



WAVERLEY
COUNCIL

OPERATIONS COMMITTEE MEETING

A meeting of the OPERATIONS COMMITTEE will be held at the Waverley Council Chambers,
Cnr Paul Street and Bondi Road, Bondi Junction at:

7.00PM, TUESDAY 5 JULY 2016

A handwritten signature in black ink, appearing to read 'Peter Brown', with a long horizontal flourish extending to the right.

Peter Brown
General Manager

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Delegations of the Waverley Operations Committee

On 10 December 2013, Waverley Council delegated to the Waverley Operations Committee the authority to determine any matter **other than**:

1. Those activities designated under S377(1) of the Local Government Act 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 which are required under this Act to be invited by 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 of the Act,
 - (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.
2. The adoption of a Community Strategic Plan, Resourcing Strategy and Delivery Program as defined under Sections 402, 403, and 404 of the Local Government Act.
3. The determination of urgent matters raised in the Committee without prior notice.

Committee decisions will be made by majority vote of the quorum present.

The Committee's Minutes will be confirmed at the following committee meeting in line with the provisions of Clause 266 of the Local Government Regulation 2005 which are:

- (1) *Each committee of a council must ensure that full and accurate minutes of the proceedings of its meetings are kept.*
- (2) *As soon as the minutes of an earlier meeting of a committee of the council have been confirmed at a later meeting of the committee, the person presiding at the later meeting must sign the minutes of the earlier meeting.*

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/Leaves of Absence

2. Declarations of Pecuniary and Non-Pecuniary Interests

3. Addresses to Council by Members of the Public

4. Confirmation of Minutes

5. Reports

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6. Meeting Closure

REPORT
OC/5.1/16.07

Subject: Waverley Local Environmental Plan 2012 - Housekeeping Amendment

TRIM No.: A15/0397

Author: Ben Gresham, Strategic Planner

Director: Peter Monks, Director Waverley Futures

RECOMMENDATION:

That Council:

1. Adopts the revised Planning Proposal to amend the Waverley Local Environmental Plan 2012 attached to this report.
2. Forwards the revised Planning Proposal to the NSW Department of Planning and Environment to draft the legal instrument and finalise the LEP.

1. Executive Summary

This report provides a summary of the recent public exhibition of proposed amendments to the Waverley Local Environmental Plan 2012 (WLEP). The proposed amendments include the introduction of a new design excellence clause, policy amendments, heritage corrections and other housekeeping amendments. Minor changes have been made to the Planning Proposal in response to submissions received during the public exhibition period. This report recommends that Council adopts this revised Planning Proposal and forwards to the NSW Department of Planning and Environment to draft the legal instrument and finalise the LEP.

This Planning Proposal is the result of an annual review of the WLEP2012 which ensures that the plan remains responsive to emerging planning matters, inconsistencies and errors.

2. Background

On 6 October 2015 Council considered a report on proposed housekeeping amendments to the WLEP, including the introduction of a design excellence clause, policy amendments to the objectives of architectural roof features, height of buildings, floor space ratio and the B1 Neighbourhood Centre zone and to correct the description of several heritage items.

Council resolved that the Planning Proposal be prepared and referred to the NSW Department of Planning and Environment (the Department) for gateway determination under section 56 of the Environmental Planning and Assessment Act 1979 (the Act).

A gateway determination to proceed with the Planning Proposal (**Attachment 2**) was issued by the Department, as a delegate of the Greater Sydney Commission, on 7 March 2016. The Department has not delegated plan-making powers to Council on this occasion. The Department's reasoning is that the proposal "involves a number of policy matters". A timeframe of nine months was given to finalise the draft LEP, requiring the LEP to be finalised by 7 December 2016.

3. Relevant Council Resolutions

Council or Committee Meeting and Date	Minute No.	Decision
Operations Committee - 6 October 2015	OC/5.1/15.10	<p>Waverley Local Environmental Plan 2012 – Housekeeping Amendment (A15/0397)</p> <p>That:</p> <ol style="list-style-type: none"> 1. Officers prepare a planning proposal that seeks the following amendments to Waverley Local Environmental Plan 2012, as detailed in this report: <ol style="list-style-type: none"> (a) Introduction of a new design excellence clause to improve the sustainability, functionality, amenity and aesthetic appearance of buildings. (b) Additional consideration of view loss in the objectives of Clause 5.6 – Architectural roof features. (c) Additional consideration of view loss in the objectives of Clause 4.3 – Height of buildings. (d) Amends the objectives of the B1 Neighbourhood Centre zone to ensure any proposed non-residential use or building is of the small-scale intensity envisaged under the centres hierarchy. (e) Amends Schedule 5 – Environmental Heritage as follows: <ol style="list-style-type: none"> (i) Remove 21 Brown Street, Bronte, from Schedule 5 as a development application was approved for the demolition of the item. (ii) Update the property address for 16–26 Mill Hill Road, Bondi Junction, to 16 Mill Hill Road, Bondi Junction. (iii) Switch the heritage map identifiers for items at 252–254 Bronte Road, Waverley, and 245–277 Bronte Road, Waverley. (iv) Update the property address for 32–34 Wallangra Road, Dover Heights, to 34 Wallangra Road, Dover Heights. (f) Reclassify drainage reserve of the laneway at 2–8 Dickson Street, Bronte, from community to operational. (g) Amends Clause 4.3 – Height of buildings objective (1)(d) to replace the word ‘existing’ with ‘desired future’. (h) Amends Clause 4.4 – Floor Space Ratio objective (1)(c) to replace the word ‘existing’ with ‘desired future’. 2. Seeks a Gateway Determination from the Department of Planning and Environment. 3. Accepts the role of Relevant Planning Authority in order to manage the public exhibition process. 4. Places the planning proposal on public exhibition in accordance with the conditions of the Gateway Determination.
Council Meeting – 21 April 2015	CM/8.5/15.04	That Council officers investigate, as part of the annual review of the WLEP (2012), the implications of imposing a 100sqm gross floor area cap on retail premises for all land zoned R3

		and B1 Neighbourhood Centre and retail uses in other zones under WLEP (2012). A Councillor workshop is to be included as part of the investigation; this is to ensure the small-scale character and operation of retail premises as well as the amenity of residential areas is maintained in neighbourhood centres throughout Waverley.
Council Meeting – 17 February 2015	CM/5.2/15.02	That Council Officers prepare a report that identifies what opportunities exist to embed Council’s sustainability vision into the Waverley Local Environment Plan and Development Control Plan with particular consideration given to including appropriate sustainability metrics and incentives above and beyond existing requirements. Consideration should also be given to best practice Local Environment Plans in NSW that have successfully sought to gain environmental benefits through their LEP’s (e.g. Bankstown Council).

4. Discussion

4.1 Public Exhibition

The Planning Proposal and associated documentation were publicly exhibited for 31 days from Wednesday 30 March until Friday 29 April 2016 at the Waverley Customer Service Centre, Waverley Library and on Council’s website and Have Your Say page. The exhibition was publicly notified in the Wentworth Courier on 30 March 2016.

The exhibition was undertaken in accordance with the gateway determination issued by the Department, sections 56(2)(c), 56(2)(d) and 57 of the Act.

During the public exhibition period, nine submissions were received (summary of submissions at **Attachment 3**). Of these, six of these submissions were from local residents, two submissions were from authorities (NSW Office of Environment and Heritage and Randwick City Council) and one submission was from the combined Randwick-Waverley Design Review Panel.

In considering the submissions received on this Planning Proposal, it is important to note the following:

- Five submissions offered support for the proposed design excellence clause with no opposition raised.
- Four submissions offered support for the proposed changes to clause 4.3 - *Height of buildings* and clause 5.6 – *Architectural roof features* to provide additional consideration of view loss with no objections raised.
- Three submissions raised concern about replacing the word ‘existing’ with ‘desired future’ in the objectives of clause 4.3 – *Height of buildings* and clause 4.4 – *Floor Space Ratio*. One objection was also raised in relation to this matter – see discussion below in Section 3.3.
- One submission offered support for the proposed changes to the objectives of the B1 Neighbourhood Centre zone to ensure any proposed non-residential use or building is of the small-scale intensity as envisaged under the centres hierarchy.
- The NSW Office of Environment and Heritage raised no objection to the proposed heritage corrections and delisting of: 21 Brown St, Bronte; 21 Wallangra Rd, Dover Heights; and 26 Mill Hill Rd, Bondi Junction.
- Randwick City Council was supportive of the Planning Proposal.
- The Randwick-Waverley Design Review Panel were generally supportive and suggested a few amendments to the planning proposal.

Although there is general support for many of the proposed amendments, a number of issues were raised during the exhibition period such as: the removal of heritage items; whether or not the proposed design excellence clause should apply to the whole of the LGA; and concern about replacing the word 'existing' with 'desired future' character in the height of buildings and floor space ratio objectives.

A number of submissions also suggested changes to the wording of the proposed design excellence clause, and the wording of the objectives in clause 4.3 (height) and 4.4 (floor space ratio).

A summary of the issues raised in submissions and detailed responses to each issue can be found in the attached table (**Attachment 3**).

4.2 Proposed changes to Planning Proposal

Council may, at any time vary its proposal under section 58(1) of the Act as a consequence of its consideration of any submission or report during consultation, or for any other reason.

A number of minor changes are proposed to be made to the Planning Proposal in response to the submissions received. If adopted by Council, a copy of the revised Planning Proposal (**Attachment 1**) will be forwarded to the Department as per section 58(2) of the Act.

The following changes are proposed to be made to the Planning Proposal:

4.2.1 Minor changes to wording in proposed clause 6.9 – *Design Excellence*

The proposed clause is included below with the black text showing the proposed clause as exhibited and the purple text showing the revisions to wording following public exhibition:

"6.9 - Design Excellence

- (1) *The objective is to deliver the highest standard of sustainable, architectural, landscape and urban design.*
- (2) *This clause applies to all land in the Waverley LGA.*
- (3) *Development consent must not be granted to development involving the construction of a place, a new building or to external alterations to an existing building on land to which this clause applies unless the consent authority considers that the development proposal in all its characteristics exhibits design excellence.*
- (4) *In considering whether the development exhibits design excellence, the consent authority must have regard to the following matters:*
 - (a) *whether a high standard of architectural design, materials and detailing appropriate to the building type and location will be achieved, and*
 - (b) *whether the building promotes sustainable design principles in terms of Management of the design and building operation processes; Indoor environmental quality; Energy use, Water use and Emission minimisation; Contribution towards sustainable transport; Material selection; Improvement of ecological values; and Innovation., and*
 - (c) *the bulk, massing and modulation of buildings, and*
 - (d) *whether the form and external appearance of the development will improve the quality, connectedness and amenity of the public domain and achieve appropriate interfaces at ground level between the proposed building and the public domain, and*
 - (e) *the contribution of the proposed development towards the maintenance of a consistent-coherent street rhythm particularly in terms of street frontage heights, street walls and the proportions of the street, and*
 - (f) *the manner in which pedestrians have been catered for particularly in regards to the developments' contribution towards the visual and pedestrian permeability of the locality and provision of direct public access to key locations, and*

- (g) *whether the proposal promotes ease of movement and circulation of pedestrian, cycle, vehicular and service access, and*
- (h) *whether the development encourages passive surveillance and social activity in public places, streets, laneways and plazas, and*
- (i) *the extent to which the development promotes the equitable sharing of views where existing view corridors will be interrupted, and*
- (j) *whether the development detrimentally impacts on any land protected by solar access controls established in Clause 6.7 and the Waverley Development Control Plan, and*
- (k) *the requirements of the Waverley Development Control Plan, and*
- (l) *the suitability of the land for the proposed development and whether any streetscape, landform or landscape constraints have been adequately addressed, and*
- (m) *whether any heritage matters relating to the development site or in the vicinity of the development site have been adequately addressed, and*
- (n) *the relationship of the development with other development (existing or proposed) on the same site or on neighbouring sites in terms of separation, setbacks, amenity and urban form, and*
- (o) *the qualities of, and the manner in which landscape design~~ing~~ has been integrated into the overall site planning design and the provision of appropriate deep soil areas to assist in the growth of large trees.”*

4.2.2 Minor change to wording in second objective of B1 Neighbourhood Centre zone

The proposed minor change can be seen below. The black text shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

Zone B1 Neighbourhood Centre

1 Objectives of zone

- *“To provide a range of small-scale retail, business and community uses that serve the needs of people who live or work in the surrounding neighbourhood.*
- *To ensure that non-residential uses do not result in adverse impacts on the amenity of existing and future residential premises having regard to building design, operation, activities, transport and traffic generation.*
- *To strengthen the viability of Waverley’s existing business centres as places of vitality for investment, employment and cultural activity.*
- *To provide retail facilities and business services for the local community commensurate with the centre’s role in the local and regional hierarchy.”*

4.2.3 Minor changes to wording of objective (a) of clause 4.3 – Height of buildings

The proposed minor changes can be seen below. The black text shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

“(a) to establish limits on the overall height of development to preserve the environmental amenity of neighbouring properties and public spaces, and if appropriate the sharing of views,”

4.2.4 Changes to wording of objective 1 of clause 5.6 – Architectural roof features

The proposed changes to wording can be seen below. black text shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

“(1) The objectives of this clause are as follows:

- (a) to encourage the creation of a ~~varied and aesthetically pleasing skyline~~ *appropriate skylines and building silhouettes* ~~and allow for individuality of~~ *that demonstrate design excellence in their architecture,*
- (b) to encourage quality roof designs that *integrate into the overall facade, building composition and desired contextual response* and contribute to environmental design and performance of buildings,
- (c) to require consideration of the impact on solar access and view corridors and promote sharing of existing views,
- (d) to consider any negative visual effects of mechanical, lift and solar ~~encourage plant, and integrate such elements into the overall building form and lift over runs to be placed in the basement.”~~

More information about these proposed changes can be seen in **Attachment 3**.

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

- Direction: L5 Buildings are well-designed, safe and accessible and the new is balanced with the old.
- Strategy: L5a Ensure planning building controls for new buildings and building upgrades deliver high quality urban design that is safe and accessible, in which heritage and open space is recognised, respected and protected..
- Deliverable: Comprehensive local environment plan (LEP) updated annually in line with Council’s Land Use Strategy and the requirements of the NSW Department of Planning & Infrastructure.

6. Financial impact statement/Timeframe/Consultation

6.1 Financial Impact Statement

There have been no upfront or recurrent costs associated with this Planning Proposal other than staff costs associated with the administration and exhibition of the proposal and these have been budgeted.

6.2 Timeframe

The Planning Proposal will be forwarded to the Department of Planning and Environment to draft the legal instrument and finalise the LEP before the end of July 2016. The LEP amendments will come into effect once notified on the NSW Government legislation website. This is likely to occur around September 2016.

6.3 Consultation

Consultation has occurred as outlined above. No other consultation is required or proposed on this matter.

7. Conclusion

The Planning Proposal has been placed on public exhibition in accordance with the conditions of the Gateway Determination dated 7 March 2016. The proposed amendments to the WLEP, with minor revisions, are considered to be appropriate and it is recommended that the planning proposal be adopted by Council and forwarded to the NSW Department of Planning and Environment to make the draft instrument and finalise the LEP.

8. Attachments:

1. Waverley Housekeeping Planning Proposal - Revised - June 2016

2. Gateway Determination
3. Table of submissions and responses



PLANNING PROPOSAL
Waverley Local Environmental Plan 2012
Housekeeping Amendment

Revised Planning Proposal

June 2016

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

1. OBJECTIVES OR INTENDED OUTCOMES OF THE PROPOSED LOCAL ENVIRONMENTAL PLAN

The overarching objective of the proposed local environmental plan is to address a number of housekeeping matters that have been raised within the last 12 months. The matters included range from design excellence considerations, heritage listing corrections and minor amendments to the wording of clauses. The intended outcome is that Waverley Local Environmental Plan 2012 will be an improved environmental planning instrument in its application and operation.

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2. EXPLANATION OF THE PROVISIONS TO BE INCLUDED IN THE PROPOSED LOCAL ENVIRONMENTAL PLAN

The intended provisions to be included in the proposed local environmental plan relate to a number of housekeeping matters that have been identified below:

- (a) Introduction of a new design excellence clause to improve the sustainability, functionality, amenity and aesthetic appearance of buildings.
- (b) Additional consideration of view loss in the objectives of Clause 4.3 – Height of buildings.
- (c) Amend Clause 4.3 – Height of buildings objective (1)(d) to replace the word ‘existing’ with ‘desired future’.
- (d) Amend Clause 4.4 – Floor Space Ratio objective (1)(c) to replace the word ‘existing’ with ‘desired future’.
- (e) Additional consideration of view loss in the objectives of Clause 5.6 – Architectural roof features.
- (f) Amend the objectives of the B1 Neighbourhood Centre zone to ensure any proposed non-residential use or building is of the small-scale intensity envisaged under the centres hierarchy.
- (g) Amend Schedule 5 – Environmental Heritage (and associated heritage maps) as follows:
 - i. Remove 21 Brown Street, Bronte, from Schedule 5 as a development application was approved for the demolition of the item.
 - ii. Update the property address for 16–26 Mill Hill Road, Bondi Junction, to 16 Mill Hill Road, Bondi Junction.
 - iii. Switch the heritage map identifiers for items at 252–254 Bronte Road, Waverley, and 245–277 Bronte Road, Waverley.
 - iv. Update the property address for 32–34 Wallangra Road, Dover Heights, to 34 Wallangra Road, Dover Heights.
- (h) Reclassify drainage reserve of the laneway at 2–8 Dickson Street, Bronte, from community to operational. *(Subject to a separate planning proposal)*

These matters are further detailed in the following sections of this planning proposal.

(a) Introduction of design excellence clause

Well-designed buildings are an asset to the community not only in terms of their aesthetic appearance but also their functionality and inclusion of environmentally sustainable features. In order to further improve the quality of design, the concept of design excellence has been investigated as part of this housekeeping LEP amendment.

Provisions to achieve design excellence have been introduced by a number of Councils to varying degrees. Provisions can apply to all forms of development or to specific sites or localities or can be triggered when a development will be above a certain size, height or value of development. Generally the objective is to deliver the highest standard of sustainable, architectural, landscape and urban design. Design excellence is achieved when a development, among other things:-

- Responds to its location, neighbours and utilises appropriate materials;

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- Promotes sustainable design principles;
- Exhibits a high standard of architectural design and detailing;
- Interacts positively at its interface with and improves the quality of the public domain;
- Addresses heritage matters whether on the same site or in the vicinity of the development site;
- Respects the needs of pedestrians and cyclists as well as catering for vehicles and service access.

Due to the status of Bondi Junction as a Strategic Centre, Bondi Beach being an internationally renowned location and established residential and conservation areas, it is considered that Waverley can benefit from the introduction of a Design Excellence provision to apply to all developments. Introducing the Design Excellence heads of consideration into the LEP can be achieved in this housekeeping amendment.

The proposed clause is included below with the black text showing the proposed clause as exhibited and the purple text showing the revisions to wording following public exhibition:

"6.9 - Design Excellence

- (1) *The objective is to deliver the highest standard of sustainable, architectural, landscape and urban design.*
- (2) *This clause applies to all land in the Waverley LGA.*
- (3) *Development consent must not be granted to development involving the construction of a place, a new building or to external alterations to an existing building on land to which this clause applies unless the consent authority considers that the development proposal in all its characteristics exhibits design excellence.*
- (4) *In considering whether the development exhibits design excellence, the consent authority must have regard to the following matters:*
 - (a) *whether a high standard of architectural design, materials and detailing appropriate to the building type and location will be achieved, and*
 - (b) *whether the building promotes sustainable design principles in terms of Management of the design and building operation processes; Indoor environmental quality; Energy use, Water use and Emission minimisation; Contribution towards sustainable transport; Material selection; Improvement of ecological values; and Innovation., and*
 - (c) *the bulk, massing and modulation of buildings, and*
 - (d) *whether the form and external appearance of the development will improve the quality, connectedness and amenity of the public domain and achieve appropriate interfaces at ground level between the proposed building and the public domain, and*
 - (e) *the contribution of the proposed development towards the maintenance of a ~~consistent~~ coherent street rhythm particularly in terms of street frontage heights, street walls and the proportions of the street, and*
 - (f) *the manner in which pedestrians have been catered for particularly in regards to the developments' contribution towards the visual and pedestrian permeability of the locality and provision of direct public access to key locations, and*
 - (g) *whether the proposal promotes ease of movement and circulation of pedestrian, cycle, vehicular and service access, and*

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- (h) whether the development encourages passive surveillance and social activity in public places, streets, laneways and plazas, and
- (i) the extent to which the development promotes the equitable sharing of views where existing view corridors will be interrupted, and
- (j) whether the development detrimentally impacts on any land protected by solar access controls established in Clause 6.7 and the Waverley Development Control Plan, and
- (k) the requirements of the Waverley Development Control Plan, and
- (l) the suitability of the land for the proposed development and whether any streetscape, landform or landscape constraints have been adequately addressed, and
- (m) whether any heritage matters relating to the development site or in the vicinity of the development site have been adequately addressed, and
- (n) the relationship of the development with other development (existing or proposed) on the same site or on neighbouring sites in terms of separation, setbacks, amenity and urban form, and
- (o) the qualities of, and the manner in which landscape designing has been integrated into the overall site planning design and the provision of appropriate deep soil areas to assist in the growth of large trees."

(b) Additional consideration of view loss in Clause 4.3

Many properties in Waverley have iconic views to Sydney Harbour, the Harbour Bridge, Opera House, and Bondi, Bronte and Tamarama Beaches. Clause 4.3 'Height of buildings' currently includes four objectives that broadly cover environmental amenity, development capacity within Bondi Junction, heritage conservation and the scale and bulk of buildings. Objective (a) relates to establishing height limits for the purposes of preserving the "environmental amenity" of neighbouring properties. The proposed amendment includes a requirement to consider views with specific regard to the height of buildings development standard. The concept of view sharing is proposed to be introduced to objective (a) of Clause 4.3 – 'Height of Buildings', as set out below:

"(a) to establish limits on the overall height of development to preserve the environmental amenity of neighbouring properties and public spaces, and if appropriate the sharing of views,"

Note above: The black text above shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

- (c) Amend Clause 4.3 – Height of buildings objective (1)(d) to replace the word 'existing' with 'desired future'
- (d) Amend Clause 4.4 – Floor Space Ratio objective (1)(c) to replace the word 'existing' with 'desired future'.

The desired future character of a locality is of particular importance in cases where Council receives applications for the alteration or redevelopment of buildings that already exceed the height of building standard. In such cases, it has generally been the practice to permit buildings to develop up to, but not exceed, the height plane of the non-compliant building. These buildings are generally

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viewed as anomalies within the built environment and are incompatible with the current scale and character of a locality.

The inclusion of a desired future character clause for both the height of buildings and floor space ratio development standards will trigger a more in-depth consideration of the broader built form and reinforce the importance of the height development standard. It is therefore proposed to amend objectives 4.3(1)(d) and 4.4(1)(c) to replace the word “existing” with “desired future”. The amendment will provide Council with a stronger basis for enforcing compliance with both the height of building and floor space ratio development standards. The proposed objectives are included below:

4.3 Height of Buildings

(1)...

(d) to ensure that buildings are compatible with the height, bulk and scale of the *desired future character* of the locality and positively complement and contribute to the physical definition of the street network and public space.

4.4 Floor Space Ratio

(1)...

(c) to ensure that buildings are compatible with the bulk, scale, streetscape and *desired future character* of the locality,

Note above: The black text above shows the wording in the current WLEP. The red text shows the wording as publicly exhibited.

(e) Additional consideration under Architectural roof elements

Many Councils have taken up Clause 5.6 – ‘Architectural roof features’ which is an optional clause in the Standard LEP template. The objective of the clause is to encourage varied and aesthetically pleasing skylines, quality roof designs and the integration of roof design into the overall design of the building.

The provisions of Clause 5.6 are identical in all LEPs. The only variations are in the wording of the objectives which were left up to individual Councils to draft. Four Councils have objectives which require consideration of views including North Sydney, Canada Bay, Ashfield and Wollongong.

Amending the objectives of Clause 5.6 provides an appropriate trigger for applicants when preparing a DA and formalises the current practice of assessing view loss and view sharing by the Building Waverley sub-program. Below is a comparison of the current and proposed amendment to the Clause 5.6 objectives. Objectives (a) and (b) are a rewording of existing objectives and (c) is new. Objective (d) remains the same.

Current: “(1) The objectives of this clause are as follows:

- (a) to encourage the creation of a varied and aesthetically pleasing skyline,
- (b) to encourage quality roof designs that contribute to the aesthetic and environmental design and performance of buildings and allow for individuality of architecture,

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- (c) to encourage the integration of the design of the roof into the overall facade, building composition and desired contextual response,
 (d) to encourage plant and lift over runs to be placed in the basement.”

Proposed: “(1) The objectives of this clause are as follows:

- (a) to encourage the creation of a ~~varied and aesthetically pleasing skyline~~ appropriate skylines and building silhouettes ~~and allow for individuality of that demonstrate design excellence in their architecture,~~
 (b) to encourage quality roof designs that ~~integrate into the overall facade, building composition and desired contextual response~~ and contribute to environmental design and performance of buildings,
 (c) to require consideration of the impact on solar access and view corridors and promote sharing of existing views,
 (d) to consider any negative visual effects of mechanical, lift and solar ~~encourage plant, and integrate such elements into the overall building form and lift over runs to be placed in the basement.”~~

Note above: The black text above shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

(f) Amend objectives of B1 Neighbourhood Centre zone

The objectives of the B1 Neighbourhood Centre zone are not preserving the small-scale intensity of neighbourhood centres. Providing additional clarity within the objectives will preserve the current and desired future character of neighbourhood centres from site amalgamation and the creation of large floor plate retail uses.

The objectives of the B1 Neighbourhood Centre zone are proposed to be strengthened to relate more closely to the centres hierarchy established in the Draft East Subregional Strategy. At least two other Council’s being the cities of Newcastle and Penrith have objectives in their Neighbourhood Centre zones that require consideration of the centres classification in relation to the established centres hierarchy. Suggested amendments to the objectives are as follows:

- “To provide a range of small-scale retail, business and community uses that serve the needs of people who live or work in the surrounding neighbourhood.
- To ensure that non-residential uses do not result in adverse impacts on the amenity of existing and future residential premises ~~having regard to building design, operation, activities, transport and traffic generation.~~
- To strengthen the viability of Waverley’s existing business centres as places of vitality for investment, employment and cultural activity.
- ~~To provide retail facilities and business services for the local community commensurate with the centre’s role in the local and regional hierarchy.”~~

Note above: The black text above shows the wording in the current WLEP. The red text shows the wording as publicly exhibited. The purple text shows the change made following public exhibition in response to submissions received.

 PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

(g) Amendment of heritage listings

The planning proposal seeks an amendment to correct a number of errors in Schedule 5 and the associated Heritage Maps. Council has either identified or been notified of some incorrect listings that were generated out of the previous heritage LEP, Waverley LEP 1996 (Amendment No 33) which was gazetted in December 2011.

The following properties will require amendment as follows:

Item Number	Address	Description	Action	Reason
I198	16-26 Mill Hill Road, Bondi Junction	Church and hall building	Remove No 26 Mill Hill Road, Bondi Junction from Schedule 5 and heritage map. New address to be 16 Mill Hill Road, Bondi Junction.	The property is listed for the "Church and hall building" and is known as 16 Mill Hill Road, Bondi Junction. The listing has incorrectly been applied to the adjoining dwelling at 26 Mill Hill Road, Bondi Junction.
I281	21 Brown Street, Bronte	Inter-war style dual occupancy development	Remove listing from Schedule 5 and the heritage map.	A development application (DA-555/2013) was approved on 17 December 2013 for the demolition of the heritage listed building and construction of a dual occupancy development.
I370	32-34 Wallangra Road, Dover Heights	1950s style houses	Remove No 32 Wallangra Road, Dover Heights from Schedule 5 and heritage map. New description to only refer to No. 34.	A building application (BA 241/97) was approved for the demolition of the heritage listed building at No. 32 and construction of a 2 storey dwelling. The amendment will remove reference to No. 32 as a heritage item from Schedule 5 and the heritage map.
I455	245-277 Bronte Road, Waverley	Late nineteenth century commercial terraces	Switch map identifiers; and,	The map identifiers are located on the incorrect properties.
I456	254 Bronte Road, Waverley	Victorian style commercial terrace houses	Update address of 254 to 252-254 Bronte Road, Waverley. I455 to refer to 252-254 Bronte Road, Waverley.	254 Bronte Road should be listed as 252-254 Bronte Road.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

			I456 to refer to 245-277 Bronte Road, Waverley.	
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Note: Refer to Figures 1-3 of Part 4 – Mapping, for the relevant maps.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

3. JUSTIFICATION FOR THOSE OBJECTIVES, OUTCOMES AND PROVISIONS AND THE PROCESS FOR THEIR IMPLEMENTATION

A. Need for the planning proposal

1. Is the planning proposal the result of any strategic study or report?

The planning proposal is a housekeeping amendment and therefore has not been prepared as a result of a specific strategic study or report.

The proposed amendments to Schedule 5 and the Heritage Maps are required to correct minor errors in heritage listings and associated heritage maps. The changes will align the relevant listings with the recommendations of the Waverley Heritage Policy 2007.

The proposed amendments to the objectives for specific clauses have been included in response to extensive testing through the development assessment process particularly through cases in the Land and Environment Court.

2. Is the planning proposal the best means of achieving the objectives or intended outcomes. Or is there a better way?

Yes. The planning proposal is the best means of achieving the objectives as the LEP cannot be amended any other way.

B. Relationship to Strategic Planning Framework

3. Is the Planning proposal consistent with the objectives and actions contained within the applicable regional or sub-regional strategy (including the Sydney Metropolitan Strategy and exhibited draft strategies)?

The objectives and actions contained in the Plan for Growing Sydney and East Subregion Draft Subregional Strategy (ESDSS) were comprehensively addressed during the preparation of WLEP 2012. All of the objectives and actions contained within those plans were complied with. The amendments contained in this planning proposal are considered minor administrative, mapping and objective amendments which remain consistent with the Plan for Growing Sydney, ESDSS and priorities of the Central District.

4. Is the planning proposal consistent with the local Council's Community Strategic Plan or other local strategic plan?

Waverley Council's current Community Strategic Plan, "Waverley Together 3" covers the period 2013-2025. The plan was designed to focus Council's attention on what the community really wants; provide guidance on achieving these things sustainably; and help maximise efforts to speed up attainment of the vision.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

The plan is structured according to the “Quadruple Bottom Line”. The planning proposal is consistent with the strategies and is directly relevant to 3 of the strategies representing 2 of the 4 bottom line elements:

- Sustainable Living which supports the liveability of Waverley:

L4 The unique physical qualities and strong sense of identity of Waverley’s villages is respected and celebrated.

L5 Buildings are well designed, safe and accessible and the new is balanced with the old.

Response – This planning proposal aims to protect the urban physical qualities and strong sense of identity within the neighbourhood centres of Waverley. Furthermore, the amendments to the objectives for height and floor space ratio will assist in guiding good design that is safe, accessible and balances the needs of the community.

- Sustainable Governance which supports the “governance” framework for Waverley:

G2 Our community is actively engaged in well informed decision processes.

Response: The Gateway Determination will specify the minimum consultation requirement for this planning proposal and Council will comply fully with these requirements affording an opportunity for community engagement on all aspects of this planning proposal.

5. Is the planning proposal consistent with applicable State Environmental Planning Policies?

Yes. The planning proposal is consistent with all relevant State Environmental Planning Policies (refer to Attachment 2).

6. Is the planning proposal consistent with applicable Ministerial Directions (s. 117 directions)?

Yes. The planning proposal is consistent with all relevant Ministerial Section 117 Directions (refer to Attachment 2).

C. Environmental, Social and Economic Impact

7. Is there any likelihood that critical habitat or threatened species, populations or ecological communities or their habitats will be adversely affected as a result of the proposal?

No. The minor and administrative nature of the planning proposal will not have any impact upon critical habitat or threatened species, populations or ecological communities or their habitats.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

8. Are there any other likely environmental effects as a result of the planning proposal and how are they proposed to be managed?

No. The minor and administrative nature of the planning proposal will have no direct environmental effect. There are no proposed changes in development standards that would trigger further consideration of this matter.

9. How has the planning proposal adequately addressed any social and economic effects?

The amendments in the planning proposal will not alter the development potential of any land and will therefore have no economic effect. Requiring developments to comply with design excellence criteria and consider the established centres hierarchy and the sharing of views will have a positive social effect.

D. State and Commonwealth interests

10. Is there adequate public infrastructure for the planning proposal?

The amendments will permit the continuation of existing land uses and therefore will not have any impact on public infrastructure.

11. What are the views of State and Commonwealth Public Authorities consulted in accordance with the gate way determination and have they resulted in any variations to the Planning proposal?

At this stage, no consultation with State or Commonwealth Public Authorities has occurred in relation to this planning proposal. Consultation with relevant authorities including Sydney Water will occur in accordance with the Gateway Determination.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

4. MAPPING

16-26 Mill Hill Road, Bondi Junction (Lot 18 SecB DP 976168)

Action: Remove brown fill from No. 26 Mill Hill Road, Bondi Junction (identified with green hatching)

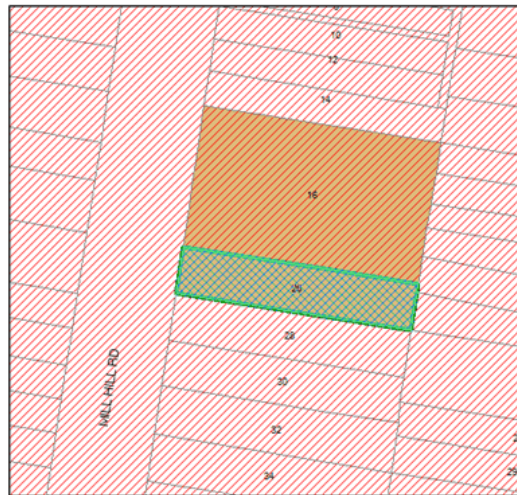


Figure 1 – Existing heritage map extract of 16-26 Mill Hill Road, Bondi Junction

21 Brown Street, Bronte (Lot A DP 371579)

Action: Remove brown fill from No. 21 Brown Street, Bronte (identified with green hatching)



Figure 2 - Existing heritage map extract of 21 Brown Street, Bronte

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

32 Wallangra Road, Dover Heights (Lot 66 DP 11822)

Action: Remove brown fill from No. 32 Wallangra Road, Dover Heights (identified with green hatching)

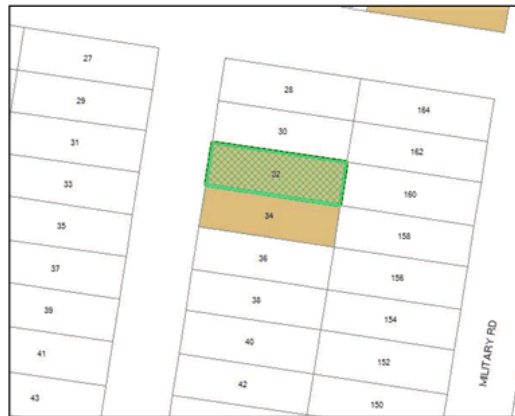


Figure 3 - Existing heritage map extract of 32 Wallangra Road, Dover Heights

5. DETAILS OF THE COMMUNITY CONSULTATION THAT IS TO BE UNDERTAKEN ON THE PLANNING PROPOSAL

Future community consultation will occur in accordance with the Gateway Determination and will include:

- A public notice in the Wentworth Courier being the local paper that services the Waverley municipal area;
- The planning proposal being advertised on Council's website;
- The planning proposal being exhibited in Council's Customer Service Centre and Library;
- Letters being sent to all adjoining and affected property owners at Council's discretion.

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

6. PROJECT TIMELINE

STEPS	February	March	April	May	June
1 Anticipated commencement date (date of Gateway determination)	19 February				
2 Anticipated timeframe for the completion of required studies	N/A				
3 Timeframe for government agency consultation (pre and post exhibition as required by Gateway determination)	N/A				
4 Commencement and completion dates for public exhibition period	2 March - 31 March				
5 Dates for public hearing (if required)	N/A				
6 Timeframe for consideration of submissions		31 March - 14 April			
7 Report to Council re: public exhibitions and submissions				3 May Operations Committee	
8 Timeframe for the consideration of a proposal post exhibition	N/A				
9 Finalise plan (drafting, editing, mapping)				3 May - 31 May	
10 Anticipated date RPA will make the plan (if delegated)					10 June
11 Anticipated date RPA will forward to the department for notification (if delegated).					10 June

PLANNING PROPOSAL - WAVERLEY LOCAL ENVIRONMENTAL PLAN 2012

7. LIST of ATTACHMENTS

1. Information Checklist.
2. Table demonstrating consistency with State Environmental Planning Policies and Section 117 Directions.
3. Council Resolution of 20 October 2015 Meeting.

ATTACHMENT 1 – INFORMATION CHECKLIST

▶ STEP 1: REQUIRED FOR ALL PROPOSALS

(under s55(a) – (e) of the EP&A Act)

- | | |
|--|--|
| <ul style="list-style-type: none"> • Objectives and intended outcome • Mapping (including current and proposed zones) • Community consultation (agencies to be consulted) | <ul style="list-style-type: none"> • Explanation of provisions • Justification and process for implementation (including compliance assessment against relevant section 117 direction/s) |
|--|--|

▶ STEP 2: MATTERS – CONSIDERED ON A CASE BY CASE BASIS

(Depending on complexity of planning proposal and nature of issues)

PLANNING MATTERS OR ISSUES	To be considered	N/A	PLANNING MATTERS OR ISSUES	To be considered	N/A	
Strategic Planning Context			<ul style="list-style-type: none"> • Resources (including drinking water, minerals, oysters, agricultural lands, fisheries, mining) • Sea level rise 	<input type="checkbox"/>	*	
• Demonstrated consistency with relevant Regional Strategy	<input type="checkbox"/>	*		<input type="checkbox"/>	*	
• Demonstrated consistency with relevant Sub-Regional strategy	*	<input type="checkbox"/>		Urban Design Considerations		
• Demonstrated consistency with or support for the outcomes and actions of relevant DG endorsed local strategy	*	<input type="checkbox"/>		• Existing site plan (buildings vegetation, roads, etc)	<input type="checkbox"/>	*
• Demonstrated consistency with Threshold Sustainability Criteria	<input type="checkbox"/>	*		• Building mass/block diagram study (changes in building height and FSR)	<input type="checkbox"/>	*
Site Description/Context			• Lighting impact	<input type="checkbox"/>	*	
• Aerial photographs	*	<input type="checkbox"/>	• Development yield analysis (potential yield of lots, houses, employment generation)	<input type="checkbox"/>	*	
• Site photos/photomontage	<input type="checkbox"/>	*	Economic Considerations			
Traffic and Transport Considerations			• Economic impact assessment	<input type="checkbox"/>	*	
• Local traffic and transport	<input type="checkbox"/>	*	• Retail centres hierarchy	*	<input type="checkbox"/>	
• TMAP	<input type="checkbox"/>	*	• Employment land	<input type="checkbox"/>	*	
• Public transport	<input type="checkbox"/>	*	Social and Cultural Considerations			
• Cycle and pedestrian movement	<input type="checkbox"/>	*	• Heritage impact	*	<input type="checkbox"/>	
Environmental Considerations			• Aboriginal archaeology	<input type="checkbox"/>	*	
• Bushfire hazard	<input type="checkbox"/>	*	• Open space management	<input type="checkbox"/>	*	
• Acid Sulphate Soil	<input type="checkbox"/>	*	• European archaeology	<input type="checkbox"/>	*	
• Noise impact	<input type="checkbox"/>	*	• Social & cultural impacts	<input type="checkbox"/>	*	
• Flora and/or fauna	<input type="checkbox"/>	*	• Stakeholder engagement	*	<input type="checkbox"/>	
• Soil stability, erosion, sediment, landslip assessment, and subsidence	<input type="checkbox"/>	*	Infrastructure Considerations			
• Water quality	<input type="checkbox"/>	*	• Infrastructure servicing and potential funding arrangements	<input type="checkbox"/>	*	
• Stormwater management	<input type="checkbox"/>	*	Miscellaneous/Additional Considerations			
• Flooding	<input type="checkbox"/>	*	<i>List any additional studies</i>			
• Land/site contamination (SEPP55)	<input type="checkbox"/>	*				

ASSESSMENT OF WAVERLEY LEP 2012 WITH SECTION 117 DIRECTIONS, SEPPS AND FORMER REPS

Consistency with:

PART A: Ministerial Directions under Section 117

PART B: State Environmental Planning Policies

PART C: Former Sydney Regional Environmental Plans (Deemed SEPPs)

Part A: Ministerial Directions under Section 117 of EP&A Act 1979	(Tick one only)		
	Not relevant	Consistent	Justifiably inconsistent
1. Employment and Resources			
1.1 Business and Industrial Zones	✓		
1.2 Rural Zones	✓		
1.3 Mining, Petroleum Production and Extractive Industries	✓		
1.4 Oyster Aquaculture	✓		
1.5 Rural Lands	✓		
2. Environment and Heritage			
2.1 Environmental Protection Zones	✓		
2.2 Coastal Protection	✓		
2.3 Heritage Conservation		✓	
2.4 Recreation Vehicle Area	✓		
3. Housing, Infrastructure and Urban Development			
3.1 Residential Zones		✓	
3.2 Caravan Parks and Manufactured Home Estates	✓		
3.3 Home Occupations	✓		
3.4 Integrating Land Use and Transport	✓		
3.5 Development Near Licensed Aerodromes	✓		
3.6 Shooting Ranges	✓		
4. Hazard and Risk			
4.1 Acid Sulphate Soils		✓	
4.2 Mine Subsidence and Unstable Land	✓		
4.3 Flood Prone Land		✓	
4.4 Planning for Bushfire Protection	✓		
5. Regional Planning			
5.1 Implementation of Regional Strategies	✓		
5.2 Sydney Drinking Water Catchments	✓		
5.3 Farmland of State and Regional Significance on the NSW Far North Coast	✓		
5.4 Commercial and Retail Development along the Pacific Highway, North Coast	✓		
5.5 Development in the vicinity of Ellalong, Paxton, Millfield (Cessnock LGA) (Revoked)	✓		
5.6 Sydney to Canberra Corridor (Revoked)	✓		
5.7 Central Coast (Revoked)	✓		
5.8 Second Sydney Airport: Badgerys Creek	✓		
6. Local Plan Making			
6.1 Approval and Referral Requirements		✓	
6.2 Reserving Land for Public Purposes		✓	
6.3 Site Specific Provisions		✓	
7. Metropolitan Planning			
Implementation of Metropolitan Plan for Sydney 2036		✓	

ATTACHMENT 2

Part B: State Environmental Planning Policies (SEPPs)	(Tick one only)		
	Not Relevant	Consistent	Justifiably inconsistent
SEPP 1 – Development Standards	✓		
SEPP 2 – Minimum Standards for Residential Flat Development (repealed)	✓		
SEPP 3 – Castlereagh Liquid Waste Disposal Depot (repealed)	✓		
SEPP 4 – Development Without Consent & Miscellaneous complying Development	✓		
SEPP 5 – Housing for Older people or People with Disabilities (repealed)	✓		
SEPP 6 – Number of Storeys in a Building	✓		
SEPP 7 – Port Kembla Coal Loader (repealed)	✓		
SEPP 8 – Surplus Public Land (repealed)	✓		
SEPP 9 – Group Homes (repealed)	✓		
SEPP 10 – Retention of Low Cost Rental Accommodation (repealed)	✓		
SEPP 11 – Traffic Generating Developments (repealed)	✓		
SEPP 12 – Public Housing (Dwelling Houses) (repealed)	✓		
SEPP 13 – Sydney Heliport (repealed)	✓		
SEPP 14 – Coastal Wetlands	✓		
SEPP 15 – Rural Landsharing Communities	✓		
SEPP 16 – Tertiary Institutions (repealed)	✓		
SEPP 19 – Bushland in Urban Areas	✓		
SEPP 20 – Minimum Standards for Residential Flat Development (repealed)	✓		
SEPP 21 – Caravan Parks	✓		
SEPP 22 – Shops and Commercial Premises (repealed)	✓		
SEPP 25 – Residential Allotment Sizes (repealed)	✓		
SEPP 26 – Littoral Rainforests	✓		
SEPP 27 – Prison Sites (repealed)	✓		
SEPP 28 – Town House and Villa Houses (repealed)	✓		
SEPP 29 – Western Sydney Recreation Area	✓		
SEPP 30 – Intensive Agriculture	✓		
SEPP 31 – Sydney (Kingsford Smith) Airport (repealed)	✓		
SEPP 32 – Urban Consolidation (Redevelopment of Urban Land)		✓	
SEPP 33 – Hazardous and Offensive Development	✓		
SEPP 34 – Major Employment Generating Industrial Development (repealed)	✓		
SEPP 35 – Maintenance Dredging of Tidal Waterways (repealed)	✓		
SEPP 36 – Manufactured Home Estates	✓		
SEPP 37 – Continued Mines & Extractive Industries (repealed)	✓		
SEPP 38 – Olympic Games and Related Projects (repealed)	✓		
SEPP 39 – Spit Island Bird Habitat	✓		
SEPP 41 – Casino Entertainment Complex (repealed)	✓		
SEPP 42 – Multiple Occupancy of Rural Land (repealed)	✓		
SEPP 43 – New Southern Railway (repealed)	✓		
SEPP 44 – Koala Habitat Protection	✓		
SEPP 45 – Permissibility of Mining (repealed)	✓		
SEPP 46 – Protection and Management of Native Vegetation (repealed)	✓		
SEPP 47 – Moore Park Showground	✓		
SEPP 48 – Major Putrescible Landfill Sites (repealed)	✓		
SEPP 50 – Canal Estates	✓		

ATTACHMENT 2

Part B: State Environmental Planning Policies (SEPPs)	(Tick one only)		
	Not Relevant	Consistent	Justifiably inconsistent
SEPP 51 – Eastern Distributor (repealed)	✓		
SEPP 52 – Farm Dams and Other Works in Land and Water Management Plan Areas	✓		
SEPP 53 – Metropolitan Residential Development (repealed)	✓		
SEPP 54 – Northside Storage Tunnel (repealed)	✓		
SEPP 55 – Remediation of Land		✓	
SEPP 56 – Sydney Harbour Foreshores and Tributaries (repealed)	✓		
SEPP 58 – Protecting Sydney’s Water Supply (repealed)	✓		
SEPP 59 – Central Western Sydney Regional Open Space and Residential	✓		
SEPP 60 – Exempt & Complying Development (repealed)	✓		
SEPP 61 – Exempt & Complying Development White Bay & Glebe Island Ports (repealed)	✓		
SEPP 62 – Sustainable Aquaculture 2000	✓		
SEPP 63 – Major Transport Projects (repealed)	✓		
SEPP 64 – Advertising and Signage	✓		
SEPP 65 – Design Quality of Residential Flat Development		✓	
SEPP 67 – Macquarie Generation Industrial Development Strategy (repealed)	✓		
SEPP 69 – Major Electricity Supply Projects (repealed)	✓		
SEPP 70 – Affordable Housing (Revised Schemes)	✓		
SEPP 71 – Coastal Protection	✓		
SEPP 72 – Linear Telecommunications Development – Broadband (repealed)	✓		
SEPP 73 – Kosciuszko Ski Resorts (repealed)	✓		
SEPP 74 – Newcastle Port and Employment Lands (repealed)	✓		
SEPP (Affordable Rental Housing) 2009	✓		
SEPP (Building Sustainability Index: BASIX) 2004	✓		
SEPP (ARTC Rail Infrastructure) 2004 (repealed)	✓		
SEPP (Sydney Metropolitan Water Supply) 2004 (repealed)	✓		
SEPP (Development on Kurnell Peninsula) 2005	✓		
SEPP (Major Developments) 2005	✓		
SEPP (Sydney Region Growth Centres) 2006	✓		
SEPP (Mining, Petroleum Production and Extractive Industries) 2007	✓		
SEPP (Temporary Structures) 2007	✓		
SEPP (Infrastructure) 2007	✓		
SEPP (Kosciuszko National Park - Alpine Resorts) 2007	✓		
SEPP (Rural Lands) 2008	✓		
SEPP (Exempt and Complying Development Codes) 2008		✓	
SEPP (Western Sydney Parklands) 2009	✓		
SEPP (Housing for Seniors or People with a Disability) 2004	✓		
SEPP (Western Sydney Employment Area) 2009	✓		
SEPP (Urban Renewal) 2010	✓		
SEPP (Sydney Drinking Water Catchment) 2011	✓		
SEPP (State and Regional Development) 2011	✓		
SEPP (Penrith Lakes Scheme) 1989	✓		

ATTACHMENT 2

Part C: Former Sydney Regional Environmental Plans (Deemed SEPPs)	(Tick one only)		
	Not Relevant	Consistent	Justifiably inconsistent
SYDNEY REP 1 – Dual Occupancy (repealed)	✓		
SYDNEY REP 2 – Dual Occupancy (repealed)	✓		
SYDNEY REP 3 – Kurnell Peninsula (replaced)	✓		
SYDNEY REP 4 – Homebush Bay (repealed)	✓		
SYDNEY REP 5 – Chatswood Town Centre (repealed)	✓		
SYDNEY REP 6 – Gosford Coastal Areas (repealed)	✓		
SYDNEY REP 7 – Multi-Unit Housing – Surplus Govt Sites (repealed)	✓		
SYDNEY REP 8 – Central Coastal Plateau Areas	✓		
SYDNEY REP 9 – Extractive Industry	✓		
SYDNEY REP 10 – Blue Mountains Regional Open Space (repealed)	✓		
SYDNEY REP 11 – Penrith Lakes Scheme (repealed)	✓		
SYDNEY REP 12 – Dual Occupancy (repealed)	✓		
SYDNEY REP 13 – Mulgoa Valley (repealed)	✓		
SYDNEY REP 14 – Eastern Beaches (repealed)	✓		
SYDNEY REP 15 – Terry Hills (repealed)	✓		
SYDNEY REP 16 – Walsh Bay	✓		
SYDNEY REP 17 – Kurnell Peninsula (repealed)	✓		
SYDNEY REP 18 – Public Transport Corridor	✓		
SYDNEY REP 19 – Rouse Hill Development Area	✓		
SYDNEY REP 20 – Hawkesbury-Nepean River	✓		
SYDNEY REP 21 – Warringah Urban Release Areas (repealed)	✓		
SYDNEY REP 22 – Parramatta River (repealed)	✓		
SYDNEY REP 23 – Sydney and Middle Harbours (repealed)	✓		
SYDNEY REP 24 – Homebush Bay Area	✓		
SYDNEY REP 25 – Orchard Hills (repealed)	✓		
SYDNEY REP 26 – City West	✓		
SYDNEY REP 27 – Wollondilly Regional Open Space (repealed)	✓		
SYDNEY REP 28 – Parramatta (repealed)	✓		
SYDNEY REP 29 – Rhodes Peninsula (repealed)	✓		
SYDNEY REP 30 – St Marys	✓		
SYDNEY REP 31 – Regional Parklands (repealed)	✓		
SYDNEY REP 33 – Cooks Cove	✓		
SYDNEY REP (Sydney Harbour Catchment) 2005	✓		

Dan Starreveld

From: Richard Coelho
Sent: Tuesday, 20 October 2015 9:14 AM
To: Dan Starreveld
Cc: Peter Monks
Subject: MINUTE EXTRACT - OPERATIONS COMMITTEE MEETING - 6 OCTOBER 2015 - OC/5.1/15.10 - Waverley Local Environmental Plan 2012 – Housekeeping Amendment (A15/0397)

This is a Minute Extract from the Waverley Council Operations Committee Meeting held on 6 October 2015.

This Minute Extract has been registered on TRIM to the file number shown below. A hardcopy has NOT been attached to the file.

FORWARDED FOR INFORMATION / ACTION

OC/5.1/15.10 Waverley Local Environmental Plan 2012 – Housekeeping Amendment (A15/0397)

MOTION / UNANIMOUS DECISION

Mover: Cr Betts
Seconder: Cr Kay

That Council:

1. Officers prepare a planning proposal that seeks the following amendments to Waverley Local Environmental Plan 2012, as detailed in this report:
 - (a) Introduction of a new design excellence clause to improve the sustainability, functionality, amenity and aesthetic appearance of buildings.
 - (b) Additional consideration of view loss in the objectives of Clause 5.6 – Architectural roof features.
 - (c) Additional consideration of view loss in the objectives of Clause 4.3 – Height of buildings.
 - (d) Amends the objectives of the B1 Neighbourhood Centre zone to ensure any proposed non-residential use or building is of the small-scale intensity envisaged under the centres hierarchy.
 - (e) Amends Schedule 5 – Environmental Heritage as follows:
 - (i) Remove 21 Brown Street, Bronte, from Schedule 5 as a development application was approved for the demolition of the item.
 - (ii) Update the property address for 16–26 Mill Hill Road, Bondi Junction, to 16 Mill Hill Road, Bondi Junction.
 - (iii) Switch the heritage map identifiers for items at 252–254 Bronte Road, Waverley, and 245–277 Bronte Road, Waverley.
 - (iv) Update the property address for 32–34 Wallangra Road, Dover Heights, to 34 Wallangra Road, Dover Heights.

- (f) Reclassify drainage reserve of the laneway at 2–8 Dickson Street, Bronte, from community to operational.
 - (g) Amends Clause 4.3 – Height of buildings objective (1)(d) to replace the word ‘existing’ with ‘desired future’.
 - (h) Amends Clause 4.4 – Floor Space Ratio objective (1)(c) to replace the word ‘existing’ with ‘desired future’.
2. Seeks a Gateway Determination from the Department of Planning and Environment.
 3. Accepts the role of Relevant Planning Authority in order to manage the public exhibition process.
 4. Places the planning proposal on public exhibition in accordance with the conditions of the Gateway Determination.

Richard Coelho

Governance Officer

Cnr Paul St and Bondi Rd, Bondi Junction NSW 2022

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Please consider the environment before printing this e-mail or any attachments.



Mr Arthur Kyron
General Manager
Waverley Council
PO Box 9
Bondi Junction NSW 1355

16/02691

Dear Mr Kyron

Planning Proposal to amend Waverley Local Environmental Plan 2012

I am writing in response to your Council's letter dated 29 January 2016 requesting a Gateway determination under section 56 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) in respect of the planning proposal to amend the Waverley Local Environmental Plan 2012. The proposal seeks to make housekeeping amendments.

As a delegate of the Greater Sydney Commission, I have determined the planning proposal should proceed subject to the conditions in the attached Gateway determination.

Plan making powers were delegated to councils by instrument of delegation dated 14 October 2012. It is noted that Council has accepted this delegation. I have considered the nature of Council's planning proposal and have decided not to issue an authorisation for Council to exercise delegation to make this plan, as the proposal involves a number of policy matters.

The amending Local Environmental Plan (LEP) is to be finalised within 9 months of the week following the date of the Gateway determination. Council should aim to commence the exhibition of the planning proposal as soon as possible. Council's request for the Department of Planning and Environment to draft and finalise the LEP should be made 6 weeks prior to the projected publication date.

The State Government is committed to reducing the time taken to complete LEPs by tailoring the steps in the process to the complexity of the proposal, and by providing clear and publicly available justification for each plan at an early stage. In order to meet these commitments, the Commission may take action under section 54(2)(d) of the EP&A Act if the time frames outlined in this determination are not met.

If you have any further enquiries about this matter, please contact Ms Belinda Morrow of the Department of Planning and Environment on telephone number (02) 9228 6589.

Yours sincerely


Karen Armstrong
Director, Sydney Region East
Planning Services

Encl. – Gateway determination

Department of Planning & Environment
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Gateway Determination

Planning proposal (Department Ref: PP_2016_WAVER_001_00): to amend the Waverley Local Environmental Plan 2012 to make housekeeping amendments, including the introduction of a design excellence clause, policy amendments to the objectives of the architectural roof features, height of buildings, floor space ratio and the B1 Neighbourhood centre zone and correct the description of several heritage items.

I, the Director, Sydney Region East at the Department Planning and Environment, as delegate of the Greater Sydney Commission, have determined under section 56(2) of the *Environmental Planning and Assessment Act 1979* (EP&A Act) that an amendment to *Waverley Local Environmental Plan 2012* to make the above housekeeping amendments, should proceed subject to the following conditions:

1. Prior to public exhibition, Council is to update the planning proposal to clearly identify which land the new design excellence clause will apply to and remove any reference to sub-regional strategies in the proposed B1 Neighbourhood Centre zone objectives.
2. Community consultation is required under sections 56(2)(c) and 57 of the EP&A Act as follows:
 - (a) the planning proposal is classified as routine as described in *A Guide to Preparing LEPs (Department of Planning & Infrastructure 2013)* and must be made publicly available for a minimum of **28 days**; and
 - (b) the relevant planning authority must comply with the notice requirements for public exhibition of planning proposals and the specifications for material that must be made publicly available along with planning proposals as identified in section 5.5.2 of *A Guide to Preparing LEPs (former Department of Planning & Infrastructure 2013)*.
3. Consultation is required under section 56(2)(d) of the EP&A Act with the Office of Environment and Heritage.

Office of Environment and Heritage is to be provided with a copy of the planning proposal and any relevant supporting material, and given at least 21 days to comment on the proposal.
4. A public hearing is not required to be held into the matter by any person or body under section 56(2)(e) of the EP&A Act. This does not discharge Council from any obligation it may otherwise have to conduct a public hearing (for example, in response to a submission or if reclassifying land).

PP_2016_WAVER_001_00



5. The timeframe for completing the LEP is to be **9 months** from the week following the date of the Gateway determination.

Dated *7th* day of *March* 2016.

A handwritten signature in blue ink that reads 'K. Armstrong'.

**Director, Sydney Region East
Planning Services
Department Planning and Environment
Delegate of the Greater Sydney Commission**

PP_2016_WAVER_001_00

Public Exhibition of Housekeeping LEP 2016

Comments received during exhibition period (30 March – 29 April) and responses from Council

Written submissions

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
1	22/04/2016 Letter	NSW Office of Environment & Heritage – Heritage Division	Acknowledgement Letter sent on 12/05/16.	<p>It is recommended that Waverley Council satisfies itself that the delisting of the properties have been adequately justified. In this instance, it is noted that both the heritage listed properties that are to be removed from the Schedule 5 of Waverley LEP 2012 have been demolished and new buildings have been constructed in their places.</p> <p>No objection is raised to the proposed amendments to rectify the listing and mapping errors.</p>	<p>It is noted that no objection has been raised to the proposed heritage amendments.</p> <p>Waverley Council is satisfied that the delisting of the following properties have been adequately justified:</p> <ul style="list-style-type: none"> 21 Brown St, Bronte – A development application (DA-555/2013) was approved on 17 December 2013 for the demolition of the heritage listed building and construction of a dual occupancy development. A statement of heritage impact was prepared as part of this DA which supported the removal of the property from Schedule 5. The statement concluded “this item should have been removed from the Schedule because it has a very low significance at a local level and should never have been listed as an item”. 32 Wallangra Rd, Dover Heights – A building application (BA 241/97) was approved on 4 June 1997 for the demolition of the heritage listed building and construction of a 2 storey dwelling. Given that the former heritage listed building is no longer on the site and that the current building has no heritage significance, the removal of the property from Schedule 5 is justified. 26 Mill Hill Rd, Bondi Junction – This dwelling has been incorrectly listed. The listing should only apply to the St Barnabas church and hall building at 16 Mill Hill Rd. The statement of heritage significance confirms this and does not reference the adjoining dwelling at No.26 Mill Hill Rd. The church and hall will remain in Schedule 5 with the address updated to 16 Mill Hill Rd.
2	23/04/2016 Email	Alex Jucovic	Acknowledgement email sent on 26/04/16.	<ul style="list-style-type: none"> Giving due consideration to light to other buildings should have been added to clause 4.3 – height of buildings. Argues that the proposed wording of ‘desired future’ in reference to clause 4.3 and clause 4.4 of the LEP should be limited to the specific issue the Council has identified, or an explanation should have been given for the scope of the change. 	<p>Controls regarding solar access to buildings is covered in the Waverley Development Control Plan 2012 (DCP) – Part C Residential Development, particularly sections 1.9 and 2.15. Additional provisions for public spaces in Bondi Junction are included in clause 6.7 of the Waverley LEP. Therefore, there is no need to include them to clause 4.3 of the LEP. For the purposes of this planning proposal, “desired future character” is intended to mean the outcome of an area if developed in-line with current development standards (height and FSR). In addition, character statements currently exist for Bondi Junction and Bondi Beach. Many other councils in Sydney use the term ‘desired future’ when referring to character in clauses 4.3 and 4.4 (Height and FSR). Such councils include Randwick and Woollahra amongst others.</p>
3	23/04/2016 Email	Laura Zimmermann	Acknowledgement email sent on 26/04/16.	<ul style="list-style-type: none"> Opposes the changes to paragraphs 4.3 (1)(d) and 4.4 (1)(c) – replacing the word ‘existing’ with ‘desired future’ character in height of buildings and floor space ratio objectives. 	<p>Objection noted for the proposed changes to the objectives of clauses 4.3(1)(d) and 4.4(1)(c) relating to the replacement of ‘existing’ with ‘desired future’ character.</p>
4	24/04/2016 Email	Elly Paxinos	Acknowledgement email sent on 26/04/16.	<ul style="list-style-type: none"> Pleased to see that the planning proposal includes sustainability and the aesthetic appearance of buildings Additional consideration to view loss and the Neighbourhood Centre zone changes are welcome. Suggests that proposed changes to clause 4.3 and 4.4 regarding “desired future character” is too subjective and should be quantified in order to prevent undesired development. 	<p>Support noted for the proposed design excellence clause.</p> <p>Support noted for the additional consideration of view loss in objectives of clause 4.3. Support noted for amendments to objectives of B1 Neighbourhood Centre zone. Suggestion is noted. For the purposes of this planning proposal, “desired future character” is intended to mean the outcome of an area if developed in-line with current development standards (height and FSR). In addition, character statements currently exist for Bondi Junction and Bondi Beach. Many other councils in Sydney use the term ‘desired future’</p>

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
					when referring to character in clauses 4.3 and 4.4 (Height and FSR). Such councils include Randwick and Woollahra amongst others.
5	26/04/2016 Email	Matt Souter	Acknowledgement email sent on 26/04/16.	Suggests that the proposed changes to clauses 4.3 (1)(d) and 4.4 (1)(c) make a very large difference. The existing character of an area is clear - it is there for all to see. It can even be measured. The term 'desired future' is subjective.	For the purposes of this planning proposal, "desired future character" is intended to mean the outcome of an area if developed in-line with current development standards (height and FSR). In addition, character statements currently exist for Bondi Junction and Bondi Beach. Many other councils in Sydney use the term 'desired future' when referring to character in clauses 4.3 and 4.4 (Height and FSR). Such councils include Randwick and Woollahra amongst others.
6	27/04/2016 Letter	Queens Park Precinct Committee	Acknowledgement Letter sent on 12/05/16.	<ul style="list-style-type: none"> Supportive of the proposed design excellence clause. Supportive of the consideration of view loss in the objectives of Clause 4.3 Height of buildings and Clause 5.6 Architectural roof features. Suggests that Council should expand on "environmental amenity of neighbouring properties" in Clause 4.3 1(a) with similar specific objectives. 	Support noted for the proposed design excellence clause. Support noted for amendments of objectives of architectural roof features in clause 5.6. Support noted for the additional consideration of view loss in objectives of clause 4.3. This is not within the current scope of the proposed LEP amendments, however will be considered in future amendments to the LEP.
7	02/05/2016 Email	Mora Main	Acknowledgement email on 3/05/2016.	<p>Design Excellence</p> <ul style="list-style-type: none"> Should be targeted and not universally applied across Waverley Suggests a two-tiered system Recommends that the term "excellence" should be backed up by a definition, checklist and a process such as a design excellence panel. <p>Character</p> <ul style="list-style-type: none"> Recommends that "desired future" and "existing" character be clearly defined. Supports retaining the term "existing" rather than "desired future" – "Waverley has an existing character". Argues that the existing character of Waverley should be reinforced and carried into the future. Worried that introducing the term "desired future" would provide an open door for developers to argue for anything. <p>Views</p> <ul style="list-style-type: none"> Recommends that planning controls should prioritise views from the public domain – "this should outweigh the standard controls". 	<p>The proposed design excellence clause has been applied to all land in the LGA. This is due to the status of Bondi Junction as a strategic centre, Bondi Beach being an internationally renowned location and many established residential and conservation areas throughout the LGA.</p> <p>The introduction of the design excellence clause in the LEP is just one part of promoting and ensuring design excellence. It is expected that guidelines for design excellence will be developed within the next 12 months with a design excellence panel, competition process and incentives to follow at a later stage. This is similar to the approach taken by the City of Sydney.</p> <p>Opposition is noted to the proposed amendment to change the term 'existing' to 'desired future' for clauses 4.3 and 4.4.</p> <p>For the purposes of this planning proposal, "desired future character" is intended to mean the outcome of an area if developed in-line with current development standards (height and FSR). In addition, character statements currently exist for Bondi Junction and Bondi Beach. Many other councils in Sydney use the term 'desired future' when referring to character in clauses 4.3 and 4.4 (Height and FSR). Such councils include Randwick and Woollahra amongst others.</p> <p>Controls to protect views from the public domain can be found in the Waverley Development Control Plan (WDCP):</p> <ul style="list-style-type: none"> Part C, Section 1.10 Views - Objectives (a) and (c) and controls (a) and (b) Part C, Section 2.16 Views and View Sharing – Objective (b) and controls (b), (c),(d),(e),(g) and (h). <p>It is considered that the existing controls in the WDCP are worded appropriately to ensure that views from the public domain are maintained. Consideration will be given to strengthening these controls during the next annual review of the DCP to give more weight to views from the public domain.</p>

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
				<p>Heritage</p> <ul style="list-style-type: none"> Opposed to the removal of 21 Brown St, Bronte from Schedule 5 of the LEP. Argues that removal indicates that Council no longer believes in the Conservation Area. <p>General comments</p> <ul style="list-style-type: none"> The provision for exempting garages from FSR calculations should be removed. No more driveway crossings should be approved. Building materials used in Waverley should provide appropriate privacy – suggests traditional masonry. Front doors should be closer to the street than the parked car or the garage. Good design should apply across all physical works in the LGA whether private development or works undertaken by Council. Clear reference should be made in the LEP to requirements in the Residential Flat Design Code (SEPP 65) and to qualities identified in Council's own studies. 	<p>The removal of 21 Brown St Bronte and 32 Wallangra Rd from Schedule 5 is due to the demolition of those properties. Waverley Council is satisfied that the de-listing of these properties have been adequately justified. In addition, no objection has been raised by the NSW Office of Environment and Heritage.</p> <p>Waverley Council remains committed to heritage conservation and recognises the value and importance of heritage buildings and landmarks to our community.</p> <p>These comments are beyond the scope of the matters included in this planning proposal. Comments have been noted and will be considered in future amendments the LEP and DCP.</p>
8	11/05/2016 Letter	Randwick City Council	Acknowledgement email sent on 11/05/16.	Supports the planning proposal.	Support is noted for the planning proposal.
9	25/05/2016 Letter	Joint Waverley and Randwick Design Review Panel / SEPP 65 Panel		<p>Design Excellence</p> <ul style="list-style-type: none"> Strongly supports Council's intentions to strengthen design provisions in the LEP – "this is an excellent initiative". The following minor wording amendments are suggested to strengthen the proposed clause: <p><i>6.9 - Design Excellence</i></p> <p>(1) <i>The objective is to deliver the highest standard of sustainable, architectural, landscape and urban design.</i></p> <p>(2) <i>This clause applies to all land in the Waverley LGA.</i></p> <p>(3) <i>Development consent must not be granted to development involving the construction of a place, a new building or to external alterations to an existing building on land to which this clause applies unless the consent authority considers that the proposal in all its characteristics development exhibits design excellence.</i></p> <p>(4) <i>In considering whether the development exhibits design excellence, the consent authority must have regard to the following matters:</i></p> <p>(a) <i>whether a high standard of architectural design, materials and detailing appropriate to the building type and location will be achieved, and</i></p> <p>(b) <i>whether the building promotes sustainable design principles in terms of Management of the design and building operation processes; Indoor environmental quality; Energy use, Water use and Emission minimisation; Contribution towards sustainable</i></p>	<p>Support for proposed design excellence clause is noted.</p> <p>Discussions have been held with Council's Urban Design team and minor changes (in red) have been made to the wording of the proposed clause 6.9 to reflect suggestions as follows:</p> <p><i>6.9 - Design Excellence</i></p> <p>(1) <i>The objective is to deliver the highest standard of sustainable, architectural, landscape and urban design.</i></p> <p>(2) <i>This clause applies to all land in the Waverley LGA.</i></p> <p>(3) <i>Development consent must not be granted to development involving the construction of a place, a new building or to external alterations to an existing building on land to which this clause applies unless the consent authority considers that the proposal in all its characteristics development exhibits design excellence.</i></p> <p>(4) <i>In considering whether the development exhibits design excellence, the consent authority must have regard to the following matters:</i></p> <p>(a) <i>whether a high standard of architectural design, materials and detailing appropriate to the building type and location will be achieved, and</i></p> <p>(b) <i>whether the building promotes sustainable design principles in terms of Management of the design and building operation processes; Indoor environmental quality; Energy use, Water use and Emission minimisation; Contribution towards sustainable transport; Material selection; Improvement of ecological values; and Innovation, and</i></p> <p>(c) <i>the bulk, massing and modulation of buildings, and</i></p>

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
				<p>transport; Material selection; Improvement of ecological values; and Innovation, and</p> <p>(c) the bulk, massing and modulation of buildings, and</p> <p>(d) whether the form and external appearance of the development will improve the quality, <i>connectedness</i> and amenity of the public domain and achieve appropriate interfaces at ground level between the proposed building and the public domain, and</p> <p>(e) the contribution of the proposed development towards the maintenance of a consistent <i>coherent</i> street rhythm particularly in terms of street frontage heights, street walls and the proportions of the street, and</p> <p>(f) the manner in which pedestrians have been catered for particularly in regards to the developments' contribution towards the <i>visual and pedestrian</i> permeability of the locality and provision of direct <i>public</i> access to key locations, and</p> <p>(g) <i>whether directly through dedication to extend the public domain, or by other means across private land the proposal promotes the ease of movement and circulation of pedestrian, cycle, vehicular and service access, and</i></p> <p>(h) <i>whether the development encourages passive surveillance and social activity in public places, streets, laneways and plazas, and</i></p> <p>(i) <i>the extent to which the development promotes the equitable sharing of views where existing view corridors will be interrupted, and</i></p> <p>(j) <i>whether the development detrimentally impacts on any land protected by solar access controls established in Clause 6.7 and the Waverley Development Control Plan, and</i></p> <p>(k) <i>the requirements of the Waverley Development Control Plan, and</i></p> <p>(l) <i>the suitability of the land for the proposed development and whether any streetscape, <i>landform or landscape</i> constraints have been adequately addressed, and</i></p> <p>(m) <i>whether any heritage matters relating to the development site or in the vicinity of the development site have been adequately addressed, and</i></p> <p>(n) <i>the relationship of the development with other development (existing or proposed) on the same site or on neighbouring sites in terms of separation, setbacks, amenity and urban form, and</i></p> <p>(o) <i>the qualities of, and the manner in which landscape designing has been integrated into the overall <i>site planning design</i> and the provision of appropriate deep soil areas to assist in the growth of large trees to reduce heat island effect."</i></p>	<p>(d) <i>whether the form and external appearance of the development will improve the quality, <i>connectedness</i> and amenity of the public domain and achieve appropriate interfaces at ground level between the proposed building and the public domain, and</i></p> <p>(e) <i>the contribution of the proposed development towards the maintenance of a consistent <i>coherent</i> street rhythm particularly in terms of street frontage heights, street walls and the proportions of the street, and</i></p> <p>(f) <i>the manner in which pedestrians have been catered for particularly in regards to the developments' contribution towards the <i>visual and pedestrian</i> permeability of the locality and provision of direct <i>public</i> access to key locations, and</i></p> <p>(g) <i>whether the <i>proposal promotes</i> ease of movement and circulation of pedestrian, cycle, vehicular and service access, and</i></p> <p>(h) <i>whether the development encourages passive surveillance and social activity in public places, streets, laneways and plazas, and</i></p> <p>(i) <i>the extent to which the development promotes the <i>equitable</i> sharing of views where existing view corridors will be interrupted, and</i></p> <p>(j) <i>whether the development detrimentally impacts on any land protected by solar access controls established in Clause 6.7 and the Waverley Development Control Plan, and</i></p> <p>(k) <i>the requirements of the Waverley Development Control Plan, and</i></p> <p>(l) <i>the suitability of the land for the proposed development and whether any streetscape, <i>landform or landscape</i> constraints have been adequately addressed, and</i></p> <p>(m) <i>whether any heritage matters relating to the development site or in the vicinity of the development site have been adequately addressed, and</i></p> <p>(n) <i>the relationship of the development with other development (existing or proposed) on the same site or on neighbouring sites in terms of separation, setbacks, amenity and urban form, and</i></p> <p>(o) <i>the <i>qualities of, and the manner in which landscape designing has been integrated into the overall <i>site planning design</i> and the provision of appropriate deep soil areas to assist in the growth of large trees."</i></i></p> <p>Some recommended wording proposed in the submission in relation to 4(g) "...directly through dedication to extend the public domain, or by other means across private land..." and (o) "to reduce heat island effect" has not been included as it includes an unreasonable requirement and wording which may be misconstrued.</p>
				<p>Views Recommends that a revised and expanded View Sharing principle needs to be undertaken and preferably included in the LEP to give due weight to public views as a priority.</p>	<p>Controls to protect views from the public domain can be found in the Waverley Development Control Plan (WDCP):</p> <ul style="list-style-type: none"> Part C, Section 1.10 Views - Objectives (a) and (c) and controls (a) and (b)

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
				<ul style="list-style-type: none"> Suggests the following changes (shown in red) to the wording of objective (a) of clause 4.3 – Height of buildings: <i>“(a) to establish limits on the overall height of development to preserve the environmental amenity of neighbouring properties and public spaces including streets, and if appropriate the sharing of views,”</i> 	<ul style="list-style-type: none"> Part C, Section 2.16 Views and View Sharing – Objective (b) and controls (b), (c),(d),(e),(g) and (h). <p>It is considered that the existing controls in the WDCP are worded appropriately to ensure that views from the public domain are maintained. Consideration will be given to strengthening these controls during the next annual review of the DCP to give more weight to views from the public domain.</p> <p>Minor changes have been made to the wording of objective (a) of clause 4.3 – Height of buildings to reflect the recommendations as follows: <i>“(a) to establish limits on the overall height of development to preserve the environmental amenity of neighbouring properties and public spaces, and if appropriate the sharing of views,”</i></p>
				<p>Character</p> <ul style="list-style-type: none"> Suggests that there will be cases where existing character is worth retaining. Recommends that wording is revised to <i>“existing and/or desired future character”</i>. 	<p>These comments have been noted and it is agreed that there will be cases where existing character is worth retaining. The “desired future character” of an area could be to retain the existing character.</p> <p>For the purposes of this planning proposal, “desired future character” is intended to mean the outcome of an area if developed in-line with current development standards (height and FSR). In addition, character statements currently exist for Bondi Junction and Bondi Beach. Many other councils in Sydney use the term ‘desired future’ when referring to character in clauses 4.3 and 4.4 (Height and FSR). Such councils include Randwick and Woollahra amongst others.</p>
				<p>Architectural roof elements</p> <ul style="list-style-type: none"> Recommends the following changes (shown in red) to the proposed wording of objective 1 of clause 5.6 – Architectural roof features: <i>“(a) to encourage the creation of a varied and aesthetically pleasing skyline appropriate skylines and building silhouettes that demonstrate and allow for individuality of design excellence in their architecture, (b) to encourage quality roof designs that integrate into the overall facade, building composition and desired contextual response and contribute to environmental design and performance of buildings through ventilating clerestory windows, roof gardens and communal terraces, and small shelters to roof gardens, (c) to require consideration of the impact on solar access and view corridors and promote sharing of existing views, (d) to consider any negative visual effects of mechanical, lift and solar encourage plant, and integrate such elements into the overall 3 dimensional building form and lift over runs to be placed in the basement.”</i> 	<p>Discussions have been held with Council’s Urban Design team and minor changes (in red) have been made to the wording of objective 1 of clause 5.6 to reflect suggestions as follows: <i>“(a) to encourage the creation of a varied and aesthetically pleasing skyline appropriate skylines and building silhouettes that demonstrate and allow for individuality of design excellence in their architecture, (b) to encourage quality roof designs that integrate into the overall facade, building composition and desired contextual response and contribute to environmental design and performance of buildings, (c) to require consideration of the impact on solar access and view corridors and promote sharing of existing views, (d) to consider any negative visual effects of mechanical, lift and solar encourage plant, and integrate such elements into the overall building form and lift over runs to be placed in the basement.”</i></p> <p>Recommended wording in 1(b) relating to “ventilating clerestory windows, roof gardens and...” has not been included because it includes too much detail and would not be suitable to include in the LEP. These suggestions will be noted and further considered for inclusion in the DCP. Existing controls for green roofs can be found in the WDCP – Part B, Section 2.3.</p> <p>Recommended wording in 1 (d) “3 dimensional building form” is considered unnecessary and will not be included.</p>

#	Date	Name	Acknowledgement email/letter sent?	Comment	Action required / response
				<p>B1 Neighbourhood Centre Zone</p> <ul style="list-style-type: none"> Recommends the following changes (shown in red) to the wording of the second objective under the B1 Neighbourhood Centre zone: <p><i>"To ensure that non-residential uses do not result in adverse impacts on the amenity of existing and future residential premises having regard to building design, operation, activities, transport and traffic generation".</i></p> <p>Heritage</p> <ul style="list-style-type: none"> Suggests a number of additional items for inclusion in Schedule 5 – refer to submission. 	<p>This recommendation is supported and the wording will be amended as follows:</p> <p><i>"To ensure that non-residential uses do not result in adverse impacts on the amenity of existing and future residential premises having regard to building design, operation, activities, transport and traffic generation".</i></p> <p>These suggestions will be referred to Council's Heritage Advisor and considered for inclusion in Schedule 5 in a future amendment to the LEP.</p>
				<p>Additional Matters</p> <p>The Panel is concerned about a reduction in dwelling numbers when sites are redeveloped and strongly recommends that Council investigate LEP mechanisms where the applicant would have to pay a housing levy (in a sense the inverse of s94 contributions) for each dwelling lost.</p>	<p>These comments are beyond the scope of the matters included in this planning proposal.</p> <p>Comments have been noted and will be considered in future amendments to the LEP.</p>

REPORT
OC/5.2/16.07

Subject: Equal Employment Opportunity Management Plan

TRIM No.: A15/0200

Author: Angela Royal, Executive Manager, Performance Waverley

Director: Peter Brown, General Manager

RECOMMENDATION:

That Council adopts the draft Equal Employment Opportunity (EEO) Management Plan 2016-2018 attached to this report.

1. Executive Summary

The aim of the Equal Employment Opportunity Management Plan 2016-2018 is to ensure that all employees receive fair and equitable treatment in the workplace by providing equal employment opportunities, equal access to training and promotion as well as equality in relation to working conditions.

The Equal Employment Opportunity Management Plan 2016–2018 is an internal operating document that is the responsibility of the General Manager in accordance with section 335 of the Local Government Act 1993 (NSW) to implement as part of the day to day operations of the organisation.

2. Introduction/Background

Diversity in Local Government is an important issue for residents, employees and councillors. Section 344 of the Local Government Act 1993 (NSW) (*Act*) requires all Council's in New South Wales to develop and implement an Equal Employment Opportunity Management Plan. The legislative purpose of each Equal Employment Opportunity Management Plan is to address the following aims set out in the Act:

- to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital status and disability in Councils; and
- to promote equal employment opportunity for women, members of ethnic minorities and persons with disabilities in Councils.

This is achieved through targeted initiatives that are both strategic and practical. The initiatives are to be implemented over a four year period and are integrated into employee Work plans with quarterly reporting on progress to the Executive Team.

3. Relevant Council Resolutions

Nil.

4. Discussion

The Equal Employment Opportunity Management Plan as required under the Local Government Act 1993, outlines the:

- a. devising of policies and programs by which the above-mentioned principles are to be achieved;
- b. communication of those policies and programs to persons within the staff of the Council;
- c. collection and recording of appropriate information;
- d. review of personnel practices within the Council (including recruitment techniques, selection criteria, training and staff development programs, promotion and transfer policies and patterns, and conditions of service) with a view to the identification of any discriminatory practices;
- e. setting of goals or targets, where these may reasonably be determined, against which the success of the plan in achieving the objects of this Part may be assessed;
- f. means, other than those referred to in paragraph (e), of evaluating the policies and programs referred to in paragraph (a);
- g. revision and amendment of the plan; and
- h. appointment of persons within the Council to implement the provisions referred to in paragraphs (a)-(g).

Waverley Council's Equal Employment Opportunity Management Plan 2016-18 is based on the Equal Employment Opportunity Management Plan Management Plan 2012-16 review and supported by the Reconciliation Action Plan.

Council is required to report on Equal Employment Opportunity Management Plan in the Annual Report. The EEO Management Plan also references other associated legislation such as the Anti-Discrimination Act (NSW) 1977 which states Council is 'to eliminate discrimination or harassment in employment on the grounds of race, sex, marital status, physical impairment, intellectual impairment and homosexuality and compulsory age retirement'. Council also has an obligation to ensure Council staff are not subjected to other forms of harassment such as bullying. All Council employees are expected to treat each other with consideration and respect at all times in accordance with Council's Code of Conduct. Legislation which supports the requirement for EEO in the workplace includes:

Legislation	Areas of Concern
Racial Discrimination Act (Comm) 1975	Race, colour, national or ethnic origin, family responsibilities
Sex Discrimination Act (Comm) 1984	Sex, marital status, pregnancy, sexual harassment
Disability Discrimination Act (Comm) 1992	Disability includes physical, sensory, intellectual and psychiatric impairment, mental illness
Anti-Discrimination Act (NSW) 1977	Race, sex, marital status, physical impairment, intellectual impairment, homosexuality and compulsory retirement based on age

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

- Direction: G9 A committed and adaptable workforce governed by good leadership makes a strong contribution to achieving the community vision.
- Strategy: G9a Attract and retain highly skilled employees who take pride in delivering exceptional service to achieve the community's vision..
- Deliverable: Council's Workforce Plan implemented.

6. Financial impact statement/Timeframe/Consultation

The initiatives promoted in the Equal Employment Opportunity Management Plan 2016–2018 primarily utilise existing resources, namely professional skills and the reprioritisation of time based capacity.

7. Conclusion

Council is committed to both the elimination and prevention of discrimination and harassment.

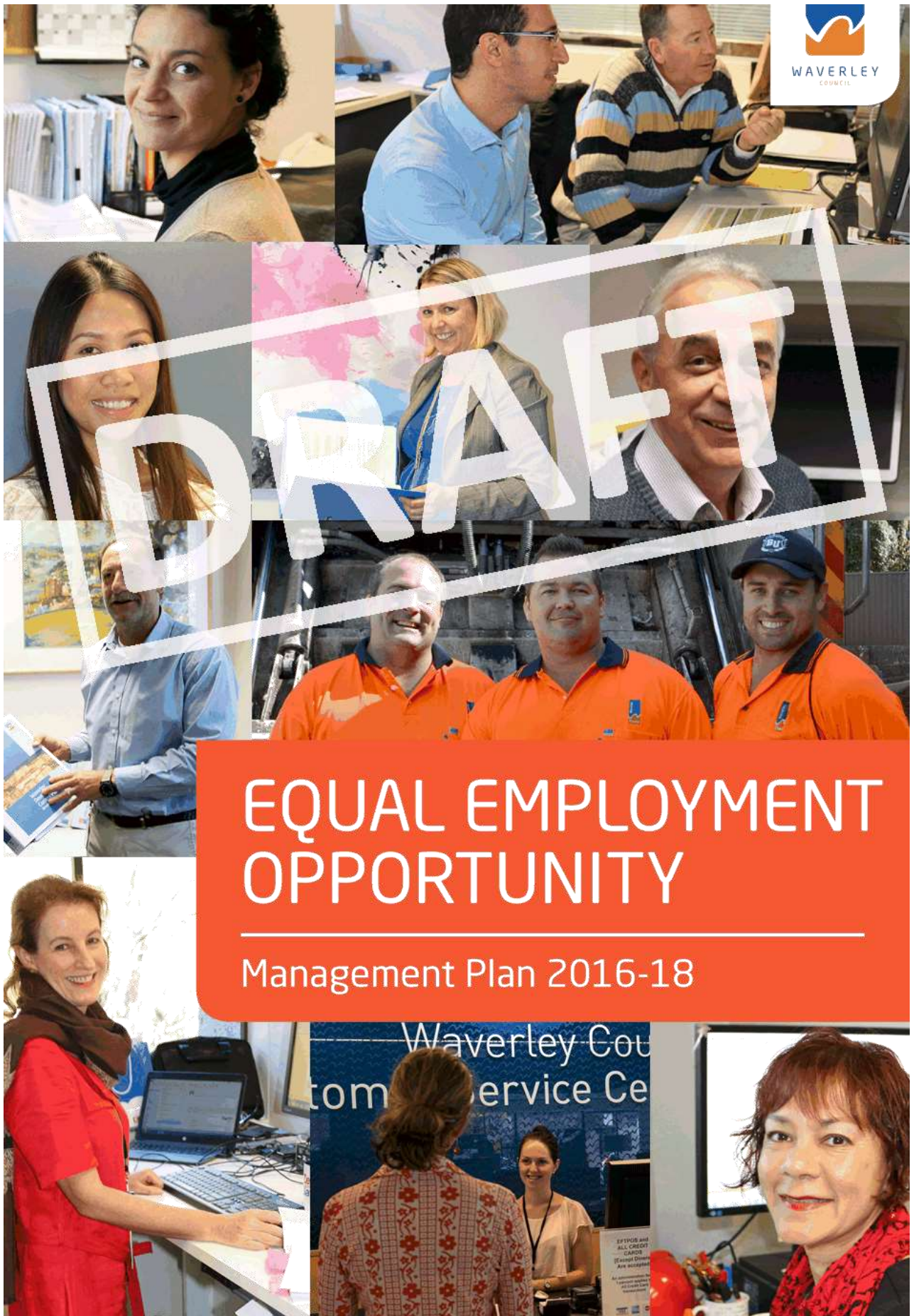
Council is committed to ensuring that people with equal skills and qualifications have an equal chance of obtaining a position, training opportunities and advancement within Council regardless of:

- race (Including colour, nationality and ethnic or national origin)
- age
- sex
- physical or intellectual impairment (where such impairment does not affect safe work performance)
- marital Status
- religion
- political beliefs
- sexuality

The overall responsibility for monitoring the effectiveness of this policy and for implementing an ongoing program of action to make the policy fully operative is vested in Council's management. However, Council recognises the fact that equal opportunity is the responsibility of everyone in the Council, and as such will ensure that advice on equal opportunity matters is available on an ongoing basis to all staff.

8. Attachments:

1. Draft EEO Management Plan 2016-18



EQUAL EMPLOYMENT OPPORTUNITY

Management Plan 2016-18



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Message from the General Manager

Waverley Council is committed to providing a workplace that is free from discrimination and harassment and provides equal employment opportunities for current and prospective employees.

Over the years Waverley Council has introduced a number of strategies to ensure compliance with equal employment opportunity best practice. As a consequence of initiatives previously implemented we enjoy a culturally diverse workforce which reflects the demographics of our local community.

We have programs and policies in place which promote the needs of people from culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander people, women and employees with varied needs. Such strategies include a commitment to flexible work practices, paid maternity leave provisions, accredited language aids and interpreters to name a few.

Council supports removing barriers to participation and ensuring that no employee or job applicant receives less favourable treatment on the grounds of race (including colour, nationality and ethnic or national origin), gender, marital status, pregnancy, age, physical and intellectual impairment or sexual preference.

This EEO Management Plan 2016 –18 will build upon the initiatives already in place across the organisation in order to enhance and strengthen Waverley Council's commitment to equal employment opportunity principles.

It is Waverley Council's aim to become an employer of choice and strategies such as this Equal Employment Opportunity Management Plan will assist us to achieve this objective.

Peter Brown

General Manager

Introduction

Waverley Council is committed to the development of a culture that is supportive of Equal Employment Opportunity (EEO) principles in the workplace.

As an organisation, Council is committed to the following EEO Principles as outlined in the Local Government Act 1993 (section 344):

- to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital or domestic status and disability in councils; and
- to promote equal employment opportunity for women, members of racial minorities and persons with disabilities in councils.

The EEO Management Plan underpins Council's Equal Employment Opportunity Policy and, as required under the Local Government Act 1993, outlines the:

- a. devising of policies and programs by which the above-mentioned principles are to be achieved;**
- b. communication of those policies and programs to persons within the staff of the Council;**
- c. collection and recording of appropriate information;**
- d. review of personnel practices within the Council (including recruitment techniques, selection criteria, training and staff development programs, promotion and transfer policies and patterns, and conditions of service) with a view to the identification of any discriminatory practices;**
- e. setting of goals or targets, where these may reasonably be determined, against which the success of the plan in achieving the objects of this Part may be assessed;**
- f. means, other than those referred to in paragraph (e), of evaluating the policies and programs referred to in paragraph (a);**
- g. revision and amendment of the plan; and h. appointment of persons within the Council to implement the provisions referred to in paragraphs (a)-(g)**

Council is required to report on Equal Employment Opportunity Management Plan in the Annual Report. The EEO Management Plan also references other associated legislation such as the Anti-Discrimination Act (NSW) 1977 which states Council is 'to eliminate discrimination or harassment in employment on the grounds of race, sex, marital status, physical impairment, intellectual impairment and homosexuality and compulsory age retirement'. Council also has an obligation to ensure Council staff are not subjected to other forms of harassment such as bullying. All Council employees are expected to treat each other with consideration and respect at all times in accordance with Council's Code of Conduct. Legislation which supports the requirement for EEO in the workplace includes:

Legislation	Areas of Concern
Racial Discrimination Act (Comm) 1975	Race, colour, national or ethnic origin, family responsibilities
Sex Discrimination Act (Comm) 1984	Sex, marital status, pregnancy, sexual harassment
Disability Discrimination Act (Comm) 1992	Disability includes physical, sensory, intellectual and psychiatric impairment, mental illness
Anti-Discrimination Act (NSW) 1977	Race, sex, marital status, physical impairment, intellectual impairment, homosexuality and compulsory retirement based on age

Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

- Direction: G9 A committed and adaptable workforce governed by good leadership makes a strong contribution to achieving the community vision.
- Strategy: G9a Attract and retain highly skilled employees who take pride in delivering exceptional service to achieve the community's vision..
- Deliverable: Council's Workforce Plan implemented.

Our Work Environment

Waverley Council appreciates and celebrates its diverse workforce. It recognises that having employees with a range of skills and experiences enhances Council's ability to provide quality services for the community.

It is important then that the EEO Management Plan objectives and strategies are assessed within the context of the current work environment at Council. Waverley Council's workforce should ideally reflect that of the community it serves and based upon current data, it is apparent that Council has taken measurable steps in this regard.

EEO Target Groups	Waverley LGA	Waverley Council
Women – Gender Balance	50.7%	42.8%
People with a disability	19%	0.8%
Culturally and Linguistically Diverse Backgrounds	29.5%	16.6%
Aboriginal and Torres Strait Islanders	.4%	1.8%

Data Sources:

Census 2011

<http://www.and.org.au/pages/disability-statistics.html>

There is a significant representation of employees at Council who identify themselves as being of Aboriginal and Torres Strait Islander descent compared with Waverley Council's local government area.

It is notable that 16.6 % of employees at Waverley Council are from a non-English speaking, culturally and linguistically diverse background while 29.5% of Waverley Council's local government area is identified in this way.

Males and females are proportionately represented across all levels of Council, including senior management. People with a disability constitutes .8% of the employees at Council.

Council undertook a range of initiatives to promote Equal Employment Opportunity principles. They include:

Provision of literacy support for employees from culturally and linguistically diverse backgrounds via accredited language aides and interpreters

Provision of a minimum of eight child care places for children (aged zero – three years) of Waverley Council employees

Review of flexible work arrangements and leave provisions and provide a communication strategy to actively encourage work/family-life balance across Council

Ensure that all relevant Council employees receive Access and Inclusion Awareness training

All position descriptions specify 'an understanding of and commitment to EEO' as an essential criterion to be addressed in all job applications

Provided mandatory EEO/Harassment and Bullying Prevention training to all new employees

Equal Employment Opportunity (EEO) Management Plan 2016-18

Strategic Objective 1: Council promotes EEO principles and is an employer of choice for diverse groups including indigenous people, cultural and linguistically diverse people and people with varied needs

Actions	Responsibility	Outcome	When	
			16/17	17/18
Explore potential utilisation of targeted advertising, recruitment and employment programs to increase opportunities for Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds and people with disability across Council.	Waverley Performance	Increase in people from EEO target groups employed /undergoing traineeship or apprenticeship		✓
		Increase in number of advertisements promoting EEO	✓	✓
		Increase in number of applications from diverse groups	✓	✓
Review Council's Reconciliation Action Plan to ensure actions are achieved	Caring Waverley	Action items in plan completed	✓	
Develop and Implement the new Reconciliation Action Plan	Caring Waverley	New Reconciliation Action Plan is in place	✓	✓

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Waverley Council EEO Management Plan 2016-18

Equal Employment Opportunity (EEO) Management Plan 2016-18

Actions	Responsibility	Outcome	When	
			16/17	17/18
Review and Update Council's Language Aides program in line with state government directions, community profile and user stats	Caring Waverley	Program direction recommended	✓	
Allocate appropriate staff resources to provide advice on cultural strategies within Council	Caring Waverley Waverley Performance	Staff resources are in place to support an inclusive work culture	✓	✓
Promote the use of bi-lingual staff for direct service roles and provide support and relevant training for these positions	Waverley Performance Caring Waverley	Increase in number of bi-lingual staff for direct service roles	✓	✓

Equal Employment Opportunity (EEO) Management Plan 2016-18

Actions	Responsibility	Outcome	When	
			16/17	17/18
Provide translation of information on Council services in frequently used community languages of Waverley LGA on Council website	Waverley Performance (in partnership with Digital Waverley)	Information on services available in community languages		✓
Promote initiatives including flexible work arrangements and leave provisions to actively encourage work/family life balance across Council, and meeting cultural/religious needs	Waverley Performance	Flexible arrangements in place	✓	✓
Provide 8 work based child care places for the children (aged 0-3 yrs) of Waverley Council employees.	Waverley Performance Caring Waverley	Provision of child care places in place	✓	✓
Continue to encourage a culture that promotes women in senior management roles support women recruited into senior management roles with coaching/mentoring and training opportunities	Waverley Performance	Increase in number of women applying/securing senior management roles	✓	✓
		Increase in coaching/mentoring and training opportunities for women in senior management roles	✓	✓

Equal Employment Opportunity (EEO) Management Plan 2016-18

Actions	Responsibility	Outcome	When	
			16/17	17/18
		OUTCOME		
Provide reasonable adjustments to allow a person with individual needs to be accommodated in the workplace	Waverley Performance Caring Waverley	Job adjustment reviewed	✓	✓
Review and monitor accessibility to Council premises and facilities	Waverley Performance Caring Waverley	Review recommendations completed		✓
Ensure that all relevant Council employees receive Access and Inclusion Awareness training	Caring Waverley Waverley Performance	Trainings completed		✓
Develop support strategies for mature workers to start career planning and post career options including retirement planning that meets the needs of individual employees	Waverley Performance	Targeted strategies are in place		✓

Equal Employment Opportunity (EEO) Management Plan 2016-18

Strategic Objective 2: Council's recruitment policies, processes and procedures will implement EEO principles.

Actions	Responsibility	Outcome	When	
			16/17	17/18
Review Council's Recruitment Procedures to ensure compliance with EEO requirements.	Waverley Performance	Review completed	✓	
Relevant members of selection panel attend refresher training in behavioural interviewing techniques that factors EEO principles.	Waverley Performance	Training completed	✓	
All position descriptions specify "An Understanding of and Commitment to EEO" as an essential criteria to be addressed in all job applications.	Waverley Performance	EEO criteria included	✓	✓
New employees receive appropriate EEO training and are aware of the aims of this EEO Management Plan.	Waverley Performance	Induction training includes EEO training	✓	✓

Equal Employment Opportunity (EEO) Management Plan 2016-18

Actions	Responsibility	Outcome	When	
			16/17	17/18
		OUTCOME		
Review Council's Grievance Procedures to ensure compliance with EEO best practice and ensure that grievances are dealt with appropriately in accordance with the principles of EEO	Waverley Performance	Review completed Grievance investigations are aligned with EEO principles Conflict resolution principles integrated into grievance procedure staff training for supervisors and managers	✓	✓
Review Harassment and Bullying Prevention Policy to ensure compliance with EEO best practice	Waverley Performance	Review completed	✓	

Equal Employment Opportunity (EEO) Management Plan 2016-18

Strategic Objective 3: Council will increase awareness on Equal Employment Opportunity principles and establish systems that promotes informed decision making on Equal Employment opportunity (EEO)

Actions	Responsibility	Outcome	When	
			16/17	17/18
Ensure relevant information on EEO is made available for all employees	Waverley Performance Positioning Waverley	EEO information is accessible for all employees	✓	✓
Provide mandatory refresher training for all existing employees every two years in EEO/Harassment and Bullying Prevention.	Waverley Performance	Training completed	✓	✓
Provide "Working with Difference" training for appropriate employees who provide front line customer service	Waverley Performance	Appropriate employees trained	✓	✓
Continue to ensure that relevant EEO data is collected and recorded on a regular basis	Waverley Performance	EEO Data is reviewed and reported to ELT every quarter	✓	✓
All new employees complete an EEO data survey at Induction	Waverley Performance	EEO data survey completed	✓	✓

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Waverley Council EEO Management Plan 2016-18

REPORT

OC/5.3/16.07



Subject: Transition Project Unit Status Report

TRIM No.: A16/0054

Author: Heather Davis, Project Manager Transition Unit

Director: Peter Brown, General Manager

RECOMMENDATION:

That Council receives and notes this report.

1. Executive Summary

This report provides a status update of the work and activities of the Transition Project Unit (TPU) from April 2016 to June 2016, including work completed with the Combined Transition Project Unit. The Combined Transition Unit comprises of eight staff, being three from Waverley Council, three from Randwick Council and two from Woollahra Council.

2. Introduction/Background

The TPU status report of 19 April 2016 outlined the activities completed by the unit between January and April. These included:

- Public Inquiry and Submission to the Council Boundary Review
- Collection of service levels
- Establishment of Project Action Teams (PATs)

Since the last report, the participation of Woollahra staff in both the PATs and within the Combined Transition Unit has helped improve the process further.

3. Relevant Council Resolutions

Council or Committee Meeting and Date	Minute No.	Decision
19 April 2016	CM/L.1/16.04	That Council: 1. Receives and notes this report. 2. Be provided with regular bulletins from the Transition Project Unit

4. Discussion

April-May 2016

Completion of Phase 1 Project Action Teams (PATs)

Council will recall from the April Report, that a series of PATs were established. Between 14 April and 13 May, 69 PATs consisting of nearly 500 staff across Waverley, Woollahra and Randwick councils met regularly to complete a body of work.

The objectives of the PATs were:

- Connecting people,
- Collecting and collating information and
- Undertaking initial comparison work

During the four weeks that the PATs were in operation 1900 policies, plans and procedures were shared. The teams completed 200 progress reports and made 189 recommendations for actions to prepare the organisations to merge.

Many of the participants reported positive experiences with feedback including excitement at meeting colleagues and counterparts and the chance to have conversations about the future and improvements to services.

The work that was completed informed the Phase 2, the Transition Working Group (TWGs) phase. Recommendations have been prioritised by the Directors and will be further considered by Phase 2 working groups.

Proclamation of 19 new councils

On 12 May 2016, 19 new councils were proclaimed across NSW. The Waverley, Woollahra and Randwick merge was not one of those proclaimed, however the Premier indicated a strong intention that this merge will proceed following conclusion of legal challenges.

Following the announcement, the Department of Premier and Cabinet released a suite of guidelines and checklists for merged councils to follow, including mandatory actions for completion within the first week of the new council. Despite not being proclaimed, the Combined Transition Unit has been completing or preparing to complete these actions to place the organisations in a good position for when an announcement is made.

Day 1 planning

The Combined Transition Unit have considered the DPC guidelines and checklists and actions required following proclamation and have been working with teams to ensure the process is as smooth as possible when this occurs.

June 2016

Phase 2 Transition Working Groups (TWGs)

Following the close out of the PAT process, the Combined Transition Unit reviewed the structure, process and format of the groups and developed a plan for Phase 2 of this work. The focus of the work to be completed in Phase 2 is focused on analysis and the group numbers have been reduced to 30 TWGs consisting of up to 9 members per group, and representing the three councils. The TWGs kick off from 30 June and will run for six weeks.

The objectives of Phase 2 Working Groups are to:

1. Consolidate Action Plans from the PAT work
2. Commence the implementation of the Action Plans
3. Make recommendations to the Combined Executive so as to best integrate the services, processes and plans following proclamation and
4. Seek approval to implement the recommendations.

To support the TWGs, a library of reference materials has been developed including templates for reporting, criteria for decision making, and updated terms of reference.

Meetings with officers from merged councils

The Transition Unit have been active in networking with staff from other merging or merged councils and have collected first hand experiences of working through proclamation.

The team has met with officers from Inner West, Canterbury-Bankstown and Georges River Councils and is in contact with officers from Central Coast Council.

Through this network, the Transition Unit has been able to compare approaches to staff engagement and sense check the work we have completed in preparation for the first week and first 30 days of the new council.

Executive Leader Project Control Group

The TPU have also worked closely with all Directors across the three Councils to establish Phase 2 of the Working Groups. This has enabled the Unit to:

- Coordinate and confirm our working team members
- Prioritise PAT recommendations
- Brief all our Directors on the use of the tools and how the Transition Unit can best support the Working Groups – including the use of new collaborative technologies

TPU attending General Managers Priority topic Meetings

During May our three General Managers (GMs) have met with some of the working groups focusing on around priority merger topics. The priority setting exercise is largely driven by the DPC Week One Checklist tasks.

The focus has been on getting ready for practical, customer and operational improvements that can ideally be made easily and quickly. So far the GM's have received and reviewed recommendations for improvements to Customer Service, Fleet Management, Wet Weather Sportsfield and Emergency Customer contact procedures, Insurance, Work Health Safety and Procurement.

These priority issue meetings will continue to run parallel to the main working group recommendations which will be presented to an Executive PCG.

Change Management Strategy

The Combined Transition Unit has initiated a Change Management Working Group consisting of key staff from the Transition, Communications and HR teams across the three councils. This group is developing a Change Management Strategy with the objectives of:

- One integrated, values based culture
- Engaged and informed people
- Capable and cohesive leadership
- An agile, high performing organisation

The Change Management Strategy also provides guidance and activities that will inform an:

- Internal Engagement & Communications Plan
- Implementation of TWG recommendations, and a
- Risk Management Plan

The group is working flexibly within the Kotter Change Management framework.

Ongoing

Information and consultation sessions with Waverley staff

The TPU continue to conduct staff information and consultation sessions across the organisation. The TPU has met with teams from all Program areas to provide context, updates and news on the amalgamation process, updates on the activities and progress of the Transition Unit, and to answer questions from staff.

These sessions are structured to:

- Reinforce key messages -including that our staff are our priority, that council have signed an MOU with the unions protecting jobs for 5 years, which means no forced redundancies
- Help staff develop an understanding around the process for merging
- Provide everyone an opportunity to ask questions and raise concerns face to face with their managers and the Transition Unit

The sessions are supported by other communications mechanisms including

- The Local Government Reform Update newsletters sent to all staff
- Transition information on Council's intranet
- Use of Merit to collect and respond to queries relating to amalgamation and
- Attendance at Senior Leadership Team's monthly meetings to provide merger updates and help managers to address staff concerns, including distribution of FAQs

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

Direction:	G1 Inspiring community leadership is achieved through decision making processes that are open, transparent, corruption resistant and based on sound integrated planning..
Strategy:	G1a Develop and maintain a framework of plans and policies that ensures open and transparent operations that facilitate equitable benefit sharing and progress towards sustainability..
Deliverable:	Regular reporting to Council on progress with implementation of integrated corporate plans.

6. Financial impact statement/Timeframe/Consultation

Nil

7. Conclusion

Much good work is being done by our staff and those of Randwick and Woollahra to aid a smooth transition into a merged Council.

The work done by the PATs and the TWGs will positively assist future service delivery across the combined area.

The CTPU will continue to assist our teams until proclamation and beyond. In the interim, regular updates will be provided to Councillors and staff on progress.

8. Attachments:

1. Transition Newsletter May 2016
2. Transition Newsletter 8 June 2016
3. Transition Newsletter 27 June 2016
4. Working Groups 22.6.2016 - with partners



THIS APRIL TO MAY BUMPER ISSUE FOCUSSES ON:

- Message from our Acting GM Peter Brown
- Merger news – 19 new councils announced 12 May 2016
- It’s a wrap! Project Action Teams phase one
- Champions of Change - Leading through change and Fit for Change in 60 Minutes
- Frequently Asked Questions



Message from our Acting GM Peter Brown

I’m very pleased to be back in Waverley and to be working again to help prepare Waverley for a merger with Randwick and Woollahra. Merging councils is certainly important business, but no more important than continuing to support our teams in delivering great services

to our community that it has become so accustomed to receiving.

In the short time I’ve been here, I’ve been working closely with Waverley’s Transition Project Unit and our partners in the Combined Transition Project Unit (CTPU). For almost a month the CTPU has been collaborating every Wednesday at the Alexandria Integrated Facility. However, in reality, they work closely on a daily basis across all locations.

I’d like to thank everyone for the incredible amount of work they have put in, often putting in extra hours and effort to ensuring Waverley is ready and fit to merge with its partners. I appreciate that many of you have gone above and beyond your normal workload to participate in multiple Project Action Teams (PATs), ensuring none of our good work is left out of the mix.

And for those not involved in the PATs, thank you for continuing to provide the excellent level of service our Waverley community has come to expect.

Everyone’s efforts are much appreciated and please keep up the good work!

Merger News

On Thursday 12 May the NSW Premier, Mike Baird, announced 19 council mergers. Although the Government has given in-principle support to the merger of Waverley, Woollahra and Randwick, we were

NOT included in the first round (see below). It is expected that a final answer on our merger proposal will be announced after Woollahra’s court case in the Land and Environment Court is resolved.

These early mergers have given us as an indication of what to expect and will assist our CTPU and all staff in being well prepared should our own merger proceed soon.

We urge everyone to stay on top of the merger news. Randwick is hosting an SMS messaging system for the CPTU. All work mobile numbers will be uploaded into the system. However, we want to ensure all staff are informed as soon as possible, wherever your work might take you. We welcome all staff with a private mobile number to opt-in to the SMS service by texting **1 COUNCIL** to **0488 722 722**.



AREAS AMALGAMATED NAME OF NEW AREAS

Armidale Dumaresq, Guyra	Armidale Regional
Ashfield, Leichhardt, Marrickville	Inner West
City of Bankstown, City of Canterbury	Canterbury-Bankstown
Bombala, Cooma-Monaro Shire, Snowy River	Snowy Monaro Regional
Boorowa, Harden, Young	Hilltops
Conargo, Deniliquin	Edward River
Cootamundra, Gundagai	Gundagai
Corowa Shire, Urana	Federation
City of Dubbo, Wellington	Western Plains Regional
Gloucester, Great Lakes, City of Greater Taree	Mid-Coast
City of Gosford, Wyong	Central Coast
City of Hurstville, City of Kogarah	Georges River
Jerilderie, Murrumbidgee	Murrumbidgee
Manly, Pittwater, Warringah	Northern Beaches
Murray, Wakool	Murray River
Palerang, City of Queanbeyan	Queanbeyan-Palerang Regional
Tumbarumba, Tumut Shire	Snowy Valleys
City of Auburn, City of Parramatta, The Hills Shire, City of Holroyd and City of Hornsby (areas were split into two councils)	City of Parramatta Cumberland

WHAT DOES THIS MEAN FOR THE COUNCILS INVOLVED?

The old Council was dissolved and a new Council with new boundary areas and a new name was established under the following conditions:

- One Administrator per new council until the next Local Government elections on 9 September 2017
- Delegates from the Office of Local Government have been assigned as Administrators
- The Administrator may select two councillors from each of the former councils to form an Implementation Advisory Group and may also establish Local Representation Committees
- An Interim GM and Deputy GM(s) were appointed from each existing Council
- The initial organisational structure is to be a composite of the Councils involved. To create this organisational structure the interim GM can recommend a new structure for approval by the Administrator
- Joint Operational Plan to be completed by August 2016. With the new joint Community Strategic Plan and Delivery Programs (2018-2021) due by 1 July 2018
- The Model Code of Conduct applies to the new councils
- All delegations that applied to the old Councils are carried into the new Council
- You can read the recent proclamation through the Government Gazette by clicking here
- For details around the new Council areas see strongercouncils.nsw.gov.au



CHANGE CHAMPIONS

Leading through change and Fit for Change in 60 Minutes

Did you know? Everyone reacts to change differently. Some enjoy change...it excites them. Others prefer to stick with the way things are. Whatever your response, be aware of your reactions and work positively towards managing what you can and can't control.

At the end of April, we hosted four Leading through Change sessions for Managers and Supervisors. Led by Michelle Landy, lecturer in leadership at the University of Technology, our team learnt strategies to help deal with complex organisational changes but also

to help lead others in navigating workplace stress during change and empower positive action. A number of staff attended the free Fit for Change in 60 minutes sessions running between 12 and 25 May. These sessions were led by Waverley's Employee Assistance Program (EAP) provider, Converge, and aimed to support you in navigating the upcoming reform changes. The sessions gave participants an understanding of what resilience means and discussed the actions you can take to build your own resilience.

If you didn't make one of these sessions, the EAP service is available to all staff at 1300 687 327. This is a free and confidential service.

IT'S A WRAP! PATS PHASE ONE

On 13 May we wrapped up the first phase of the Project Action Teams (PATs). A very special thank you to all who participated and supported the process.

Objectives

- Connecting People, Collecting and Collating Information
- Initial comparisons work was undertaken

Outcomes + Lessons

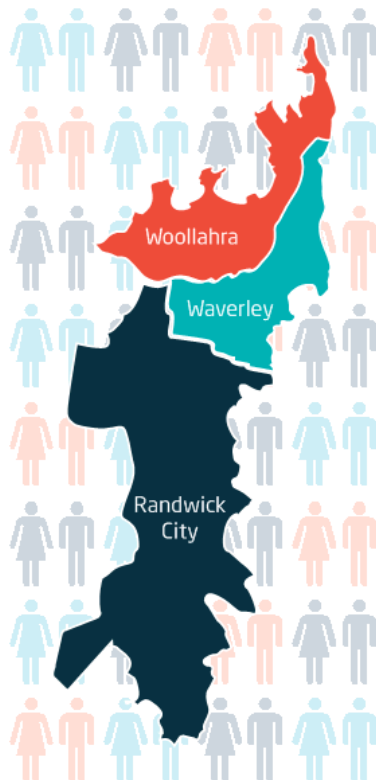
- 497 staff participated from the 3 councils, working across 9 project streams and 69 PATs.
- New partnerships formed and existing ones strengthened
- Merging and expanding PAT topics
- 800+ SharePoint documents
- SharePoint was not everyone's friend – thanks for being patient
- TPU involved and kept informed – THANK YOU

The kick-off survey found:

- 85% thought it was worthwhile
- 90% were excited to be moving forward and making progress

- Comments included: 'On the same page', 'Mate-ship and camaraderie', 'Freedom to express ideas'.

THANK YOU! The lessons learnt will be incorporating into a more refined, focused Phase 2, Working Groups – due to be launched this week.



497 staff across 3 Councils

FAQ

When will the announcement be made?

There have been many guesses at Waverley's Proclamation date. The Minister made an undertaking to not announce a merger of Waverley, Woollahra and Randwick until the decision was made by the Land and Environment Court regarding Woollahra's legal challenge. There are also various submissions for amendments by others Councils that might impact the timing of our merger.

What does 'proclamation' mean?

A proclamation in this instance, is the official declaration of the new legal entity that constitutes a Council. The announcement is made under the royal powers delegated to the NSW Governor, who is acting on the recommendations of the NSW Minister for Local Government.

Can I get voluntary redundancy?

Any voluntary redundancies will be determined by the new organisation.

Will there be opportunity to move into other roles?

While the new structure has yet to be determined, it likely to open up opportunities for staff to apply for other roles. Recruitment for these roles will be according to the requirements of the Act and the Award.

Is my job secure?

All three Councils have signed a Memorandum of Understanding (MOU) with the Union protecting job security for five years from the commencement date of the new entity.

ENQUIRIES FROM THE PUBLIC

Please log all enquiries from the public regarding the amalgamation on Merit

Feel free to contact us on transitionunit@waverley.nsw.gov.au or 9923 8799



IN THIS ISSUE:

- PAT yourself on the back – Thank you
- Launching Phase Two Technical Working Groups
- In the News – Recent court cases
- Customer Service Day One Test Run
- Frequently Asked Questions

FROM THE COMBINED TRANSITION UNIT



Wow - now that was an amazing month!

April-May 2016 will be remembered as a truly amazing time for the staff of our three Councils; a time when we continued to provide our communities with great services, as usual, whilst working hard to kick off our transition planning Phase One. In doing so we've built a solid foundation for a new Council. The following statistics are something we should all be proud of

and you should give yourselves a PAT on the back for accomplishing these:

- close to 500 people met through 69 Project Action Teams (PATs), attending 100+ meetings.

500 PEOPLE

69 PROJECT ACTION TEAMS

100+ MEETINGS

We connected, collected, collated, collaborated and shared ideas to produce:

- more than 1,900 documents (plans, policies and procedures);
- 200+ Status Reports/Worksheets;
- prioritised planning for Day One to Day 30;
- 148 actions and 189 initial recommendations for our Phase Two, Technical Working Groups to explore and develop, including:
 - » 94-point action plan from the Spatial Systems PAT;
 - » 39 recommendations relating to organisational structure and workplace location;

- » 30 recommendations regarding IT systems from business units;
- » 15 recommendations regarding fees and charges;
- » Many PATs also recommended exchanging staff across the three Councils now to increase their understanding of practices, facilities, systems and geographical areas.

Throughout Phase One, our combined Transition Unit members have observed our three different Council teams working towards becoming one united team, ready for change. We've seen teamwork, inclusive behaviour, a focus on customer and huge enthusiasm. We've all started to establish great partnerships and friendships which will help us to create a new Council. We are all here for the same purpose: to serve the community.

All three General Managers are very proud of the work we have put into making Phase One a success. In our last update Peter Brown gave praise to all our staff:

"I appreciate that many of you have gone above and beyond your normal workload to participate in multiple Project Action Teams (PATs), ensuring none of our good work is left out of the mix." – Peter Brown

photos from Phase One of our PAI meetings at Little Bay.



LAUNCHING PHASE TWO - TECHNICAL WORKING GROUPS

The documentation collected and compared by our PATS in Phase One has provided a solid starting point for the launch of our Technical Working Groups and Phase Two. Starting early June a consolidated number of 30 groups and four streams (Corporate, Engagement, Service Delivery and Strategic Planning) will undertake a thorough analysis of the initial recommendations and seek approval from the combined executive team for a staged and project planned implementation.

Decisions for recommendations to the Executive team will be based on set criteria but largely on meeting the Department of Premier and Cabinet's (DPC) 10 key result areas.

For more information on preparing for the merger, visit your intranet.

More details will be provided in future updates, along with other opportunities to become involved in the change program. We encourage you to get involved where you can, even if it's simply filling out a survey

to let us know how you're feeling – we do appreciate your time, effort and great ideas.

IN THE NEWS - MINISTER CONCEDES ERRORS IN STRATHFIELD COUNCIL'S INQUIRY PROCESS

Recently the media has reported that the NSW Minister for Local Government Paul Toole "conceded there had been errors in the inquiry process in relation to the amalgamation of Strathfield Council with Canada Bay and Burwood Councils" and that there were legal flaws in the Boundaries Commission and delegate's document.

The State Government can no longer rely on the report from the delegate as a basis for the merger of Strathfield Council with Canada Bay and Burwood Councils. However, this does not mean that the Minister does not have the legal capacity to continue with other mergers (including ours), or that the current merger proposals

are now void. The matters are still before the Court.

The State Government had earlier made a commitment to completing the mergers it proposed in December 2015, and has commented that it sees this outcome as a set-back or time delay, rather than a full stop to its merger plans. The Minister has mentioned that the Government will be exploring its options allowed under the Local Government Act including:

- having the delegate reconsider the matter and reissue the report to the Minister;
- the new report may also require another round of public hearings.

For Strathfield, this may mean another three-four months before any final decisions on mergers can be made. Currently the Judge is also reviewing other State Government documentation which may or may not decide whether the Government followed due process according to the Local Government Act.

Once the court case is finalised we will be in a better position to inform staff as to our merger proposal.



CUSTOMER SERVICE TESTING

On a Thursday May 19 from 7.15pm–8.15pm in Bondi Junction the Customer Service teams from Randwick, Waverley and Woollahra staged a Day One run through session with the General Managers from all three Councils acting as our customers. Armed with some tricky scenarios the GMs and the Executive were served by a combined team of Customer Service Officers who used the three Council websites and other resources to resolve issues from Watson’s Bay to Maroubra. With the assistance of a concierge and a public computer we were able to assist our ‘customers’ in paying their rates, logging complaints and obtaining parking permits.

With additional training for staff and exchanges to the other centres we aim to be able to offer a majority of services from any location from Day One.

A big Thank You to the Customer Service staff who stayed back after an already extended Thursday night to demonstrate that we can have three professional and well-prepared service centres ready from Day One.

Right: General Managers from Randwick, Woollahra and Waverley Councils join together to assist a Randwick Customer Service staff member with the Day One run through.

FREQUENTLY ASKED QUESTIONS

If you have any questions around the proposed merge, you can email transitionunit@waverley.nsw.gov.au Below are a few staff questions we have collected over the past few weeks.

When will we know the new organisational structure?

The DPC Guidelines inform us that the interim General Manager is to submit for adoption by the administrator, an interim Executive Team structure within the first week and full organisational structure within 3 months of proclamation, including consultation with Consultative Committee.

Can I get voluntary redundancy?

Any voluntary redundancies will be determined by the new organisation.

Will there be opportunity to move into other roles?

While the new structure has yet to be determined, it is likely to open up opportunities for staff to apply for other roles.

Recruitment for these roles will be according to the requirements of the Act and the Award.

Is my job secure?

Provisions within the Local Government Act provide job protection for three years. In addition to this all three Councils have signed a Memorandum of Understanding (MOU) with the Union protecting job security for a total of five years from the commencement date of the new entity. (That is an additional two years to what the Act already provides.)

Will we be forced to merge with Randwick if Woollahra win its court case?

We are currently subject to a merger proposal for Randwick, Waverley and Woollahra. The Fit for the Future joint submission by Randwick and Waverley to merge does not constitute a merger proposal under the Act and therefore cannot be used as a fallback position, should Woollahra win its case currently before the Land and Environment Court. To affect a merger between Randwick and Waverley a new merger proposal would have to be put forward to the public and the Boundaries Commission for review and the procedures set out in the Act followed, including fresh consultation.





IN THIS ISSUE:

- Transition Unit - Proclaimed Councils’ key learnings
- Working Groups Phase Two
- General Managers’ meetings
- Continuing our engagement sessions - up early with Renewal
- FAQs

TRANSITION UNIT UPDATE

This month the Transition Unit has not only been working hard on revising our Implementation Plan, attending GMs’ and LG Professional meetings and creating materials for Working Groups Phase Two, but we’ve also been out and about talking to our counterparts at some newly merged Councils, including Canterbury-Bankstown, Inner West and Georges River Councils.

We’ve learnt so much and appreciate the time that staff from the new Councils have taken out of their busy schedules to speak with us. We hope that we can apply some of the lessons learnt and perhaps implement some suggestions of things they would have done differently. From the newly formed entities, we’ve learnt:

- That setting an organisational vision for the future together and using a fun and creative team-building activity was successful;

- Everyone has been keen to work together and share ideas to make the new Councils work;
- Staff haven’t lost their jobs and new opportunities have arisen;
- It’s been an interesting process for newly merged Councils saying goodbye to Councillors and then welcoming them back only a few weeks later as members of Local Implementation Committees.

We’ve also confirmed:

- We are on track! All of our planning and great Project Action Team (PAT) work has put us well ahead of the game;
- While supportive and committed to making the merger work, the Department of Premier and Cabinet (DPC) does want to see that we are making frequent improvements for our community.

On 9 June the Transition Unit attended a workshop on Service Reviews hosted by the LG Professionals organisation. This was



Staff engagement session at Canterbury-Bankstown Council in building vision.

a great networking opportunity and the team was able to hear firsthand what it takes to get service reviews right from Tamworth Regional, Lake Macquarie, City of Sydney and Parkes Shire Councils.

A comprehensive service review is a DPC requirement for all new Councils, so this was an invaluable experience leading up to amalgamation.

Our recent service level inventory gives us a great foundation for the review going forward. This is an exciting opportunity to get things right and improve services for all of our communities.

LAUNCHING PHASE TWO

Thank you to everyone who was involved in Phase One of the PATs. It was great to get the ball rolling and start to meet our counterparts at Randwick and Woollahra. So much work has now been done in preparation for a merged Council.

We're excited as our 30 Working Groups for Phase Two are about to embark on creating our new Council. Over the past month we've worked with the Directors to coordinate and confirm the Working Groups' team members. The Working Groups will again be comprised of representatives from the three Councils, but will be smaller and more action orientated – there will be a maximum of nine members in total in each group.

If you haven't been included in a Working Group and you'd like to be involved, we urge you to please initially speak with your manager or supervisor. However, please note you may be called upon as a technical expert for a Working Group, plus there will be plenty of other opportunities to get involved in the change effort over time.

To guide the work in Phase Two, we've developed a library of reference materials, including a management plan, templates for reporting, criteria to help with decision making, task lists from the Implementation Plan, along with PAT recommendations and an updated refined terms of reference.

On Monday 20 June, we briefed all our Directors on the use of a Tool Kit and how the Transition Unit can best support the Working Groups – including the use of new collaborative technologies.

Those who have been chosen to be on a Working Group will be informed soon.



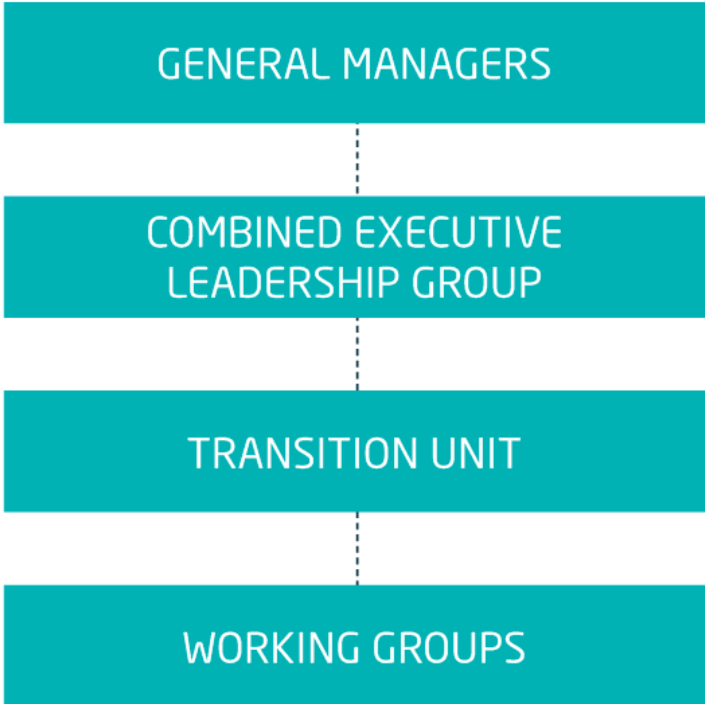
MEMBERSHIP

- 7-9 members
- Middle management levels or officers who have technical skill and strategic focus
- Max three members from each of the three councils
- Selected by Combined Executive Leadership Group and Transition Unit in consultation with staff
- Each Working Group may identify and nominate relevant Subject Matter Experts to support the work

WORKING GROUPS

There are 30 Working Groups across eight Streams (workforce, ICT, finance, business assurance and governance, community engagement, community services and development, service delivery and strategic planning).

GOVERNANCE



GAINING MOMENTUM TO MERGE - GENERAL MANAGERS' MEETINGS

Over the past three weeks our General Managers (GMs) have met with some Working Groups around priority merger topics. The three GMs aim to be as merger ready from Day One as possible.

The focus has been on preparing for practical, smart, customer and operational improvements that can ideally be made easily and quickly. So far the GMs have received, reviewed and approved recommendations for improvements to Customer Service, Wet Weather Sportsfields, Emergency Customer contact procedures and many other operational issues.

Last week the GMs met a range of groups to get a head start on the Department of Premier and Cabinet's (DPC) Week One checklist tasks. The GMs have considered making

joint recommendations from the three Councils on topics such as Insurance, Work Health Safety and Procurement.

If your PAT meetings identified smart, quick 'wins' that the community would benefit from immediately, then please contact the Transition Unit to discuss how we can assist fast tracking your recommendation.

The process is for Working Group members to get together, agree a position and present a costed recommendation for approval by the three GMs. These priority issue meetings will continue to run parallel to the main Working Group recommendations which will be presented to an Executive Project Control Group according to timeframes outlined in our Implementation Plan.

UP EARLY AND ANSWERING RENEWAL'S MERGER QUESTIONS

On Thursday 9 June, Paul Sparks, Heather Davis, Angela Royal and Emily Scott held multiple sessions with the Renewal team to talk about the Merger. Starting at 5am and finishing at 2pm the team answered questions from the Resource Recovery, Maintenance and Construction, Open Space Maintenance,

AIF Administration, Beach and Cemetery and Public Place Cleansing Teams. The key messages from these sessions were that staff are our priority. We have signed a Memorandum of Understanding (MOU) with the unions protecting jobs for five years, which means no forced redundancies in that period.



FAQ

What happens to Waverley's current enterprise agreements when we amalgamate?

In 2015, Council made a commitment with the United Services Union (USU) to "roll over" all Enterprise Agreements to the new entity, or amalgamated Council. Please contact your HR Partner for further information if required.

Will my pay or conditions change?

Once Proclaimed, we will legally be employed by the new Council. Everyone's pay and conditions will continue unchanged and will continue to be processed as currently. Any changes would be subjected to significant consultation.

Will my position be preserved while I am on extended maternity leave?

All existing conditions of employment carry forward upon Proclamation. Your rights under the Local Government Award and any arrangements agreed by Council would continue to apply and be binding on the new Council.

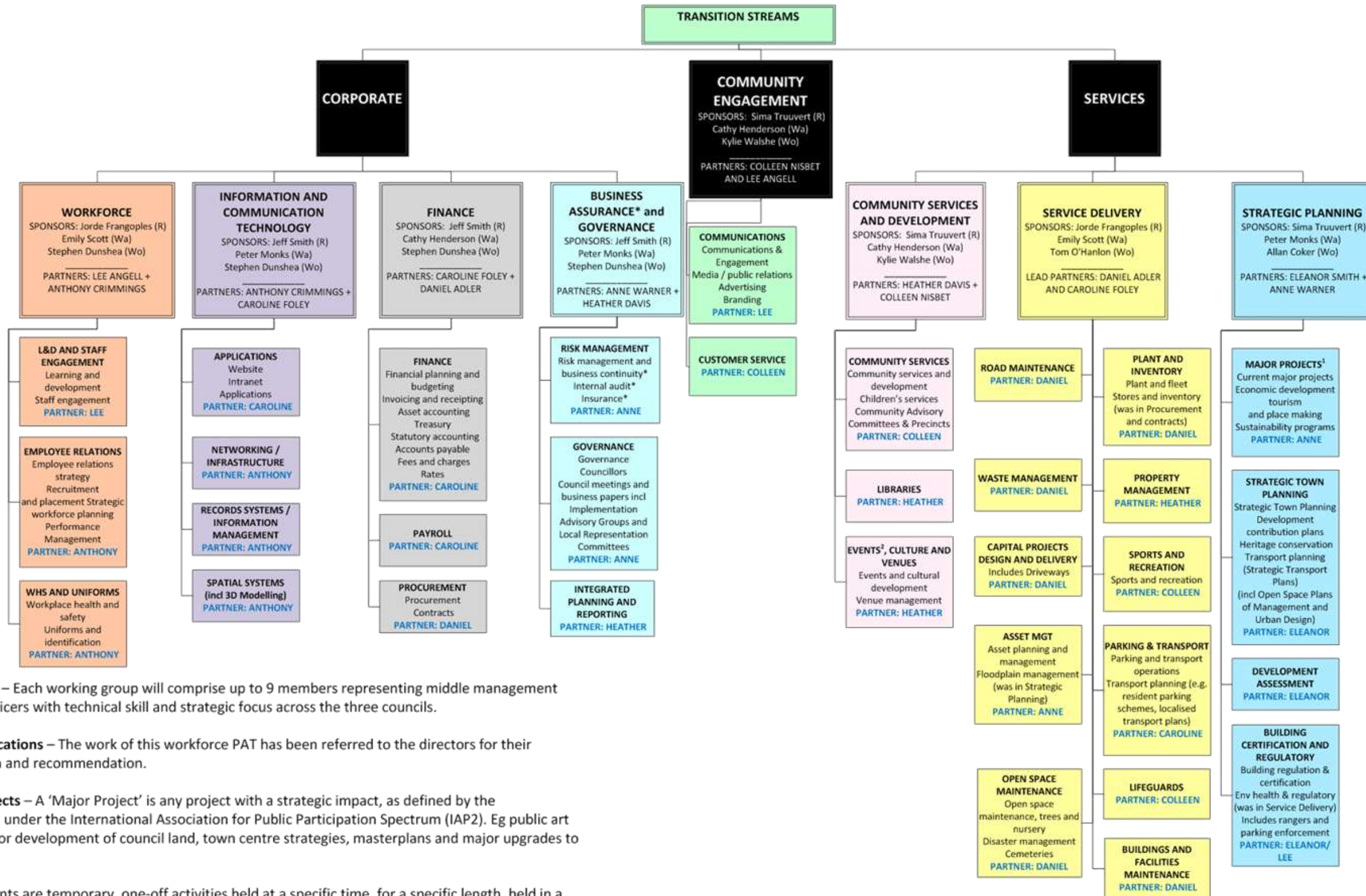
What resources are available to help Councils prepare for change?

For official news from the NSW State Government on Local Government Reform, please refer to Stronger Councils www.strongercouncils.nsw.gov.au or the DPC newsletters. The following documents can be found on our intranet:

- Preparing for Change: Guidance for Councils
- Managing Change: Guidance for Key Staff
- Governing for Change: Guidance for Administrators
- Implementation Plan (Randwick, Waverley and Woollahra)
- Additionally, the LG Professionals and Local Government NSW Association have also developed a set of practical guidelines for Councils see lgsw.org.au

WORKING GROUPS

22 JUNE 2016



Membership – Each working group will comprise up to 9 members representing middle management levels and officers with technical skill and strategic focus across the three councils.

Workbase locations – The work of this workforce PAT has been referred to the directors for their consideration and recommendation.

¹ **Major Projects** – A ‘Major Project’ is any project with a strategic impact, as defined by the stakeholders, under the International Association for Public Participation Spectrum (IAP2). Eg public art projects, major development of council land, town centre strategies, masterplans and major upgrades to parks.

² **Event** – Events are temporary, one-off activities held at a specific time, for a specific length, held in a specific location and often require regulatory approvals and permits to manage risk and impact of the activity. Events range from low impact events (civic receptions, wedding ceremonies, filming, photography, product launches, park openings) to high impact events (fun runs, parades, concert, fete, fairs). This includes council events along with external events held on council owned or managed land.

REPORT
OC/5.4/16.07

Subject: Petition - Residential Preferential Parking in Watson Street, Bondi

TRIM No.: A03/2581

Author: Richard Coelho, Governance Officer

Director: Peter Brown, General Manager

RECOMMENDATION:

That the petition requesting residential preferential parking in Watson Street, Bondi, be forwarded to the Executive Manager, Creating Waverley for appropriate action.

1. Executive Summary

Council has received a petition containing 38 signatures from residents of Watson Street, Bondi, requesting that residential preferential parking be introduced in Watson Street.

It is recommended that the petition be forwarded to the Executive Manager, Creating Waverley, for consideration.

The petition complies with Council's Petitions Policy.

2. Introduction/Background

Council accepts petitions from persons who have an interest in the Waverley Local Government Area as residents, landowners, business people or in some other capacity. Petitions must concern matters that Council is authorised to determine.

3. Relevant Council Resolutions

There are no previous relevant Council resolutions on this matter.

4. Discussion

The petition states in part:

'As residents of Watson Street, we have seen the availability of street parking diminish over recent years and this makes daily tasks very difficult...We attach a petition signed by Watson Street residents who would like residential preferential parking to be introduced...'

Background

The availability of street parking in Watson Street Bondi has diminished significantly over recent years. There are a number of reasons why the parking is currently so limited and why residential preferential parking needs to be introduced in order to enable residents to enjoy street parking. These reasons include:

1. *Watson Street is now one of the only remaining streets in the area without restricted parking therefore we attract all day visitors during the week and on the weekend.*
2. *As many of the neighbouring streets have restricted parking (Wellington, Ocean, Imperial, Bennett), we see a number of visitors to these streets park on our street.*
3. *During the week, street parking is severely limited during the day due to local trade people, including construction workers and the local Bondi Road businesses parking for the full day on our street. Shop workers also park for long periods limiting the number of spaces that residents or shoppers can use.*
4. *All day parking encourages commuters (from Bronte, Tamarama and beyond) to leave their cars on Watson Street and use public transport to Bondi Junction (Watson Street is close to express bus stops).*
5. *There are an increasing number of campervans using the street as a short term residential option.*
6. *Many vehicles are dumped on our street and often have a couple of months' outstanding RTA registration so are not moved for months.*
7. *There are an increasing number of major events held in Bondi/Bondi Beach. Watson Street is used for all day parking to attend these events (City to Surf, Kite Festival, Sculptures by the Sea).*
8. *Residential density has increased dramatically in recent years as a number of single dwelling houses are redeveloped as multiple townhouses or units and although these often have attaching single parking spaces they do not provide visitor parking or parking for multiple cars.'*

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

Direction: G2 Our community is actively engaged in well-informed decision processes.

Strategy: G2a Promote and require strategic directions that are inclusive and reflect the views of the community.

Deliverable: A Community Strategic Plan that is inclusive.

6. Financial impact statement/Timeframe/Consultation

There is no financial impact in Council receiving the petition.

7. Conclusion

It is recommended that Council refers the petition to the Executive Manager, Creating Waverley, for appropriate action.

8. Attachments:

Nil

REPORT

OC/5.5/16.07



Subject: Petition - Parking Restrictions in Santa Marina Avenue, Waverley

TRIM No.: A03/2581

Author: Al Johnston, Governance Officer

Director: Peter Brown, General Manager

RECOMMENDATION:

That the petition requesting that Resident Parking Scheme restrictions in Santa Marina Avenue, Waverley, be revised to 1 hour parking 6am -10pm Monday to Sunday, be received and noted and forwarded to the Executive Manager, Creating Waverley for appropriate action.

1. Executive Summary

Petition containing 40 signatures of residents of Santa Maria Avenue and Albion Street, Waverley requesting that the Resident Parking Scheme restrictions be revised to 1 hour parking 6am -10pm Monday to Sunday.

It is recommended that the petition be forwarded to the Executive Manager, Creating Waverley, for consideration.

The petition complies with Council's Petitions Policy.

2. Introduction/Background

Council accepts petitions from persons who have an interest in the Waverley Local Government Area as residents, landowners, business people or in some other capacity. Petitions must concern matters that Council is authorised to determine.

3. Relevant Council Resolutions

Council or Committee Meeting and Date	Minute No.	Decision
Nil	Nil	Nil

4. Discussion

The petition states:

"This petition is in response to the present, and now future, parking problems that will be caused by St Catherine's School at 26 Albion Street Waverley. The construction of major works has been approved, therefore allowing the school to operate Monday through to Sunday and after hours to 9.30pm".

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

Direction: G2 Our community is actively engaged in well-informed decision processes.

Strategy: G2a Promote and require strategic directions that are inclusive and reflect the views of the community.

Deliverable: A Community Strategic Plan that is inclusive.

6. Financial impact statement/Timeframe/Consultation

There is no financial impact in Council receiving the petition.

7. Conclusion

It is recommended that Council refers the petition to the Executive Manager, Creating Waverley, for appropriate action.

8. Attachments:

Nil

REPORT

OC/5.6/16.07



Subject: Petition - Parking in Tasman Street, Bondi

TRIM No.: A03/2581

Author: Al Johnston, Governance Officer

Director: Peter Brown, General Manager

RECOMMENDATION:

That the petition requesting Council to improve and increase parking in Tasman Street, Bondi be received and noted and forwarded to the Executive Manager, Creating Waverley for appropriate action.

1. Executive Summary

Petition containing 23 signatures from residents of Tasman Street, Bondi, requesting Council to improve and increase parking in Tasman Street, Bondi.

It is recommended that the petition be forwarded to the Executive Manager, Creating Waverley, for consideration.

The petition complies with Council's Petitions Policy.

2. Introduction/Background

Council accepts petitions from persons who have an interest in the Waverley Local Government Area as residents, landowners, business people or in some other capacity. Petitions must concern matters that Council is authorised to determine.

3. Relevant Council Resolutions

Council or Committee Meeting and Date	Minute No.	Decision
Nil	Nil	Nil

4. Discussion

The petition states in part:

"We the undersigned petition the Mayor and Councillors of Waverley to investigate and report on improving and increasing parking in Tasman Street Bondi including, without limitation, parallel parking, delineated parking and residents' parking scheme".

5. Relationship to Waverley Together 3 & Delivery Program 2013-17

The relationship to *Waverley Together 3* and *Delivery Program 2013-17* is as follows:

Direction: G2 Our community is actively engaged in well-informed decision processes.

Strategy: G2a Promote and require strategic directions that are inclusive and reflect the views of the community..

Deliverable: A Community Strategic Plan that is inclusive.

6. Financial impact statement/Timeframe/Consultation

There is no financial impact in Council receiving the petition.

7. Conclusion

It is recommended that Council refers the petition to the Executive Manager, Creating Waverley, for appropriate action.

8. Attachments:

Nil