



W A V E R L E Y
COUNCIL

FINANCE, OPERATIONS AND COMMUNITY SERVICES COMMITTEE MEETING

A meeting of the FINANCE, OPERATIONS AND COMMUNITY SERVICES COMMITTEE will be held at the
Boot Factory, Spring Street, Bondi Junction at:

7.00 PM, TUESDAY 2 SEPTEMBER 2025

A handwritten signature in black ink that reads "Sharon Cassidy". The signature is fluid and cursive, with a small flourish at the end.

Sharon Cassidy
Acting General Manager

Waverley Council
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Delegations of the Finance, Operations and Community Services Committee

On 18 March 2025, Waverley Council delegated to the Finance, Operations and Community Services Committee the authority to determine any matter other than:

1. The matters in s 377(1) of the *Local Government Act 1993*, which are as follows:
 - (a) The appointment of a general manager.
 - (b) The making of a rate.
 - (c) A determination under section 549 as to the levying of a rate.
 - (d) The making of a charge.
 - (e) The fixing of a fee.
 - (f) The borrowing of money.
 - (g) The voting of money for expenditure on its works, services or operations.
 - (h) The compulsory acquisition, purchase, sale, exchange or surrender of any land or other property (but not including the sale of items of plant or equipment).
 - (i) The acceptance of tenders to provide services currently provided by members of staff of the council.
 - (j) The adoption of an operational plan under section 405.
 - (k) The adoption of a financial statement included in an annual financial report.
 - (l) A decision to classify or reclassify public land under Division 1 of Part 2 of Chapter 6.
 - (m) The fixing of an amount or rate for the carrying out by the council of work on private land.
 - (n) The decision to carry out work on private land for an amount that is less than the amount or rate fixed by the council for the carrying out of any such work.
 - (o) The review of a determination made by the council, and not by a delegate of the council, of an application for approval or an application that may be reviewed under section 82A of the *Environmental Planning and Assessment Act 1979*.
 - (p) The power of the council to authorise the use of reasonable force for the purpose of gaining entry to premises under section 194.
 - (q) A decision under section 356 to contribute money or otherwise grant financial assistance to persons.
 - (r) A decision under section 234 to grant leave of absence to the holder of a civic office.
 - (s) The making of an application, or the giving of a notice, to the Governor or Minister.
 - (t) This power of delegation.
 - (u) Any function under this or any other Act that is expressly required to be exercised by resolution of the council.

Statement of Ethical Obligations

Councillors are reminded of their oath or affirmation of office made under section 233A of the Act and their obligations under Council's code of conduct to disclose and appropriately manage conflicts of interest.

Live Streaming of Meeting

This meeting is streamed live via the internet and an audio-visual recording of the meeting will be publicly available on Council's website.

By attending this meeting, you consent to your image and/or voice being live streamed and publicly available.

AGENDA

PRAYER AND ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The Chair will read the following Opening Prayer and Acknowledgement of Indigenous Heritage:

God, we pray for wisdom to govern with justice and equity. That we may see clearly and speak the truth and that we work together in harmony and mutual respect. May our actions demonstrate courage and leadership so that in all our works thy will be done. Amen.

Waverley Council respectfully acknowledges our Indigenous heritage and recognises the ongoing Aboriginal traditional custodianship of the land which forms our Local Government Area.

1. Apologies

2. Declarations of Pecuniary and Non-Pecuniary Interests

3. Addresses by Members of the Public

4. Confirmation of Minutes

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5. Reports

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6. Urgent Business

7. Meeting Closure

CONFIRMATION OF MINUTES FC/4.1/25.09



Subject: Confirmation of Minutes - Finance, Operations and Community Services Committee Meeting - 5 August 2025

TRIM No: A25/0080

Manager: Richard Coelho, Executive Manager, Governance

RECOMMENDATION:

That Council confirms the minutes of the Finance, Operations and Community Services Committee meeting held on 5 August 2025 as a true record of the proceedings of that meeting.

Introduction/Background

The minutes of committee meetings must be confirmed at a subsequent meeting of the committee, in accordance with clause 20.23 of the Code of Meeting Practice.

Attachments

1. Finance, Operations and Community Services Committee Meeting Minutes - 5 August 2025 .



**MINUTES OF THE FINANCE, OPERATIONS AND COMMUNITY SERVICES COMMITTEE MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
TUESDAY, 5 AUGUST 2025**

Present:

Councillor Katherine Westwood (Chair)	Lawson Ward
Councillor Will Nemesh (Mayor)	Hunter Ward
Councillor Keri Spooner (Deputy Mayor)	Waverley Ward
Councillor Ludovico Fabiano	Waverley Ward
Councillor Dov Frazer	Hunter Ward
Councillor Steven Lewis	Hunter Ward
Councillor Margaret Merten	Bondi Ward
Councillor Joshua Spicer	Waverley Ward
Councillor Michelle Stephenson	Bondi Ward
Councillor Lauren Townsend	Lawson Ward
Councillor Dominic Wy Kanak	Bondi Ward

Staff in attendance:

Emily Scott	General Manager
Sharon Cassidy	Director, Assets and Operations
Tara Czinner	Director, Corporate Services
Fletcher Rayner	Director, Planning, Sustainability and Compliance
Ben Thompson	Director, Community, Culture and Customer Experience

At the commencement of proceedings at 7.00 pm, those present were as listed above.

Cr Wy Kanak attended the meeting by audio-visual link.

PRAYER AND ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The chair read the following Opening Prayer and Acknowledgement of Indigenous Heritage:

God, we pray for wisdom to govern with justice and equity. That we may see clearly and speak the truth and that we work together in harmony and mutual respect. May our actions demonstrate courage and leadership so that in all our works thy will be done. Amen.

Waverley Council respectfully acknowledges our Indigenous heritage and recognises the ongoing Aboriginal traditional custodianship of the land which forms our local government area.

1. Apologies

Apologies were received from Cr Paula Masselos.

2. Declarations of Pecuniary and Non-Pecuniary Interests

The chair called for declarations of interest and none were received.

3. Addresses by Members of the Public

There were no addresses by members of the public.

ITEMS BY EXCEPTION

MOTION / UNANIMOUS DECISION

Mover: Cr Westwood

Seconder: Cr Nemesh

That the recommendations for the following items be adopted as recommended in the business paper:

- | | |
|--------------|--|
| FC/4.1/25.08 | Confirmation of Minutes – Finance, Operations and Community Services Committee Meeting – 6 May 2025. |
| FC/5.1/25.08 | Events Policy – Adoption. |
| FC/5.2/25.08 | Resource Recovery and Waste Strategy 2025-2032 – Adoption. |
| FC/5.3/25.08 | NSW Police Vehicle Sponsorship Program. |

4. Confirmation of Minutes

FC/4.1/25.08 Confirmation of Minutes - Finance, Operations and Community Services Committee Meeting - 6 May 2025 (A25/0080)

MOTION / UNANIMOUS DECISION

Mover: Cr Westwood
Seconder: Cr Nemesh

That Council confirms the minutes of the Finance, Operations and Community Services Committee meeting held on 6 May 2025 as a true record of the proceedings of that meeting.

5. Reports

FC/5.1/25.08 Events Policy - Adoption (A25/0284)

MOTION / UNANIMOUS DECISION

Mover: Cr Westwood
Seconder: Cr Nemesh

That Council adopts the Events Policy attached to the report.

FC/5.2/25.08 Resource Recovery and Waste Strategy 2025-2032 - Adoption (A20/0005)

MOTION / UNANIMOUS DECISION

Mover: Cr Westwood
Seconder: Cr Nemesh

That Council adopts the Resource Recovery and Waste Strategy 2025–2032 attached to the report (Attachment 2).

FC/5.3/25.08 NSW Police Vehicle Sponsorship Program (A12/0805)

MOTION / UNANIMOUS DECISION

Mover: Cr Westwood
Seconder: Cr Nemesh

That Council:

1. Extends the vehicle sponsorship agreement with the NSW Police Eastern Suburbs Local Area Command Crime Prevention Unit for five years until June 2030.
2. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

6. Urgent Business

There was no urgent business.

7. Meeting Closure

THE MEETING CLOSED AT 7.02 PM.

.....
SIGNED AND CONFIRMED
CHAIR
2 SEPTEMBER 2025

REPORT
FC/5.1/25.09**Subject:** Councillor Expenses and Facilities Policy - Adoption**TRIM No:** SF25/1958**Manager:** Richard Coelho, Executive Manager, Governance**Director:** Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council adopts the Councillor Expenses and Facilities Policy attached to the report.

1. Executive Summary

At its meeting on 15 July 2025, Council resolved to publicly exhibit an amended Councillor Expenses and Facilities Policy. The exhibition period has now ended, with no submissions received and no further changes proposed. It is therefore recommended that Council adopts the amended policy as exhibited.

2. Introduction/Background

In addition to receiving an annual fee, Councillors may be reimbursed for expenses they incur in undertaking their civic duties. Council may also provide Councillors with facilities. However, Council must not pay expenses or provide facilities otherwise than in accordance with a policy adopted in accordance with the *Local Government Act 1993*.

Council's current Councillor Expenses and Facilities Policy was adopted in December 2022. It is based on the Office of Local Government's (OLG) template, which was released in June 2017.

Section 252 of the *Local Government Act* states that Council must adopt a Councillor Expenses and Facilities Policy within 12 months of each Council term.

Officers have reviewed the current policy and are recommending some changes, which are not extensive. The draft policy was considered at the Council meeting on 15 July 2025 and publicly exhibited for 28 days.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 15 July 2025	CM/7.7/25.07	<p>That Council:</p> <ol style="list-style-type: none">Publicly exhibits the draft Councillor Expenses and Facilities Policy attached to the report for 28 days.Officers prepare a report to Council following the exhibition period.

Council 13 December 2022	CM/7.1/22.12	That Council: <ol style="list-style-type: none"> Adopts the Councillor Expenses and Facilities Policy attached to the report. Commits to supporting the ongoing professional development of Councillors.
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4. Discussion

The changes, as exhibited, are set out in the table below. The amended policy is attached to the report, with changes shown in red.

Table 1. Changes to policy.

Clause	Change
General travel arrangement and expenses (cl 6.2)	<ul style="list-style-type: none"> Delete the provision of Cabcharge tickets. <p>These are rarely used and often have early expiry dates. Taxis also do not always accept Cabcharge tickets.</p>
Professional development (cl 6.25)	<ul style="list-style-type: none"> Amend the period in which Council will provide an induction program to Councillors from the first 12 months of a term to the first six months. <p>This is to correct an error in the OLG template. The statutory requirement is within six months.</p>
Facilities (cl 9.1)	<ul style="list-style-type: none"> Delete pigeon-holes/lockers. <p>Following the closure of Council Chambers, there are currently no pigeon-holes or lockers available to Councillors. These facilities were not widely used by former Councillors, particularly given the decline in post. Officers hand-deliver any letters to Councillors at Council meetings.</p>
Facilities (cl 9.1)	<ul style="list-style-type: none"> Add the Waverley Library Car Park pass to the list of facilities provided to Councillors. <p>The pass has been introduced following the closure of Council Chambers to provide nearby parking to Councillors attending meetings in Bondi Junction; in particular, Council/Council Committee meetings and briefings at the Boot Factory.</p>
Facilities (cl 9.2)	<ul style="list-style-type: none"> Amend the meeting room booking process to recognise the role of the Executive Services team, and to include the facilitation of online meetings.
Facilities (cl 9.4)	<ul style="list-style-type: none"> Add the following additional facilities:

	<ul style="list-style-type: none"> ○ Fitness Passport. ○ Access to vaccination program. ○ Access to Employee Assistance Program (EAP). <p>The Fitness Passport provides discounted access to fitness facilities and is currently only available to staff. The addition of the vaccination program and EAP is to reflect existing arrangements.</p>
Additional facilities for the Mayor (cl 10.1)	<ul style="list-style-type: none"> ● Amend the clause to add the Waverley Library Car Park Pass to the mayoral vehicle.
Additional facilities for the Mayor (cl 10.3)	<ul style="list-style-type: none"> ● Amend the clause to enable the Mayor to enter into a Motor Vehicle Leaseback Agreement for the mayoral vehicle if desired. This would allow any private use of the vehicle to be accounted for in a leaseback fee (like staff), rather than on a per kilometre basis. The existing method (per kilometre deduction) remains as an option.
Additional facilities for the Mayor (cl 10.5)	<ul style="list-style-type: none"> ● Add appropriate refreshments for meetings and engagements. <p>This is to reflect and recognise the longstanding practice of the Mayor's Office having a dedicated budget for refreshments for meetings between the Mayor and stakeholders and constituents.</p>
Yearly allowances (cl 11.19)	<ul style="list-style-type: none"> ● Delete the clause. <p>This clause, which is not in the OLG template, relates to the allocation of yearly allowances in the final financial year of a term. It should be deleted, as it does not reflect the budget and reduces flexibility for Councillors. Any IT or home office equipment purchased in the final financial year needs to be returned or bought back as per the policy.</p>
Definitions (Appendix 2)	<ul style="list-style-type: none"> ● Amend the definition of 'appropriate refreshments' to clarify that alcohol may only be served with the approval of the General Manager and only by RSA-qualified persons. <p>This reflects current practice. Alcohol is never served before Council meetings.</p>

Consultation

The policy was publicly exhibited for 28 days from 16 July 2025 to 13 August 2025 via Council's Have Your Say page. No submissions were received.

5. Financial Impact

The amendments to the policy will not result in any changes to the Councillors' expenses budgets, which are accounted for in the 2025-26 budget.

No increases to budgets are proposed, as Councillors do not routinely exceed their budgets, other than professional development. Clause 11.3 of the policy allows Councillors exceed their budget for a particular expense if there are sufficient funds elsewhere in their budget. Officers will also review the adequacy of Councillors' expenses budgets as part of the 2026-27 budget process, with any changes requiring an amendment to the policy.

6. Risks/Issues

The policy is based on the OLG template and complies with OLG's Guidelines for the Payment of Expenses and Provision of Facilities to Mayors and Councillors in NSW.

The statutory requirement to review and exhibit the policy ensures accountability and helps align the policy with community expectations.

7. Attachments

1. Councillor Expenses and Facilities Policy [↓](#) .



Councillor Expenses and Facilities Policy



Department	Governance
Approved by	
Date approved	
File reference	
Next revision date	
Relevant legislation	<i>Local Government Act 1993</i> , sections 252 and 253
	<i>Local Government (General) Regulation 2021</i> , sections 217 and 403
Related policies/ procedures/guidelines	OLG, <i>Guidelines for the Payment of Expenses and the Provision of Facilities for Mayors and Councillors in NSW</i> (2009)
	OLG Circular 09-36, Guidelines for Payment of Expenses and Facilities
	OLG Circular 05, 08 Legal assistance for Councillors and Council Employees
	Code of Conduct
Related forms	Procedures for the Administration of the Code of Conduct
	Councillor Expenses Claim Form



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Policy Summary

This policy ~~takes effect on 1 January 2023 and~~ enables the reasonable and appropriate reimbursement of expenses and provision of facilities to Councillors to help them undertake their civic duties.

It ensures accountability and transparency and seeks to align Councillor expenses and facilities with community expectations. Councillors must not obtain private or political benefit from any expense or facility provided under this policy.

The policy has been prepared in accordance with the *Local Government Act 1993* (the Act) and *Local Government (General) Regulation 2021* (the Regulation) and complies with the Office of Local Government's *Guidelines for the Payment of Expenses and Provision of Facilities to Mayors and Councillors in NSW*.

The policy sets out the maximum amounts Council will pay for specific expenses and facilities. The main expenses and facilities are summarised in the table below. Additional costs incurred by a Councillor in excess of these maximum amounts are considered a personal expense that is the responsibility of the Councillor. All monetary amounts are exclusive of GST.

Expense or facility	Maximum amount	Frequency
General travel expenses	\$750 per Councillor \$750 for the Mayor Note: allowances for the use of a private vehicle will be reimbursed by kilometre at the rate contained in the Local Government (State) Award	Per year
Interstate, overseas and long-distance intrastate travel expenses	\$2,000 total for all Councillors	Per year
Accommodation and meals	As per the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, adjusted annually	Per meal/night
Professional development	\$2,500 per Councillor	Per year, except in the first 12 months of a Council term where the second year's

		allowance can be expended
Conferences	\$30,000 total for all Councillors	Per year
ICT equipment	\$8,000 per Councillor	Per term The permissible ICT equipment allowance in the final 12 months of the term is to be a maximum of \$2,500 and only for the replacement or repair of existing equipment.
ICT usage	\$4,200 per Councillor	Per year
Carer expenses	\$40 per hour per Councillor (\$12,000 total per year for all Councillors)	As required for attendance at official business
Home office expenses	\$1,800 per Councillor	Per year, except in the first 12 months of a Council term where the second year's allowance can be expended
Parking permits	One Councillor Parking Permit per Councillor	Per term
Waverley Library Car Park Pass	One per Councillor	Per term
Access to facilities in a Councillor common room	Provided to all Councillors	Not relevant
Name badge	One per Councillor	Per term
Fitness Passport	One per Councillor	Per term
Access to vaccination program	As per program	As per program
Access to Employee Assistance Program	As per program	As per program
Council vehicle with fuel card, Councillor Parking Permit and Waverley Library Car Park Pass	Provided to the Mayor	Not relevant
Reserved parking space at Council offices	Provided to the Mayor	Not relevant
Furnished office	Provided to the Mayor	Not relevant
Number of exclusive staff supporting Mayor	Two full-time staff	Not relevant

Part A - Introduction

1. Introduction

- 1.1 The provision of expenses and facilities enables Councillors to fulfil their civic duties as the elected representatives of Waverley Council.
- 1.2 The community is entitled to know the extent of expenses paid to Councillors, as well as the facilities provided.
- 1.3 The purpose of this policy is to clearly state the facilities and support that are available to Councillors to assist them in fulfilling their civic duties.
- 1.4 Council staff are empowered to question or refuse a request for payment from a Councillor when it does not accord with this policy.
- 1.5 Expenses and facilities provided by this policy are in addition to fees paid to Councillors. The minimum and maximum fees a Council may pay each Councillor are set by the Local Government Remuneration Tribunal as per section 241 of the Act and reviewed annually. Council must adopt its annual fees within this set range.

2. Policy objectives

- 2.1 The objectives of this policy are to:
 - Enable the reasonable and appropriate reimbursement of expenses incurred by Councillors while undertaking their civic duties.
 - Enable facilities of a reasonable and appropriate standard to be provided to Councillors to support them in undertaking their civic duties.
 - Ensure accountability and transparency in reimbursement of expenses and provision of facilities to Councillors.
 - Ensure facilities and expenses provided to Councillors meet community expectations.
 - Support a diversity of representation.
 - Fulfil Council's statutory responsibilities.

3. Principles

3.1 Council commits to the following principles:

- Proper conduct: Councillors and staff acting lawfully and honestly, exercising care and diligence in carrying out their functions.
- Reasonable expenses: providing for Councillors to be reimbursed for expenses reasonably incurred as part of their role as Councillor.
- Participation and access: enabling people from diverse backgrounds, underrepresented groups, those in carer roles and those with special needs to serve as a Councillor.
- Equity: there must be equitable access to expenses and facilities for all Councillors.
- Appropriate use of resources: providing clear direction on the appropriate use of Council resources in accordance with legal requirements and community expectations.
- Accountability and transparency: clearly stating and reporting on the expenses and facilities provided to Councillors.

4. Private or political benefit

- #### 4.1 Councillors must not obtain or seek to obtain private or political benefit from any expense or facility provided under this policy.
- #### 4.2 Private use of Council expenses, equipment and facilities by Councillors may occur from time to time.
- #### 4.3 Such incidental private use does not require a compensatory payment back to Council.
- #### 4.4 Councillors should avoid obtaining any greater private benefit from Council than an incidental benefit. Where substantial private use occurs, Councillors must reduce their claim by the approximate percentage of private use or reimburse Council.
- #### 4.5 Campaigns for re-election are considered to be a political benefit. The following are examples of what is considered to be a political interest during a re-election campaign:
- Production of election material.
 - Use of Council resources and equipment for campaigning.
 - Use of official Council letterhead, publications, websites or services for political benefit.
 - Fundraising activities of political parties or individuals, including political fundraising events.

Part B - Expenses

5. General expenses

- 5.1. All expenses provided under this policy will be for a purpose specific to the functions of holding civic office. Allowances for general expenses are not permitted under this policy.
- 5.2. Expenses or facilities not explicitly addressed in this policy will not be paid, reimbursed or provided except in extenuating circumstances and only where approved by the General Manager in consultation with the Executive Manager, Governance.

6. Specific expenses

General travel arrangements and expenses

- 6.1. All travel by Councillors should be undertaken using the most direct route and the most practicable and economical mode of transport.
- 6.2. Each Councillor may be reimbursed up to a total of \$750 per year, and the Mayor may be reimbursed up to a total of \$750 per year (in addition to the use of the Mayoral vehicle; see section 10 of this policy), for travel expenses incurred while undertaking official business or professional development. This includes reimbursement for:
- Public transport fares.
 - The use of a private vehicle or hire car.
 - Parking costs for Council and other meetings.
 - Tolls.
 - Taxi fares/ride-share. ~~Upon request, a maximum of four Cabcharge tickets will be issued by the Governance department to a Councillor at any one time. No further tickets will be issued until all receipts associated with previously issued tickets have been submitted to the Governance department.~~
- 6.3. Allowances for the use of a private vehicle will be reimbursed by kilometre at the vehicle allowance rate contained in the Local Government (State) Award.
- 6.4. Councillors seeking reimbursement for use of a private vehicle must set out the date, distance and purpose of travel being claimed.

Interstate, overseas and long-distance intrastate travel expenses

- 6.5. This clause has been deleted.
- 6.6. In accordance with section 4 of this policy, Council will scrutinise the value and need for Councillors to undertake overseas travel. Councillors should avoid interstate, overseas and long-distance intrastate trips unless direct and tangible benefits can be established for Council and the local community. This includes travel to sister and friendship cities.
- 6.7. Total interstate, overseas and long-distance intrastate travel expenses for all Councillors will be capped at a maximum of \$2,000 per year. This amount will be set aside in Council's annual budget.
- 6.8. Councillors seeking approval for any interstate and long-distance intrastate travel must submit a case to, and obtain the approval of, the General Manager prior to travel.
- 6.9. Councillors seeking approval for any overseas travel must submit a case to, and obtain the approval of, a full Council meeting prior to travel.
- 6.10. The case should include:
- Objectives to be achieved in travel, including an explanation of how the travel aligns with current Council priorities and business, the community benefits which will accrue as a result, and its relevance to the exercise of the Councillor's civic duties.
 - Who is to take part in the travel.
 - Duration and itinerary of travel.
 - A detailed budget including a statement of any amounts expected to be reimbursed by the participant/s.
- 6.11. For interstate and long-distance intrastate journeys by air of less than three hours, the class of air travel is to be economy class.
- 6.12. For interstate journeys by air of more than three hours, the class of air travel may be premium economy.
- 6.13. For international travel, the class of air travel is to be premium economy if available. Otherwise, the class of travel is to be economy.
- 6.14. Bookings for approved air travel are to be made through the General Manager's office.

- 6.15. For air travel that is reimbursed as Council business, Councillors will not accrue points from the airline's frequent flyer program. This is considered a private benefit.

Travel expenses not paid by Council

- 6.16. Council will not pay any traffic or parking fines or administrative charges for road toll accounts.

Accommodation and meals

- 6.17. This clause has been deleted.
- 6.18. Council will reimburse costs for accommodation and meals while Councillors are undertaking prior approved travel or professional development outside metropolitan Sydney.
- 6.19. The daily limits for accommodation and meal expenses within Australia are to be consistent with those set out in Part B Monetary Rates of the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as adjusted annually.
- 6.20. The daily limits for accommodation and meal expenses outside Australia are to be determined in advance by the General Manager, being mindful of clause 6.19.
- 6.21. Councillors will not be reimbursed for alcoholic beverages.

Refreshments for Council-related meetings

- 6.22. Appropriate refreshments will be available for Council meetings, Council committee meetings, Councillor briefings, approved meetings and engagements, and official Council functions as approved by the General Manager.
- 6.23. As an indicative guide for the standard of refreshments to be provided at Council related meetings, the General Manager must be mindful of Part B Monetary Rates of the NSW Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as adjusted annually.

Professional development

- 6.24. Council is committed to supporting the continued professional development of Councillors. To this end, Council will set aside \$2,500 per Councillor per year to facilitate professional development. In the first 12 months of a Council term, the second year's allowance can be expended.

- 6.25. In the first ~~12~~ six months of a Council term, Council will provide a comprehensive induction program for all Councillors which considers any guidelines issued by the Office of Local Government (OLG). The cost of the induction program will be in addition to the ongoing professional development funding.
- 6.26. Annual membership of professional bodies will only be covered where the membership is relevant to the exercise of the Councillor's civic duties, the Councillor actively participates in the body and the cost of membership is likely to be fully offset by savings from attending events as a member.
- 6.27. Approval for professional development activities is subject to a prior written request to the General Manager outlining the:
- Details of the proposed professional development.
 - Relevance to Council priorities and business.
 - Relevance to the exercise of the Councillor's civic duties.
- 6.28. In assessing a Councillor request for a professional development activity, the General Manager must consider the factors set out in clause 6.27, as well as the cost of the professional development in relation to the Councillor's remaining budget.

Conferences

- 6.29. Council is committed to ensuring its Councillors are up to date with contemporary issues facing Council and the community, and local government in NSW.
- 6.30. Council will set aside a total amount of \$30,000 annually in its budget to facilitate Councillor attendance at conferences, including the Local Government NSW Annual Conference, the National General Assembly of Local Government and other similar forums where Councillors are attending on behalf of Council. This allocation is for all Councillors and includes seminars held at conferences. The General Manager will ensure that access to expenses relating to conferences and seminars is distributed equitably.
- 6.31. Approval to attend a conference is subject to a Council resolution or a written request to the General Manager. In assessing a Councillor request, the General Manager must consider factors including the:
- Relevance of the topics and presenters to current Council priorities and business and the exercise of the Councillor's civic duties.
 - Cost of the conference in relation to the total remaining budget.

- 6.32. Council will meet the reasonable cost of registration fees, transportation (including any long-distance travel) and accommodation associated with attendance at conferences approved by the General Manager. Council will also meet the reasonable cost of meals when they are not included in the conference fees. Reimbursement for accommodation and meals not included in the conference fees will be subject to clauses 6.18–6.21.

Information and communications technology (ICT) expenses

- 6.33. Council will reimburse Councillors for expenses associated with:

- ICT equipment up to a limit of \$8,000 per term for each Councillor, including:
 - Computers (desktops/laptops) and tablets.
 - Printers and scanners.
 - Mobile phones.
 - Accessories, e.g. keyboards, mice, hard drives, headphones, cases.
 - Maintenance, support and insurance of ICT equipment.
 - Any other ICT equipment approved by the General Manager in consultation with the Executive Manager, Governance.
- The permissible ICT equipment allowance in the final 12 months of the term (e.g. September to August inclusive) is to be a maximum of \$2,500 and only for the replacement or repair of existing equipment.
- ICT usage up to a limit of \$4,200 per year for each Councillor, including:
 - Phone plans.
 - Internet/data plans.
 - SIM cards.
 - Software and software subscriptions.
 - Cloud storage.
 - Newspaper subscriptions (digital and/or hard copy).

- 6.34. Reimbursements will be made only for ICT equipment and services used for Councillors to undertake their civic duties, such as:

- Receiving and reading Council business papers.
- Relevant phone calls and correspondence.
- Diary and appointment management.

- 6.35. This clause has been deleted.

Special requirement and carer expenses

- 6.36. Council encourages wide participation and interest in civic office. It will seek to ensure Council premises and associated facilities include provision for:
- Councillors who are the principal carer of a child or an elderly, disabled and/or sick immediate family member.
 - Councillors with a disability.
- 6.37. Transportation provisions outlined in this policy will also assist Councillors who may be unable to drive a vehicle.
- 6.38. In addition to the provisions above, the General Manager may authorise the provision of reasonable additional facilities and expenses in order to allow a Councillor with a disability to perform their civic duties.
- 6.39. Councillors who are the principal carer of a child or an elderly, disabled and/or sick immediate family member will be entitled to reimbursement of carer's expenses up to a maximum of \$40 per hour for attendance at official business (\$12,000 total per year for all Councillors).
- 6.40. Childcare expenses may be claimed for children up to and including the age of 16 years where the carer is not a relative.
- 6.41. In the event of caring for an adult person, Councillors will need to provide suitable evidence to the General Manager that reimbursement is applicable. This may take the form of advice from a medical practitioner.

Home office expenses

- 6.42. In addition to ICT expenses (clauses 6.33–6.35), each Councillor may be reimbursed up to \$1,800 per year for costs associated with the maintenance of a home office, including:
- Stationery.
 - Printer ink cartridges.
 - Desks and chairs.
 - Filing cabinets.
- 6.43. In the first 12 months of a Council term, the second year's allowance can be expended.

7. Insurances

- 7.1. In accordance with section 382 of the Act, Council is insured against public liability and professional indemnity claims. Councillors are included as a named insured on this policy.
- 7.2. Insurance protection is only provided if a claim arises out of or in connection with the Councillor's performance of his or her civic duties, or exercise of his or her functions as a Councillor. All insurances are subject to any limitations or conditions set out in the policies of insurance.
- 7.3. Council shall pay the insurance policy excess in respect of any claim accepted by Council's insurers, whether defended or not.
- 7.4. Appropriate travel insurances will be provided for any Councillors travelling on approved interstate and overseas travel on Council business.

8. Legal assistance

- 8.1. Council may, if requested, indemnify or reimburse the reasonable legal expenses of:
 - A Councillor defending an action arising from the performance in good faith of a function under the Act provided that the outcome of the legal proceedings is favourable to the Councillor.
 - A Councillor defending an action in defamation, provided the statements complained of were made in good faith in the course of exercising a function under the Act and the outcome of the legal proceedings is favourable to the Councillor.
 - A Councillor for proceedings before an appropriate investigative or review body, provided the subject of the proceedings arises from the performance in good faith of a function under the Act and the matter has proceeded past any initial assessment phase to a formal investigation or review and the investigative or review body makes a finding substantially favourable to the Councillor.
- 8.2. In the case of a code of conduct complaint made against a Councillor, legal costs will only be made available where the matter has been referred by the General Manager to a conduct reviewer and the conduct reviewer has commenced a formal investigation of the matter and makes a finding substantially favourable to the Councillor.
- 8.3. Legal expenses incurred in relation to proceedings arising out of the performance by a Councillor of his or her functions under the Act are distinguished from expenses incurred in relation to proceedings arising merely from something that a Councillor has done during his or

her term in office. For example, expenses arising from an investigation as to whether a Councillor acted corruptly would not be covered by this section.

8.4. Council will not meet the legal costs:

- Of legal proceedings initiated by a Councillor under any circumstances.
- Of a Councillor seeking advice in respect of possible defamation, or in seeking a non-litigious remedy for possible defamation.
- For legal proceedings that do not involve a Councillor performing their role as a Councillor.

8.5. Reimbursement of expenses for reasonable legal expenses must have Council approval by way of a resolution at a Council meeting prior to costs being incurred.

Part C - Facilities

9. General facilities for all Councillors

Facilities

9.1. Council will provide the following facilities to Councillors to assist them to effectively discharge their civic duties:

- A Councillor common room appropriately furnished to include computers, a printer/scanner, accessories and phones. ~~and pigeon-holes/lockers.~~
- A Councillor Parking Permit, which entitles the holder to park in all Resident Parking Scheme areas, Council Authorised spaces and metered spaces for an unlimited time without payment, including Queen Elizabeth Drive and Park Drive, Bondi Beach, and Bronte Cutting.
- A Waverley Library Car Park pass, which entitles the holder to park for an unlimited time without payment.

9.2. Councillors may book meeting rooms for official business in ~~a~~ specified Council buildings at no cost. Rooms may be booked through ~~a specified officer in the Mayor's Office or other specified staff member~~ staff in the Executive Services or Governance teams, who can also facilitate online meetings for Councillors.

9.3. The provision of facilities will be of a standard deemed by the General Manager as appropriate for the purpose.

9.4. ~~On request~~, Council will also provide the following to Councillors each year:

- E-letterhead, to be used only for correspondence associated with civic duties.
- Business cards up to a value of \$150 per year (~~on request~~).
- One name badge per Councillor (~~on request~~).
- ~~Fitness Passport (on request).~~
- ~~Access to vaccination program.~~
- ~~Access to Employee Assistance Program.~~

9.5. This clause has been deleted.

Administrative Support

9.6. Council will provide administrative support to Councillors to assist them with their civic duties only. Administrative support may be provided by staff in the Mayor's Office or by a member of Council's administrative staff as arranged by the General Manager or their delegate.

9.7. As per section 4 of this policy, Council staff are expected to assist Councillors with civic duties only, and not assist with matters of personal or political interest, including campaigning.

10. Additional facilities for the Mayor

10.1. Council will provide the Mayor with a maintained vehicle to a similar standard of other Council vehicles, with a fuel card, Councillor Parking Permit ~~and Waverley Library Car Park Pass~~. The vehicle will be supplied for use on official business, professional development and attendance at the Mayor's Office.

10.2. This clause has been deleted.

10.3. The Mayor's expenses budget or annual fee will be reduced to cover the cost of any private travel calculated on a per kilometre basis by the rate set by the Local Government (State) Award ~~or via a Motor Vehicle Leaseback Agreement~~.

10.4. A parking space at Council's offices will be reserved for the Mayor's Council-issued vehicle for use on official business, professional development and attendance at the Mayor's Office.

10.5. Council will provide the Mayor with a furnished office and meeting space, including a computer (desktop/laptop), printer/scanner, accessories, phone and ~~appropriate refreshments for meetings and engagements~~.

- 10.6. In performing his or her civic duties, the Mayor will be assisted by a small number of staff providing administrative and secretarial support, as determined by the General Manager.
- 10.7. The number of exclusive staff provided to support the Mayor and Councillors will not exceed two full-time equivalents.
- 10.8. As per section 4 of this policy, staff in the Mayor's Office are expected to work on official business only, and not for matters of personal or political interest, including campaigning.

Part D - Processes

11. Approval, payment and reimbursement arrangements

- 11.1. Expenses should only be incurred by Councillors in accordance with the provisions of this policy.
- 11.2. Approval for incurring expenses, or for the reimbursement of such expenses, should be obtained before the expense is incurred.
- 11.3. Up to the maximum limits specified in this policy, approval for the following expenses may be sought after the expense is incurred:
 - General travel.
 - Carer.
 - ICT equipment and ICT usage. However, Councillors should consult the IT department before purchasing ICT equipment to achieve best value for money and to ensure that adequate security, maintenance and insurance are provided.
 - Home office.
- 11.4. Final approval for payments made under this policy will be granted by the General Manager or Executive Manager, Governance.

Direct payment

- 11.5. Council may approve and directly pay the cost of conferences, professional development and ICT equipment, with the amount deducted from the relevant Councillor expenses budget.

Reimbursement

- 11.6. All claims for reimbursement of expenses incurred:

- Must be made on the prescribed form, supported by appropriate receipts and tax invoices as evidence of goods/services purchased and paid for.
- Should be submitted monthly, where possible, to the Governance department (see also clause 11.15).

Advance payment

11.7. This clause has been deleted.

11.8. This clause has been deleted.

11.9. This clause has been deleted.

11.10. This clause has been deleted.

Notification

11.11. If a claim is approved, Council will reimburse the Councillor through accounts payable within a month of the approval.

11.12. If a claim is refused, Council will inform the Councillor in writing that the claim has been refused and the reason for the refusal.

Reimbursement to Council

11.13. If Council has incurred an expense on behalf of a Councillor that exceeds a maximum limit, exceeds reasonable incidental private use or is not provided for in this policy:

- The amount will be deducted from elsewhere in the Councillor's expenses budget, or
- Council will invoice the Councillor for the expense, and the Councillor will reimburse Council for that expense within 14 days of the invoice date.

11.14. If the Councillor cannot reimburse Council within 14 days of the invoice date, they are to submit a written explanation to the General Manager. The General Manager may elect to deduct the amount from the Councillor's annual fee.

Time frame for reimbursement

11.15. Unless otherwise specified in this policy, Councillors must provide all claims for reimbursement within six months of an expense being incurred. Claims made after this time

cannot be approved except in extenuating circumstances and only where approved by the General Manager in consultation with the Executive Manager, Governance. To assist end-of-year financial processes, all outstanding expenses should be submitted no later than two weeks following the financial year end.

Carry-over

- 11.16. Unexpended monetary amounts do not carry over year to year unless otherwise specified in this policy.

Yearly allowances

- 11.17. All yearly allowances commence on 1 July each year and are allocated each financial year.

- 11.18. In the first year of a term (e.g. from September to 30 June), a full year's allowance will be allocated.

- ~~11.19. In the final financial year of a term (e.g. from 1 July to August inclusive), the yearly allowance will be allocated on monthly basis.~~

Term allowances

- 11.20. Where the frequency of an expense or facility is specified 'per term', this equates to a four-year term. Where a term is longer or shorter than four years, the allocation will be adjusted on a monthly basis.

12. Disputes

- 12.1. If a Councillor disputes a determination under this policy, the Councillor should discuss the matter with the General Manager.
- 12.2. If the Councillor and the General Manager cannot resolve the dispute, the Councillor may submit a notice of motion to a Council meeting seeking to have the dispute resolved.

13. Return or retention of facilities

- 13.1. All unexpended facilities and/or equipment supplied under this policy are to be relinquished immediately upon a Councillor or Mayor ceasing to hold office or at the cessation of their civic duties.

- 13.2. Should a Councillor desire to keep any equipment obtained under this policy, they must purchase the equipment from Council. The General Manager will determine an agreed fair market price or written down value for the item of equipment.
- 13.3. The prices for all equipment purchased by Councillors under clause 13.2 will be recorded in Council's annual report.

14. Publication

- 14.1. This policy will be published on Council's website.

15. Reporting

- 15.1. Council will report on the provision of expenses and facilities to Councillors as required by the Act and Regulation.
- 15.2. Detailed reports on the provision of expenses and facilities to Councillors will be publicly tabled at a Council meeting every six months and published in full on Council's website. These reports will include expenditure summarised by individual Councillor and as a total for all Councillors.

16. Auditing

- 16.1. The operation of this policy, including claims made under the policy, will be included in Council's audit program and an audit undertaken at least every two years.

17. Breaches

- 17.1. Suspected breaches of this policy are to be reported to the General Manager.
- 17.2. Alleged breaches of this policy shall be dealt with by following the processes outlined for breaches of the Code of Conduct, as detailed in the Code and in the Procedures for the Administration of the Code.

Part E - Appendices

Appendix 1 – Related Legislation, guidance and policies

Relevant legislation and guidance

- *Local Government Act 1993*, sections 252 and 253.
- *Local Government (General) Regulation 2021*, sections 217 and 403.
- OLG, *Guidelines for the Payment of Expenses and the Provision of Facilities for Mayors and Councillors in NSW* (2009).
- OLG Circular 09-36, Guidelines for Payment of Expenses and Facilities.
- OLG Circular 05-08 Legal assistance for Councillors and Council Employees.

Related Council policies

- Code of Conduct.
- Procedures for the Administration of the Code of Conduct.

Appendix 2 – Definitions

Term	Definition
<i>Appropriate refreshments</i>	Means food and beverages, excluding alcohol , provided by Council to support Councillors undertaking official business. <i>Alcohol may only be served with the approval of the General Manager and only by RSA-qualified persons</i>
<i>Act</i>	Means the <i>Local Government Act 1993</i> (NSW)
<i>clause</i>	Unless stated otherwise, a reference to a clause is a reference to a clause of this policy
<i>Code of Conduct</i>	Means the Code of Conduct adopted by Council or the Model Code if none is adopted
<i>Councillor</i>	Means a person elected or appointed to civic office as a member of the governing body of Council who is not suspended, including the Mayor

<i>General Manager</i>	Means the General Manager of Council and includes their delegate or authorised representative
<i>Incidental private use</i>	Means use that is infrequent and brief and use that does not breach this policy or the Code of Conduct
<i>long-distance intrastate travel</i>	Means travel to other parts of NSW of more than three hours duration by private vehicle
<i>maximum limit</i>	Means the maximum limit for an expense or facility provided in the text and summarised in the policy summary
<i>official business</i>	Means functions that the Mayor or Councillors are required or invited to attend to fulfil their legislated role and responsibilities for Council or result in a direct benefit for Council and/or for the local government area, including: <ul style="list-style-type: none"> • Meetings of Council and Committees. • Meetings of committees facilitated by Council. • Civic receptions hosted or sponsored by Council. • Meetings, functions, workshops and other events to which attendance by a Councillor has been requested or approved by Council.
<i>professional development</i>	Includes a seminar, conference, training course, program, event, or other education/development opportunity relevant to the role of a Councillor or the Mayor that may further their professional development, as well as membership of professional bodies
<i>Regulation</i>	Means the <i>Local Government (General) Regulation 2021</i> (NSW)
<i>this clause has been deleted</i>	Means the clause from the Office of Local Government template from June 2017 has been deleted from Waverley's policy as it was not applicable to Waverley. This phrase has been used as replacement text to preserve the numbering throughout the policy
<i>year</i>	Means the financial year (i.e. the 12-month period commencing on 1 July each year), unless otherwise specified in this policy

REPORT

FC/5.2/25.09



Subject: Garden Awards 2025 - Judging Panel

TRIM No: A25/0934

Manager: Annette Trubenbach, Executive Manager, Community Services

Director: Ben Thompson, Director, Community, Culture and Customer Experience

RECOMMENDATION:

That Council appoints Crs [INSERT NAME], [INSERT NAME] and [INSERT NAME] to the judging panel for the Waverley Garden Awards 2025.

1. Executive Summary

The Waverley Garden Awards take place every three years. The award ceremony is held on 15 November 2025. Council is requested to appoint up to three Councillors to participate on the judging panel. Award nominations will open on 1 September and close on 6 October. Judging for the awards will take place on 16 and 17 October 2025.

2. Introduction/Background

Waverley's triennial Garden Awards were re-established in 2007 with a focus on sustainable gardening practices, recognising residents and their outstanding private and public space gardens. Since then, the awards have attracted a lot of interest, prize partners and media partnerships, as well as popular guest speakers, including Costa Georgiadis, Myles Baldwin, and Judy Horton. The last Garden Award event was held in 2022 with 14 entrants and six prize partners.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 18 October 2025	CM/7.9/22.10	That Council: <ol style="list-style-type: none"> Appoints Crs Masselos, Fabiano and Kay to participate on the judging panel for the Waverley Garden Awards 2022. Officers consider including balcony gardens in future Garden Awards.

4. Discussion

The 2025 Waverley Garden Awards will be open for a five week period from 1 September 2025 until 6 October 2025. The 2025 categories are:

- My Beautiful Garden.
- Innovative Gardens (including Balcony Gardens).

- Special Street and Shared Gardens.
- Dirt Kids.
- Second Nature Habitat Garden.

The awards:

- Celebrate that gardens can bring joy and tranquillity to those around them.
- Recognise that local green thumbs contribute to the quality of our environment and wellbeing, which promote active lifestyles and social connections.
- Appreciate that gardens come in all shapes and sizes, creatively introducing diversity and vibrancy into the community.

Judging of the gardens will take place in October, with site visits on 16 and 17 October 2025. The judging panel for the awards will include:

- Up to three Councillors.
- A guest judge (if possible).
- Officers from the Parks Planning and Recreation, Environmental Sustainability and Open Spaces and Sportsfield Maintenance teams.
- The Coordinator, Local Connections.

Participation on the judging panel requires Councillors to be available during the days of 16 and 17 October 2025 to attend site visits.

The awards will be presented at a morning tea event on 15 November 2025. Prizes for the awards have been sourced from a variety of local businesses.

5. Financial Impact

The Waverley Garden Awards operate within existing program budgets.

6. Risks/Issues

Nil.

7. Attachments

Nil.

REPORT
FC/5.3/25.09

Subject: E-Micromobility Devices Ban on Train and Metro Network - Submission

TRIM No: A25/1851

Manager: Alberto Martinez, Acting Executive Manager, Infrastructure Services

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council approves the submission to the NSW Government, as set out in the report, on the proposed ban on e-micromobility devices on the NSW train and metro network.

1. Executive Summary

The NSW Government is seeking public feedback on a proposed temporary ban of e-bikes, e-scooters and other e-micromobility devices on train and metro services across NSW. This is in response to emerging fire safety risks associated with lithium-ion batteries,

The consultation seeks to assess how the e-devices are used on rail and metro networks, how a temporary ban would impact passengers and to explore safe alternatives for their use on public transport.

The NSW Government has invited Council to share our feedback via a Have Your Say page before consultation closes on Wednesday, 3 September. This report recommends that Council approves a submission to be included in the open-ended portion of the Have Your Say page.

2. Introduction/Background

Many residents of Waverley own and/or use an e-mobility device. Mostly these are e-bikes, as other e-mobility devices have not as yet been legislated for use on public roads and paths in NSW. This is evidenced by statistics Council has from the Cycling Participation Survey of 2019, a similar survey conducted during the development of the Bicycle Strategy and Super Tuesday counts conducted at several sites in March this year. These indicate that approximately 15% of Waverley residents rode a conventional bike regularly at least once a week in 2019 and that this had increased to 17% by 2024. In 2019, 25% rode at least once a quarter and 35% ride at least once a year. The Super Tuesday counts indicated that around 50% of bicycle movement through the sites counted were on e-bikes. This suggests potentially 8% of residents are riding an e-bike at least once per week. In particular, the proportion of women riding an e-bike exceeded the proportion of women riding a standard bike.

While some people ride a long distance on a bike, cycling is primarily for short trips, such as riding to public transport, shops and short distance commuting. Bike and train is a popular mode choice, which is growing quickly. While many people park their bike at the Bondi Junction Interchange and catch the train, others take their bike on a train, particularly when the carriages are not so crowded.

There is a fire risk with all lithium batteries but particularly with cheap batteries and usually when they have been left to charge.

3. Relevant Council Resolutions

Nil.

4. Discussion

Council appreciates that there is a real issue with the flammability of lithium-based batteries that needs to be addressed in a wide range of situations and notes that there is a recommendation in the report from the Parliamentary inquiry into the use of e-scooters, e-bikes and related mobility options that the NSW Government establish safety standards and protocols for the use, storage and charging of e-mobility device batteries across all relevant settings.

Lithium batteries are ubiquitous and present in a wide range of devices carried on trains. Generally, lithium battery fires are a risk during the charging process, which would not be expected on NSW trains and metros. The risk is also significantly increased with poor quality batteries. There are exemptions planned to this ban for motorised wheelchairs, mobility scooters and NSW Police and emergency staff that use e-bikes as part of operational duties

This ban will impact not just on Waverley residents who depend on bike and train for specific journeys but also on the Bondi Junction CBD with its constrained capacity to store additional private and shared bikes that may be used in place of carrying a private bike on the train.

See the NSW's Government [Have Your Say page on the proposal](#) for details.

Based on the above context, the following submission is proposed for the open-ended portion of the NSW Government's Have Your Say survey:

Waverley Council appreciates that there is a real issue with the flammability of lithium batteries that do need to be addressed in a wide range of situations. Lithium batteries are ubiquitous and present in many devices carried on NSW Trains and Metros. It is also recognised that lithium battery fires are more likely to be a risk in a charging environment and/or with poor quality batteries. The proposed temporary ban is intended to apply to e-micromobility devices but there are exemptions proposed to motorised wheelchairs, mobility scooters and NSW Police and emergency staff that use e-bikes as part of their operational duties.

Many of our residents own and use e-bikes in conjunction with train travel to and from Bondi Junction Interchange. While some do take these bikes on the train, this would often be those with high quality bikes that they want to keep secure as well as those who need to use the bike at both ends of the trip or perhaps are delivering a quality bike to a specialised bike shop for maintenance. If this ban were to be enforced with no further exemptions, this will impact not just on our residents' capability to make these journeys but also impact on our very constrained capacity to park the additional private or shared bikes that will need to be stored at Bondi Junction, on already constrained footpaths

Waverley Council recommends focusing on battery issues for e-bikes in high-risk situations and at least provide exemptions for people using safe, quality bikes and batteries and/or where their journeys depend on the ability to carry their bike on the train.

5. Financial Impact

There is no financial impact on Council to prepare the submission.

6. Risks/Issues

While there are risks associated with lithium batteries, it is a NSW Government and Federal Government responsibility to provide legislation to restrict imports of poor quality e-bikes/batteries and programs to manage the compliance with that legislation.

7. Attachments

Nil.

REPORT
FC/5.4/25.09

Subject: Leichhardt Street, Waverley - Traffic Calming - Consultation Outcomes

TRIM No: A20/0069

Manager: Alberto Martinez, Acting Executive Manager, Infrastructure Services

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council:

1. Installs a speed hump in Leichhardt Street, Waverley, immediately north of the intersection with Barclay Street, as set out in the report.
2. Authorises the Executive Manager, Infrastructure Services, to modify the design should on-site circumstances warrant changes.

1. Executive Summary

Following an initial survey of Leichhardt Street residents in 2024, Council developed six potential traffic calming and management options and surveyed residents again in June 2025 with these options. The survey found wide support among residents for installing traffic calming devices to reduce vehicle speeds. There was some support for the option that proposed parking removal on the western side of Leichhardt. Although, the option did not have majority support and residents in different parts of the survey area were divided, with most residents in the immediate vicinity against parking removal. Options for a one-way Leichhardt Street or for the closure of Leichhardt Street at the roundabout with Macpherson Street were not strongly supported by residents.

Based on the findings from the study process and two resident surveys, it is recommended that Council proceeds with installing traffic calming devices in Leichhardt Street near Barclay Street to reduce vehicle speeds. A speed hump is recommended as the most suitable traffic calming device to reduce vehicle speeds where these have been observed to be the highest. It is also anticipated that the recent implementation of a 40km/h speed limit change in the area will further reduce vehicle speeds in line with local residents' stated expectations.

2. Introduction/Background

In response to a petition from local residents located along Leichhardt Street (on the section south of Macpherson Street) concerned about traffic issues and pedestrian safety, Council surveyed residents in the vicinity of Leichhardt Street in November and December 2024 to better understand broader concerns and values. Traffic issues reported by residents include vehicle speeds, traffic volume, and conflict between traffic in opposing directions near Macpherson Street. Residents referenced school traffic, and considered speed to be a greater issue than traffic volume.

Pedestrian safety and access remain a recurring issue at the southern leg of the Macpherson Street and Leichhardt Street intersection as a result of vehicle speeds and lack of a pedestrian crossing

facility. The intersection of Leichhardt Street and Varna Street is on a popular school route and frequently used by people accessing Varna Park. Currently there is no pedestrian crossing facility at Leichhardt Street and Varna Street intersection, and no paved footpath is present on Varna Street along the Varna Park side. The section of Leichhardt Street between Macpherson Street and Varna Street is part of the bike network connecting the Randwick local government area (LGA) and was identified in both the 2013 Bike Plan and the updated 2025 Bike Strategy. As such, traffic calming and other treatment on Leichhardt Street needs to consider active transport users.

The 2024 survey found strong support for reducing vehicle speeds on Leichhardt Street. Views of residents were less clear-cut about the need to divert traffic away from Leichhardt Street. Following the 2024 resident survey, and further resolution from a Council meeting in March 2025, six potential traffic calming options for Leichhardt Street (between Macpherson Street and Varna Street) were developed. These options included:

- Option 1 – Install traffic calming devices.
- Option 2 – Implement one-way southbound and traffic calming devices.
- Option 3 – Implement one-way northbound.
- Option 4 – Remove parking between 13 and 19 Leichhardt Street (western side) and install traffic calming devices.
- Option 5 – Widen the street between 13 and 19 Leichhardt Street (eastern side) and install traffic calming devices.
- Option 6 – Closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street.

Council surveyed residents with these six options in June 2025. This survey targeted the same area as in the initial 2024 survey. The survey letter drop area is shown below with red dotted lines. The survey closed on 1 July 2025 and received a total of 96 responses. This report presents findings from the resident survey, and recommended design for traffic calming devices.



Figure 1. Phase 2 survey area (area within red dotted lines).

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Finance, Operations and Community Services Committee 4 March 2025	FC/5.3/25.03	<p>That Council:</p> <ol style="list-style-type: none"> Notes that the speed limit in Leichhardt Street, Waverley, will reduce to 40 km/h in the next four to six months, in accordance with the 40 km/h speed limit changes south of Bondi Road. Consults the community on the following five options to improve traffic calming and congestion in Leichhardt Street: <ol style="list-style-type: none"> Option 1 – Install traffic calming devices. Option 2 – Implement one-way southbound and traffic calming devices. Option 3 – Implement one-way northbound. Option 4 – Remove parking between 13 and 19 Leichhardt Street (western side) and install traffic calming devices. Option 5 – Widen the street between 13 and 19 Leichhardt Street (eastern side) and install traffic calming devices. Option 6 – Closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street. Officers prepare a report to Council on the outcome.

4. Discussion

Survey outcome summary

As shown in Figure 2 below, residents voted in clear favour of Option 1 (install traffic calming devices). Option 4 (remove parking between 13 and 19 Leichhardt Street, western side, and install traffic calming devices) has some demonstrated support. However, given neutral or unsure views, it does not have majority (i.e. over 50%) support, and residents are divided depending on where they live. The figures further below indicated support by general generalised location. Other options were not supported by residents.

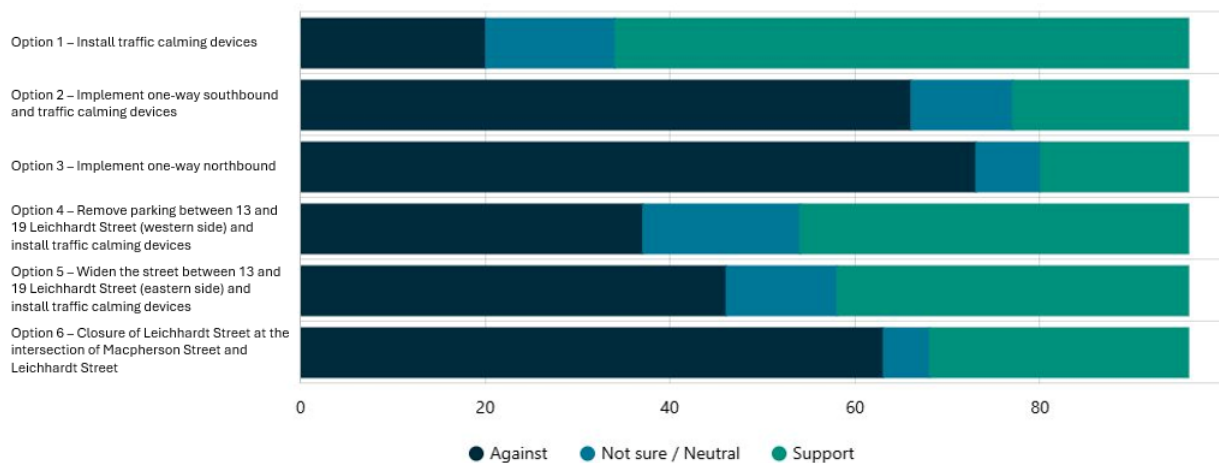


Figure 2. Survey outcomes – Residents' preference for treatment options.

Most favourable option – Option 1

Option 1 (install traffic calming devices) is the most widely supported option by local residents, with 64.6% of respondents voting in favour and 20.8% against, and 14.6% neutral. Residents in the vicinity of the proposed traffic calming devices were more likely to vote against Option 1. Night-time noise from traffic calming devices is cited as a concern among residents.

Second most favourable option – Option 4

The second most favourable option among survey respondents was Option 4 (Remove parking between 13 and 19 Leichhardt Street, western side, and install traffic calming devices), with 43.8% of respondents voting in favour and 38.5% against, and 17.7% holding a neutral position.

Option 4 was found to be the most divisive among residents living in different places. Residents in the vicinity of on-street parking removal (whose access to on-street parking would be most directly affected) are against this option while residents living further away are more likely to be supportive or indifferent to this option.

Other options do not have majority support

Option 5 (widen the street between 13 and 19 Leichhardt Street, eastern side, and install traffic calming devices) came close to an even split among residents, with 39.6% in favour, 47.9% against, and 12.5% neutral. Residents in the vicinity of the proposed road widening are more likely to vote against this change; other respondents also voiced their concerns about the loss of park space as a result of road widening from Option 5.

One-way traffic options (Options 2 and 3) were widely opposed by respondents. Option 2 (one-way southbound and traffic calming) is supported by 19.8% of the respondents and opposed by 68.8%. Option 3 (one-way northbound) is supported by 16.7% and opposed by 76% of the respondents. Option 6 (closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street) is not supported by residents, with 29.2% in favour and 65.6% voted against.

The community consultation summary report provides further details and is found in Attachment 1 below.

Spatial distribution of survey responses

Maps in the figures below show the spatial distribution of survey respondents and their preferences regarding the six options. These maps visualise whether some options may disadvantage certain groups of residents, and if there are strong views concentrated in a localised area. Resident responses are aggregated to the nearest hexagon. Randwick respondents are not mapped due to a lack of compatible addresses format.

The colour of hexagons indicate the number of residents in the vicinity in support of an option relative to the number of residents that voted against it.

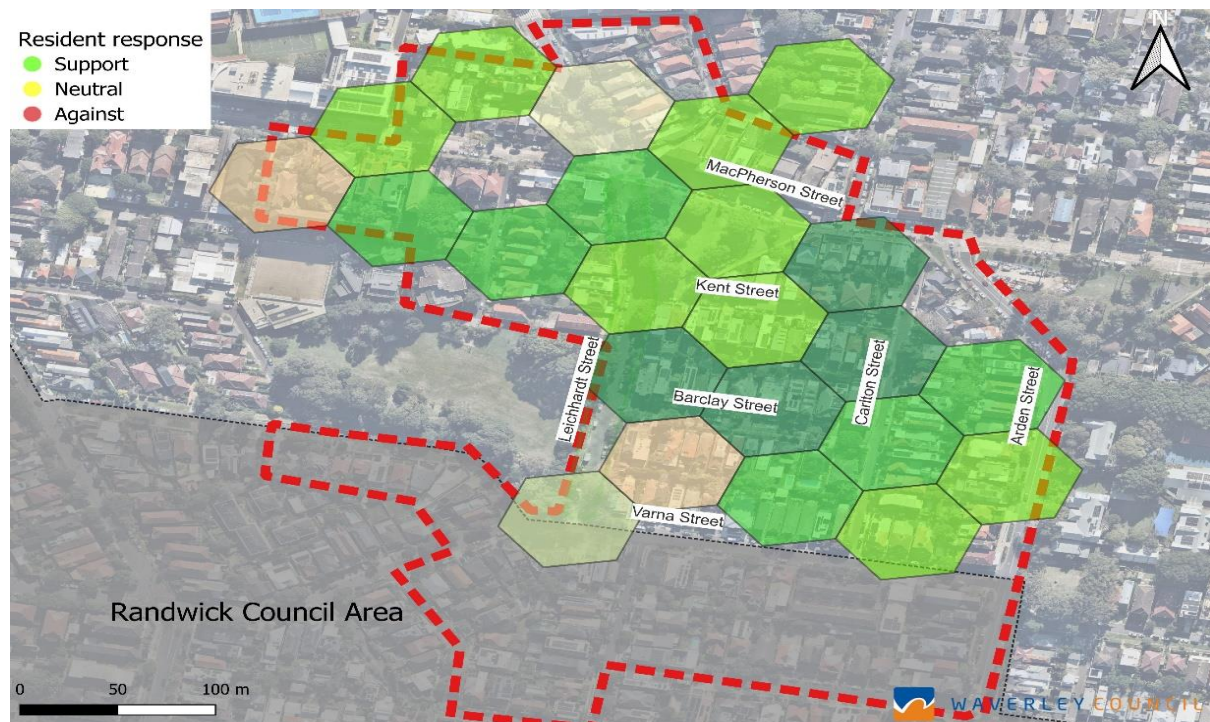


Figure 3. Option 1 – Install traffic calming devices (spatially represented preferences).

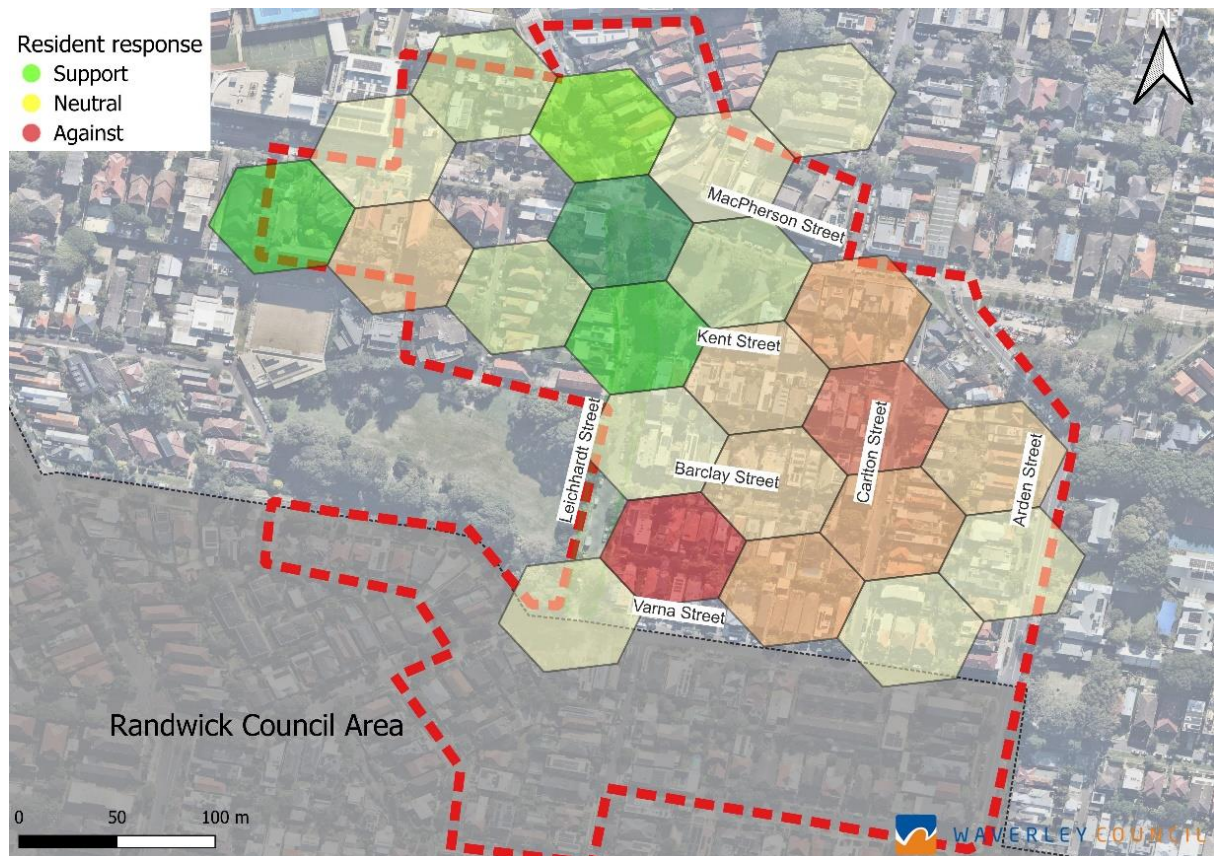


Figure 4. Option 2 – Implement one-way southbound and traffic calming devices (spatially represented preferences).

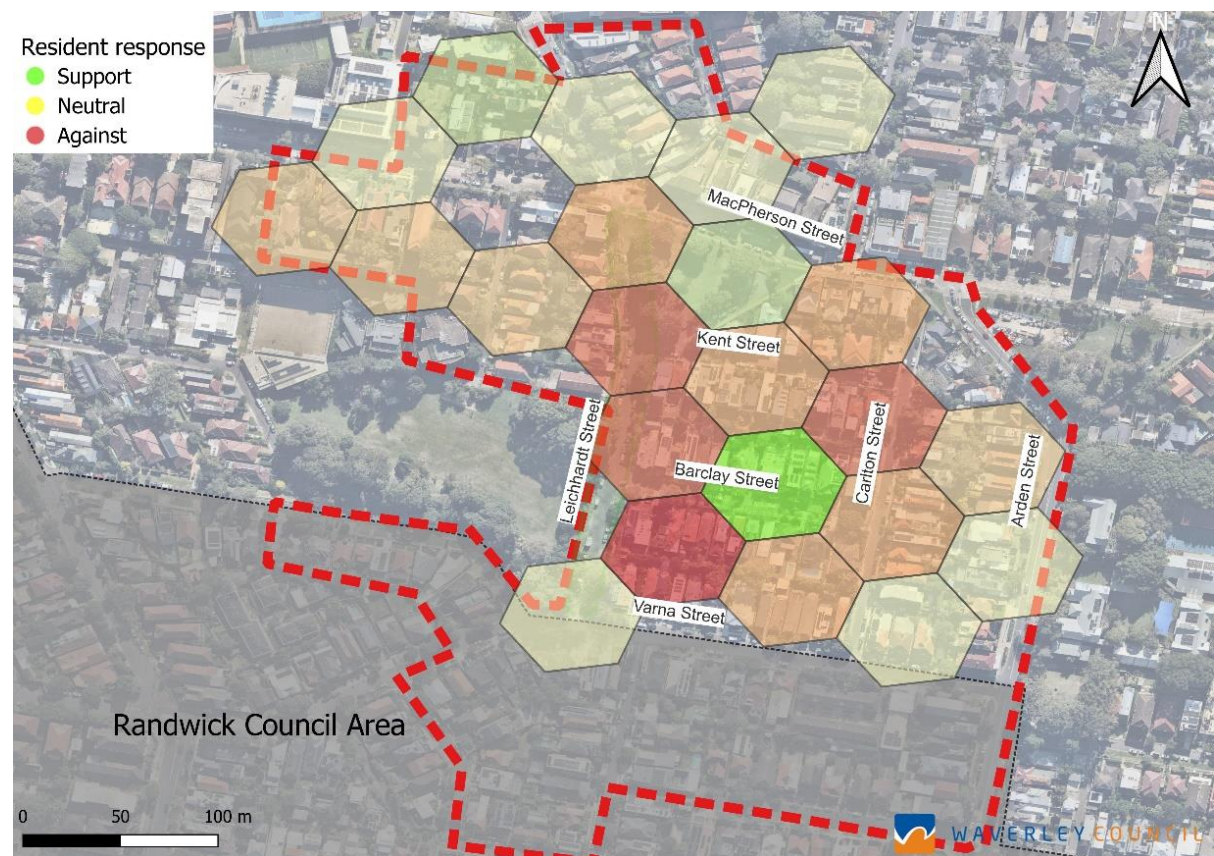


Figure 5. Option 3 – Implement one-way northbound (spatially represented preferences).

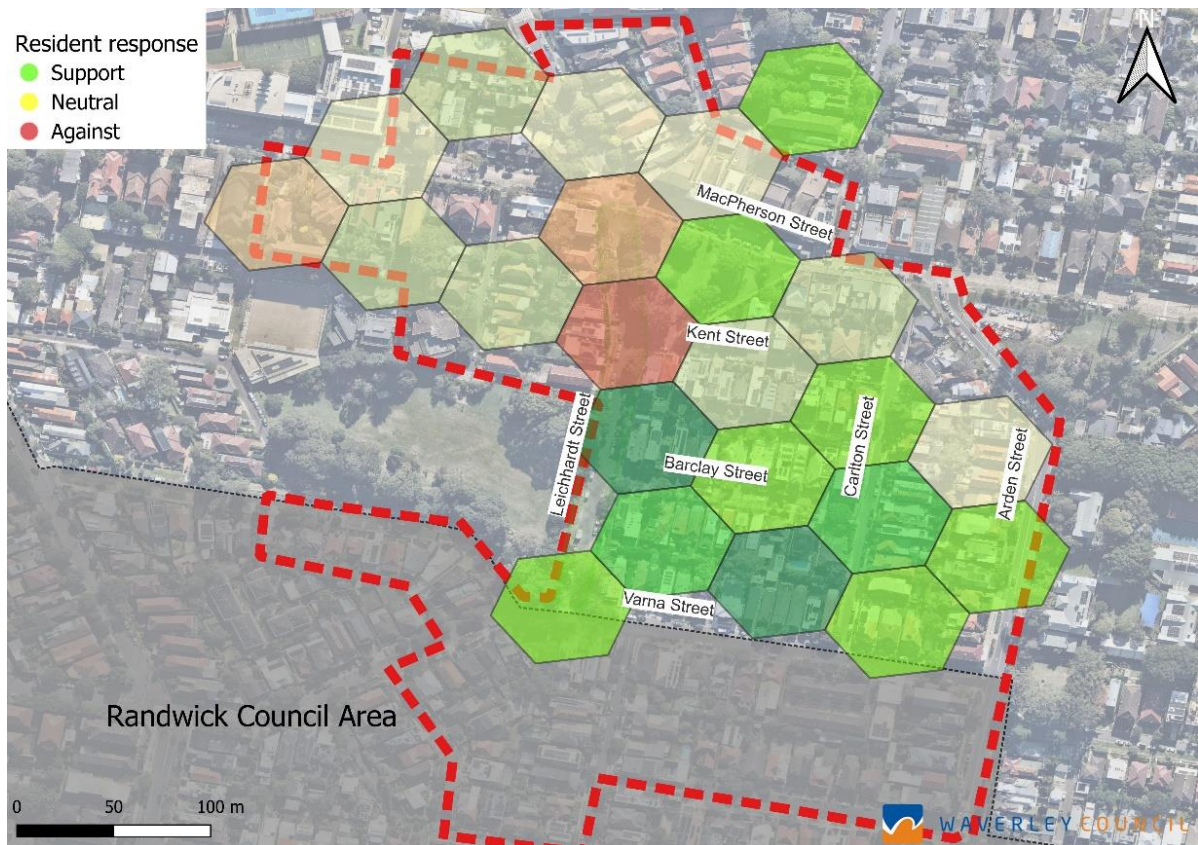


Figure 6. Option 4 – Remove parking between 13 and 19 Leichhardt Street (western side) and install traffic calming devices (spatially represented preferences).

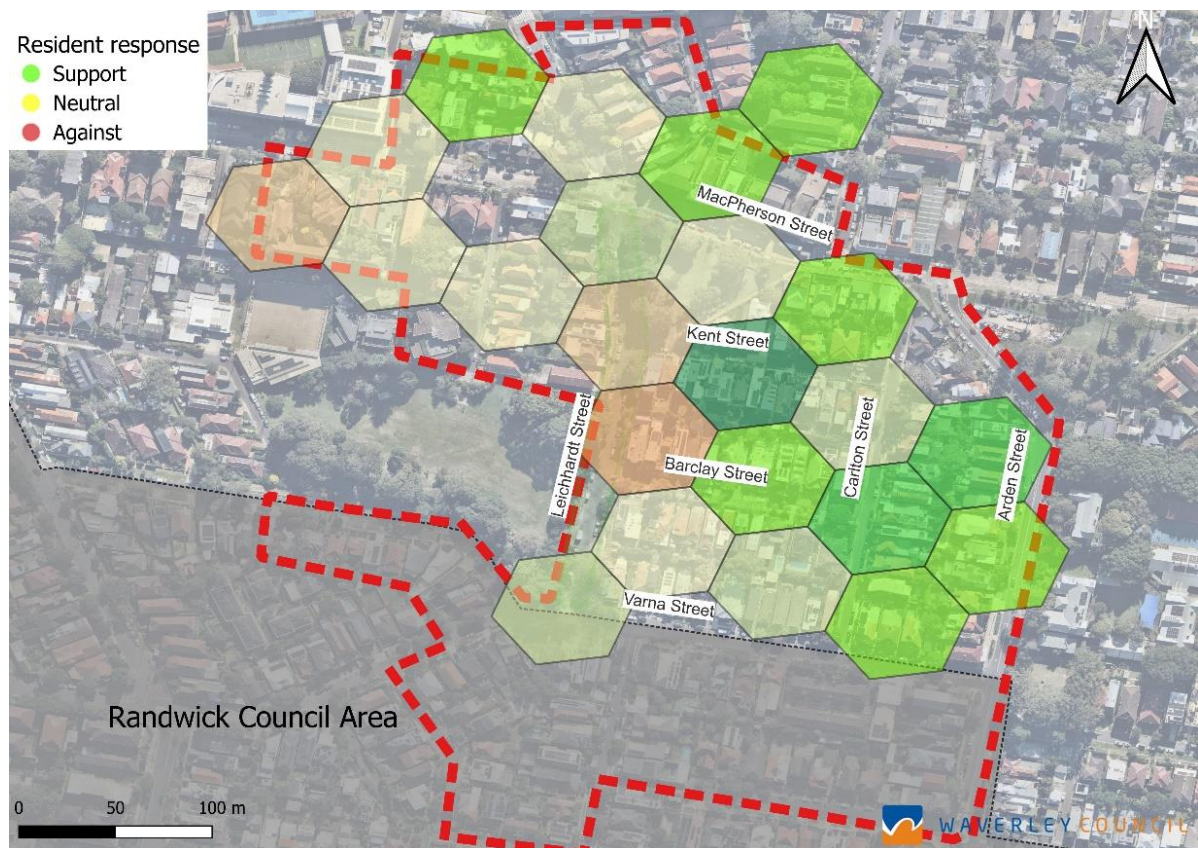


Figure 7. Option 5 – Widen the street between 13 and 19 Leichhardt Street (eastern side) and install traffic calming devices (spatially represented preferences).

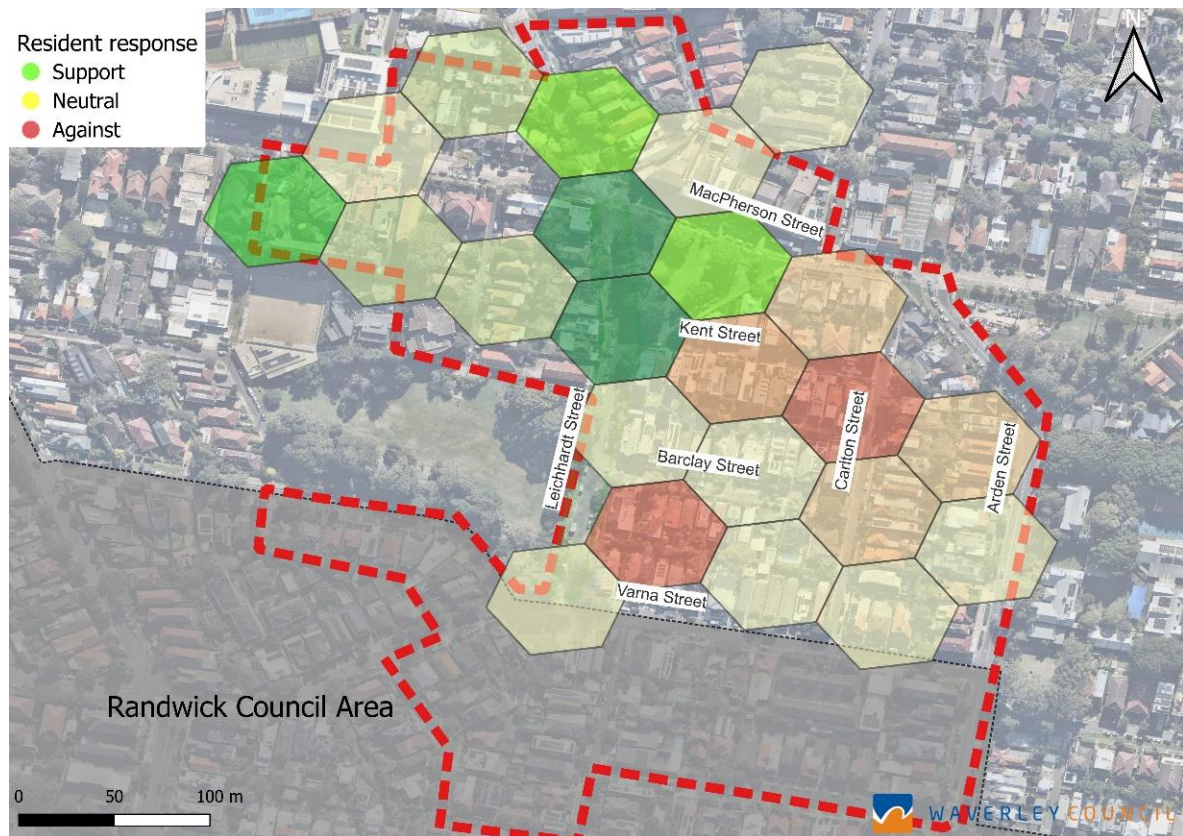


Figure 8. Option 6 – Closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street (spatially represented preferences).

Randwick residents

The survey area includes parts of the Randwick LGA, and survey letters were also delivered to affected Randwick residents. Among the 96 survey responses received, 19 were from Randwick residents. Opinions and preferences by Randwick residents are generally aligned with Waverley residents, with no notable differences regarding the six potential treatment options. These results were not mapped, given data compatibility issues, but are included in the overall findings as show in Figure 2 above.

Considerations for a short one-way Leichhardt Street

The option of a short one-way Leichhardt Street, between Macpherson Street and Kent Street/Firth Street has been suggested by some residents. This was considered by officers at an early stage. This option was not pursued further due to safety and practical reasons. Specifically, these reasons include:

- The 70-metre section of Leichhardt Street between Macpherson Street and Kent Street is too short to encourage compliance with a one-way direction, particularly given the low traffic volume on Leichhardt Street outside of peak hours. As such, compliance issues with drivers going against traffic (especially outside peak hours) would result.
- Other short and low traffic one-way streets in the LGA also have lower compliance. For instance, ongoing concerns about wrong-way driving have been received by the community along the 95-metre long Orr Street (Orr St and Flood St) and along Church Street, among others.

- A one-way street needs clear delineation and visual cues about a change in traffic conditions. This can be from a proper four-way, or a T-intersection. Such conditions are not ideal with the typical multi-legged Leichhardt-Kent-Firth intersection.
- The western side of Leichhardt Street has continuous residential housing past Kent Street. It would not be reasonably practical to establish a starting/ending point for a one-way street at this location without unrealistically restricting the movement of resident's vehicles in the vicinity of the one-way signage; there is currently no natural break in the residential block that would delineate the starting/end point of a short one-way.
- One-way streets generally increase vehicle speeds in the absence of further treatments, and drivers following one-way directions have reduced preparedness to stop for non-compliant traffic in the opposing direction.
- The combination of downhill slope, limited sight distance, and changed driver expectation from one-way direction has potential for more serious head-on crashes in the absence of enabling infrastructure
- While a short one-way section as proposed may be technically feasible with the addition of additional diverters and kerb realignments, it is not recommended or advisable. It would also create many of the same challenges for other residents that have expressed concerns with the more general one-way options.

Conclusion

Conversion of Leichhardt Street to a one-way street does not have support, as respondents are overwhelmingly against one-way options (Options 2 and 3). The need for a one-way street is also not justified by the current traffic volume, which is typical of a residential street in an urban environment, as per Transport for NSW's Design of Roads and Streets (DORAS).

School traffic and its impact on Leichhardt Street (south of Macpherson Street) is also reported by residents as a concern. Removing school traffic from Leichhardt through a one-way treatment is likely to shift traffic to other streets, which does not solve the fundamental issue and may cause additional problems on other streets.

The introduction of a one-way street tends to increase, rather than reduce, the speed. This misaligns with the residents' preferences from the initial 2024 resident survey. One-way options are not supported in the 2025 survey. As such, it is recommended that the two-way traffic on Leichhardt Street to be retained.

Residents voted overwhelmingly in favour of traffic calming on Leichhardt Street near Barclay Street. It is also noted that although vehicle speeds on Leichhardt Street are evaluated, particularly near Barclay Street, these speeds remained below the posted speed limit at the time of this investigation.

Speed hump at the recommended traffic calming device

Given the features of the street and the location of the highest observed speeds, a speed hump is recommended as the preferred traffic calming device. Previous evaluation for the effectiveness of traffic calming devices in the Waverley context has shown speed humps to be effective in reducing vehicle speeds both at the treatment location, and along the length of the road.

Alternative traffic calming devices that create horizontal deflection were also considered. This included the installation of kerb extensions to narrow the traffic lanes on Leichhardt Street near Barclay Street. Kerb extensions may have lower noise impact, but are typically not as effective as a speed hump in reducing vehicle speeds (Austroads Guide to Traffic Management, part 8). The effectiveness of a such devices also depends on the extent of lane narrowing. Kerb extensions in the location are anticipated to cause safety and comfort issues for active transport users. They would

also require reallocation of on-street parking space; anywhere from one to three spaces would need to be reallocated along Leichhardt Street, depending on design. As such, kerb extensions are not recommended.

Figure 9 below shows a conceptual design indicative of the treatment, noting more detailed designs and variations will be required to accommodate drainage and other issues. The proposed speed hump would be constructed with permanent materials, similar to others in the LGA, such as the recently approved design for Ruthven Street. The design is attached to this report (Attachment 2).



Figure 9. Recommended traffic calming device – Speed hump.

Randwick Council has been informed of the Leichhardt Street traffic study and resident survey from an early stage. Traffic calming with Option 1 is supported by council officers at Randwick Council in light of safety benefits, and responses from both Waverley and Randwick residents.

Once implemented, officers will continue monitoring traffic in the area to assess the effectiveness of traffic calming devices. It is anticipated that the implementation of the 40 km/h speed limit in the area at the end of May 2025 will further reduce vehicle speeds over time.

5. Financial Impact

Subject to Council approval of the speed hump, it is recommended that Council fund the implementation of the speed hump. A financial impact of approximately \$70,000 for the speed hump would be allocated from existing budgets (the Strategic Asset Management Plan Road Infrastructure budget) for the 2025-26 financial year. Further cost efficiencies may be realised if procured in conjunction with the speed hump approved for Ruthven Street.

6. Risks/Issues

The speed hump is recommended to be located where the highest vehicle speeds have been observed. This location, just south of the intersection with Barclay Street, also minimises direct impact to adjacent residents. However, there may continue to be highly localised impacts. It is not anticipated that these impacts will be undue, and the design and profile of the hump would be the same as others in the LGA that are adjacent to residential areas.

7. Attachments

1. Phase 2 Community Consultation Report - July 2025 [↓](#)
2. Concept design [↓](#) .

LEICHHARDT STREET SURVEY - PHASE 2



Community Consultation Report July 2025



WAVERLEY
COUNCIL

Waverley Council acknowledges the Bidjigal, Birrabirragal and Gadigal people, who traditionally occupied the Sydney Coast, and we pay respect to all Aboriginal and Torres Strait Islander Elders both past and present.

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This report was prepared by Leigh Pitkethly, Engagement Officer, and Hao Wu, Senior Transport Planner, July 2025

Executive Summary

Following an initial survey of Leichhardt Street residents in 2024, Council developed six potential traffic treatment options and surveyed residents again in June 2025 regarding these options. The survey finds wide support among residents for installing traffic calming devices to reduce vehicle speeds (option 1). There are slightly more people voting in favour of the removal of parking 13 and 19 Leichhardt Street (western side) than those voting against, in order to reduce conflict between traffic in opposing directions (option 4) – noting the option does not have majority (over 50%) support and most residents in the vicinity whose access to on-street parking will be impacted are against this change. Options for a one-way Leichhardt Street or for the closure of Leichhardt Street are not supported by residents.

This community consultation was solidly supported through resident participation. With 457 letters mailed and 96 responses, this demonstrates high engagement and interest in the traffic issues in and round Leichhardt Street, Waverley.

Project Background



Leichhardt Street is on the border with Randwick. The traffic volume on Leichhardt Street is typical of a residential street in an urban environment. Some residents raised concerns about vehicle speeds, and traffic volume especially during school hours.

Leichhardt Street - to the south of Macpherson Street - is a local road and residents have raised concerns about traffic speed and potential for accidents

Over the last few years, residents have approached Council about addressing these issues and therefore in 2024 and 2025 two community consultations were held.

2024: The aim was to obtain views and identify impacts of street traffic and what calming measures, if any, are needed, preferred and have support.

2025: The aim was to assess the opinions and preferences of residents regarding six potential treatment options.

As the street closely borders Randwick Council LGA, some surveys were also distributed to nearby streets located in Randwick LGA.

Community Engagement and Communications

In accordance with Waverley Council’s adapted IAP2 model of engagement, three methods were employed to gather community feedback:

- 1. Online survey on the *Have Your Say* (HYS) platform
- 2. Emails to YourTrafficSurvey@waverley.nsw.gov.au
- 3. Resident letters

A multi-communication channel approach was used to reach and encourage residents to participate.

ENGAGEMENT	AUDIENCE	CLICKS	OVERVIEW
Have Your Say Online Survey	See opposite	NA	<p>The engagement method was primarily aimed at directing people to the survey on Have You Say.</p> <p>There were 96 online completed surveys and 294 unique visitors to the HYS page.</p> <p>There were 28 downloads of the 2024 community consultation report.</p> <p>Upon the update of the page for Phase 2 of this consultation, 763 emails were sent to traffic and transport subscribers and page followers.</p>
Emails From Community	NA	NA	<p>Nil email from the community that were received at YourTrafficSurvey@waverley.nsw.gov.au.</p>
COMMUNICATIONS	AUDIENCE	OPENS	OVERVIEW
Resident Letters	457	NA	<p>457 resident letters were distributed to properties in and around Leichhardt Street, Waverley. Approximately 25% of homes were in the Randwick LGA and staff worked with counterparts at Randwick Council to ensure they were aware of the letterbox drop taking place.</p> <p>The letters contained a QR code for the Have Your Say page with 82 scans in total.</p>

Engagement – Have Your Say Survey Questions

Begin Survey

Closed

2. Please indicate your view on the following treatment options on Leichhardt Street. Required

You may support none, or any number of treatment options.

	Against	Not sure / Neutral	Support
Option 1: Install traffic calming devices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option 2: Implement one-way southbound and traffic calming devices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option 3: Implement one-way northbound	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option 4: Remove parking between 13 and 19 Leichhardt Street (western side), install traffic calming devices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option 5: Widen the street between 13 and 19 Leichhardt Street (eastern side), install traffic calming devices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option 6: Closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your main connection to Leichhardt Street? (Select all that apply.)

- ☐ I live on the street
- ☐ I walk/cycle on the street
- ☐ I drive through the street
- ☐ I often visit the Varna Park
- ☐ My child(ren) attend school near Leichhardt Street
- ☐ I live in the Waverley area and am interested in this issue
- ☐ I live in the Randwick area and am interested in this issue

Please let us know of any other concerns, suggestions, or comments.

Submit

A comprehensive analysis of the results are available in the report *Leichhardt Street Waverley, Traffic Calming - Consultation Outcomes* Author – Hao Wu, PhD, Senior Transport Planner. Trim Ref: A20/0069.

This report contains narrative analysis of the survey and shows maps of the spatial distribution of survey respondents and their preferences.

The option 1 “Install traffic calming devices” is the most widely supported option by residents, with 64.6% of respondents voting in favour and 20.8% against, and 14.6% neutral. Residents in the vicinity of the proposed traffic calming devices are more likely to vote against the option 1. Night-time noise from traffic calming devices is cited as a major concern among residents against the option 1.

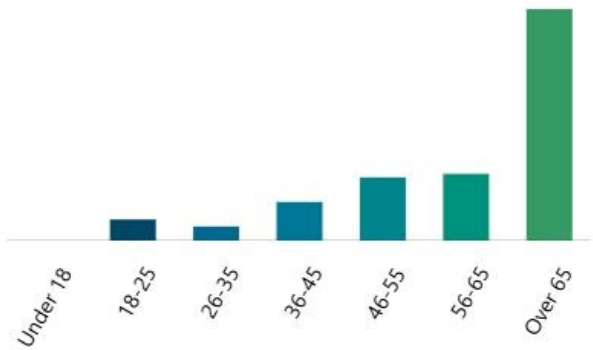
The second most favourable option among survey respondents is option 4 “Remove parking between 13 and 19 Leichhardt Street (western side) and install traffic calming devices”, with 43.8% of respondents voting in favour and 38.5% against, and 17.7% holding a neutral position.

Seventy two of the 96 survey respondents also submitted comments. A word cloud summary of some of the comments expressed are below. The excel spreadsheet file has the full comments section. Comments have also been considered as part of the recommendations section.

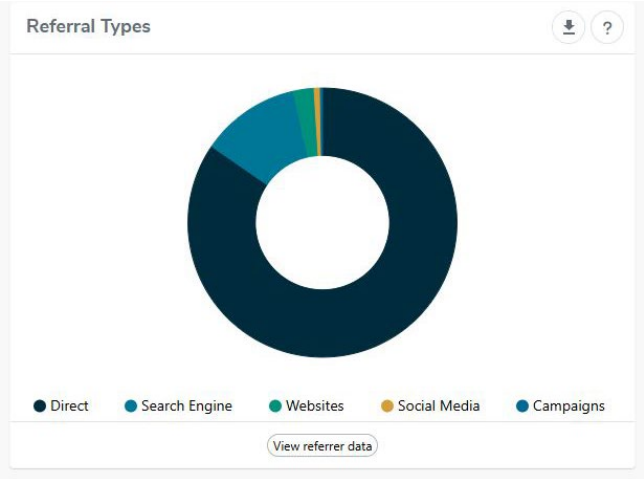
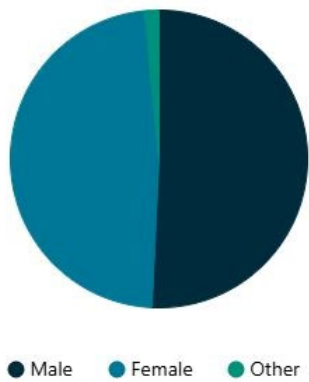


Respondents, referrers

Age groups



Gender



Referrer types show that most people came to the survey directly. This would be via the Have Your Say email or via the QR code contained within the resident letter.

The second most common referral type was by people searching for the project page by search engines such as Google.

The smaller referrers are via social media, campaigns (such as Waverley Weekly) and the council website.

Conclusions and Recommendations

Finding 1

Conversion of Leichhardt Street to a one-way street does not have support, as respondents are overwhelmingly against one-way options (options 2 & 3). Residents also reported school traffic and impact on Leichhardt Street. Removing school traffic from Leichhardt through a one-way treatment is likely to shift traffic to other streets, which does not solve the fundamental issue and may cause additional problems on other streets.

The introduction of a one-way street tends to increase, rather than reduce the speed, which is opposite to what the residents wanted from the initial 2024 resident survey. One-way options are not supported in the 2025 survey.

Finding 2:

Widening the top section of Leichhardt Street near MacPherson Street by either the removal of on-street parking or through the conversion of park space into roadway will likely cause vehicle speeds to increase, which is the opposite of what residents wanted, based on survey responses.

Residents voted against street widening at 13-19 Leichhardt Street by converting part of the Simpson Park into road space (option 5). Many residents expressed strong opinions against the loss of park space during the survey.

The other option is to remove on-street parking on top of Leichhardt Street (option 4). Although there are slightly more people voting in favour of this option than those voting against (43.8% in favour and 38.5% against), there is also a clear divide between residents in the vicinity whose access to on-street parking will be impacted, and those living elsewhere in the survey area, that are generally more supportive of this option. It is anticipated that the removal of on-street parking would be divisive among residents./

Finding 3:

Residents voted overwhelmingly in favour of traffic calming on Leichhardt Street near Barclay Street. This is aligned with outcomes from the initial 2024 resident survey in which the elevated vehicle speed is identified as a greater issue than traffic volume.

Appendix 1



Our ref: D25/72040

3 June 2025

Dear resident

Re: Resident survey – traffic treatment options for Leichhardt Street (south of MacPherson Street).

In November and December last year, Council collected the views of residents in and around Leichhardt Street to better understand residents' preferences and views about traffic conditions.

Following this initial community consultation, and subsequent inputs from a Council meeting, **six traffic options have been developed** for Leichhardt Street. We are now seeking further community input on these. **Feedback is open from 4 June to 1 July 2025.**

The previous survey revealed local support for reducing speeds on Leichhardt Street, and residents identified speed as a greater concern than traffic volume. There were mixed views on diverting traffic away from Leichhardt Street to adjacent streets, such as through a one-way traffic route.

The section of Leichhardt Street under investigation is shown in green on the map below. Potential treatment locations are shown in red (Location 1 and Location 2). Please visit the Waverley Have Your Say web page to review the treatments and complete the survey.



Waverley Council
PO Box 9, Bondi Junction NSW 1355
ABN: 12 502 583 608

Customer Service Centre
55 Spring Street, Bondi Junction NSW 2022
Bondi Pavilion Customer Service (Welcome Centre)
Queen Elizabeth Drive, Bondi Beach NSW 2026

Contact us
9083 8000
info@waverley.nsw.gov.au
waverley.nsw.gov.au

Connect with us
f waverleycouncilofficial
waverleycouncil

Potential treatment options involve various pros and cons. To help residents better understand likely impacts from different treatments, the online survey page includes a summary of potential impacts for all options, as well as information regarding the previous survey and additional background.

Your input will be considered alongside further technical work which is required to determine next steps. Approval would also be required from Council in further consultation with Transport for NSW, prior to any changes being implemented.

How to Have Your Say

Online: Please complete the survey by 5pm Tuesday, 1 July, 2025 at <https://haveyoursay.waverley.nsw.gov.au/leichhardt-street-waverley>

Customer Service Centre: Hard copy surveys are available to complete by visiting 55 Spring St, Bondi Junction, 9am – 5pm, Monday to Friday.

Should you have any comments or questions, please contact me at yourtrafficsurvey@waverley.nsw.gov.au.

Yours faithfully



Dr. Hao Wu
Senior Transport Planner

Scan QR code to
go to the survey.



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Bondi Pavilion Customer Service (Welcome Centre)
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info@waverley.nsw.gov.au
waverley.nsw.gov.au

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[@](#) [waverleycouncil](#)

LEICHHARDT STREET SOUTH OF MACPHERSON STREET, WAVERLEY LOCAL AREA TRAFFIC MANAGEMENT WORKS - OPTION 1



LEGEND



NEW CONCRETE FLAT-TOP SPEED HUMP



NEW LINEMARKING (TYP.)



EXISTING PARKING - 5.2M PASSENGER
VEHICLE ILLUSTRATED AT 6M SPACING

1:1000



0 10 20 50

[illegible]

SURVEYED BY:	N/A
DATE:	N/A
COORDINATION:	N/A
DATUM:	N/A



CIVIL DESIGN, MAJOR PROJECTS

Level 1, 87-99 Oxford Street, Bondi Junction, NSW, 2022
PO Box 9, Bondi Junction NSW 1355

Tel. (02) 9083 8000

Email: info@waverley.nsw.gov.au
Web: www.waverley.nsw.gov.au

TS	APPROVED:
2022	DATE SIGNED

SCALE AS SHOWN @ A3:
PLAN: 1:1000
LONG-SECTION HORIZ: N/A HORIZ: N/A
VERT: N/A CROSS-SECTION VERT: N/A

Project Name:

LEICHHARDT STREET SOUTH, WAVERLEY

	Drawing Title:
--	----------------

SKETCH PLAN - SHEET 1

PROJ No:

TRIM No:

Drawing No:	
-------------	--

K01



REPORT
FC/5.5/25.09**Subject:** Bondi Beach Volleyball Nets - Multi-Purpose Use**TRIM No:** A25/0533**Manager:** Sharon Cassidy, Director, Assets and Operations**Director:** Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council does not pursue the multi-purpose use of the approved net spaces at Bondi Beach beyond volleyball and foot volley.

1. Executive Summary

Council received a petition in January 2025 containing 317 signatures requesting multi-purpose use of the approved net spaces at Bondi Beach beyond just volleyball and foot volley.

Maximising access to community facilities by ensuring they can be multi-functional accommodating multiple users is a fundamental principal Council supports to ensure we achieve the maximum community benefit out of the limited facilities we have across the local government area. However, as only beach volleyball/foot volley are permissible under the Bondi Park, Beach and Pavilion Plan of Management (PoM), consulting with the community and stakeholders on a change of use for the beach courts would be required. This is likely to be a large and potentially controversial consultation and would require reprioritising other projects, which are currently scheduled for consultation.

It is recommended that Council does not pursue this at this time, but considers it in the planning of future consultations.

2. Introduction/Background

Council accepts petitions from persons who have an interest in the Waverley local government area as residents, landowners, businesses or in some other capacity. Petitions must concern matters that Council is authorised to determine.

Council has a high, and often competing, demand to access our limited sporting and recreation facilities. This includes access to our beaches with Bondi receiving peak visitation over summer weekends of 80,000 to 100,000+ visitors.

To manage Council's limited assets, Council has adopted the Open Space and Recreation Strategy 2021 and the Bondi Park, Beach and Pavilion PoM 2014 (with minor updates adopted in 2021 due to Crown land legislative changes).

The only ball games currently permitted on Bondi Beach under the PoM are casual use non-competitive beach volleyball and foot volley under very strict rules of use and limitations on the number of permissible courts. There is no booking system and players must bring their own equipment. Commercial activities are strictly prohibited and there are no leases or licences

permissible under the PoM available for registered sporting clubs to use these spaces with the intent that they remain solely available for the communities use and enjoyment.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 18 February 2025	CM/7.19/25.02	That Council: <ol style="list-style-type: none"> Refers the petition requesting multi-purpose use of the approved net spaces at Bondi Beach beyond volleyball and foot volley to the Director, Assets and Operations, for consideration. Officers prepare a report to Council on the outcome.
Council 22 June 2021	CM/7.14/21.06	That Council: <ol style="list-style-type: none"> Continues to support beach volleyball at Tamarama and Bondi Beaches based on the revised rules of play outlined in the report. Increases the number of courts permitted at Bondi Beach from three to four. Ensures that the layout and rules of play are prominently displayed at each beach within close proximity of the volleyball courts for reference and enforcement purposes. Officers enforce the layout and rules of play through regular visits to Tamarama and Bondi beaches and prompt response to issues raised by the community. Officers use their discretion to ensure fair, balanced and safe beach use for all beach users by limiting the number of courts below that approved and other relevant actions, especially during the summer months, at weekends and public holidays, and at high tide.

4. Discussion

Beach volleyball/foot volley establishment and past reviews

Beach volleyball/foot volley was included in the 2014 Bondi Park, Beach and Pavilion PoM following extensive community consultation during which Council received polarising points of view about the health and social benefits of sports use versus potentially alienating parts of the beach for exclusive use for sports. This led to an initial trial of volleyball courts before implementation.

The legitimacy of volleyball at Bondi and Tamarama beaches was again challenged during the COVID-19 pandemic. This resulted in another extensive community consultation process on the permissible

use of the beaches for volleyball/foot volley and a review of the rules of use. Council received 1,820 responses, with an overwhelming 93.9% support for volleyball/foot volley courts to remain at Tamarama and Bondi.

Beach volleyball and foot volley are allowed at Tamarama and Bondi beaches only. Bronte Beach is not suitable for beach volleyball due to the depth of the beach. These arrangements are formalised and permitted through the respective plans of management

Access to Council's beach courts at Tamarama and Bondi Beach is in high demand during the week and on weekends, with a higher participation rate in summer daylight savings period when the courts can be safely used into the early evening.

These games are informal, there is no booking system and effectively self-managed with courts used on a first in basis and co-operation between participants. Players bring and remove their own equipment (Council does not provide storage) and must adhere to Council's rules of engagement.

Rules of engagement

The rules of engagement are as follows:

- No bookings taken.
- No commercial activities/providers or organised competitions.
- No vehicles may enter the park to unload or load equipment.
- Volleyball courts must not block any access points to the beach.
- Temporary nets for volleyball only; i.e. no other sporting nets, posts, goals or fixtures.
- Other organised ball games are prohibited without prior Council approval.
- Activities must not impact other beach users.
- When there is potential for conflict with other beach users, the number of volleyball courts may be limited or not allowed to be set up at the discretion of Council staff (i.e. lifeguards and rangers).
- Court numbers are limited with maps and markers shown at each park as follows:
 - Tamarama Park – Four courts towards the back of the beach with a 10 metre pedestrian gap centrally and two courts either side.
 - Bondi Beach – Four courts adjacent to the promenade wall between the markers at Ramp 2 and Ramp 3

Sports and recreation trends in paddle and ball-related sports

Since the completion of consultation sports and recreation trends and participation in paddle-and ball-type games, such as beach tennis, pickleball and paddle ball, have increased across Australia.

In particular, pickleball in Australia is experiencing significant growth. While the AusPlay survey indicates that over 155,000 Australians are actively playing, Pickleball Australia reports a substantial increase in their membership, reaching 20,847 members with 323 affiliated clubs, according to Pickleball Australia. This surge in participation is attributed to the sport's accessibility and social nature, making it appealing to a wide range of age groups and abilities.

Management and compliance issues

The increase in popularity of volleyball/foot volley coupled with prohibited paddle and ball sports at our beach courts has placed significant demand on the existing court allocations leading to additional courts being set up over and above those permitted at Bondi. There has also seen an increase in other prohibited activities including beach touch football, competitive tournaments and commercial coaching clinics without appropriate licence or event agreements and applicable insurances.

The use of the courts by prohibited sporting groups and the increase in court number is impacting legitimate users and alienating areas of the beach reserved for the broader community.

Tamarama and Bondi beaches cannot accommodate additional court space as this would detrimentally impact the safe use and enjoyment of the beach for other beach users, impact safe beach operations and be impacted by high tides. As such, the existing court numbers would have to be shared between the different sports if a multi-use shared facility is established.

Maximising access to community facilities by ensuring they can be multi-functional accommodating multiple users is a fundamental principal Council supports to ensure we achieve the maximum community benefit out of the limited facilities. However, as only beach volleyball/foot volley is permissible under the PoM consulting with the community and stakeholders on a change of use for the beach courts would be required. This is likely to be a large and potentially controversial consultation and would require reprioritising other projects which are scheduled for consultation.

5. Financial Impact

There is no financial impact to maintain the current operating model.

6. Risks/Issues

The courts are used extensively throughout the year by the current social volleyball/foot volley community. Additional courts are being set up over and above those permitted at Bondi. This is coupled with an increase in other prohibited activities, including beach touch football, competitive tournaments and commercial coaching clinics without appropriate licence or event agreements and applicable insurances.

This is not sustainable as it impacts other beach users, beach safety and operations. Increased compliance is required to enforce the rules of engagement.

7. Attachments

Nil.

REPORT

FC/5.6/25.09



Subject: Bondi Golf Course and Clubhouse - Lease and Licence - Exhibition

TRIM No: A23/0084

Manager: Andrew Best, Executive Manager, Property and Facilities

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council:

1. Treats the attachment to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The attachment contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.
2. In accordance with section 47A of the *Local Government Act 1993*, publicly notifies and exhibits for 28 days the proposal to grant a lease and licence of up to five years to Bondi Golf and Diggers Club Ltd for Bondi Golf Course and the clubhouse building.
3. Officers prepare a report to Council following the exhibition period.

1. Executive Summary

Bondi Golf and Diggers Club Ltd is the lessee of the Bondi Golf Course and clubhouse building, located on Military Road, North Bondi. The land on which the golf course and clubhouse sits is Crown land known as Hugh Bamford and Williams Park Reserve (R93444), Lots 1 and 2 DP916095 and Lot 7056 DP93856, with Council acting as Crown Land Manager in accordance with the *Crown Land Management Act 2016*.

The Bondi Golf and Diggers Club Ltd was registered on 16 November 1972, while the original club was established in 1935. The club has operated under various leases over this period. The current lease expired in 2018, with the club operating on holdover since this time. Council was not able to enter a new lease while the Plan of Management (PoM) for the reserve was completed and Council considered other proposals for the future management and use of the site.

The PoM identifies the use of the reserve as a golf course and Council is able to directly negotiate with a sitting tenant in accordance with the Leasing and Licensing of Council Managed Land Policy.

This report seeks Council approval to publicly exhibit the intent to offer a lease to Bondi Golf and Diggers Ltd for a term of up to five years in accordance with section 47A of the *Local Government Act 1993*.

2. Introduction/Background

The Bondi Golf and Diggers Club Ltd was registered on 16 November 1972, while the original club was established in 1935. The site is host to a small nine-hole course, which has sweeping views of the ocean and Bondi Beach. The clubhouse is located at the southern end of the course.



Figure 1. Bondi Golf Course site plan.



Figure 2. Bondi Golf and Diggers clubhouse building.

The Club has had various leases granted to it over the decades with the latest being a five-year lease commencing on 1 January 2014 and expiring on 31 December 2018. The club was placed in holdover while the Hugh Bamford and Williams Park PoM was updated. The final PoM was approved by Council on 2 June 2020.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 2 June 2020	CM/7.3/20.06	<p>That Council</p> <ol style="list-style-type: none"> Notes the feedback received from the Public Exhibition period during February and March 2020 for the Hugh Bamford and Williams Park Plan of Management. Adopts the Hugh Bamford and Williams Park Plan of Management attached to this report pursuant to section 40 of the Local Government Act in accordance with section 3.23(6) of the Crown Lands Management Act. Subsequently explores collaboration methods with the La Perouse Local Aboriginal Land Council and Minutes of Council Meeting 2 June 2020.
Council 17 April 2018	CM/7.15/18.04	<p>That Council:</p> <ol style="list-style-type: none"> Commences the preparation of a Plan of Management for Hugh Bamford Reserve and Williams Park and that the heritage artillery emplacements under the reserve be included in the Plan. Funds the preparation of the Plan of Management from the SAMP Reserve. Notes that the Open Space Strategy scheduled for completion in 2018-19 will include a priority program of additional Plans of Management that require review or drafting in order to comply with the new Crown Lands Act 2016.
Council 18 June 2013	1306.18.4	<p>That:</p> <ol style="list-style-type: none"> The report be treated as confidential in accordance with section 11(3) of the <i>Local Government Act 1993</i>, as it relates to a matter specified in section 10A(2) of the <i>Local Government Act 1993</i>. Council approves, subject to approval of the Minister for Primary Industries, a new 5-year lease for the Bondi Golf and Diggers Club. The Mayor and General Manager be authorised to complete negotiations, execute documents and affix the Council seal where necessary.

4. Discussion

The golf club has operated on this site for around 90 years. The PoM for the reserve was approved by Council in June 2020, with golf being an expressly authorised use of the reserve through the PoM.

Given the long-standing connection between the club and Waverley and the historic use of the reserve as a golf course, it is appropriate that Council enter direct negotiations over a new lease with the Club as a sitting tenant, in accordance with Council's Leasing and Licensing of Council Managed Land Policy.

The financial summary attached to this report indicates that the Club is operating successfully, generating small annual surpluses in recent years.

The public exhibition notice will advise of Council's intent to offer a lease and licence over premises known as Hugh Bamford Reserve and Williams Park Trust No. 93444 (within Lots 1 and 2 in DP916095 and Lot 7056 in DP93856). The lease will be granted over the Bondi Golf Club building and ancillary buildings and structures on the land, and a licence will be granted over the balance of the land known as Williams Park for use as a public golf course.

The notice will also include the name of the proposed lessee, being Bondi Golf and Diggers Club Ltd, and proposed term of the lease and license, being up to a maximum of five years.

It is anticipated the section 47A process will commence in September 2025 and run for a minimum of 28 days, with a report coming back to council later in the year to consider any feedback received.

5. Financial Impact

There is no financial impact to council in running the section 47A process, other than minor costs associated with displaying signage, letterbox drops and newspaper advertisements.

The current rent paid by the Club, along with a financial summary of the Club's operations in the previous two years, is confidentially attached to this report. A market valuation will be undertaken to determine the commencement rent for the new lease.

The clubhouse building has been assessed through Council's Asset Management Planning process as being in fair condition, with signs of advanced deterioration in some major building elements. Council has allocated budget in the Long Term Financial Plan to ensure the external structure and fabric of the base building is maintained over the term of the new lease.

6. Risks/Issues

There are no risks associated with Council approving a public exhibition process for the intent to offer a lease to the Bondi Golf and Diggers Club Ltd for the leased area comprising the golf course and clubhouse building.

Any feedback received through the exhibition period will be presented to Council in a future report.

7. Attachments

1. Bondi Golf and Diggers Ltd - Financial summary (confidential) .

REPORT

FC/5.7/25.09



Subject: Petition - Bondi Beach Surf School Licence

TRIM No: A25/0283

Manager: Andrew Best, Executive Manager, Property and Facilities

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council:

- Notes the petition to increase the number of surf school licences being offered at Bondi Beach.
- Continues to offer only one licence for a surf school at Bondi Beach for the reasons set out in the report.

1. Executive Summary

Council has received an online petition containing 406 signatures requesting that Council increase the diversity of options for surf school services and to reconsider its decision to offer one surf school licence at Bondi Beach.

The tender to appoint a surf school operator under licence commenced on 27 August 2025.

It is recommended that Council continues to offer only one licence for a surf school at Bondi Beach for the reasons set out in the report.

2. Introduction/Background

Council accepts petitions from persons who have an interest in the Waverley local government area as residents, landowners, businesses or in some other capacity. Petitions must concern matters that Council is authorised to determine.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 15 July 2025	CM/11.1/25.07	<p>That Council:</p> <ol style="list-style-type: none"> Treats the report as confidential in accordance with section 11(3) of the <i>Local Government Act 1993</i>, as it relates to a matter specified in section 10A(2)(c) of the <i>Local Government Act 1993</i>. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.

		<ol style="list-style-type: none"> 2. Approves Option 1, one licence, as the operating model for the surf school at Bondi Beach, as set out in the report. 3. Undertakes an open tender process for the operation of the surf school. 4. Officers prepare a report to Council to grant a licence to the preferred tenderer(s).
Council 20 May 2025	CM/7.13/25.05	<p>That Council:</p> <ol style="list-style-type: none"> 1. Treats the attachment to the report as confidential in accordance with section 11(3) of the <i>Local Government Act 1993</i>, as it relates to a matter specified in section 10A(2)(d)(i) of the <i>Local Government Act 1993</i>. The attachment contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it. 2. Approves in principle the granting of a licence of up to five years for the operation of a surf school at Bondi Beach, with officers to consider up to two licences in consultation with Council's lifeguards. 3. Notes that a tender process will be undertaken to seek a licensee, with a report to be prepared to Council to grant a licence to the preferred tenderer(s). 4. Officers prepare a report to Council on the number of licences to be granted before releasing the tender.
Council 11 March 2025	CM/11.3/25.02	<p>That Council:</p> <ol style="list-style-type: none"> 1. Treats the report as confidential in accordance with section 11(3) of the <i>Local Government Act 1993</i>, as it relates to a matter specified in section 10A(2)(c) of the <i>Local Government Act 1993</i>. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business. 2. In accordance with section 47A of the <i>Local Government Act 1993</i>, publicly notifies and exhibits for 28 days the proposal to grant a licence of up to five years for the operation of a surf school at Bondi Beach.

		3. Officers prepare a report to Council following the exhibition period.
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4. Discussion

Council has received a petition containing 406 signatures as at 22 August 2025 requesting that Council reconsider its decision to offer one surf school licence at Bondi Beach.

The subject of the petition is:

To increase the diversity of options for Surf School services and to demonopolise unfair surf school licensing in Bondi and across the Eastern Beaches.

The petition complies with the Petitions Policy.

Council has considered the matter of a surf school operator and the number of operators initially at the Council meeting on 20 May 2025 and again at its meeting on 15 July 2025.

At the July Council meeting, Council considered the pros and cons of offering both one and two surf school licences at Bondi Beach. On consideration of the issues, Council resolved unanimously to undertake a tender to procure the one surf school licence.

Acting on this direction, officers have developed the tender documentation, with the tender period commencing on 27 August 2025.

5. Financial Impact

There is no unbudgeted cost to Council in receiving the petition. Should Council wish to reconsider the number of surf school licences, this would require officers to reject all tenders at the end of the current tender period and to commence a new tender. The cost associated with this would be the relatively small cost of advertising, posting letters and exhibition signage.

6. Risks/Issues

Following Council's approval to offer one surf school licence at the July Council meeting, officers and Councillors have received many submissions asking for Council to reconsider its decision. They sought an explanation on why Council chose this option and reiterated that Council should have resolved to offer two licences.

The tender to appoint a surf school operator commenced on 27 August 2025. If the circumstances changed, then that tender would need to be amended or discontinued and a new tender package developed to cater for the offering of two surf school licences.

If Council decides to continue with the tender process to offer one licence, then it may face criticism from some members of the community that feel the decision will ensure that the current arrangements are continued, as the incumbent has an advantage through the tender process having held the licence for over two decades. This is perceived by some as the operator having a monopoly over the surf school licence. The fact that other operators feel that they do not have a fair opportunity through the tender may result in other operators not submitting tenders.

7. Attachments

Nil.