3	16%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	3	16%
Invalid applications that subsequently became valid applications	2	11%
Total	8	43%

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

	Number of times consideration used*	% of Total
Overriding secrecy laws	0	0%
Cabinet information	0	0%
Executive Council information	0	0%
Contempt	0	0%
Legal professional privilege	0	0%
Excluded information	0	0%
Documents affecting law enforcement and public safety	0	0%
Transport safety	0	0%
Adoption	0	0%
Care and protection of children	0	0%
Ministerial code of conduct	0	0%
Aboriginal and environmental heritage	0	0%
Information about complaints to Judicial Commission	0	0%
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015	0	0%
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016	0	0%
Total	0	0%

* 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 GIPA Act

	Number of times consideration used*	% of Total
1 Responsible and effective government	1	7%
2 Law enforcement and security	2	14%
3 Individual rights, judicial processes and natural justice	10	71%
4 Business interests of agencies and other persons	1	7%
5 Environment, culture, economy and general matters	0	0%
6 Secrecy provisions	0	0%
7 Exempt documents under interstate Freedom of Information legislation	0	0%
Total	14	100%

Table F: Timeliness

	Number of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	14	100%
Decided after 35 days (by agreement with applicant)	0	0%
Not decided within time (deemed refusal)	0	0%
Total	14	100%

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	0	0	0	0%
Review by Information Commissioner*	0	0	0	0%
Internal review following recommendation under section 93 of Act	0	0	0	0%
Review by NCAT	0	0	0	0%
Total	0	0	0	0%
% of Total	0%	0%	0	0%

* 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)

	Number of applications for review	% of Total
Applications by access applicants	0	0%
Applications by persons to whom information the subject of access application relates (see section 54 of the GIPA Act)	0	0%
Total	0	0%

Table I: Applications transferred to other agencies

	Number of applications transferred	% of Total
Agency-Initiated Transfers	0	0%
Applicant - Initiated Transfers	0	0%
Total	0	0%





Corporate Finance

Financial Statements



Council's Annual Financial Statements for the period ending 30 June 2024 were finalised and submitted to the Office of Local Government on the 25 October 2024.

To view the Annual Financial Statements, please visit Council's website **www.camden.nsw.gov.au**

Grant Funds

Managing Council's financial position to support long-term financial sustainability remains a priority for Council. This is achieved by embracing collaborations to continue to deliver projects, programs and services by sourcing funds from a variety of means.

Below is a list of some of the grant funds that have been accepted and secured by Council on behalf of the community:

Accepted grant funding

- › \$4.5M (excl GST) from Department of Planning, Housing and Infrastructure for detailed designs to transform Rickard Road and Ingleburn Road to an urban standard.
- › \$2.5M co-funded by Australian and NSW Government for repair, restoration, betterment of community infrastructure damaged in 2022 floods.
- › \$2M (excl. GST) from the Local Government Recovery Grant Program to assist in the recovery from storm and flood related disasters.
- › \$1,379,234 (excl. GST) through the Local Roads and Community Infrastructure Program from the Australian Department of Infrastructure, Transport, Regional Development, Communications and the Arts for the construction and/or maintenance of local roads.
- › \$1,170,523 under the NSW Disaster Recovery Funding Arrangements (Essential Public Asset Restoration) received from the NSW Government and the Australian Government. The funding is provided for the reconstruction and repair of damages to the Macquarie Grove Road Bridge, Cobbitty Road Bridge and embankment and for Cowpasture Road Bridge handrail replacement.
- › \$1M (excl. GST) through the NSW Government's Multisport Community Facility Fund for field, irrigation and drainage improvement works, including upgrading of the main field surface to hybrid turf and the design of female friendly change rooms at Ron Dine Reserve.
- › \$1M (excl. GST) through the NSW Government's Greater Cities and Regional Sport Facility Fund for the construction of female friendly change rooms and supporting amenities for rugby league facilities at Kirkham Oval.
- › \$500,000 (excl GST) from NSW Government Female Friendly Community Sport Facilities and Lighting Upgrades Grants Program.
- › \$403,000 (excl. GST) through the NSW Government's Essential Community Sports Assets Program for additional building or facility improvement works to enhance the facilities at Camden Tennis Centre.

- › \$140,000 for the Open Streets Program from the NSW Government to enhance Camden's annual Christmas Festival, increasing the event duration, expand performance areas and involve arts and cultural spaces.
- › \$129,450 (excl. GST) through the NSW Government's 2023 Culture Up Late Western Sydney Program for delivery of the Cultural Program within Camden Town Centre.
- › \$126,668 from Floodplain Management Program to complete an Addendum to Nepean River Flood Risk Management Study and Plan to provide support for emergency management planning.
- › \$100,000 (excl. GST) under AGL's Community Support Fund to enhance Camden's Volunteering program and provide much needed support to the community sector agencies engaged with volunteering within the Camden LGA.
- › \$59,500 (excl. GST) through the NSW Government's Early Needs Weed Management Program to undertake surveillance monitoring, weed control and education.
- › \$20,000 (excl. GST) from the Australian Department of Industry, Science and Resources under the Stronger Communities Programme for the installation of a solar photovoltaic system and battery and the replacement of gas hot water systems at Jack Brabham Reserve, Oran Park.
- › \$15,000 (excl. GST) from the NSW Government's Saving our Species program to support conservation works undertaken for Camden White Gum at Council reserves.
- › \$12,500 for the Saving our Species (SOS) from the NSW Government to facilitate the continuation of conservation works.
- › \$6,440 (excl. GST) from the NSW Government and Telstra to facilitate Tech Savvy Senior training sessions at Camden Libraries and deliver life-long learning opportunities for seniors.
- › \$4,924 (excl GST) through the NSW Government Youth Week Grants Program for youth programs.
- › \$3,500 through the NSW Government Senior Festival Grants Program to deliver Seniors Talent Time project as part of Seniors Week.
- › \$2,500 from NSW Government Small Business Month to support Council to deliver its Local Procurement Campaign.



Environmental Planning and Assessment Act 1979 – s 7.5 (5)

Particulars of compliance with and effect of planning agreements in force during 2023 -2024

Oran Park Urban Release Planning Agreement

This Voluntary Planning Agreement (VPA) applies to land within the Oran Park Precinct, generally to the east of The Northern Road, which is being developed by Greenfields Development Company, partly in partnership with Landcom. The land is located within the Southwest Growth Centre and was rezoned in December 2007.

The objective of this VPA is to provide all the local recreation/open space, community facilities, roads and drainage required to support this new community. The VPA also includes the delivery of district facilities such as the Oran Park Library, Community Centre, Youth Recreation Centre and Leisure Centre, which will meet the needs of the Oran Park, Turner Road, Catherine Field (Part) precinct and future Maryland communities.

The VPA contains works and land dedications with a value in excess of \$200M (excluding the value of the water cycle management works and land, and the riparian corridor works and land). Significant work has been undertaken in this rapidly growing precinct. Council and the developers continue to work closely to ensure suitable community outcomes are being produced.

The construction of the Oran Park Leisure Centre is near completion and is scheduled to be opened in late 2024.

Further water cycle management, shared pathway and riparian corridor infrastructure assets were constructed and dedicated to Council.



Oran Park South Planning Agreement

This VPA, executed in August 2020, applies to land south of the Oran Park VPA and is also being developed by Greenfields Development Company. The VPA includes transport, drainage and open space projects with associated land dedications with a total value of approximately \$32M.

Council has reached an agreement with the developer to deliver Stage 1 of the baseball facility proposed on the corner of O’Keefe Drive and Banfield Drive, Oran Park, north of the proposed school. The development application for this work was approved in August 2022. Construction of the fields and amenities are well underway, on schedule and due for completion in November 2024.

The plan delivered water cycle and share path infrastructure in the last financial year.

Gregory Hills Planning Agreement

This VPA applies to land known as Gregory Hills, which is approximately half of the Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide a local community centre and all of the local recreation/open space, drainage and roads required to support this new community. The VPA has a value of approximately \$60M and includes provisions for the developer to make a monetary contribution toward the funding of other off-site facilities such as a library, leisure centre and youth recreation centre located within the Oran Park Town Centre. The VPA includes significant riparian land works, the funding for two major facilities, including a double playing field and a community facility, and the dedication of embellished transmission line easement land to Council.

Development within this precinct is now almost complete with only one water cycle management facility remaining outstanding.

Gledswood Hills Planning Agreement

This VPA applies to land known as Gledswood Hills, which forms part of the Turner Road Precinct that was rezoned in December 2007.

The objective of the VPA is to provide infrastructure, facilities, and services to support the development. The VPA has a value in excess of \$24M and includes dedication of two major facilities to Council, these being the South Creek road crossing and an open space corridor through the centre of the site, as well as other parks and facilities. Under the VPA, the developer will also make a monetary contribution toward the funding of other off-site facilities such as a library, leisure centre and youth recreation centre which are located within the Oran Park Town Centre.

Development within this precinct is nearing completion with only several deliverables remaining in their defects period.



Yamba Cottage Planning Agreement

This VPA applies to land known as Yamba, which is an 8.3 hectare site fronting Camden Valley Way at Kirkham. The site is situated between existing residential development at The Links Estate Narellan, rural land to the west and Kirkham Lane to the south. The objective of the VPA is to require the proponent to undertake heritage conservation and adaptive re-use works to Yamba Cottage and associated buildings in conjunction with various stages of development of the site.

The proponent has completed extensive heritage conservation works to Yamba Cottage in accordance with the VPA, and the cottage is currently tenanted. Conservation works have also been undertaken regarding the roadside stall and barn buildings. Conservation works are yet to commence regarding the worker's cottage.

The site was sold during the 2013 - 2014 financial year by the mortgagee and no further development has been undertaken to date.

Harrington Grove Planning Agreement

This VPA applies to land known as Harrington Grove, which is a 440 hectare site located to the north and west of the existing Harrington Park development. The objectives of the VPA are to conserve significant areas of Cumberland Plain Woodland Vegetation, restore two heritage homesteads (Harrington Park Homestead and Orielson), provide a range of on-site facilities (both Public Facilities and Community Title Facilities) and provide monetary contributions.

The bushland conservation works are completed including heritage restoration works on the Orielson Homestead. The pedestrian/cycleway network and parks in Harrington Grove East have been delivered as well as the Country Club and Neighbourhood Centre with associated facilities. One Tree Hill Lookout was also delivered within District Reserve 7. Developer works and land obligations under this Agreement are nearing completion with Crear Hill Lookout due for handover in 2024 - 2025.



229 Macquarie Grove Road, Kirkham (Wivenhoe) Planning Agreement

This VPA applies to land known as Mater Dei or Wivenhoe, which is a 15 hectare site bound by Cobbitty Road to the north, Macquarie Grove Road to the east and the Mater Dei access driveway to the west. The objectives of the VPA are to conserve a significant area of Cumberland Plain Woodland Vegetation, restore the heritage homestead Wivenhoe, provide a range of on-site facilities, and provide a monetary contribution.

The bushland conservation works are well underway and annual reporting is continuing. The restoration of Wivenhoe is complete, and the landscaping of Wivenhoe will be completed in the near future.

El Caballo Blanco, Gledswood and East Side Planning Agreement

This VPA applies to land known as the El Caballo Blanco, Gledswood and East Side Land, which comprises approximately 215 hectares and was rezoned in 2012. The site is located on Camden Valley Way to the north of the Turner Road Precinct.

The objective of the VPA is to provide infrastructure, facilities and services to support the development. The VPA has a value in excess of \$3M and also requires a monetary contribution of over \$6,000 per lot to be paid to Council for off-site facilities.

The VPA provides a mechanism to ensure vegetation conservation and revegetation on the site, and implementation of a water cycle management system. The development is intended to include a combination of lands for private recreation and environmental conservation. In addition, the VPA will facilitate delivery of local infrastructure including parks, pedestrian/cycle paths and road works including a collector road, bridge crossings and intersection upgrades. Importantly the VPA provides a mechanism for the riparian corridor and vegetation to be managed in perpetuity by the landowners.

East Leppington Planning Agreement

This VPA applies to land known as East Leppington, which comprises approximately 45 hectares that was rezoned in 2013. The VPA has a value in excess of \$7M and will deliver local open space and recreation, a collector road, pedestrian and cycle paths, water cycle management and embellishment of riparian land that is to be dedicated to Council.

Development within this precinct is significantly advanced and nearing completion. All deliverables under the VPA have been completed.

Emerald Hills Planning Agreement

This VPA applies to land known as Emerald Hills, which comprises over 151 hectares of land that was rezoned in 2014. The VPA has a value in excess of \$47M and delivers local open space and recreation, community facilities, collector roads, pedestrian and cycle paths, water cycle management and embellishment of riparian land.

This financial year, the developer has delivered a number of basins as well as transmission easement land.

Cornish Spring Farm Planning Agreement

This VPA commencing in March 2015 applies to 82 hectares of land within the Spring Farm Urban Release Area, generally to the south of Springs Road, which is being developed by Cornish Group. The objective of this VPA is to provide local infrastructure including open space, road works and stormwater facilities with a value of over \$37M in conjunction with the staged release of this development.

Works under the VPA has been finalised.

Narellan Town Centre Planning Agreement

This VPA applies to the land owned by the Narellan Town Centre shopping centre and its approved expansion to its northern site across Camden Valley North. The objective of this VPA is for the developer to undertake over \$6.7M worth of streetscape, road works, drainage works and public access works to plazas associated with the development of the site. Construction on the site commenced in April 2015 with the first stage opened in September 2016, and the developer has now completed the works proposed under this VPA. The remaining civil works will be completed by Council, funded by developer contributions.





Arcadian Hills Planning Agreement

This VPA applies to the development known as Arcadian Hills, which forms part of the Oran Park Growth Centre precinct on the western side of The Northern Road. The objective of this VPA is for the developer to undertake approximately \$20.1M of open space, transport, riparian corridor and water cycle management works and land dedication, and monetary contributions towards off-site facilities on behalf of the 457 residential lots proposed in the development.

Stage 8 works have been delivered and the 5-year vegetation management plan continuing along the main riparian corridor. A small portion of infrastructure remains to be completed along the Charles McIntosh Parkway, Cobbitty.

Catherine Park Planning Agreement

This VPA applies to the development known as Catherine Park, which is a 163 hectare site bound by Camden Valley Way and Oran Park Drive. The objective of the VPA is for the developer to undertake \$52M of open space, transport, riparian corridor, and water cycle management land and works, as well as a contribution towards off-site facilities.

An amendment to this VPA was executed 4 November 2021 which consisted of increasing the residential lot yield from 1,850 to 2,100 and includes the additional corresponding monetary contributions payable for those additional lots as well as the addition of a deferrals clause and an update on the timing of various items of works.

The developer has delivered completed works on Robbins and Clarence Parks and has delivered the carpark associated with the double playing fields. The development has progressed significantly with water cycle and share path infrastructure continuing to be delivered.

SH Camden Lakeside Planning Agreement

This VPA applies to land adjoining the Turner Road precinct of the Southwest Growth Corridor and is bound by Camden Valley Road to the north, Raby Road to the east, the Sydney Water canal to the south and Gledswood Hills Homestead to the west.

The VPA includes drainage, open space and transport works with associated land dedications to the value of approximately \$19.1M

The VPA delivered open space and transport works this financial year with significant development in the precinct.



Gledswood Hills (The Crest) Planning Agreement

This VPA applies to land adjoining the Turner Road precinct of the South West Growth Corridor but is not included within the Growth Corridor. The land is bound by the Sydney Water canal to the west, Gregory Hills Dr to the south, Camden Lakeside Golf Course to the north and the boundary of the Campbelltown LGA to the east.

The VPA includes open space and transport works along with associated land dedications and a significant cash contribution to 41 hectares of open space being dedicated as part of regional open space.

All deliverables under the VPA have been completed and the precinct has been fully developed.

Spring Farm Urban Release Planning Agreement (AV Jennings and Starhill)

The Agreement includes the provision of embellished passive open space, transport infrastructure, water cycle management facilities, land dedication and the payment of monetary contributions inclusive of the augmentation of future community facilities in Spring Farm to the value of approximately \$59.1M.

The development is progressing and whilst no VPA items were delivered during the financial year, designs have been approved with construction and delivery anticipated over the course of 2024 - 2025.

Spring Farm Precinct 5 Planning Agreement (Landcom)

The Agreement includes the provision of embellished passive open space, transport infrastructure, water cycle management facilities, land dedication and the payment of monetary contributions inclusive of the augmentation of future community facilities in Spring Farm to the value of approximately \$6.8M.

All deliverables under the VPA have been completed and the precinct has been fully developed.



187-191 Turner Road Currans Hill Planning Agreement

The Agreement includes the provision of embellished active open space, transport infrastructure, riparian corridor embellishment, stormwater management, land dedication, and the payment of monetary contributions inclusive of the augmentation of future community facilities in the Oran Park/ Turner Rd Precinct to the value of approximately \$2.9M.

The Agreement applies to land at 187 and 191 Turner Road adjoining the Turner Road precinct of the Southwest Growth Corridor but is not included within the Growth Corridor. The land is bound by Turner Road to the South and Atlantis Crescent to the North.

The Agreement was executed 1 June 2021 and approval for the design of shared pathways within the riparian corridor, as well as outdoor gym, have been approved with anticipated construction in 2024 – 2025.

Pondicherry (Part Precinct) Tranche 41 Planning Agreement

The Agreement includes the provision of embellished open space, transport infrastructure, riparian corridor embellishment, land dedication, and the payment of monetary contributions inclusive of the augmentation of future community facilities in the Oran Park/Turner Rd Precinct to the value of approximately \$21M.

Development within the precinct has commenced with significant earthworks being undertaken.



143 and 149 Ingleburn Road Planning Agreement

The Agreement was executed in April 2024 and applies to land located at 143 and 149 Ingleburn Road Leppington.

The VPA will deliver \$3M of land dedication within the Leppington precinct.

190 Raby Road, Gledswood Planning Agreement

The Agreement applies to Lot 102 DP 1226899 known as 190 Raby Road, Gledswood Hills. The land is bound by Gregory Hills Dr to the south, Sydney Water Canal to the west, The Crest subdivision to the north and lies on the boundary of the Campbelltown LGA to the east.

The Agreement includes the provision of embellished passive open space, transport infrastructure, water cycle management facilities, land dedication, and the payment of monetary contributions inclusive of the augmentation of future community facilities in Gledswood Hills.

Whilst no works were delivered this financial year, designs have been approved for the construction and embellishment of a local park and open space.



Developer Agreements Executed

Voluntary Planning Agreements	Value (Approx.)	Works In Kind Agreements	Value (Approx.)
143 and 149 Ingleburn Road Leppington Planning Agreement	\$3M	108 and 116 Ingleburn Road Leppington WIKA	\$95K
		19, 20, 114 Ridge Square and 143-153 Heath Rd Leppington WIKA	\$2.8M
		26 Rickard Road and 116 Heath Road Leppington WIKA	\$1.1M
		Part Dick Johnson Drive Oran Park WIKA	\$1.1M

Infrastructure Delivered

Infrastructure	Value
Julia Creek North – Oran Park VPA	\$1,585,323
Basin B5 Tranche 34 – Oran Park South VPA	\$2,345,915
Precinct 2 Stage 42 Roundabout – Camden Lakeside VPA	\$278,200
Precinct 4 Stage 44 Linear Park – Camden Lakeside VPA	\$764,050
Precinct 5 Stage 45 Linear Park – Camden Lakeside VPA	\$1,160,320
Precinct 4 Stage 44 Local Park – Camden Lakeside VPA	\$1,102,250
Stage 8 Basin - WM2 – Arcadian Hills VPA	\$488,630
Stage 1 Basin 10 – Emerald Hills VPA	\$1,500,000
Stage 4 Basin 1 – Emerald Hills VPA	\$840,000
LP2 – Barry O’Keefe Reserve – Catherine Park VPA	\$4,873,207
Stage 6 Basin – Catherine Park VPA	\$8,584,853
Transmission Easement Land – TE1, TE2, TE3 (combined value) Catherine Park VPA	\$2,550,000
Transmission Easement Land – TL3 – Emerald Hills VPA	\$156,674
Stage 6 Shared Path – Catherine Park VPA	\$162,342
Cycleway and footpath – Stage 4 Elderslie AV Jennings WKA	\$202,346
Stage 5 Basin 12 – Catherine Park VPA	\$902,263
Local Road Culvert Crossing – LRC7 and LRC8 – 26 Rickard Road and 116 Heath Road Leppington WKA	\$1,135,721



Contribution Value Reg 218A(3)(a),(b)

Total value of all contributions and levies received and expended during the year.

Category	Total value of contributions and levies received during 2023/24	Total value of contributions and levies expended during 2023/24
S7.11 Contributions Under Plans	\$17,038,000	(\$31,165,000)
S7.11 Contributions Not Under Plans	\$ -	\$ -
S7.12 Contributions Levies	\$302,000	(\$69,000)
Contributions Under Voluntary Planning Agreements	\$39,531,000	(\$70,545,000)
Total	\$56,871,000	(\$101,779,000)

The above table is a summary of the section 7.11 note to be included in the 2023/24 Camden Council financial statement. To see the detailed breakdown for the purpose of the contributions please refer to Note F4 – Statement of Developer Contributions.

Note: Total above includes cash and non-cash amounts

Contribution Expenditure Reg 218A (1)

Disclosure of how development contributions and development levies have been used or expended under each contributions plan.

Plan	Drainage	Roads	Traffic Facilities	Open Space	Community Facilities	Other	Total
Camden Contribution Plan 2011	\$47,000	\$2,432,000	\$ -	\$8,735,000	\$3	\$226,000	\$11,443,000
Oran Park Turner Road Contribution Plan	\$ -	\$ -	\$ -	\$106,000	\$ -	\$377,000	\$483,000
Catherine Field Part Precinct	\$ -	\$ -	\$ -	\$ -	\$ -	\$30,000	\$30,000
Camden Growth Area Contribution Plan	\$1,064,000	\$1,444	\$ -	\$16,299,000	\$ -	\$402,000	\$19,209,000
Camden Section 7.12 Contribution Plan	\$ -	\$ -	\$ -	\$ -	\$ -	\$69,000	\$69,000
Voluntary Planning Agreements	\$13,446,000	\$2,695,000	\$ -	\$18,918,000	\$35,012,000	\$474,000	\$70,545,000
Total	\$14,557,000	\$6,571,000	\$ -	\$44,058,000	\$35,015,000	\$1,578,000	\$101,779,000

Note: Total above includes cash and non-cash expenditure.

Contribution Projects

Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)

Details for projects for which contributions or levies have been used:

- › project identification number and description;
- › the public amenity or public service the project relates to;
- › amount of monetary contributions or levies used or expended on project;
- › percentage of project cost funded by contributions or levies;
- › amounts expended that have been temporarily borrowed from money to be expended for another purpose under the same or another contributions plan;
- › value of the land and material public benefit – other than money or land; and
- › whether project is complete.

Contribution Plan	Project ID (as identified in the CP)	Description	The Kind of Public Amenity or Service	Section 7.11 Contributions Expended on the Project	Project Status	Percentage of Cost Funded by Contributions
Camden Section 7.12 Contributions Plan	N/A	Playspace Strategy	Community Facility	\$44,087	Ongoing	100%
Oran Park Turner Road Contributions Plan	C2.1b	Oran Park Library Fit Out - Furniture and Fittings	Community Facility	\$8,550	Ongoing	100%
Camden Contributions Plan 2011	OS11	Herberts Hill Open Space Embellishment	Open Space	\$20,000	Ongoing	100%
Camden Contributions Plan 2011	SF29	Richardson Road/Liz Kernohan (Bluebell Dr) Reconstruction	Traffic and Transport Management	\$247,748	Ongoing	100%
Camden Contributions Plan 2011	E28	Elderslie - Liz Kernohan Corridor Design	Road	\$13,838	Ongoing	100%
Camden Contributions Plan 2011	E28	Elderslie - Liz Kernohan Drive Link Road Extension	Road	\$17,608	Ongoing	100%
Camden Contributions Plan 2011	OS13	Elderslie - Kirkham Sportsground Amenities	Open Space	\$67,900	Ongoing	100%
Camden Growth Area Contributions Plan	CR1	Leppington - Byron Rd: Ingleburn Rd to Heath Rd - Concept and Detailed Design	Traffic and Transport Management	\$1,137,712	Ongoing	34%
Camden Growth Area Contributions Plan	CR2	Leppington - Heath Rd - Camden Valley Way to Dickson	Road	\$192,553	Ongoing	48%
Camden Contributions Plan 2011	OS12	Spring Farm Sportsground	Open Space	\$37,000	Ongoing	100%
Camden Contributions Plan 2011	E15	Kerrigan Crescent Path (Higgins Ave to Irvine St North Side)	Roads	\$82,542	Complete	100%
Voluntary Planning Agreement	33A	Oran Park Leisure Centre Construction	Community Facility	\$34,803,058	Ongoing	100%

Contribution Plan	Project ID (as identified in the CP)	Description	The Kind of Public Amenity or Service	Section 7.11 Contributions Expended on the Project	Project Status	Percentage of Cost Funded by Contributions
Camden Contributions Plan 2011	E36	Lodges Road/Franzan Roundabout	Roads	\$3,000	Ongoing	100%
Camden Contributions Plan 2011	OS12	Hilder Reserve Sportsfield - Construction	Open Space	\$178,184	Ongoing	100%
Camden Contributions Plan 2011	OS10	Nugget Beames Reserve Upgrade	Open Space	\$30,000	Complete	100%
Camden Contributions Plan 2011	E17	Oxley Rivulet Design and Footbridges	Recreation Facilities	\$10,000	Ongoing	100%
Camden Contributions Plan 2011	OS3	Ingham Reserve Embellishment	Recreation Facilities	\$32,508	Ongoing	100%
Camden Contributions Plan 2011	OS17	Kirkham Park BMX and Sporting Facility Expansion	Recreation Facilities	\$146,939	Ongoing	100%
Oran Park Turner Road Contributions Plan	OSR4.2	Turner Road Riparian and Local Park Project	Open Space	\$39,200	Ongoing	100%
Camden Contributions Plan 2011	OS12	Concept Design Plans for the Spring Farm Sports Fields Stage 1	Open Space	\$25,000	Ongoing	100%
Voluntary Planning Agreement	OS9	New Open Space at Crest - Stage 1	Open Space	\$208,368	Ongoing	100%
Camden Section 7.12 Contributions Plan	LS2	Catherine Park Fields - Behind Goal Netting	Open Space	\$10,000	Complete	100%
Camden Growth Area Contributions Plan	LP2, CP7, DP1, PB1, PB2, B4, C1, C10, C12, LP3, B9, C2	Leppington North Stage - Open Space	Open Space and Recreation	\$51,937	Ongoing	100%
Camden Growth Area Contributions Plan	CR5, CR11, RB6, RB7, CRC8, CRC9	Leppington Traffic and Transport Stage 2A	Traffic and Transport Management	\$49,680	Ongoing	100%
Camden Growth Area Contributions Plan	CR6, CRC4	Leppington Traffic and Transport Stage 2B	Traffic and Transport Management	\$49,680	Ongoing	100%
Camden Growth Area Contributions Plan	CR1, CR2	Leppington North Town Centre Roads	Traffic and Transport Management	\$14,194	Ongoing	100%
Camden Growth Area Contributions Plan	Precinct Wide Planning Initiatives	Leppington Stage 3 and 4 Drainage - Kemps Creek	Water Cycle Management	\$42,583	Ongoing	100%

Contribution Plan	Project ID (as identified in the CP)	Description	The Kind of Public Amenity or Service	Section 7.11 Contributions Expended on the Project	Project Status	Percentage of Cost Funded by Contributions
Camden Growth Area Contributions Plan	B4, B9, C1C2	Leppington North Drainage - Scalabrini North	Water Cycle Management	\$29,500	Complete	100%
Camden Growth Area Contributions Plan	Precinct Wide Planning Initiatives	Leppington General - OS Public Domain Vision	Open Space and Recreation	\$36,000	Ongoing	100%
Camden Growth Area Contributions Plan	B8, C20C21	Leppington Stage 1 Scalabrini East/Pat Kontista	Open Space	\$391,496	Ongoing	51%
Camden Contributions Plan 2011	Traffic Facilities and Roadworks	Narellan Town Centre Improvement Works	Roads	\$12,830	Ongoing	100%
Oran Park Turner Road Contributions Plan	OSR3.3	Doohan Reserve - Behind Goal Netting	Open Space	\$13,200	Complete	100%
Camden Contributions Plan 2011	SF16	Springs Macarthur Intersection	Roads	\$121,494	Ongoing	100%
Camden Contributions Plan 2011	E25	Design of Macarthur Road Upgrade	Traffic and Transport Management	\$2,000	Ongoing	100%
Camden Contributions Plan 2011	OS9	Shade Sails Program	Open Space	\$88,130	Ongoing	100%
Camden Contributions Plan 2011	VES5	Narellan SES Headquarters Redevelopment Design	Volunteer Emergency Services Facilities	\$740	Ongoing	100%
Oran Park Turner Road Contributions Plan	OSR2.3	Oran Park Tennis Court Kolombo Reserve	Open Space	\$45,483	Ongoing	100%
Oran Park Turner Road Contributions Plan	OSR2.3	Doohan Reserve Tennis Courts - Structural Engineers Review	Open Space	\$1,300	Ongoing	100%
Camden Section 7.12 Contributions Plan	CP3	Anderson Road Drainage Reserve Project	Water Cycle Management	\$4,578	Ongoing	100%
Camden Section 7.12 Contributions Plan	N/A	Catherine Park Community Centre - Minor Appliances	Community Facility	\$563	Ongoing	100%
Camden Contributions Plan 2011	SF52	Elderslie Banksia Scrub Forest Vegetation Management Plan	Open Space	\$126,847	Ongoing	100%
ALL PLANS	VARIOUS	Land Acquisition Expenditure	Various	\$26,722,961	Ongoing	100%
ALL PLANS	Admin	Developer Contributions Plan Administration	Project Management/ Operating	\$1,559,249	Ongoing	100%
Non-Cash				\$35,059,000		
Total Expenditure				\$101,779,252		

Note: For projects with expenditure listed above there has been no reported material public benefit other than money or land for the 2023/24 financial year therefore these columns have been excluded. There were also no amounts expended temporarily borrowed therefore this has also been excluded from the above table.

Major Contracts Awarded

cI217 (1) (a2)

All new contracts entered into (greater than \$150,000 Including GST) during the 2023/24 financial year:

Nature of Good and Services Supplied	Name of Contractor	Total Amount Payable (EXC GST)
Camden Council Splash Park Servicing	Roejen Services Pty Ltd	\$150,000
Doohan Reserve Sand Slit Drainage - Oran Park	Lamond Contracting Pty Ltd	\$299,795
RLRRP Stabilisation Program 1	Stabilised Pavements of Australia Pty Ltd	\$1,515,699
Rate Notice Production	Zipform Pty Ltd	\$465,000
Camden Valley Way Shared Bike Path	Gauci Civil Contracting Pty Ltd	\$354,865
Principal Contractor for Richardson Road Construction and Retaining Wall	Hibernian Contracting Pty Ltd	\$438,419
Cobbitty Road Storm Water Pipes	Cadia Group Pty Ltd	\$265,944
RLRRP heavy patching roundabout - Fairwater Dr, Harrington Park	Avijohn Contracting Pty Ltd	\$224,267
Post Bill Services	Australian Postal Corporation (Australia Post)	\$240,000
Christmas Decorations - Supply, install and Removal	Christmas Concepts Australia Pty Ltd	\$147,000
Design Consultancy Services Camden Animal Shelter & Community Nursery	Elemental Architecture Pty Ltd	\$1,182,648
Supply and Delivery of 1 X Motor Grader for Camden Council	WesTrac Pty Ltd	\$468,442
Seven (7) Ride on Mowers	Toro Australia Group Sales Pty Ltd	\$266,585
Landscaping & Planting Nepean River Trail Camden Town Farm	Lamond Contracting Pty Ltd	\$340,102
Development Contributions Management System	Novoplan Pty Ltd	\$892,667
Consultancy Services for Design of Sports Amenity Buildings at Leppington Oval Sports Precinct	GroupGSA Pty Ltd	\$442,265
Consultancy Services for Design of Dickson Road Upgrade in Leppington	J Wyndham Prince Pty/Ltd	\$691,268
Supply & install exercise equipment to Fergusons Land Oval	Moduplay Pty Ltd	\$245,096
Project Management Services for Rectification Of Little Sandy Bridge	NSW Public Works	\$171,224

Nature of Good and Services Supplied	Name of Contractor	Total Amount Payable (EXC GST)
Supply and delivery of one (1) waste vehicle with rear loader compactor	Hino Motor Sales Australia Pty Ltd	\$452,779
Upgrade of Tennis and Basketball Courts at Jack Nash Oval	Gauci Civil Contracting Pty Limited	\$178,482
Design Services for Accessibility and Compliance at Camden Sports Club	Melocco and Moore Architects Pty Ltd	\$151,220
Water Quality Monitoring Program 2024-26	Raw Earth Environmental Pty Ltd	\$170,820
Nepean River embankment repair and futureproofing sites 1 to 3.	Lamond Contracting Pty Ltd	\$687,507
Consultancy Services for Nepean River Corridor Study	Tract Consultants Pty Ltd	\$305,233
Principal Contractor For Construction of Hilder Reserve Redevelopment Stage 1	Lamond Contracting Pty Ltd	\$3,203,129
Construction of Harrington Park Reserve Redevelopment – Stage 1.	Gauci Civil Contracting Pty Ltd	\$2,157,954
Consultancy Services for Woolgen Park Road Upgrade in Leppington	Stantec Australia Pty Ltd	\$878,769
Principal Contractor for Springs Rd/Macarthur Rd Roundabout Construction	Statewide Civil Pty Ltd	\$2,415,655
Digital Mail & Printing Services	Bing Technologies Pty Ltd	\$150,000
Millwood Ave, Depot heavy patch and resurfacing	Avijohn Contracting Pty Ltd	\$197,234
Splash Park Winterisation & Servicing	Neverstop Water Group Pty Ltd	\$150,000
Management of Council's Aquatic and Leisure Facilities	Bluefit Pty Ltd	\$3,736,800
Principal Contractor for the Redevelopment of Camden Civic Centre	Trinity Quality Interiors Pty Ltd	\$6,933,305
Kemps Creek Stormwater Management Project at Leppington Precincts	SMEC Australia Pty Limited	\$269,905
GPT Cleaning and Inspection	Pipe Management Australia Pty Ltd	\$1,232,000



Private Works

Reg s 217 (1) (a4) and Act s 67 (2)

Council carried out no work on private land.

Works undertaken on private land	Nil
Costs subsidised by Council	Nil
Private works expenditure	Nil
Private works income	Nil



On-Time Payment Policy

Council has a commitment to support small businesses which is achieved through reviewing existing procedures and practices and exploring new initiatives which enable small businesses to grow and thrive.

The On-Time Payment Policy formalises Council's commitment to pay invoices for eligible small business suppliers within 20 days of receipt as part of Council's Small Business Friendly Program.

The table below provides a summary of the payments made under this Program during the 2023 - 2024 financial year.

Measure	Quarter Ending			
	Sep 2023	Dec 2023	Mar 2024	Jun 2024
Invoices due for payment received from small businesses (#)	37	51	82	56
Invoices from small businesses paid on time (#)	37	51	82	56
Amount due for payment to small businesses (\$)	\$88,883	\$152,499	\$218,603	\$185,952
Amount due to small businesses paid on time (\$)	\$88,883	\$152,499	\$218,603	\$185,952
Number of payments to small businesses for interest on overdue accounts (#)	Nil	Nil	Nil	Nil
Interest paid to small businesses on late accounts (\$)	Nil	Nil	Nil	Nil

Modern Slavery Act s 428(4) (c) (d)

This Modern Slavery Statement is provided in accordance with Section 428 (4) of the NSW Local Government Act 1993.

This statement outlines Council's commitment to eliminating modern slavery practices and the measures and actions taken during this reporting period to reduce the risk of procurement activities resulting in or contributing to human rights violations.

Council recognises the importance of taking steps to ensure that goods and services procured by and for our council are not the product of modern slavery.

Issues raised by the Anti-slavery Commissioner

No action was taken by Council in relation to any issue raised by the Anti-slavery Commissioner during the reporting period ending 30 June 2024.

Other Measures / Actions Taken

The following measures and actions have been continued or undertaken during the 2023 – 2024 financial year.

Activity	Description	Actions Taken
Staff awareness and training	Staff training	Mandatory training module for all staff involved in purchasing decision making. This is included in Council's onboarding process for new staff.
Supplier Engagement	High risk supplier engagement	Staff are required to complete a pre-purchase risk checklist when procuring certain goods and services, which are applied for existing suppliers as well as new suppliers.
Risk Assessment	Pre-purchase checklist to identify higher risk procurements	Staff are required to complete a pre-purchase risk checklist when procuring certain goods and services, which are applied for existing suppliers as well as new suppliers.
	Supplier risk assessment – existing suppliers	Existing suppliers engaged under Local Government Procurement (LGP) prescribed contracts have been assessed by LGP.
	Modern slavery tender criteria	Criteria has been developed and will be incorporated into Council's tendering process upon formal adoption of the revised Purchasing and Procurement Policy.
	Modern slavery tender criteria	Criteria has been developed and is incorporated into Council's tendering documents.
Tendering and contracting	Supplier Code of Conduct	Council's Statement of Business Ethics states that Council has a zero-tolerance approach to modern slavery in its business dealings and that all parties doing business with Council are required to refrain from engaging in any form of modern slavery.
	Confidential reporting mechanism/process for staff, contractors, community to report concerns related to modern slavery.	Council's tender assessment process have mechanisms in place (such as the Tender Compliance Panel) to ensure any concerns related to modern slavery can be captured and reported in line with statutory requirements.

Grants and Contributions CI217 (1) (A5)

There are six types of grants available under Council’s Community Financial Assistance Program, as outlined in the table below.

Program Name	Funded	Amount
Community Small Grants	24	\$92,148
Donations for Charitable Purposes	5	\$3,222
Gifted Persons	15	\$6,719
Cultural Performance Subsidy	0	\$0
Annual Subsidies	13	\$134,900
Community Sponsorship	29	\$128,500
TOTAL AMOUNT		\$365,489

Note: Variances in numbers may occur due to applications received outside of initial reporting period.





Rates and Charges Written Off

Reg s 132

The Local Government Act 1993 provides Council with the ability to write off rates and charges under certain circumstances. Each year it is necessary for Council to formally resolve to write off these amounts. The rates and charges written off during the 2023 - 2024 financial year are set out below:

Postponed rates

Postponed rates are amounts where land is occupied solely as the site of a house or is rural land, but as a result of its zoning or permitted use, it is valued for rating purposes at a higher value to reflect its permitted use rather than its actual use. After 5 years of postponement the original year is abandoned.

The postponed rates amount written off for the 2023 - 2024 financial year are as follows:

Rates written off from 2018/19	\$3,486
Interest written off from 2018/19	\$838
Total Postponed Rates	\$4,324

Mandatory Pension rebates

The mandatory pensioner rebate is currently \$250 per assessment. This amount has not changed since 1989. Rates and charges written off for the 2023 - 2024 financial year relating to the mandatory pension rebate total \$928,990.

An amount of \$510,945 is claimable from the Office of Local Government being 55% of the Pension Rebate. An appropriate provision was made in the 2023 - 2024 Budget for the amount payable by Council.

Voluntary Pension Rebate

As part of the 2022 - 2023 Budget, Council introduced a further voluntary pension rebate for rates and charges of \$50 per assessment. Rates and charges to be written off for the 2023 - 2024 financial year relating to the voluntary pension rebate total \$182,118.

Voluntary Pension Rebates – Stormwater Management Levy

In line with Council's adopted Revenue Policy, ratepayers who are eligible for the pension rebate receive a payment exemption for the Stormwater Management Levy. The amount written off in relation to the Stormwater Management Levy for the 2023 - 2024 financial year is \$81,450.

Accrued Interest and Miscellaneous Amounts

Section 567 of the Local Government Act 1993 allows Council to write off accrued interest and other miscellaneous amounts that would be uneconomical to recover.

The amount written off for the 2023 - 2024 financial year was \$7,136.



Controlling Interests Reg s 217 (1) (a7)

Statement of all companies in which Council held a controlling interest during 2023 - 2024.

Macaria Gallery Ltd was set up as an independent company run by a board of seven directors which includes four Councillors, General Manager and two independent directors. The company is the trustee of the Alan Baker Art Gallery Trust with the primary object of collecting, promoting, preserving and exhibiting the arts. The company directs the activities of the Alan Baker Art Gallery, which occupies the historic Macaria building in Camden and displays the Alan Baker art collection. Council is the sole member of the company.

Partnerships, Co-Operatives and Joint Ventures Reg s 217 (1) (a8)

Camden Council is a member of CivicRisk Mutual Ltd (CRM Ltd) which is a company limited by guarantee owned and operated by its member Councils in NSW. CRM Ltd provides members protection which includes mutual self-insurance, group insurance arrangements and risk management support for general insurance lines of cover (excluding workers compensation). The member designed Constitution and Membership Rules ensures members are provided with a right to the surplus or deficit in protection years in which they were members.

Stormwater Management Service Charge

Reg s 217 (1) (e)

Council approved the introduction of the stormwater management service charge in 2007 - 2008. This stormwater service charge assists Council to manage, maintain and upgrade stormwater management facilities throughout the LGA as well as delivering a range of education and promotion activities to help increase our community's awareness of potential polluting activities. The below table summarises the progress of projects under the program in 2023 - 2024.

Category	Project	Description	2023 - 2024 Amount
Capacity Building	Basins Inspections	Inspections of existing and new basins to ensure they are functioning as intended and to identify improvements	\$28,921
	Catchment Projects Officer	One fulltime officer to provide technical advice on catchment and stormwater management issues	\$136,802
	Nepean River Floodplain Risk Management Study	Development of the Nepean River Floodplain Risk Management Study and Plan to review flooding controls of the Nepean River catchment	\$39,514
Asset Management	Stormwater Pit Lintel Replacement Program	Replacement of stormwater pit lintels	\$53,276
	Stormwater Pipe Relining Program	Relining of stormwater pipes	\$36,853
	Lake Yandel'ora	Compliance with legislative requirements for Lake Yandel'ora Dam Wall	\$15,900
	GPT Comprehensive Clean and Audit	An audit of over 280 GPTs to better understand them, determine how much litter they stop from washing downstream, and what improvements are needed to ensure they are functioning to their optimal level	\$170,168

Category	Project	Description	2023 - 2024 Amount
Maintenance	Roads Drainage Pipe/Pit Maintenance	Maintenance of road drainage pipes and pits	\$206,142
	Urban GPT Maintenance	The systematic and regular maintenance and cleaning of GPTs including trash racks, litter booms and pit litter baskets to improve water quality of Camden's waterways	\$395,721
	Riparian, Basin and Waterbody Maintenance	Maintain raingardens, wetlands and basins with maintenance activities including litter removal and vegetation maintenance	\$290,563
	Ibis Program	Implementation of management actions through an approved Plan of Management to manage overall impacts the population of Australian White Ibis at Lake Annan, Mount Annan has on residents and the environment	\$8,771
Community Education	Stormwater Education and Awareness	One fulltime officer to provide technical advice on stormwater management issues and deliver stormwater education and promotion. This includes funding extra resources such as education and promotional materials	\$155,809
	Water Quality Monitoring	Regularly conduct water quality monitoring of waterways within the LGA to monitor the effectiveness of stormwater management activities and devices, including pollution control basins, wetlands and lakes	\$18,562

Category	Project	Description	2023 - 2024 Amount
On ground Projects	Bringelly Reserve – Stormwater Riparian Improvement Works	Removal of woody weeds as well as sediment from the creek line to improve the sustainability of the site	\$42,941
	Curry Reserve Drainage Improvements	Implementation of stormwater improvement works to address the issue of water ponding	\$90,917
	Nepean River Spring Farm – Fish Habitat and Erosion Control Structures	Installation of fish habitat structures and erosion control to promote the increase in population and passage of Australian Bass	\$2,875
	Purcell Street Drainage Investigation	Investigation of drainage assets to identify improvements required to ensure they are functioning as intended	\$12,153
	Studley Park Drainage Investigation	Investigation of drainage assets to identify improvements required to ensure they are functioning as intended	\$13,255
	Cunningham Reserve Stormwater Drainage Improvement	Improvements to drainage assets to ensure they are functioning as intended	\$59,201

Stormwater Drainage Network



40,991

Stormwater pits



185

Detention basins



838km

of stormwater pipes



Major Capital Works Projects in Progress or Delivered

Project	Project Description	Project Status	Project Cost
Oran Park Leisure Centre	Delivery of a major new indoor aquatic, sports and fitness facility.	In progress	\$67,000,000
Mount Annan Leisure Centre Renewal	Renewal works to the existing Centre	In Progress	\$1,800,000
Nepean River Trail	Delivery of a recreational pathway, seating, lookouts, revegetation and public art, connecting the Nepean River to Camden Town	Completed	\$5,100,000
Cut Hill Reserve Sports Field Re-Development	Delivery of a new multisport and community hub.	In Progress	\$13,955,000
Narellan Town Centre Improvements	Upgrades to Elyard Reserve including plantings, lighting, playground, seating, gathering spaces and public art.	In Progress	\$9,701,000
Ultimate Nature Challenge – Wild and Free	Delivery of recreation infrastructure in a natural environment to test fitness, endurance speed, agility, strength and coordination.	In Progress	\$994,000
Camden Community Nursery	Delivery of a Council run nursery to produce local native plants for a range of Council projects.	In Progress	\$4,025,000
Camden Animal Shelter and Community Education Hub	Delivery of a shelter that will house, care and support rescued animals, providing a welcoming environment for animal welfare management.	In Progress	\$9,986,000
Liz Kernohan Drive intersection upgrade with Camden Valley Way and Kirkham Lane	Upgrade of the intersection of Camden Valley Way, Liz Kernohan Dr and Kirkham Lane Elderslie.	In Progress	\$14,930,000
Camden Civic Centre renewal and upgrade	Renewal of the existing Civic Centre increasing capacity, improve acoustics, and increasing multipurpose art and community spaces	In Progress	\$9,947,000
Camden Town Centre Enhancements – John Street Public Domain upgrade and activation	New footpaths, pedestrian crossings, signage, trees, drainage, public seating, bus shelters, public art and decorative lighting.	In Progress	\$23,140,000
Raby Road (Design)	Concept and detailed designs to transform an existing rural regional road to urban standard divided sub-arterial road.	In Progress	\$3,190,000
Depot Redevelopment	Redevelopment of Council’s operational and waste services at Milwood Avenue, Narellan.	Completed	\$10,800,000



An underwater photograph of a swimming pool. The water is clear and blue. In the foreground, there is a white tiled floor with a grid pattern. In the background, there is a curved wall also covered in white tiles. The lighting is bright, creating a clean and fresh atmosphere.

Corporate Compliance



Companion Animals Act 1998

Reg s 217 (1) (f)

Enforcing and Ensuring Compliance with the Companion Animals Act and Regulation

The principal objective is providing effective and responsible care and managing companion animals. The Act places responsibility on the owners of domestic cats and dogs to microchip and register their animals with penalties for non-compliance.

Companion Animal Seizure and Animal Care Facility Activities

The NSW Office of Local Government has initiated a system to collect data from NSW councils about animal care facility activities under the Companion Animals Act 1998 and Regulation. This data is being collected primarily to assist individual councils in animal management activities. The information helps develop companion animal management policies, strategies and promotional activities.

Council transported animals seized during 2023 - 2024 to Council's Animal Care Facility operating from Rossmore Veterinary Hospital.

The collection of data has been lodged with the Office of Local Government. The number of companion animals seized and/or impounded during the 2023 -2024 reporting period is as follows:

	Seized	Returned to owner in the field	Impounded at Animal Care Facility by Ranger	Found by member of the public	Surrendered by owner
Dogs	267	133	73	53	8
Cats	85	0	50	33	2
Total	352	133	123	86	10

Companion Animal Management and Activities

The Ranger Services Team includes one Team Leader, two Companion Animal Rangers, four General Duty Rangers whose duties include some animal control and enforcement, and one Illegal Dumping Officer.

The Companion Animal Ranger position oversees Council’s rehoming activities, provides enrichment to impounded animals, assists in their promotion via websites and social media and leads Council’s educational activities around responsible pet ownership.

In 2016, Council resolved to become a ‘No Kill’ facility whereby all attempts are made to rehome or rescue suitable animals.

During 2023 -2024 Council received \$53,589.60 in companion animal payments from the Office of Local Government.

Reported Dog Attacks

Dog attack data is reported to the Office of Local Government to inform the Minister, Parliament and guide policy. When Council receives a dog attack report, the investigation commences, and a Dog Attack Data Collection Form is submitted to the Office of Local Government.

Within the Camden LGA during 2023 - 2024, 79 dog attacks were reported to the Office of Local Government. The number of victims from those incidents reported is as follows:

Victims	No Injury	Minor	Medical treatment Required	Hospitalisation	Death	Total
Adult (16 yrs +)	26	12	11	6	0	55
Child (up to 16 yrs)	4	0	1	0	0	5
Unsupervised Child (Up to 16yrs)	1	0	1	0	0	2
Animal	9	9	17	7	16	58
TOTAL	40	21	30	13	16	120

Companion Animal Community Education Programs

Council promotes responsible pet ownership within the community in a variety of ways. During 2023 - 2024 responsible pet ownership was promoted by:

- › Camden Companion Animal Advisory Committee;
- › Responsible Pet Ownership program aimed at educating children and residents on the importance of microchipping and name tags on animals;
- › Providing information books on responsible pet ownership;
- › Free microchipping for dogs and cats;
- › Free pet tag program offered to all residents;
- › Establishment of dog off-leash parks in existing and new release areas to encourage residents to socialise their dogs and undertake physical activity;
- › Subsidised de-sexing program to reduce the number of unwanted kittens;
- › A dedicated Companion Animal Ranger trained in animal care;
- › Focus on returning microchipped animals to their owners rather than impounding;
- › A 'No Kill' facility in line with community expectations whereby all suitable animals are re-homed or rescued;
- › Independent breed and temperament assessment of impounded animals believed to be dangerous/ aggressive/ restricted;
- › Promoting re-homing of some impounded animals with a subsidised sale price;
- › Dedicated Facebook and Instagram pages utilising social media platforms to post lost animals to assist in them being reunited with their owners;
- › Utilising PetRescue website to assist with rehoming;
- › Working closely with the community, residents, rescue organisations and community animal advocacy groups.

Alternatives to Euthanasia for Unclaimed Animals

Under Section 64 of the Companion Animals Act, councils must seek alternatives to euthanasia for unclaimed animals. Council informs and promotes responsible pet ownership, including microchipping and registration. Microchipping and registration help to ensure the pet and its owner can be reunited.

In 2016, Council resolved to operate as a 'No Kill' animal care facility. Council is committed to minimising unwanted behaviours in impounded animals, promoting animals through social media and website advertising and working closely with the community and rescue groups to place animals that cannot be sold. During 2023 - 2024, all suitable companion animals were re-homed or placed in rescue.

Outcome of Dogs/Cats Impounded at Councils Animal Care Facility on Behalf of Camden Council

Dogs that have been declared dangerous/menacing that have been impounded or surrendered or a restricted breed by law cannot be re-homed and are euthanised. These dogs are included in the figures shown below. The euthanised animals are unsuitable to be re-homed due to temperament, feral, illness, or at the owner's request.

In 2023 - 2024, no animals considered suitable for re-homing were euthanised.

	Released	Unsuitable Animals Euthanased*	Sent to Rescue Organisations	Sold	Other
Dogs	48	9	16	61	4
Cats	1	3	2	65	6
Total	49	12	18	126	10

* Unsuitable animals include restricted breed, dangerous dogs, menacing dogs,

Off Leash Areas Provided Within the Camden Local Government Area

- › Bicentennial Equestrian Centre, Camden;
- › Rosevale Reserve, Narellan;
- › River Road Reserve, Elderslie;
- › Burrell Road, Spring Farm;
- › Clifton Park, Cobbitty;
- › Silverton Street, Gregory Hills;
- › Champions Park, Holden Drive, Oran Park;
- › Titan Park, Howard Loop, Oran Park;
- › Paw Park, Rowland Avenue, Catherine Field; and
- › Leslie Way, Emerald Hills.

Section 85

Section 85(1A) of the Act requires Council to use any money paid from the Fund only for the purposes related to managing and controlling companion animals in its area.

Council used the Office of Local Government rebate to offset employment and associated activities of companion animal management by Council.



Swimming Pools Act 1992

s 22F (2) and Swimming Pool Regulations 2018 (SP Reg) cl 23

Details of inspections of private swimming pools include:

Number of inspections of tourist and visitor accommodation	4
Number of Inspections of premises with more than 2 dwellings	0
Number of inspections that resulted in issuance of Certificate of Compliance under section 22D of the Act	122
Number of inspections that resulted in issuance of Certificate of Non-Compliance under clause 21 of the Regulation	44

Note: In some cases, after the certificate of non-compliance has been initially issued there may be a further one or two inspections prior to a Certificate of Compliance being issued. These inspections may not be captured in the data requested above. Therefore, actual inspection figures undertaken by Council staff may be greater than the figures quoted above.



m
10
9.8
9.6
9.4
9.2
9
8.8
8.6
8.4
8.2
8

Management of Community Assets and Infrastructure

Council maintains a significant portfolio of assets and infrastructure to support the Camden LGA community. These include Road and Traffic Infrastructure, Public Space, Buildings, Stormwater Drainage networks and land. The total replacement value of all council infrastructure and land assets is \$3,315M as of 30th June 2024.

Asset Class	Total Replacement Value (FY24)
Road and Traffic Infrastructure	\$1,447M
Public Open Space Infrastructure	\$196M
Buildings and Pools Infrastructure	\$251M
Stormwater Drainage Infrastructure	\$749M
Total Infrastructure Assets	\$2,643M
Land and Other	\$672M
Total	\$3,315M

The following table shows quantities of key assets over recent years.

Key Asset Quantities	FY2020	FY2021	FY2022	FY2023	FY2024
Roads	717km	726km	747km	758km	779km
Footpaths	558km	580km	625km	653km	684km
Kerb and Gutter	1,077km	1,124km	1,168km	1,201km	1,242km
Stormwater Pipes	688km	725km	755km	782km	838km
Stormwater Pits	33,050	35,262	37,543	39,058	40,991
Headwalls	1,169	1,181	1,213	1,250	1,254



Road and Traffic



779km
of roadways



684km of
footpaths and
cycleways



1,242km
kerb and gutters



213 car parks



24 road bridges

Road and Traffic

Council spent a total of \$15.43M on preserving, restoring and enhancing road and transport related assets. Some of the major works completed include:

Mount Annan Drive	Pavement Stabilisation
Macarthur Road	Pavement Stabilisation
Anthony Road	Pavement Stabilisation
Anderson Road	Resheeting
Anzac Avenue	Resheeting
Broughton Street	Resheeting
Camden Valley Way	Resheeting
Curran Hills Drive	Resheeting
Harrington Parkway	Resheeting
Hayter Reserve Car Park and Access	Renewal
Belgenny Reserve Car Park Access	Renewal
Fairwater Drive Foot Bridge Decking	Renewal
Cowpasture Bridge Railing	Repair
Kerb Renewal Program	Various Locations
Footpath Maintenance and Renewal Program	Various Locations
Crack Sealing Program	Various Locations
Waterworth Drive (Narellan Vale Public School)	Footpath Widening
Rickard Road Footpath	Construction
Pedestrian Access Mobility Plan (PAMP)	New Footpaths – Various Locations.
Camden Valley Way, Gledswood Hill Shared Path	Construction
Kerb and Gutter Reconstruction	Various Locations
Crash Barrier Fencing Renewal Program	Various Locations

Public Spaces



445 Public reserves



119 Playgrounds



17 Basketball and multipurpose courts



8 Tennis court sites



5 Outdoor table tennis sites



6 Skate sites



2 Netball facility sites



29 Sportsfields



2 Outdoor water play parks



1 Athletics facility



1 BMX facilities site



1 Equestrian facility (Bicentennial Equestrian Park)

Public Spaces

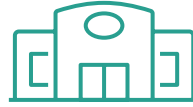
Council manages public open space providing a range of opportunities for active and passive recreation. These assets are valued at \$195M (replacement cost) and these recreational facilities include:

445	Public reserve
29	Sporting fields for rugby, soccer, aussie rules, cricket, baseball etc.
2	Synthetic sporting field for soccer and hockey
119	Playgrounds
29	Exercise equipment sites
2	Outdoor water play parks
8	Tennis court sites
17	Basketball/multipurpose courts
5	Outdoor table tennis sites
6	Skate sites
2	Netball facility sites
1	Equestrian facility (Bicentennial Equestrian Park)
24	Cricket wickets and 11 practice wicket nets facilities
1	BMX facilities site
1	Athletics facility

Buildings



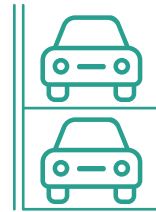
1 Council administration building



47 Sporting amenities and clubrooms



25 Public amenities



2 Multi-deck carparks



5 Scout halls



2 Leisure centres with 5 swimming pools



3 Libraries



12 Community centres/halls



12 Emergency services buildings

Buildings

Council has in its care 189 buildings with 5 swimming pools which have a wide range of community uses. These assets are valued at \$251M (replacement cost) and include:

1	Council Administration Office
18	Council Works Depot Buildings and Structures
12	Community Centres/Halls
3	Libraries
5	Cultural Facilities
2	Leisure Centres with 5 Swimming Pools
47	Sporting Amenities and Clubrooms
25	Public Amenities
24	Sheds/Plant Rooms/Miscellaneous Buildings
12	Emergency Services Buildings
2	Multi-deck Car Park Buildings
8	Council Leased Residential Properties
16	Council Leased Commercial Properties
9	Council Commercial Investment Buildings
5	Scout Halls



Major Works

Council spent a total of \$12.8M preserving, restoring and enhancing buildings. Some major works completed include:

Council Depot Redevelopment

Mount Annan Leisure Centre Roof Rectification Renewal work

Camden RSL Youth Hall Improvements

Camden Pool Concourse Works

Camden Pool Flood Recovery Works

Narellan Sout Hall Renewal Works

BEP Southern Pavilion and Amenities Improvements

BEP Announcers Box Repair Works

Onslow Park Cattle Shed Repair



Supporting Diversity



Disability Inclusion Action Plan

Act 2014 s 13(1)

Council's Disability Inclusion Action Plan (DIAP) 2023 - 2027 has been developed in line with the NSW Disability Inclusion Action Planning Guidelines for Local Government. These guidelines emphasise four key areas, as identified by individuals with disabilities, crucial for fostering an inclusive community:

- › Attitudes and Behaviours
- › Liveable Communities
- › Employment
- › Systems and Processes

Building on the achievements of the previous DIAP 2017-2021, the 2023-2027 plan aligns with the legislative requirements under the Disability Inclusion Act 2014 and supports the Community Strategic Plan. It sets out key strategies to enhance the quality of life for all residents and promotes a more accessible and inclusive community.

Developing Positive Community Attitudes and Behaviours

- › Cyber Safety Education: Workshops for parents and children with disabilities.
- › Training Programs: Disability Awareness and Communication Access training for Council staff to achieve Communication Access Symbol certification.
- › Community Education: Programs addressing safe transport options for people with disabilities, including road safety education for drivers, mobility scooter users, and pedestrians.
- › Support for Local Businesses: Financial assistance for businesses to provide Disability Awareness training to their staff.

Creating Liveable Communities

- › Event Guidelines: Development of Access and Inclusion Event Guidelines for delivering inclusive events, including quiet spaces and sensory zones at larger events and festivals.
- › Diversity and Inclusion Programs: Promotion of events such as International Day of People with Disability, Carers Week, Social Inclusion Week, and Sensory and Dementia-specific programs.
- › Support for Advocacy Groups: Financial assistance for organisations that advocate for people with disabilities and develop beneficial programs.

Supporting Access to Meaningful Employment

- › Partnerships: Collaboration with local disability employment services to promote and support access to employment.
- › Service Delivery Space: Regular accommodation for disability employment organisations at Julia Reserve Youth facility to facilitate local employment services.
- › Volunteer Positions: Creation of a Special Event Volunteer position description adapted for people with disabilities, providing pathways to employment.
- › Volunteering Opportunities: Offering 6-week volunteer positions at Council community events for eight individuals with disabilities.

Improving Access to Services through Better Systems and Processes

- › Accessible DIAP Formats: Availability of the DIAP in braille, large print, and easy-read versions.
- › Communication Aids: Provision of picture and gesture-based communication books and boards at Council front-line services and libraries to assist those with communication difficulties.
- › Online Volunteering Platform: Creation of an inclusive online platform showcasing volunteer opportunities with accessible webform functionalities.

This Plan outlines Council's commitment to advancing accessibility and inclusion within the community, ensuring that every individual has the opportunity to participate fully and equally.



4.6% Live with a disability

NSW Carers Recognition Act s 8 (2)

Council is committed to supporting employees with carer responsibilities. The Induction Program highlights various leave options, including Carer's Leave. It also adheres to the NSW Local Government (State) Award, which outlines leave provisions such as Carer's Leave. When employees have sought flexible working arrangements due to their carer responsibilities, Council have collaborated with them to meet their needs.

Council continuously reviews and ensures that policies support all employees, with a particular focus on those with carer responsibilities. Additionally, Council supports the NSW Companion Card and accept it at all Council venues.

To recognise the crucial role of carers, Council conducted a Carers Pamper Day during Carers Week, offering self-care and wellbeing activities to honour their contributions. This event included information and resources from various services and organisations supporting carers in the Camden LGA. In response to increased support needs for those caring for individuals with dementia, Council hosted a Dementia-specific concert for both individuals with dementia and their carers. Throughout the year, Council provided a series of informative workshops to assist carers and related services.

The Café Connect Camden project, which offers monthly programs, provides carers with information on health, services, and social connections while enjoying healthy food and refreshments.

Furthermore, the Community Access Reference Group offers strategic, expert, and impartial advice on access issues affecting people with disabilities and their carers.



13.9% Over 60yrs old



Supporting Sustainability

Council adopted the Sustainability Strategy in November 2020 to guide its efforts and investment to deliver sustainability outcomes. This Strategy has five themes, with actions and measures to monitor progress.

The Sustainability Strategy Report highlights each of the themes, along with a summary of progress towards achieving the overall success measures. Since its commencement in 2020 there has been significant progress towards not only the achievement of most success measures, but also delivery of ongoing actions as part of regular programs and activities.

Success Measures	Status
25% increase in tree canopy cover	✘
30% increase in dwellings with solar installed	✔
10% decrease in average household water use	✔
25% increase in the amount of actively managed bushland	✔
20% increase in community involvement in the management of natural areas	✔
Improvement in waterway health report card score for priority waterways	✔
Risk/adaption strategies implemented for 100% of the LGA extreme and high risks	⊖
80% of residents believe they have the information and resources needed to prepare, respond and recover from adverse advents	i
15% reduction in Camden community emissions	✘
5% reduction in residential food waste to landfill	✘
80% of workshop attendees plan to take action to live more sustainably	✔
20% reduction in Council energy use per capita	✔
20% increase in renewable energy generated	✔
20% reduction in potable water use per capita at Council facilities	✘
Measure and report all Council waste	⊖
Sustainability criteria included in all tenders	⊖

Key:

✔ on track i information not yet available ⊖ in progress ✘ not on track



Creating Sustainable Urban Environments

Completion of the 5.4km Nepean River Trail connecting the Bicentennial Equestrian Park, Camden Town Farm and the Camden Town Centre. This walkway provides important green and blue grid connections through upgraded pathways and boardwalks, tree plantings, river viewing platforms, water stations, exercise equipment, and installations by artists providing insight into the local environment and heritage.

Council adopted the Urban Forest Strategy in October 2023. The Strategy identifies actions to improve management of the urban forest, and achieve significant canopy gains. Provision for future canopy cover has been increased across the Camden local government area through the successful delivery of many projects with more than 1,200 new street and park trees installed to provide much needed shade, cooling and habitat.

The Nepean River Corridor Study is currently underway which will examine the Nepean River, and adjacent lands to identify opportunities to provide:

- › additional open space,
- › a continuous network of pathways, and
- › recreational access to the Nepean River and identify works that seek to protect, restore, and enhance the condition of the river including native vegetation and tree canopy along the length of the Nepean River.

Protecting Our Natural Environments

The 2023 - 2024 water quality results show a decline in health of the sampling sites along the Nepean River compared with the previous financial year but is consistent with the 2020 - 2021 baseline results. Of the five creeks sampled, four were reported to have 'fair' water quality. This was an improvement for Cobbitty Creek which increased its water quality grade from poor to fair, however, was a downgrade for Annan Creek which decreased its grade from good to fair. Overall, the health of creek sites has improved.

\$4.1M in funding has been received to deliver a community nursery under the Western Sydney Infrastructure Program. The concept design has been delivered and the nursery is expected to be operational in 2026. The nursery will provide local native plants for use in Council restoration projects and for giveaways to local landowners.

A number of restoration projects have been delivered that together have removed 24,000 square meters of woody weeds; planted more than 56,000 endemic plants over an area of 43,000 square meters; and the planting and monitoring of 135 Camden White Gums, a critically endangered species.

A range of partnership project established to deliver restoration projects. The partners are Sydney Water, Downer BMD Joint Venture, Soil Conservation Services and Greening Australia. One project with Sydney Water restored 300m of severely eroded and degraded riverbank at Fergusons Land, Camden through removal of woody weeds, bank regrading and stabilisation using rock ballast and log jams, and the planting of native tubestock plants from the endangered ecological community of River-flat Eucalypt Forest.

Commenced active management of Gundungurra Reserve under a BioBanking Agreement. This agreement ensures protection and management of the 44 hectare site in perpetuity and will protect the critically endangered plant communities and threatened plant and animals species that are found on the site.



Improving Resilience to Climate Change

Funding received from the Australian Government's Protecting Our Communities (Disaster Resilience) Program to develop the Camden Resilience Plan with a shared vision and strategy. The Plan will focus on supporting the community to be well connected, and able to prepare for and recover from disasters and emergencies.

Opportunities to incorporate consideration of urban heat into Council's planning controls is an ongoing task, with a range of planning controls being considered to ensure new developments address urban heat. In addition, urban heat is being considered early in the development process with specialist reports now required to inform rezoning requests and inform the master planning of new precincts.

Climate change projects have been successfully incorporated into Council's Floodplain Risk Management Plans for Nepean River and South Creek.

Building Sustainable Communities

A range of community events and workshops have been delivered throughout the year, including the annual Live it Up Live it Green community event. This successful event attracted more than 500 residents and showcased activities and information to help the community learn to live more sustainably and protect and enhance the natural environment.

Continued to promote the Camden Sustainable and Environmental Educators (SEED) Network which connects educators from primary and secondary schools, and pre-schools and provides access to information, tools and resources. In addition, 740 native plants were provided to 37 schools and child care centres to celebrate Schools Tree Day in July 2023.

Established and built on existing partnerships with special interest groups, non-government organisations, neighbouring councils, and state government to deliver many unique projects including the annual Garage Sale Trail event, the Threatened Species Art and Writing Competition and the Macarthur Nature Photography Competition.

A range of community workshops, webinars and activities were delivered including spotlighting tours, Aussie Bird Count sessions, electric vehicle webinar, a World Rivers Day pop up event and a native plant giveaway at Picnic in the Park.

Leading by Example

The Oran Park Leisure Centre construction incorporates a range of innovative sustainability features including a 335kW rooftop solar system, fully electric and powered by 100% renewable energy, laminated timber beams, 100kL rainwater reuse for pool top up, increased insulation and incorporation of natural ventilation and lighting.

The Jack Brabham Reserve amenities building had a sustainability makeover that included installation of a 10.1 kW rooftop solar system with a 20kW battery storage system, and replacement of the gas fired hot water systems with energy efficient heat pump units.

In October 2023, Council adopted its carbon reduction action plan, Camden: Towards Net Zero. This strategy focusses on Council's operations and commits to achieving net zero greenhouse gas emissions by 2050, with the interim target of 50% reduction by 2030 and 2018 – 2019 based levels.

Significant progress on emissions reduction and management has already been realised through delivery of a number of initiatives, including a new electricity contract for the supply of renewable energy for Council assets, the upgrade of street lights and implementation of a new emissions management platform.

Environmental Upgrade Agreements Act s 54P (1)

Council did not enter into any environmental upgrades during 2023 - 2024.



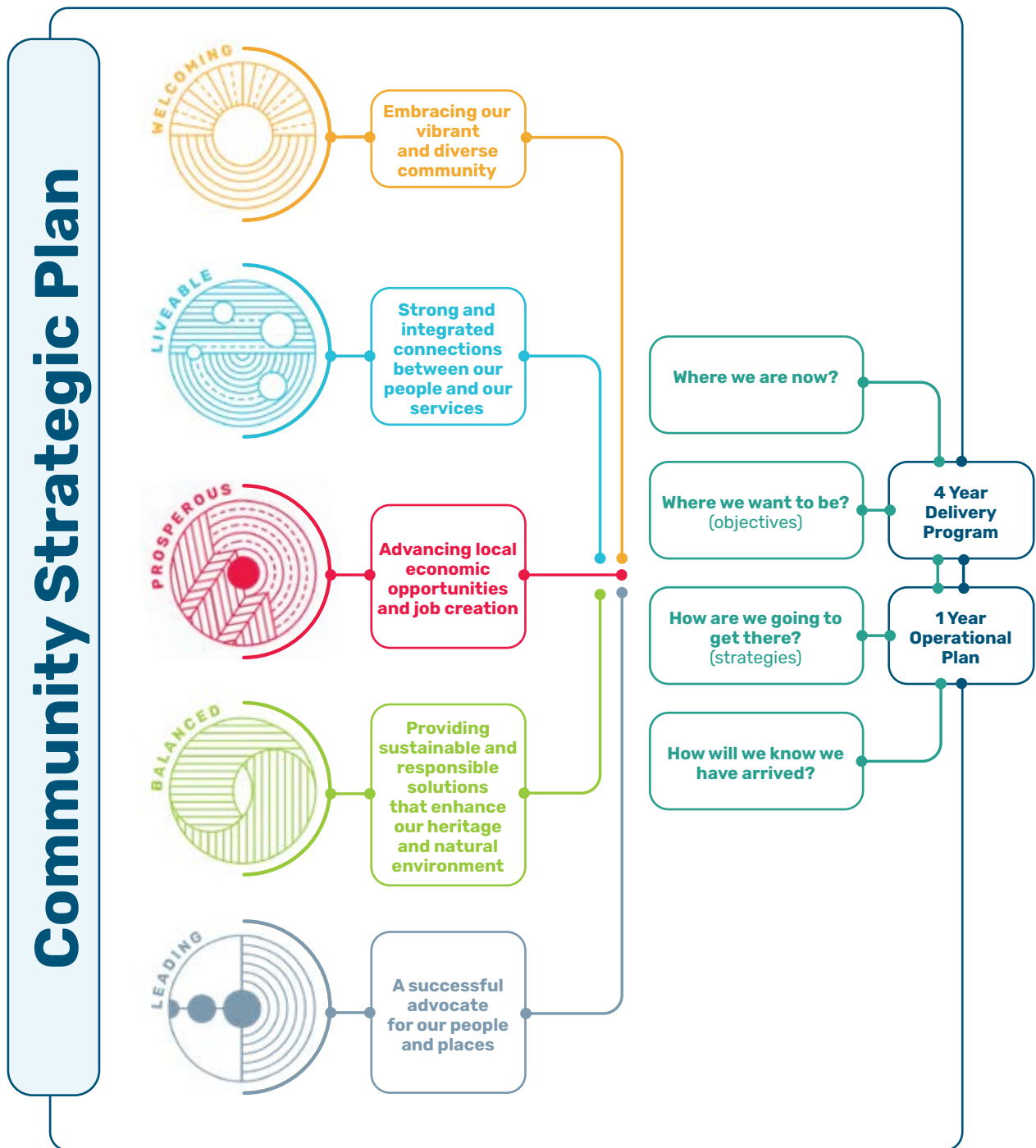


The Year in Review

All councils in NSW are required to implement the Integrated Planning and Reporting (IPR) Framework to guide their planning and performance reporting back to the community.

Council's Performance

Council systematically measures its performance for the Community Strategic Plan 2036 and Delivery Program 2022 – 2026 under five Key Directions.



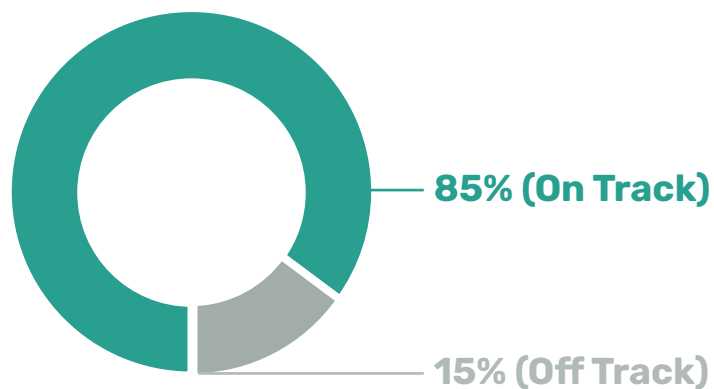
Community Strategic Plan 2036 Performance

Key Directions	Indicators	Performance Status
<p>Welcoming Liveable Leading</p> 	<ul style="list-style-type: none">  Community satisfaction in Council services is increasing  Community event attendance is stable or increasing  Number of vehicles and pedestrian road crashes decreases 	<p>96%</p> <p>46,937</p> <p>0.67</p>
<p>Prosperous Leading</p> 	<ul style="list-style-type: none">  Number of new local businesses increases  Number of visitors is increasing 	<p>12,310</p> <p>2,198</p>
<p>Balanced Leading</p> 	<ul style="list-style-type: none">  Volume of domestic waste diverted from landfill is increasing  Tree canopy cover is increasing  Emissions per capita in Camden is decreasing  The health of priority waterways is stable or increasing 	<p>33%</p> <p>10%</p> <p>8.45 Tonnes</p> <p>100%</p>
<p>Welcoming Prosperous Leading</p> 	<ul style="list-style-type: none">  Employment rate is increasing 	<p>47,759</p>
<p>Welcoming Prosperous Balanced Leading</p> 	<ul style="list-style-type: none">  Community wellbeing continues to reflect the average Australian wellbeing score 	<p>5.1 out of 6</p>

 On Track
  Monitoring
  Needs Work
  Trend
  External Impacts

Delivery Program 2022 - 2026 Performance

The Delivery Program 2022 - 2026 shows 23 Indicators (85%) as 'on track' and 4 Indicators (15%) as 'off track', in achieving the Objectives outlined within the Community Strategic Plan 2036.



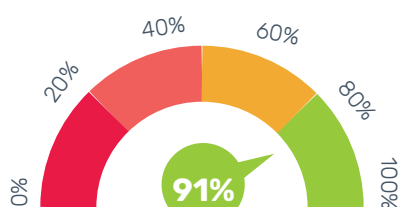
For further details on the Delivery Program 2022 - 2026 and and Operational Plan 2023 - 2024

<https://www.camden.nsw.gov.au/council/integrated-planning/delivery-program-and-operational-plan-budget/>

On Track	Off Track
Number of activation programs and networking events delivered to support community inclusion and diversity.	Percentage of Development Applications determined within 40 days.
Number of initiatives delivered against planned programs that support community inclusiveness and foster community cohesion.	Percentage of Development Applications determined within 60 days.
Number of actions and/or initiatives delivered through Library Services.	Mean Development Application assessment time.
Number of actions completed that support access to public spaces to improve community wellbeing.	Median Development Application assessment time.
Number of Swimming Pool inspections undertaken in accordance with Council's inspection program each year.	
Number of Smart City Initiatives implemented relating to new technologies and smart infrastructure to support community.	
Number of digital transformation initiatives implemented relating to improvement of services and enhancing customer experience.	
Percentage of major projects on track within allocated budget.	
Percentage of programmed asset inspections completed.	
Percentage of local roads, walkways, cycleways, and bridges are maintained against the planned Works Program.	
Number of initiatives delivered to improve road safety.	
Number of initiatives delivered to promote and facilitate investment and industry growth in the LGA.	
Number of initiatives conducted to promote and support expansion of education and training in the LGA.	
Number of initiatives conducted to support local business and industry.	
Number of building sites inspected to reduce pollution into waterways.	
Areas of natural environments/bushlands actively managed.	
Number of programmed actions commenced and/or implemented from the Green and Blue Grid.	
Number of mitigation and/or adaptation actions to reduce climate risk.	
Maintain service levels for waste services.	
Number of advocacy activity and partnerships initiated as a lead Council in the Western Parkland City.	
Number of service reviews completed.	
Percentage of internal audits performed across Council.	
Number of reports brought to Council for decision-making.	

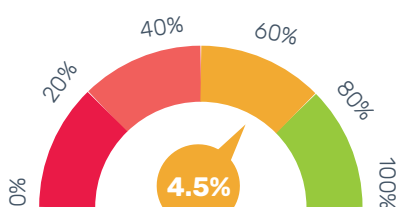
Operational Plan 2023 - 2024 Performance

The progress status on 156 actions stated in the Operational Plan 2023 – 2024 to achieve the Delivery Program 2022 – 2026 is as below:



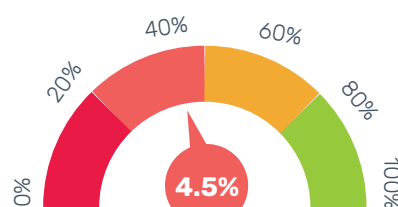
142 Actions

At least 80% of action target achieved



7 Actions

Between 60% and 80% of action target achieved



7 Actions

Less than 60% of action target achieved or not started


7 Actions Target achieved between 60% and 80%

1. Investigate the role of flexible work hubs.
2. Develop and implement Natural Areas Program.
3. Align local plans to regional and district-level strategic land use and transport plans, such as regional transport corridors, and indicate locations of future centres around rail stations.
4. Contribute to the NSW Government's work on land use planning, sequencing of land release, infrastructure planning and implementation of special infrastructure contributions for Camden precincts.
5. Implement plans and strategies to meet the criteria for Gold Partner Recognition.
6. Monitor and review Council's Learning and Development Framework.
7. Maintain a Camden Business Customer Relations Management system.

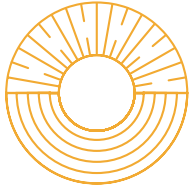
7 Actions Target achieved less than 60% or not started

1. Implement the Urban Forest Strategy.
2. Develop a Street Tree Masterplan.
3. Review the Rural Lands Strategy 2018 following the review of the Western City District Plan.
4. Implement the outcomes of the Green and Blue Grid Analysis.
5. Implement recommendations from the scenic and visual analysis.
6. Develop and implement a Climate Mitigation and Adaption Plan for Council and the community.
7. Review the Local Strategic Planning Statement (LSPS) post finalisation of the revised Western City District Plan.

Performance Status by Key Direction

Delivery Program	Key Direction Indicators	Operational Plan
 <p>Welcoming</p>	 <p>100%</p>	 <p>34 actions At least 80% of action target achieved</p>
 <p>Liveable</p>	 <p>60%</p>	 <p>32 actions At least 80% of action target achieved</p>
 <p>Prosperous</p>	 <p>100%</p>	 <p>9 actions At least 80% of action target achieved</p>  <p>1 action Between 60% and 80% of action target achieved</p>
 <p>Balanced</p>	 <p>100%</p>	 <p>23 actions At least 80% of action target achieved</p>  <p>1 action Between 60% and 80% of action target achieved</p>  <p>6 actions Less than 60% action target achieved or not started</p>
 <p>Leading</p>	 <p>100%</p>	 <p>44 actions At least 80% of action target achieved</p>  <p>5 actions Between 60% and 80% of action target achieved</p>  <p>1 actions Less than 60% of action target achieved or not started</p>





Welcoming

Embracing our vibrant and diverse community

Objectives – Where we want to be

- | | |
|----------|--|
| 1 | Our community is welcoming and inclusive, everyone feels included and involved. |
| 2 | Our community is healthy and active with access to open space, facilities and services that support wellbeing. |
| 3 | Our community has opportunities to design and build safe and inviting places for all to enjoy. |

Progress Status under each Objective

1 Our community is welcoming and inclusive, everyone feels included and involved.

- › Winterfest held at Onslow Oval with winter themed activities and entertainment provided over three days.
- › Camden Festival held, providing events and activities including TASTE and Picnic in the Park.
- › Children and Families Strategy 2023 – 2027 adopted.
- › Events Strategy endorsed by Council.
- › Delivered program promoting and celebrating International Day of People with Disability (IDPwD) and Social Inclusion Week.
- › Family History Month and Science Week hosted at Camden Libraries.
- › Hosted Cultural Fusion, a multi-faceted cultural event with live performances, art and markets.
- › Celebrated a variety of community events including:
 - Oran Park Christmas Concert and Camden Christmas Festival.
 - Australia Day in the Camden LGA and announcement of Camden Australia Day Citizen of the Year – Denise Pritchard.
 - Youth Week with activities and events held in the Camden LGA.
 - Multicultural March and Harmony Day.
 - National Families Week.
 - National Reconciliation Week.
- › Creative Collab was held to connect emerging and established artist and creative professionals.
- › Camden Seniors Festival program offered health and wellbeing sessions, creative workshops, entertainment, luncheon and art classes.

- › International Women’s Day Gala raised more than \$20,000 for Mother Hubbard’s Cupboard that provides support for survivors of domestic and family violence and the homeless.
- › Camden Shorts - Festival of Young Creatives held shining the spotlight on home- grown talent aged between 12 and 25 years.
- › Citizenship Ceremonies held with 1,089 people pledging to become Australian citizens.
- › Café Connect program provided social inclusion, wellbeing and lifelong learning activities for over 50’s and indigenous peoples.
- › Introduced VOX books, transforming ordinary print books into an all-in-one read along with narrative at Camden Libraries.
- › Family Day Care 40th anniversary of servicing the Camden LGA.

2 Our community is healthy and active with access to open space, facilities and services that support wellbeing.

- › Cat Management Plan developed to guide and support responsible pet ownership.
- › Continued progress on the preliminary concept design for the Camden Animal Shelter and Community Nursery and Education Hub project at Smeaton Grange.
- › Promoted the re-homing of companion animals from Camden’s animal home facility via advertising boards at Narellan Town Centre.
- › HSC Wellbeing Program conducted in partnership with Camden Youth Reference Group and Camden Libraries.
- › Homework Help and High School Help sessions held at Camden Libraries.
- › Tech Savvy Seniors Workshops conducted.

3 Our community has opportunities to design and build safe and inviting places for all to enjoy.

- › Adaptive Sport Community Forum coordinated in partnership with Sports NSW.
- › Ferguson's Land Cricket Facility officially opened.
- › Your Voice Camden provided the community with 24/7 access to public exhibitions and opportunities to share information and interact with Council's decision-making activities.
- › Completion of refurbishment works to the Narellan Library Forecourt including new seating and landscaping, and improved streetlighting and pedestrian wombat crossing to Narellan Town Centre.
- › Linking Camden Town Centre to the Nepean River project completed.
- › Public Artwork Nepean River Trail opened at Camden Town Farm, reflecting local history, people and agriculture through murals, sculptures and interactive signage.
- › Bi-annual Camden Sports Forum held to celebrate the contribution of volunteers to sport in Camden and showcase the Play Like a Girl program.
- › Inaugural Camden United Resilience Basketball (CURB) program established.
- › Implemented programs to address community safety concerns, including partnership with the Camden Wollondilly Domestic Violence Committee and the DV Breakfast and Reclaim the Night events.
- › A community wellbeing event held, in partnership with Talk2mebro, focussing on Camden's multicultural community's mental health and wellbeing.



134 Swimming pool inspections undertaken



61 Cultural and networking activations delivered



91 Initiatives delivered through library services



80,412 Library members



432 Events at the Camden Civic Centre



32,005 Sports ground/facilities bookings

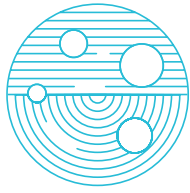


431,994 Attendees at Mount Annan Leisure Centre



19,747 Attendees at Camden Pool





Liveable

Strong and integrated connections between our people and our services

Objectives – Where we want to be

1

Our community harnesses local creativity and supports new technologies and innovations.

2

Our public spaces and places are vibrant and accessible.

3

Our transport network is efficient, safe, and integrated – locally and regionally.

Progress Status under each Objective

1 Our community harnesses local creativity and supports new technologies and innovations.

- › 3D Modelling Project Phase 2 completed to deliver high quality platform to view buildings and streetscapes in a three-dimensional virtual environment.
- › Implemented digital transformation projects and initiatives:
 - Events Booking System;
 - Grant Management System uplift;
 - Kerbside Booking System uplift;
 - Public access to web Intramaps;
 - Data and Insights Strategy development;
 - Department of Planning and Infrastructure (DPIE) Portal Phase 2.
- › Cyber Security webinar organised for local businesses to respond and recover from cyber threats and data breaches.
- › Completed initiative to procure and implement body worn cameras for the Environment and Regulatory Service.

2 Our public spaces and places are vibrant and accessible.

- › Camden Material and Colour Guide created for property owners to provide information and advice when proposing works to a heritage building.
- › Development Certification services continued to implement and review processes and procedures as part a continuous improvement program.
- › Camden Housing Density and Diversity Analysis report finalised.

- › Unlock Camden event held, offering a program featuring a variety of historic themed activities.
- › Designed, constructed and delivered the repair and betterment of path access on Little Sandy Bridge and the enhancement of the embankments to resist future flood events.
- › Undertook Nepean River Flood Study with support of the NSW Government's Floodplain Management Program.
- › Selected BlueFit organisation to manage and operate the Oran Park Leisure Centre, Mount Annan Leisure Centre and Camden War Memorial Pool.
- › Resolved to place the Western Sydney Affordable Housing Contribution Scheme on public exhibition to seek the views of the community and industry
- › Completed maintenance and renewal program for Narellan Scout Hall.
- › Three-weekly mowing cycle for passive reserves and open spaces implemented and maintained.

3 Our transport network is efficient, safe, and integrated - locally and regionally.

- › Facilitated road safety presentation, in partnership with NSW Police – Macarthur Highway Patrol and the Road Trauma Support Group to students.
- › Installed various traffic calming devices at Elyard and Queen Streets, Narellan.
- › Traffic plans devised for storm events in the Camden LGA.
- › Works completed - Sedgwick Street, Outram Place, Heath Road, Ulmarra Avenue, Burrell Road, Rodeo Road and Bligh Avenue, under the Pedestrian Access and Management Plan (PAMP).



51 Crime prevention and community safety engagement activities



46 Road Safety Programs Delivered



3,940m Pathways completed under PAMP program



\$1.475M Road maintenance and repairs



569 Development applications determined



\$919M Value of development applications approved





your voice
camden

yourvoice.camden.nsw.gov.au

NEPEAN RIVER FLOOD STUDY

Another Great Camden Council Project
www.camden.nsw.gov.au

Communi
consultat
here to
yourvoice.camden.nsw.gov.au

Community drop-in session
Status of Nepean River Flood Study





Prosperous

Advancing local economic opportunities and job creation

Objectives – Where we want to be

- | | |
|----------|--|
| 1 | Our business community is strong, thriving and connected at local, regional, national, and international levels. |
| 2 | Our LGA provides diverse local job opportunities, supported by skills and training pathways to employment. |
| 3 | Our LGA is a desirable location for new and emerging industries, businesses, and entrepreneurs. |

Progress Status under each Objective

1 Our business community is strong, thriving and connected at local, regional, national, and international levels.

- › Finalisation of Destination Management Plan to support the visitor economy.
- › Conducted Cultural Fusion Business Engagement to present cultural activation of Live'n'Local.
- › Continuation of Macarthur tourism presence.
- › Small Business Month implemented providing workshops, webinars and business health checks giving local businesses opportunities to learn and connect.
- › Monthly Business E-news delivered.
- › Cyber Security webinar organised for local businesses to respond and recover from cyber threats and data breaches.
- › Brand and Marketing networking event conducted for small business.
- › Ongoing distribution of Business Information Packs.
- › Business Health Checks via Service NSW Business Bureau.
- › Monthly e-Business news distributed.

2 Our LGA provides diverse local job opportunities, supported by skills and training pathways to employment.

- › Camden Career Expo held in collaboration with Training Services NSW.
- › Continued networking with a range of business and industry groups.

3 Our LGA is a desirable location for new and emerging industries, businesses, and entrepreneurs.

- › Ongoing contribution to development of Western Parkland City Regional Economic Development Strategy.
- › Developed 'Starting a Business' and 'Industry Guides' webpages.
- › Participated in 'Beyond the Boom' Thought Leadership Forum.
- › Hosted Greater Narellan Business Chamber meeting – A Vision for Camden to 2036.
- › Industry Guides developed on Business webpage for key Camden industries including agribusiness, construction, health and wellbeing, hospitality, manufacturing and transport.
- › Camden Accommodation Prospectus and Accommodation Investment Collateral created.



47,759

Local jobs (NIEIR 2023)



2,198

Walk-in visitors to the Visitor
Information Centre



10,340

Local businesses
(ABS 2022)

DORN
LABET THERAPY

LEPPINGTON



HAVE YOUR SAY
ON THE FUTURE
OF LEPPINGTON

Draft plan on
exhibition now.



Leppington
Council

Comm
consult
here to

Community
consultation
here today

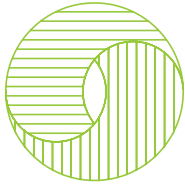
yourvoice.camden.nsw.gov.au





SUSTAINABILITY TEAM





Balanced

Providing sustainable and responsible solutions that enhance our heritage and natural environment

Objectives – Where we want to be

1

Our natural environment and waterways are protected, well maintained, and enhanced for community enjoyment.

2

Our environment is integrated into the design of our towns, villages, suburbs, and places.

3

Climate impacts and risks in Camden are well managed.

4

Our community is resourced, efficient and able to meet our vision and objectives.

Progress Status under each Objective

1 Our natural environment and waterways are protected, well maintained, and enhanced for community enjoyment.

- › Creation of new Bushcare Group, the Camden Town Bushcare Group.
- › World Rivers Day celebrated at John Peat Reserve, Camden.
- › Macarthur Nature Photography Competition and Threatened Species Art Competition hosted in partnership with neighbouring Councils.
- › 'Hook, Line and Measure' Citizen Science Project conducted to record recreational fishing data.
- › Celebrated World Environment Day.
- › Hosted Macarthur's Biggest Garage Sale at Narellan Park as part of the Garage Sale Trail.
- › Live It Up, Live It Green family friendly event held with activities and demonstrations to help the community live more sustainably.
- › Developed interactive map and hosted onto the Camden Data Portal, advising where swooping birds were located during the nesting season to minimise risk to residents.
- › Collaborated with multiple project partners to restore areas of native vegetation as well as the stabilisation of areas of bank erosion along the Nepean River.
- › Partnered with Greening Australia to revegetate areas of the Camden Town Farm with a focus on increasing the extent of River-flat Eucalypt Forest along the riverbank and drainage areas within the farm.

2 Our environment is integrated into the design of our towns, villages, suburbs, and places.

- › Urban Forest Strategy 2023 prepared to provide a strategic framework for a thriving urban forest with a long-term vision to 2050.
- › Installed on-site solar and battery storage at Jack Brabham Reserve, Oran Park.
- › Solar Energy Generation dashboard implemented to support monitory and progress towards key objectives and targets set by Council's Sustainability Strategy 2020 – 2024.
- › Completed installation of fish habitat structures and erosion control on the Nepean River at Spring Farm.
- › Continued active membership of the Western Sydney Energy Program.

3 Climate impacts and risks in Camden are well managed.

- › Priority Weed Identification Guide developed for the Camden LGA. Commencement of Natural Area Plan with management plans in place for Gundungurra North and South and the Spring Farm Bush Corridor.
- › Camden Council Emergency Dashboard provided information for the community in the case of emergency events.

4 Our community is resourced, efficient and able to meet our vision and objectives.

- › Developed draft Camden: Towards Net Zero Strategy.
- › 24 tonnes of chemical waste dropped off by residents at annual Chemical Cleanout event.
- › Held free Recycling Drop-Off event for residents to help divert waste from landfill.
- › Launched Electrify Everything program and hosted webinars to encourage the transition away from gas and towards electricity for energy needs.
- › Promoted Community Recycling Centre to the community through events such as Camden Show, advising of the importance of disposing of problem waste correctly.
- › Clean Up Australia Day held across 36 sites in the Camden LGA.



1,861 Bushcare
volunteer hours



4,667,446
Waste pick-ups



29,542
Kerbside clean
ups collected



1,091 Incidents
of illegal dumping
investigated



910 Building
site inspections
undertaken







Leading

A successful advocate for our people and places

Objectives – Where we want to be

1	Our Camden is a leading council in the Western Parkland City, influencing metropolitan planning and decision-making.
2	Our council is forward thinking and builds value for the community.
3	Our council decisions are informed, accountable and transparent.
4	Our community is resourced, efficient and able to meet our vision and objectives.

Progress Status under each Objective

1 Our Camden is a leading council in the Western Parkland City, influencing metropolitan planning and decision-making.

- › Ongoing collaboration with Transport for NSW on the South Western Sydney – Transport Structure Plan project.
- › Advice provided to Parliamentary inquiry on Council's priorities for the local and regional transport network, with particular regard to freight and logistics.
- › Regular participation and contribution to the Western Parkland Council Steering Committee.
- › Continued collaboration with Western Sydney Health Alliance on joint regional priorities.
- › Regular meetings with Transport for NSW regarding transport infrastructure projects crucial for housing development in the Camden LGA.
- › Prepared submission to the NSW Legislative Council Inquiry into critical transport infrastructure needs in support of the Western Sydney International Airport and Aerotropolis, as well as providing evidence at public hearing.
- › Analysis of the NSW Budget 2024 implications for infrastructure funding in the Western Parkland City.
- › Led the monitoring of drafting for the Regional Economic Development Strategy and review of the Governance Structure of the Western Parkland City and other Western Sydney City Deals.
- › Advocated with the NSW Planning Minister and Department of Planning, Housing and Infrastructure (DPHI) regarding Council's designated 5-year housing target, and the required servicing infrastructure needed to facilitate development.
- › Lodged Council's submission in response to the Australian Government's Western Sydney International Airport Flight Path/Draft Environmental Impact Statement assessment.
- › Ongoing work with the Western Parkland Councils continued regarding the Regional Economic Development Strategy, Western Sydney International Airport Flight Path/ Draft Environmental Impact Statement assessment, and the governance review of the Western Parkland City's future operating arrangements.
- › Worked in collaboration with the NSW Government and key stakeholders on assessing planning proposals and development control plan amendments that aim to achieve well-serviced growth and development.

2 Our council is forward thinking and builds value for the community.

- › Improved services through the provision of new main line phone number.
- › Review undertaken of Council ward boundaries.
- › Participated in Liveability Census 2023 as part of a Greater Sydney Commission initiative.
- › Updated emergency plans and management guides at a regional level as per the State Emergency Management Plan requirements.
- › Formed a Rescue and Response Committee in addition to the Local Emergency Management Committee.

3 Our council decisions are informed, accountable and transparent.

- › 24 community groups/organisations received financial funding through Council's Community Small Grants Program to deliver projects and events to benefit the wider Camden community.
- › 13 community groups/organisations, not-for-profit, sporting groups and businesses received support either monetary or in-kind as part of Council's Community Sponsorship Program.
- › Conducted Camden Principals Forum to identify key issues and challenges faced by teachers, students and parents in the Camden LGA and opportunities for advocacy.
- › Celebrated Local Government Week – Mayor for a Day Public Speaking Competition.
- › Completed refurbishment works at Camden General Cemetery.



191 Council reports for decision making



82% of customer calls answered within 20 seconds



85% of phone calls resolved in the first instance



97% of customer request enquiries completed within timeframe



24 Community small grants endorsed



2,594,433 Total number of likes, comments, views and shares (Facebook/Insta/LinkedIn)





The Year Ahead

Looking ahead Council's core service priorities remain the same such as delivering quality services across waste, open spaces, parks, footpaths, roads, delivering new infrastructure and maintaining the existing assets in a responsible manner.

Council strives to ensure that the community is socially connected, informed, resilient, and supports biodiversity and sustainability of the natural and built environments.

Council will continue to collaborate and advocate with transparency and accountability for our community.

Council continues to deliver a range of projects across the Camden LGA such as:

- › Oran Park Leisure Centre
- › John Oxley Reserve Recreational Trail
- › Jack Nash Reserve Upgrade
- › Nepean River Bank Stabilisation – Nepean River Cycleway
- › Hilder Reserve Redevelopment
- › Harrington Park Reserve Redevelopment
- › The Crest – Stage 1

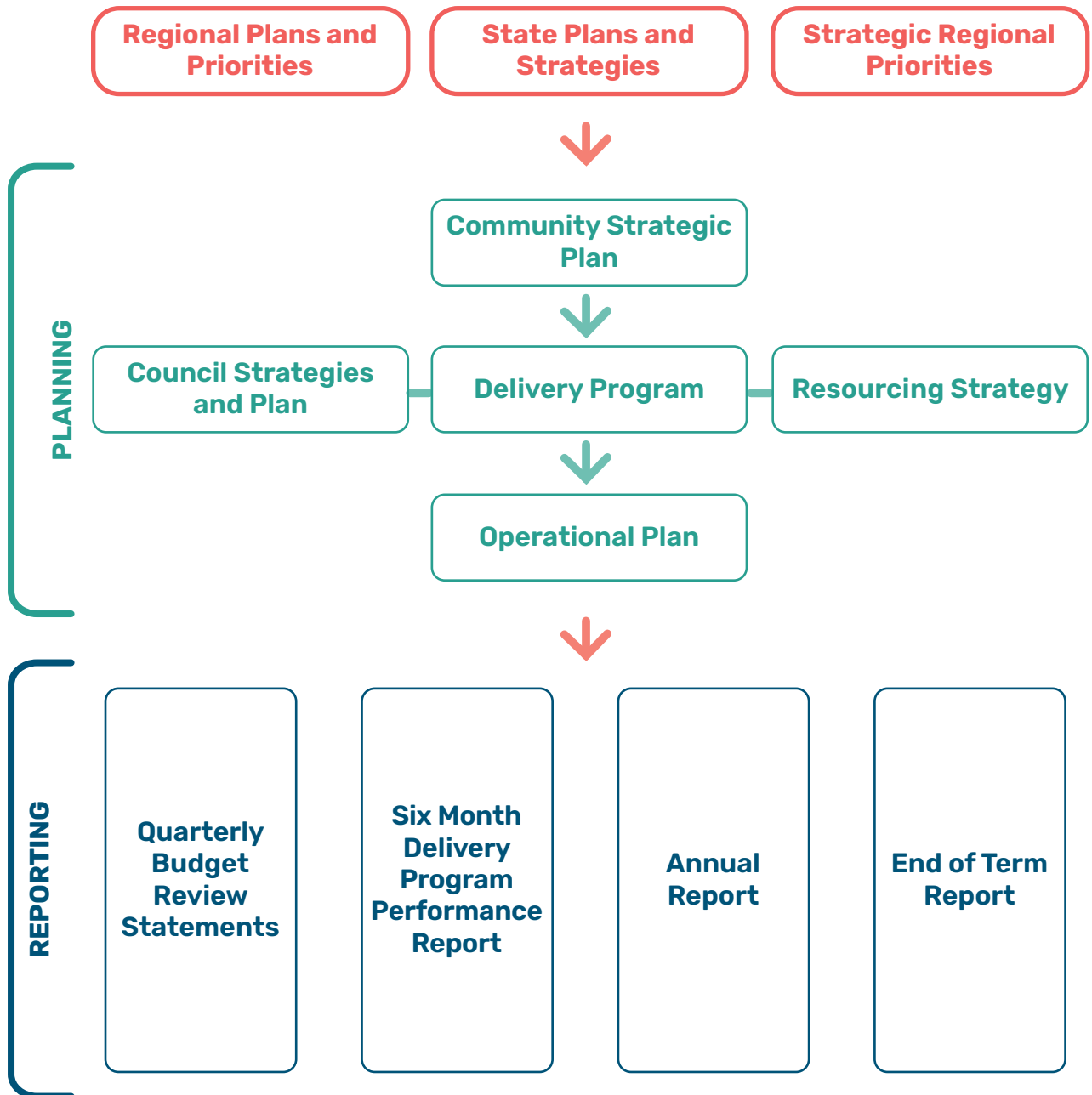


Appendix



Integrated Planning and Reporting (IPR) Framework

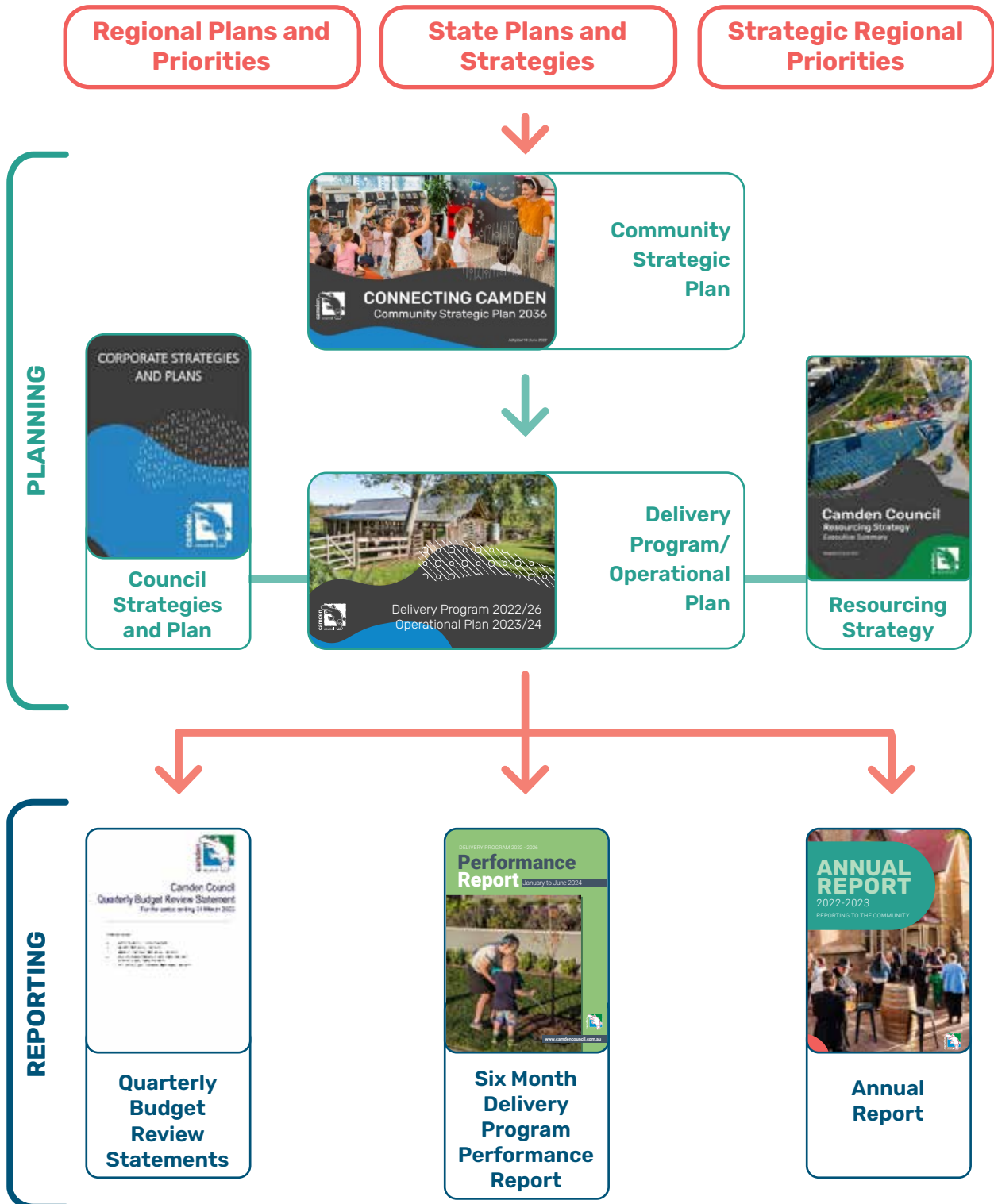
All Councils in NSW are required by Local Government Act 1993 and the Integrated Planning and Reporting (IPR) framework to plan and report on activities with an alignment to State and Regional Plans, Strategies and Priorities.



Council plans with the community and other stakeholders in developing the Community Strategic Plan, and working with internal staff, develops the Resourcing Strategy, Delivery Program and associated Operational Plan. Council develops relevant Corporate Strategies and Plans, as an internal resource, to guide and respond to these opportunities efficiently and effectively.

The reporting requirements for councils focusses on reporting back to the community. The reports are a six-monthly progress status on the Delivery Program and associated Operational Plan, Annual Report that covers status update on the Community Strategic Plan aligned with the Delivery Program and Operational Plan for the year, and the Quarterly Budget Review Statements.

Council Documents Related to IPR Framework



Statutory Index

Councillor Induction and Professional Development Reg s 186	27
Councillor Payments and Support Reg s 217 (1)	28
General Manager Remuneration Reg s 217 1(b)	30
Senior Staff Remuneration Reg s 217 (1) (c)	30
Statement of Total Number of Persons who Performed Paid Work Reg s 217 (1) (d)	32
Equal Employment Opportunity (EEO) Management Plan Reg s 217 (1) (a9)	33
Work Health and Safety Act (2011)	37
Code of Conduct (S440 of the Act and cl 193 of the Regulations)	51
Legal Proceedings Reg s 217 (1) (a3)	52
Government Information (Public Access) Act 2009 – s 125 (1) and cl 8 of Regulation 2018)	54
Financial Statements	61
Environmental Planning and Assessment Act 1979 – s 7.5 (5)	64
Developer Agreements Executed	75
Infrastructure Delivered	76
Contribution Value Reg 218A(3)(a),(b)	78
Contribution Expenditure Reg 218A (1)	79
Contribution Projects Reg 218A (2)(a),(b),(c),(d),(e),(f),(g)	80

Disclosure of Levies EPA Regulation 2021 cl 218 (1)	83
Major Contracts Awarded cl217 (1) (a2)	84
Private Works Reg s 217 (1) (a4) and Act s 67 (2)	87
On-Time Payment Policy	89
Modern Slavery Act s 428(4) (c) (d)	90
Grants and Contributions Cl217 (1) (A5)	92
Rates and Charges Written Off Reg s 132	95
Controlling Interests Reg s 217 (1) (a7)	97
Partnerships, Co-Operatives and Joint Ventures Reg s 217 (1) (a8)	97
Stormwater Management Service Charge Reg s 217 (1) (e)	98
Companion Animals Act 1998Reg s 217 (1) (f)	107
Swimming Pools Act 1992 s 22F (2) and Swimming Pool Regulations 2018 (SP Reg) cl 23	113
Disability Inclusion Action Plan Act 2014 s 13 (1)	128
NSW Carers Recognition Act s 8 (2)	131
Environmental Upgrade Agreements Act s 54P (1)	140

STATE OF THE LGA REPORT

Embracing Continuous Growth

2022 – 2024



State of the Camden LGA Report

This report is for the incoming Council and provides an overview of the Integrated Planning and Reporting Framework. It highlights the progress of the implementation and the effectiveness of the Community Strategic Plan 2036.

