



W A V E R L E Y
C O U N C I L

COUNCIL MEETING

A meeting of WAVERLEY COUNCIL will be held at the Boot Factory, Spring Street, Bondi Junction at:

7.00 PM, TUESDAY 17 JUNE 2025

A handwritten signature in black ink, appearing to read 'Emily Scott'.

Emily Scott
General Manager

Waverley Council
PO Box 9
Bondi Junction NSW 1355
DX 12006 Bondi Junction
Tel: 9083 8000
Email: info@waverley.nsw.gov.au

Statement of Ethical Obligations

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

Live Streaming of Meetings

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

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

AGENDA

PRAYER AND ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The General Manager will read the following Opening Prayer:

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.

The Mayor will read the following Acknowledgement of Indigenous Heritage:

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

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At the time of issuing the agenda, this report was not available. It will be issued to Councillors under separate cover and published online before the meeting.

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9. Questions with Notice

There are no questions with notice.

10. Urgent Business261

11. Closed Session262

The following matters are proposed to be dealt with in closed session and have been distributed to Councillors separately with the agenda:

CM/11.1/25.06 CONFIDENTIAL REPORT - CCTV Policy and CCTV Code of Practice -
Adoption

CM/11.2/25.06 CONFIDENTIAL REPORT - Bondi Beach Share Surfboards Trial

12. Resuming in Open Session 264

13. Meeting Closure

OBITUARIES
CM/3/25.06



W A V E R L E Y
COUNCIL

Subject: Obituaries
Author: Emily Scott, General Manager

The Mayor will ask Councillors for any obituaries.

Council will rise for a minute's silence for the souls of people generally who have died in our local government area.

CONFIRMATION AND ADOPTION OF MINUTES CM/5.1/25.06



Subject: Confirmation of Minutes - Council Meeting - 20 May 2025

TRIM No: A25/0081

Manager: Richard Coelho, Executive Manager, Governance

RECOMMENDATION:

That Council confirms the minutes of the Council meeting held on 20 May 2025 as a true record of the proceedings of that meeting.

Introduction/Background

The minutes of Council meetings must be confirmed at a subsequent meeting of Council, in accordance with section 375 of the *Local Government Act 1993*.

Attachments

1. Council Meeting Minutes - 20 May 2025



**MINUTES OF THE WAVERLEY COUNCIL MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
TUESDAY, 20 MAY 2025**

Present:

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

Staff in attendance:

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

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

Crs Frazer and Wy Kanak attended the meeting by audio-visual link.

At 7.17 pm, following addresses by members of the public, a procedural motion to shorten the duration of Councillors' speeches to three minutes at any one time, moved by Cr Nemesh and seconded by Cr Stephenson, was put and declared carried.

*At 8.38 pm, following the vote on item CM/8.8/25.05, the meeting adjourned for a short break.
At 8.42 pm, the meeting resumed.*

At 9.09 pm, following the vote on item CM/8.12/25.05, the meeting adjourned for a short break.
At 9.16 pm, the meeting resumed.

PRAYER AND ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The Mayor 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

There were no apologies.

2. Declarations of Pecuniary and Non-Pecuniary Interests

The chair called for declarations of interest and the following were received:

- 2.1 Cr Wy Kanak declared a less than significant non-pecuniary interest in item CM/7.3/25.05 – Waverley Business Forum Meeting – 16 April 2025 – Minutes and informed the meeting that he is a member of the Bondi and Districts Chamber of Commerce.
- 2.2 Cr Lewis declared a less than significant non-pecuniary interest in item CM/8.2/25.05 – RESCISSION MOTION – CM/8.5/25.04 – Late Night Trading Hours in Bondi Junction – Extension and informed the meeting that his wife is the director of companies that own and operate pubs that are not located in the Waverley local government area.
- 2.3 Cr Nemesh declared a less than significant non-pecuniary interest in item CM/8.4/25.05 – RESCISSION MOTION – CM/6.3/25.04 – Hungarian Revolution of 1956 – Memorial and informed the meeting that he is a Hungarian citizen.
- 2.4 Cr Masselos declared a less than significant non-pecuniary interest in item CM/8.4/25.05 – RESCISSION MOTION – CM/6.3/25.04 – Hungarian Revolution of 1956 – Memorial and informed the meeting that she is a dual citizen of Australia and Greece.
- 2.5 Cr Fabiano declared a less than significant non-pecuniary interest in item CM/11.2/25.05 – CONFIDENTIAL REPORT – Sydney Roosters – Community Partnership Agreement and informed the meeting that he is a member of the Eastern Suburbs District Rugby League Football Club.
- 2.6 Cr Wy Kanak declared a less than significant non-pecuniary interest in item CM/11.2/25.05 – CONFIDENTIAL REPORT – Sydney Roosters – Community Partnership Agreement and informed the meeting that he is a member of the Eastern Suburbs District Rugby League Football Club.

3. Obituaries

There were no obituaries.

Council rose for a minute's silence for the souls of people generally who have died in our local government area.

4. Addresses by Members of the Public

- 4.1 D Dunstone – CM/7.13/25.05 – Bondi Beach Surf School – Licence – Post-Exhibition.
- 4.2 N Pellow – CM/8.1/25.05 – RESCISSION MOTION – CM/7.15/25.04 – Fig Tree at 28-30 Edward Street, Bondi.
- 4.3 P Tate (on behalf of Tea Gardens Hotel) – CM/8.2/25.05 – RESCISSION MOTION – CM/8.5/25.04 – Late Night Trading Hours in Bondi Junction – Extension.

ITEMS BY EXCEPTION

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

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

- CM/7.2/25.05 Resident Parking Scheme Review Committee Meeting – 11 March 2025 – Minutes.
- CM/7.3/25.05 Waverley Business Forum Meeting – 16 April 2025 – Minutes.
- CM/7.4/25.05 Q3 Budget Review – March 2025.
- CM/7.5/25.05 Investment Portfolio Report – April 2025.
- CM/7.8/25.05 Small Grants Program 2024-2025 – Round 2.
- CM/7.12/25.05 Bondi Pavilion – Internal Space Optimisation.
- CM/8.5/25.05 North Bondi Terminus – Upgrade.
- CM/11.1/25.05 CONFIDENTIAL REPORT – Trade Debtors – Debt Write Off.
- CM/11.2/25.05 CONFIDENTIAL REPORT – Sydney Roosters – Community Partnership Agreement.
- CM/11.3/25.05 CONFIDENTIAL REPORT – High Impact Events 2025-2026.
- CM/11.4/25.05 CONFIDENTIAL REPORT – Bondi Pavilion – First Floor Bar and Catering Services – Licence.
- CM/11.5/25.05 CONFIDENTIAL REPORT – Tender Evaluation – Bondi Surf Bathing Life Saving Club Conservation and Upgrade Project – Early Contractor Involvement (ECI).

CM/11.6/25.05 CONFIDENTIAL REPORT – Eastgate Car Park – Part Lot 2 DP 732731 – Licence.

5. Confirmation and Adoption of Minutes

CM/5.1/25.05 Confirmation of Minutes - Council Meeting - 29 April 2025 (A25/0081)

MOTION

Mover: Cr Nemesh
Seconder: Cr Westwood

That Council confirms the minutes of the Council meeting held on 29 April 2025 as a true record of the proceedings of that meeting.

AMENDMENT (LAPSED)

Mover: Cr Wy Kanak

That the motion be amended to read as follows:

‘That Council confirms the minutes of the Council meeting held on 29 April 2025 as a true record of the proceedings of that meeting, subject to paragraph 4 on page 2 being amended to read as follows:

“At 11.51 pm, following the vote on item CM/8.1/25.04, and a procedural motion to adjourn unfinished items to 6 pm on 6 May 2025, Cr Wy Kanak left the meeting and did not return.”

THE MOVER OF THE MOTION THEN ACCEPTED AN AMENDMENT TO THE MOTION.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED.

DECISION

That Council confirms the minutes of the Council meeting held on 29 April 2025 as a true record of the proceedings of that meeting, subject to paragraph 5 on page 2 being amended to read as follows:

‘At 11.53 pm, the chair adjourned the meeting due to the absence of a quorum, to reconvene at 6 pm Tuesday, 6 May 2025, at the Boot Factory. The absence of quorum was caused by Cr Wy Kanak leaving the meeting. Crs Lewis and Masselos advised that they left the meeting for health reasons. The Councillors present were Crs Frazer, Nemesh, Spicer, Stephenson, Townsend and Westwood.’

Cr Wy Kanak requested that his vote against the motion be recorded in the minutes.

6. Mayoral Minutes

There were no mayoral minutes.

7. Reports

CM/7.1/25.05 Strategic Property Review Committee Meeting - 27 March 2025 - Minutes (SF25/2124)

MOTION

Mover: Cr Nemes
Seconder: Cr Stephenson

That Council notes the minutes of the Strategic Property Review Committee meeting held on 27 March 2025 attached to the report.

THE MOVER OF THE MOTION ACCEPTED AN AMENDMENT TO THE MOTION.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council notes the minutes of the Strategic Property Review Committee meeting held on 27 March 2025 attached to the report, subject to the first dot point and sentence on page 4 being amended to read as follows:

‘The Committee recommends that the Council Chambers Building be demolished and rebuilt.’

CM/7.2/25.05 Resident Parking Scheme Review Committee Meeting - 11 March 2025 - Minutes (A24/1034)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemes
Seconder: Cr Spicer

That Council notes the minutes of the Resident Parking Scheme Review Committee meeting held on 11 March 2025 attached to the report.

CM/7.3/25.05 Waverley Business Forum Meeting - 16 April 2025 - Minutes (A24/0997)

Cr Wy Kanak declared a less than significant non-pecuniary interest in this item and informed the meeting that he is a member of the Bondi and Districts Chamber of Commerce.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemes
Seconder: Cr Spicer

That Council notes the minutes of the Waverley Business Forum meeting held on 16 April 2025 attached to the report.

CM/7.4/25.05 Q3 Budget Review - March 2025 (SF24/4957)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes that the Executive Manager, Finance, as the responsible accounting officer, advises that the projected financial position of Council is satisfactory.
2. Adopts the variations to the 2024–25 Operating and Capital budgets in accordance with the attachments to the report.

CM/7.5/25.05 Investment Portfolio Report - April 2025 (SF24/3676)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes the Investment Summary Report for April 2025 attached to the report.
2. Notes that the Executive Manager, Finance, as the Responsible Accounting officer, advises that all investments have been made in accordance with the requirements of section 625 of the *Local Government Act 1993* and directions from the Minister for Local Government, including Ministerial Investment Orders, and Council's Investment Policy.

CM/7.6/25.05 Cost-Shifting onto Waverley Ratepayers (A25/0302)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Stephenson

That Council:

1. Notes the extent and impact of state and federal cost-shifting on Council and Waverley ratepayers, as set out in the report, including:
 - (a) In the 2023-24 financial year, cost-shifting totalled \$15.58 million, equivalent to 10.1% of Council's operating income, and each ratepayer bore an average cost of \$487.45.
 - (b) In 2024-25, Council sought additional bus services and paid police to assist in crowd management totalling \$126,632.67.
2. Calls on Local Government NSW (LGNSW) to advocate for adequate funding distribution principles and models for federal and state responsibilities administered by councils, including:
 - (a) The Federal Government to increase Financial Assistance Grants from 0.5% to 1% of Commonwealth taxation income.
 - (b) Statutory fees and limits that apply to user fees and charges to better reflect inflation and

changes in market costs.

- (c) The State Government funds the full amount of the pensioner rate rebates.
 - (d) The State Government restores local library funding to its original level of 50% of operating cost.
 - (e) The State Government reinvests the waste levy revenue into the NSW waste sector to address the current and impending waste crisis.
3. Requests the Mayor inform the following stakeholders of this resolution:
- (a) Member for Wentworth, Allegra Spender MP.
 - (b) Federal Minister for Local Government, the Hon Catherine King MP.
 - (c) Member for Coogee, Marjorie O'Neill MP.
 - (d) Member for Vaucluse, Kellie Sloane MP.
 - (e) State Minister for Local Government, the Hon Ron Hoenig MP.
 - (f) Southern Sydney Regional Organisation of Councils (SSROC) and SSROC councils.
 - (g) LGNSW.
 - (h) Australian Local Government Association.

CM/7.7/25.05 Excluded Business (SF25/2032)

MOTION

Mover: Cr Spicer
Seconder: Cr Townsend

That Council notes that the General Manager excluded a question with notice from Cr Lewis from the April 2025 Council meeting agenda, in accordance with clause 3.22 of the Code of Meeting Practice.

THE MOVER OF THE MOTION ACCEPTED THE ADDITION OF A NEW CLAUSE 2.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council notes that:

1. The General Manager excluded a question with notice from Cr Lewis from the April 2025 Council meeting agenda, in accordance with clause 3.22 of the Code of Meeting Practice.
2. The question was excluded because Council has received a complaint (not from Cr Lewis) that is being considered under the Procedures for the Administration of the Code of Conduct.

CM/7.8/25.05 Small Grants Program 2024-2025 - Round 2 (A25/0278)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council, under the Small Grants Program 2024–25 (Round 2), grants \$50,080 to the individuals and organisations as recommended in Table 1 of the report, subject to any conditions specified in Attachment 1 of the report.

CM/7.9/25.05 Waverley Development Control Plan 2022 (Amendment No. 5) and Solar Panels and Heritage Guidelines - Exhibition (A25/0317)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Westwood

That Council:

1. Publicly exhibits the draft Waverley Development Control Plan 2022 (Amendment No. 5) attached to the report (Attachments 1–5) in accordance with section 3.43 and clause 5 of schedule 1 of the *Environmental Planning and Assessment Act 1979*.
2. Publicly exhibits the draft Solar Panels and Heritage Guidelines attached to the report (Attachment 6) for 28 days.
3. Officers prepare a report to Council following the exhibition period.

Division

For the Motion: Crs Fabiano, Frazer, Lewis, Masselos, Merten, Nemesh, Spicer, Spooner, Stephenson, Townsend, Westwood and Wy Kanak.

Against the Motion: Nil.

CM/7.10/25.05 Walking Waverley - The Waverley Walking Strategy 2025-2035 - Exhibition (A04/0668)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Townsend

That Council defers this item to a Councillor briefing.

CM/7.11/25.05 Waverley Park - Pick-Up and Drop-Off Zones (PUDO) (A20/0336)**MOTION / UNANIMOUS DECISION**

Mover: Cr Spicer

Seconder: Cr Westwood

That Council:

1. Approves the following changes, to better support the parking and drop-off/pick-up needs of visitors to Waverley Park:

2. Extend the Birrell Street pick-up/drop-off (PUDO) zone eastwards towards Park Parade, removing two unrestricted parking spaces.
3. Removes the 'Council Authorised Vehicle Only' limitations in Waverley Park car park and:
 - (a) Installs three unrestricted disabled spaces.
 - (b) Installs two P10 minute short stay spaces with restrictions of 6.30 am–10 pm, Mon–Sat.
 - (c) Installs 11 2P spaces with restrictions of 8 am–6pm, Mon-Sat.
4. Installs two 4P electric vehicle parking spaces with restrictions of 8 am–6 pm, Mon–Sat.
5. Replaces the disabled parking space in the Council Chambers driveway with a 1P parking space.
6. Officers liaise with Transport for NSW to determine its support for timed pick-up/drop-off (PUDO) and 10 minute spaces in Bondi Road adjacent to Waverley Park and implement changes should support be obtained.
7. Notes that additional PUDO informational signage will be installed in Birrell Street as part of the roll-out to improve visibility, with line markings to follow upon confirmation that the PUDO zone is functioning as intended.
8. Authorises the Executive Manager, Infrastructure Services, to modify the designs should on-site circumstances warrant changes.

CM/7.12/25.05 Bondi Pavilion - Internal Space Optimisation (A15/0272)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Replaces the Bondi Story Room at Bondi Pavilion with a community gallery space
2. Constructs a new Customer Service and Venue Office adjacent to the High Tide Room at Bondi Pavilion, including the installation of interactive screens that allow the public to continue to access the Bondi Story Room exhibit.
3. In respect of the existing Welcome Centre and Venue Office:
 - (a) Publicly notifies and exhibits for 28 days the proposal to grant a lease of the space up to a maximum of ten years for the provision of beach related refreshments, in accordance with section 47 of the *Local Government Act 1993*.
 - (b) Officers prepare a report to Council following the exhibition period.
 - (c) Lodges a development application to change the use of the space to enable the commercial provision of beach related refreshments.

4. Notes that Council officers will notify Friends of Bondi Pavilion and local Precinct Committees of replacing the Bondi Story Room with a community gallery space.

CM/7.13/25.05 Bondi Beach Surf School - Licence - Post-Exhibition (A25/0283)

MOTION

Mover: Cr Nemesh
Seconded: Cr Stephenson

That Council:

1. Treats the attachment to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The attachment contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.
2. Approves in principle the granting of a licence of up to five years for the operation of a surf school at Bondi Beach, with officers to consider up to two licences.
3. Notes that a tender process will be undertaken to seek a licensee, with a report to be prepared to Council to grant a licence to the preferred tenderer.

THE MOVER OF THE MOTION ACCEPTED AMENDMENTS TO CLAUSES 2 AND 3 AND THE ADDITION OF A NEW CLAUSE 4.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council:

1. Treats the attachment to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The attachment contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.
2. Approves in principle the granting of a licence of up to five years for the operation of a surf school at Bondi Beach, with officers to consider up to two licences in consultation with Council's lifeguards.
3. Notes that a tender process will be undertaken to seek a licensee, with a report to be prepared to Council to grant a licence to the preferred tenderer(s).
4. Officers prepare a report to Council on the number of licences to be granted before releasing the tender.

D Dunstone addressed the meeting.

CM/7.14/25.05 South Bronte Amenities and Community Centre Project - Early Works (SF20/2663)**MOTION**

Mover: Cr Westwood
Seconder: Cr Townsend

That Council:

1. Undertakes approved early works on the South Bronte Amenities and Community Centre Project to avoid the development application (DA-138/2020) lapsing.
2. Allocates \$90,000 from the 2024-25 and 2025-26 Strategic Asset Management Plan (SAMP) Building Renewal Program to cover the cost of the early works.
3. Due to the amount of the construction underway and planned at Bronte Beach, continues to defer the construction of the main works on the South Bronte Amenities and Community Centre Project until completion of the Bronte Surf Club and Community Facilities Building Upgrade Project.

THE MOTION WAS PUT AND DECLARED LOST.

8. Notices of Motion**CM/8.1/25.05 RESCISSION MOTION - CM/7.15/25.04 - Petitions - Fig Tree at 28-30 Edward Street, Bondi (A25/0630)****MOTION**

Mover: Cr Merten
Seconder: Cr Wy Kanak

That Council rescinds resolution CM/7.15/25.04 – Petitions – Fig Tree at 28-30 Edward Street, Bondi, passed at the Council meeting on 29 April 2025.

FORESHADOWED MOTION 1 (WITHDRAWN)

Mover: Cr Merten

That Council retains the tree in front of 28-30 Edward Street, Bondi, in accordance with Option 2 as set out in the report, including installing a root barrier as per the confidential deed attached to the report.

FORESHADOWED MOTION 2

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Treats the attachments to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as they relate to a matter specified in section 10A(2)(c) of the *Local Government Act 1993*, except for Attachment 1 (Epic Engineers report dated 8 October 2018), Attachment 5 (monetary tree valuation, subject to the figures in the table being redacted) and Attachment 6 (notice of tree removal dated 10 March 2025). The attachments contain information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
2. Does not remove the fig tree in front of 28-30 Edward Street, Bondi, at this time.

3. Undertakes detailed root mapping of the tree to establish:
 - (a) The extent of the tree root system.
 - (b) The efficacy of further mitigation strategies and viability of installing an effective root barrier to prevent further damage.
4. Officers prepare a report to Council on the outcome of the root mapping and, if required, engage additional consultants pending the findings of the arborist report.

THE MOTION WAS PUT AND DECLARED CARRIED.

THE SECOND FORESHADOWED MOTION THEN BECAME THE MOTION.

THE MOTION WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council:

1. Treats the attachments to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as they relate to a matter specified in section 10A(2)(c) of the *Local Government Act 1993*, except for Attachment 1 (Epic Engineers report dated 8 October 2018), Attachment 5 (monetary tree valuation, subject to the figures in the table being redacted) and Attachment 6 (notice of tree removal dated 10 March 2025). The attachments contain information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
2. Does not remove the fig tree in front of 28-30 Edward Street, Bondi, at this time.
3. Undertakes detailed root mapping of the tree to establish:
 - (a) The extent of the tree root system.
 - (b) The efficacy of further mitigation strategies and viability of installing an effective root barrier to prevent further damage.
4. Officers prepare a report to Council on the outcome of the root mapping and, if required, engage additional consultants pending the findings of the arborist report.

N Pellow addressed the meeting.

CM/8.2/25.05 RESCISSION MOTION - CM/8.5/25.04 - Late Night Trading Hours in Bondi Junction - Extension (A16/0262)

Cr Lewis declared a less than significant non-pecuniary interest in this item and informed the meeting that his wife is the director of companies that own and operate pubs that are not located in the Waverley local government area.

MOTION (WITHDRAWN)

That Council rescinds resolution CM/8.5/25.04 – Late Night Trading Hours in Bondi Junction –

Extension, passed at the Council meeting on 29 April 2025.

P Tate (on behalf of Tea Gardens Hotel) addressed the meeting.

**CM/8.3/25.05 RESCISSION MOTION - CM/8.4/25.04 - RESCISSION MOTION - ME/7.2/24.10
- Casual Vacancies (SF24/2400)**

MOTION

Mover: Cr Lewis
Seconder: Cr Spooner

That Council rescinds resolution CM/8.4/25.04 – RESCISSION MOTION – ME/7.2/24.10 Casual Vacancies, passed at the Council meeting on 29 April 2025.

THE MOTION WAS PUT AND DECLARED LOST.

Division

For the Motion: Crs Fabiano, Lewis, Masselos, Merten, Spooner and Wy Kanak.

Against the Motion: Crs Frazer, Nemesh, Spicer, Stephenson, Townsend and Westwood.

**CM/8.4/25.05 RESCISSION MOTION - CM/6.3/25.04 - Hungarian Revolution of 1956 -
Memorial (A23/0678)**

Cr Nemesh declared a less than significant non-pecuniary interest in this item and informed the meeting that he is an Hungarian citizen.

Cr Masselos declared a less than significant non-pecuniary interest in this item and informed the meeting that she is a dual citizen of Australia and Greece.

MOTION

Mover: Cr Lewis
Seconder: Cr Masselos

That Council rescinds resolution CM/6.3/25.04 – Hungarian Revolution of 1956 – Memorial, passed at the Council meeting on 29 April 2025.

FORESHADOWED MOTION

Mover: Cr Lewis
Seconder: Cr Nemesh

That Council:

1. Notes correspondence from the Trade and Consular Office of Hungary in Sydney to the Mayor seeking in-principle support to have a memorial placed within the Waverley local government area (LGA) to commemorate the 70th anniversary of the Hungarian Revolution of 1956.
2. Recognises the many Hungarian refugees who settled within the Waverley LGA, as referenced in Council's Cultural Diversity Strategy 2021–2031.
3. Recognises the suffering and sacrifices of the Hungarian people during the 1956 revolution and the ongoing contributions of Hungarian refugees and their descendants to Australian society.
4. Extends its support to the Hungarian community's efforts to preserve the memory of the 1956

revolution and inspire future generations to remember the sacrifices and lessons of that period.

5. Provides in-principle support for a memorial to be placed within Waverley Park.
6. Notes that there will be no cost to Waverley ratepayers and that funding for the memorial will be sourced from a variety of sources including, but not limited to, the Hungarian community and local businesses.
7. Notes the Battle of Crete and the Greek Campaign memorial within Waverley Park, which was funded by local Greek Australian community philanthropists.
8. Officers liaise with the local Hungarian community and the Trade and Consular Office of Hungary in Sydney and prepare a report to Council on:
 - (a) The design of the memorial, including any wording.
 - (b) The time frame for design and installation.
 - (c) The location of the memorial.

THE MOTION WAS PUT AND DECLARED CARRIED UNANIMOUSLY.

THE FORESHADOWED MOTION THEN BECAME THE MOTION.

THE MOTION WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council:

1. Notes correspondence from the Trade and Consular Office of Hungary in Sydney to the Mayor seeking in-principle support to have a memorial placed within the Waverley local government area (LGA) to commemorate the 70th anniversary of the Hungarian Revolution of 1956.
2. Recognises the many Hungarian refugees who settled within the Waverley LGA, as referenced in Council's Cultural Diversity Strategy 2021–2031.
3. Recognises the suffering and sacrifices of the Hungarian people during the 1956 revolution and the ongoing contributions of Hungarian refugees and their descendants to Australian society.
4. Extends its support to the Hungarian community's efforts to preserve the memory of the 1956 revolution and inspire future generations to remember the sacrifices and lessons of that period.
5. Provides in-principle support for a memorial to be placed within Waverley Park.
6. Notes that there will be no cost to Waverley ratepayers and that funding for the memorial will be sourced from a variety of sources including, but not limited to, the Hungarian community and local businesses.
7. Notes the Battle of Crete and the Greek Campaign memorial within Waverley Park, which was funded by local Greek Australian community philanthropists.
8. Officers liaise with the local Hungarian community and the Trade and Consular Office of Hungary in Sydney and prepare a report to Council on:

- (a) The design of the memorial, including any wording.
- (b) The time frame for design and installation.
- (c) The location of the memorial.

CM/8.5/25.05 North Bondi Terminus - Upgrade (A22/0183)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Notes community consultation feedback for the North Bondi bus terminus upgrade as well as the importance of the project.
2. Commits to the undertaking the recommendations based on this feedback.
3. Investigates costings around reviewed options in preparation for moving forward with the project.
4. Informs the following stakeholders of this motion:
 - (a) Bondi and Districts Chamber of Commerce.
 - (b) Businesses at the North Bondi terminus and surrounds.
 - (c) Transport NSW.
 - (d) Bondi Ward Precincts.

CM/8.6/25.05 Domestic and Family Violence Accommodation and Support Program (A15/0451)

MOTION

Mover: Cr Merten
Seconder: Cr Spooner

That Council:

1. Investigates the establishment of a trial three-year partnership with a not-for-profit social housing service to provide accommodation and support to local residents escaping domestic and family violence.
2. Assesses opportunities to use Council-owned affordable housing stock in the provision of accommodation as part of the trial program.
3. Reviews available funding opportunities for the trial program including the utilisation of the Affordable Housing Reserve, as well as state and federal grant funding.

4. Officers prepare a report to Council by no later than July with the outcomes of the investigation, budget implications and available funding opportunities.

THE MOVER OF THE MOTION ACCEPTED AMENDMENTS TO THE MOTION.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council:

1. Allocates up to two dwellings within its affordable housing portfolio to provide accommodation and support to residents escaping domestic and family violence.
2. Includes criteria for domestic and family violence accommodation within its Affordable Housing Tenancy Policy, which is currently being updated with a report due back to Council.
3. Investigates the appropriate service provider to manage tenancies for local residents escaping domestic and family violence.
4. Officers prepare a report to Council by no later than August on the outcome.

CM/8.7/25.05 Low and Mid-Rise Housing Reforms - Community Information Session (SF24/382)

MOTION

Mover: Cr Masselos
Seconded: Cr Merten

That Council:

1. Notes:
 - (a) The recent release by the Department of Planning, Housing and Infrastructure of the Low and Mid-Rise Housing Reforms (LMR Reforms).
 - (b) Community concern about the indicative maps, the LMR Reforms and their implications for people whose homes are in Heritage Conservation Areas in Bondi Junction.
2. Requests that the Director, Planning, Sustainability and Compliance, together with the Community Planning Advocate, conduct an information session for the community and invite a representative of the Department of Planning, Housing and Infrastructure and an expert speaker to address residents by July 2025 that would:
 - (a) Provide up-to-date information about the LMR reforms.
 - (b) Clarify implications of the LMR Reforms for heritage areas, including Heritage Conservation Areas and heritage items.
 - (c) Provide clarity on the Waverley local government area housing targets, including how development applications in the pipeline impact these. And provide insights into why Waverley has often met and/or exceeded housing targets, as well as a snapshot of how

long developers wait to commence building after development applications are granted.

- (d) Answer and address resident questions and concerns about the LMR Reforms.
 - (e) Prepare any relevant information materials, including fact sheets, animated explainer video, podcast etc.
3. Officers provide an update report to Council in June, including date, time and venue of event, program, speakers, cost and a budget line item for the event.

THE MOVER OF THE MOTION ACCEPTED AMENDMENTS TO THE MOTION.

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED UNANIMOUSLY.

UNANIMOUS DECISION

That Council:

1. Notes:
 - (a) The implementation of the State Government's Low and Mid-Rise Housing Reforms (LMR) through amendments to the Housing State Environmental Planning Policy (SEPP) 2021 on 28 February 2025.
 - (b) That the Mayor and Deputy Mayor met with the Minister of Planning and Public Spaces on 27 November 2024 to discuss the potential impact of the proposed LMR and to advocate on behalf of the Waverley local government area.
 - (c) That on 5 December 2024, Council approved a submission to the Department of Planning, Housing and Infrastructure (DPHI) advocating Council's position on the LMR.
 - (d) That on 10 December 2024, Council approved a communications campaign on the LMR reforms, which included:
 - (i) Issuing of a brochure to Precinct Committees and community networks.
 - (ii) Briefing to Precinct executives.
 - (iii) Developing a specific Waverley webpage to explain the reforms.
2. Requests the Director, Planning, Sustainability and Compliance, to conduct an information session and briefing for the community on the LMR reforms no later than the end of July 2025 and invite a representative of DPHI to address Waverley residents.

CM/8.8/25.05 Oxford Street and Ruthven Street Intersection, Bondi Junction - Relocation of Traffic Lights (A20/0069)**MOTION (WITHDRAWN)**

That Council:

1. Notes that:
 - (a) The intersection of Oxford Street and Ruthven Street, Bondi Junction, was upgraded as part of the cycleway installation, but as a result the intersection is now much wider.
 - (b) As a result of this widening, residents have reported the intersection as being unsafe for pedestrians trying to cross and for vehicles and cyclists trying to navigate the intersection.
 - (c) Two children have been hit by cars while crossing Oxford Street at the signalised crossing at Oxford Street and Nelson Streets and sustained injuries.
 - (d) The completion of the development at 194 Oxford Street and 2 Nelson Street will see an additional 85 dwellings and an extra 138 cars located on those sites, creating additional traffic congestion and increasing the safety risks at the intersections of Oxford Street and Nelson Street and Oxford Street and Ruthven Street.
2. Investigates relocating the traffic lights at the intersection of Oxford Street and Nelson Street back to the southern side of the intersection of Ruthven Street and Oxford Street to increase the safety of pedestrians, cyclists and motorists, and to improve traffic management. The investigation is to include consultation with Transport for NSW, Mill Hill/Bondi Junction Precinct, the Bondi and Districts Chamber of Commerce, businesses along Oxford Street and other identified stakeholders.
3. Officers prepare a report to Council by September 2025 detailing:
 - (a) Outcomes of consultation with key stakeholders.
 - (b) Options for relocating the traffic lights to improve safety and traffic management, costing, potential time frame, funding sources and other considerations required to achieve a more comprehensive signalised management of the identified intersections.

CM/8.9/25.05 School Infrastructure and Enrolment Trends (A14/0170)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesch
Seconder: Cr Westwood

That Council:

1. Notes the previous report on school infrastructure and enrolment trends approved by Council in June 2018 (PD/5.4/18.06).
2. Officers undertake a review and update the report to reflect current trends and school infrastructure needs in the Waverley local government area.
3. Officers prepare a report to the August Council meeting with the updated report.

CM/8.10/25.05 Spotlight Site Redevelopment - Feasibility Study (A25/0765)**MOTION (WITHDRAWN)**

That Council:

1. Notes that:
 - (a) The NSW State Government's housing target of 2,400 new dwellings in the Waverley local government area is urgent.
 - (b) The Council-owned Spotlight site in Ebley Street, Bondi Junction, is a large, well-located site.
 - (c) Two affordable housing units owned by the State Government abut this site.
2. Officers prepare a feasibility study for the redevelopment of the Spotlight site into a mix of high-quality commercial/retail and affordable housing and/or other options that include a steady rental revenue to Council in perpetuity that is comparable to (or exceeds) the returns currently being received from tenants.
3. Includes the feasibility outcomes as part of the Bondi Junction Master Plan development process and Strategic Property Review considerations.
4. Undertakes community consultation as part of the feasibility study, including but not limited to Mill Hill/Bondi Junction Precinct, Queens Park Precinct, other key stakeholder groups and the wider community.
5. Allocates funds from the 2025-26 budget to undertake the feasibility study.
6. Officers prepare a report to the August 2025 Council meeting.

CM/8.11/25.05 Strengthening Governance, Engagement and Delivery (A25/0766)**MOTION**

Mover: Cr Fabiano
Seconder: Cr Wy Kanak

That Council:

1. Commits to strengthening its governance, financial accountability and community engagement processes to ensure the delivery of transparent, efficient, and community-led services.
2. Requests the relevant department (General Manager/Executives) to prepare a report within four months outlining improvements in the following areas:
 - (a) Financial oversight:
 - (i) Introduce tighter budget forecasting and reporting protocols for major capital works.
 - (ii) Conduct a review of past project cost overruns (e.g. Bondi Pavilion, Boot Factory) to

extract key lessons and inform future project delivery.

- (iii) Develop a publicly accessible 'Major Projects Tracker' with live budget updates and milestone transparency.

(b) Community consultation:

- (i) Expand the use of participatory tools (e.g. community panels, pop-ups, multilingual surveys) to improve engagement reach and representation.
- (ii) Establish minimum response thresholds or stratified sampling for major policy changes or public domain modifications.
- (iii) Trial deliberative democracy approaches (e.g. citizens' juries) on complex or contested topics.

(c) Project management and delivery:

- (i) Adopt a standardised project management framework for capital works with clear milestones, strengthening scoping studies, design, project process, engagement and delivery, risk controls and post-project evaluations.
- (ii) Provide regular project updates to Council and the community, especially for projects exceeding \$5 million.
- (iii) Embed community benefit and equity considerations into project design and procurement.

3. Notes that these initiatives will support long-term organisational sustainability, rebuild public trust and ensure that Council continues to deliver high-quality outcomes for the Waverley community.

FORESHADOWED MOTION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Commends the work of Council officers in the delivery of controls to strengthen the governance, financial sustainability, project management and community engagement frameworks of Council.
2. Notes the recent delivery of the following initiatives to strengthen organisational governance and ensure informed decision-making by Councillors, including but not limited to:
 - (a) The launch of the Councillor Portal in October 2024 to ensure prompt Councillor access to all information from Council Committees, Council meetings, Councillor briefings and advisory committees.
 - (b) The launch of the Councillor Triage Service in October 2024 to ensure timely and quality information is provided to Councillors with an agreed time frame.
 - (c) A strategic program focused on the delivery of all outstanding audit recommendations coming out of the Audit, Risk and Improvement Committee (ARIC) and the Internal Audit Program.

- (d) Publishing Council papers earlier to enable more time for Councillors to consider issues being presented to Council and time to engage with officers before meetings.
 - (e) The recent development and endorsement of Council's first Risk Appetite Statement to enable Council to make informed and considered, risk-based decisions for the community and organisation.
 - (f) The recent endorsement of the draft Integrated Planning Framework for public exhibition, including a new Community Strategic Plan, Delivery Program, Operational Plan, Long Term Financial Plan and Annual Budget based on an extensive eight-month consultation program.
 - (g) Council resolution tracking against a protocol framework ensuring decisions are implemented promptly and as intended.
3. Notes the recent completion of an extensive, financial sustainability review by AEC to assess the current and long-term financial sustainability of Council, with all recommendations embedded into the new Long Term Financial Plan 7 currently on exhibition.
4. Notes that following the completion of the AEC work, the draft Long Term Financial Plan 7 forecasts a balanced budget for every year for the next 11 years, with officers forecasting an improvement to Council cash holdings having \$112m in 2035-36, including a reserve balance of \$98m and meeting 100% of the OLG financial sustainability benchmarks.
5. Notes that the draft Strategic Asset Management Plan (SAMP 7) will ensure asset class conditions are bought up to the community satisfactory standards, while also ensuring Council will maintain a backlog ratio below the benchmark of 2%.
6. Notes the recent execution of the ICT Modernisation contracts for both a technology provider and project management support, with implementation of priority financial, asset management and payroll modules commencing implementation in April.
7. Notes the recent delivery of the following initiatives to strengthen project management and delivery across the organisation, including but not limited to:
- (a) The introduction of a new Capital Works Review Committee and Strategic Property Review Committee for improved Councillor oversight of major capital and strategic property projects.
 - (b) The endorsed internal Project Management Framework based on the PMBOK project management methodology, which is used to govern all capital projects and significant operational projects.
 - (c) External project management support for high-risk and significant projects including Bronte Surf Life Saving Club, Bondi Junction Master Plan and ICT Modernisation to support Council officers.
 - (d) The endorsed internal Contract Management Framework used to assist officers manage all capital and significant operational projects with support from the Procurement team.
 - (e) The recently introduced reporting to the Councillor Capital Works Committee and ARIC on all significant and high-risk capital projects with a detailed analysis of program, project scope, budget, financials and risk.

- (f) The recent review of the Capital Projects Public Private Partnership Guidelines developed by Council officers and endorsed by the Office of Local Government and ICAC to govern our approach to all public-private partnerships.
8. Notes the improved focus on community engagement with the recent introduction of the following measures to improved engagement levels:
- (a) Endorsement of the Community Engagement Strategy underpinned by the international best practice IAP2 public participation model.
 - (b) The roll-out of a suite of online services for Waverley residents under the 'Easy As' marketing banner to make Council easy to do business with.
 - (c) The innovative use of participatory community panels in the recent consultation on the Strategic Asset Management 7 and the Community Strategic Plan.
9. Notes that the most recent community satisfaction survey reported overall satisfaction with Council services at 90%.

THE MOTION WAS PUT AND DECLARED LOST.

THE FORESHADOWED MOTION THEN BECAME THE MOTION.

A PROCEDURAL MOTION THAT THE MOTION BE NOW PUT, MOVED BY CR SPICER, WAS THEN PUT AND DECLARED CARRIED.

THE MOTION WAS THEN PUT AND DECLARED CARRIED.

DECISION

That Council:

1. Commends the work of Council officers in the delivery of controls to strengthen the governance, financial sustainability, project management and community engagement frameworks of Council.
2. Notes the recent delivery of the following initiatives to strengthen organisational governance and ensure informed decision-making by Councillors, including but not limited to:
 - (a) The launch of the Councillor Portal in October 2024 to ensure prompt Councillor access to all information from Council Committees, Council meetings, Councillor briefings and advisory committees.
 - (b) The launch of the Councillor Triage Service in October 2024 to ensure timely and quality information is provided to Councillors with an agreed time frame.
 - (c) A strategic program focused on the delivery of all outstanding audit recommendations coming out of the Audit, Risk and Improvement Committee (ARIC) and the Internal Audit Program.
 - (d) Publishing Council papers earlier to enable more time for Councillors to consider issues being presented to Council and time to engage with officers before meetings.

- (e) The recent development and endorsement of Council's first Risk Appetite Statement to enable Council to make informed and considered, risk-based decisions for the community and organisation.
 - (f) The recent endorsement of the draft Integrated Planning Framework for public exhibition, including a new Community Strategic Plan, Delivery Program, Operational Plan, Long Term Financial Plan and Annual Budget based on an extensive eight-month consultation program.
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 4. Notes that following the completion of the AEC work, the draft Long Term Financial Plan 7 forecasts a balanced budget for every year for the next 11 years, with officers forecasting an improvement to Council cash holdings having \$112m in 2035-36, including a reserve balance of \$98m and meeting 100% of the OLG financial sustainability benchmarks.
 5. Notes that the draft Strategic Asset Management Plan (SAMP 7) will ensure asset class conditions are bought up to the community satisfactory standards, while also ensuring Council will maintain a backlog ratio below the benchmark of 2%.
 6. Notes the recent execution of the ICT Modernisation contracts for both a technology provider and project management support, with implementation of priority financial, asset management and payroll modules commencing implementation in April.
 7. Notes the recent delivery of the following initiatives to strengthen project management and delivery across the organisation, including but not limited to:
 - (a) The introduction of a new Capital Works Review Committee and Strategic Property Review Committee for improved Councillor oversight of major capital and strategic property projects.
 - (b) The endorsed internal Project Management Framework based on the PMBOK project management methodology, which is used to govern all capital projects and significant operational projects.
 - (c) External project management support for high-risk and significant projects including Bronte Surf Life Saving Club, Bondi Junction Master Plan and ICT Modernisation to support Council officers.
 - (d) The endorsed internal Contract Management Framework used to assist officers manage all capital and significant operational projects with support from the Procurement team.
 - (e) The recently introduced reporting to the Councillor Capital Works Committee and ARIC on all significant and high-risk capital projects with a detailed analysis of program, project scope, budget, financials and risk.
 - (f) The recent review of the Capital Projects Public Private Partnership Guidelines developed by Council officers and endorsed by the Office of Local Government and ICAC to govern our approach to all public-private partnerships.

8. Notes the improved focus on community engagement with the recent introduction of the following measures to improved engagement levels:
 - (a) Endorsement of the Community Engagement Strategy underpinned by the international best practice IAP2 public participation model.
 - (b) The roll-out of a suite of online services for Waverley residents under the 'Easy As' marketing banner to make Council easy to do business with.
 - (c) The innovative use of participatory community panels in the recent consultation on the Strategic Asset Management 7 and the Community Strategic Plan.
9. Notes that the most recent community satisfaction survey reported overall satisfaction with Council services at 90%.

CM/8.12/25.05 Frontier Wars - Memorial (A23/0116)

MOTION (WITHDRAWN)

Mover: Cr Wy Kanak
Seconder: Cr Fabiano

That Council:

1. Investigates a permanent plaque or inscription on the currently vacant south plinth of the Waverley Cenotaph or another appropriate location nearby to acknowledge and commemorate the Frontier Wars and the lives of First Nations people lost in the defence of their lands.
2. Undertakes appropriate consultation with:
 - (a) Council's First Nations Advisory Committee, the La Perouse Local Aboriginal Land Council and other relevant First Nations representatives.
 - (b) Waverley RSL and other stakeholders with interest in the Cenotaph.
 - (c) The community, including local historians, to ensure a respectful and inclusive approach.
3. Develops the final wording in collaboration with the above parties to ensure cultural appropriateness, historical accuracy and public understanding.
4. Explores funding options and timelines for the installation, including any heritage or regulatory requirements.

9. Questions with Notice

There were no questions with notice.

10. Urgent Business

There was no urgent business.

11. Closed Session

There were no matters dealt with in closed session.

CM/11.1/25.05 CONFIDENTIAL REPORT - Trade Debtors - Debt Write Off (SF17/299)

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(b) of the *Local Government Act 1993*. The report contains discussion in relation to the personal hardship of a resident or ratepayer.
2. Writes off bad trade debts amounting to \$38,728.90 as set out in Attachment 1 of the report, in accordance with clause 213(3) of the *Local Government (General) Regulation 2021*.
3. Notes that \$17,136.04 has been written off by the General Manager for the period 1 July 2025 to 30 April 2025, in accordance with clause 213(3) of the *Local Government (General) Regulation 2021*.

CM/11.2/25.05 CONFIDENTIAL REPORT - Sydney Roosters - Community Partnership Agreement (A25/0632)

Crs Fabiano and Wy Kanak declared a less than significant non-pecuniary interest in this item and informed the meeting that they are members of the Eastern Suburbs District Rugby League Football Club.

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(c) of the *Local Government Act 1993*. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
2. Enters into the Community Partnership Agreement with the Eastern Suburbs District Rugby League Football Club (Sydney Roosters) attached to the report for the 2025-26 and 2026-27 seasons.

3. Allocates \$30,000 from the General Manager's operational budget for each of the 2025-26 and 2026-27 financial years.
4. Makes an internal budget submission to the draft 2025-26 Budget and Long Term Financial Plan currently on exhibition to enable this allocation.
5. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

CM/11.3/25.05 CONFIDENTIAL REPORT - High Impact Events 2025-2026 (A24/0304)

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(c) of the *Local Government Act 1993*. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
2. Approves the following program of High Impact 2 events scheduled for the period 1 July 2025 to 30 June 2026 and the indicative fees set out in the report:
 - (a) Bondi Festival (including extended tenure of Ferris wheel).
 - (b) City2Surf.
 - (c) Festival of the Winds.
 - (d) Sculpture by the Sea.
 - (e) Bondi Streets, Glenayr Avenue (subject to Open Streets Program grant funding).
 - (f) Bondi Junction Spring Street Christmas Market.
 - (g) Outdoor Cinema (Dolphin Court).
 - (h) Carols by the Sea.
 - (i) Bondi Beach New Year's Eve Party.
 - (j) Dudley Page New Year's Eve.
 - (k) Bondi Beach Mardi Gras Party (plus concert).
 - (l) Ocean Lovers Festival.
 - (m) North Bondi RSL ANZAC Day Dawn Service Ceremony.

3. Authorises the General Manager or delegate to complete negotiations, including determining the final fees, and to execute licence agreements with event organisers.
4. May grant financial assistance (cash and/or in-kind support) to event organisers that are for-profit, subject to the following criteria:
 - (a) The financial assistance is no more than 20% of the cost of the event or activity.
 - (b) The event or activity supports Council's objectives and the Community Strategic Plan.
 - (c) The proposal is presented to Council and publicly exhibited in accordance with section 356(2) of the *Local Government Act 1993*.

CM/11.4/25.05 CONFIDENTIAL REPORT - Bondi Pavilion - First Floor Bar and Catering Services - Licence (A24/0707)

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The report contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.
2. Grants a licence to Wats On Events for the provision of bar and catering services on the first floor of Bondi Pavilion for up to five years.
3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

CM/11.5/25.05 CONFIDENTIAL REPORT - Tender Evaluation - Bondi Surf Bathers Life Saving Club Conservation and Upgrade Project - Early Contractor Involvement (ECI) (A24/0422)

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The report contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.

2. Declines to accept any of the tenders for head contractor services for the Bondi Surf Bathers Life Saving Club Conservation and Upgrade Project, in accordance with section 178(1)(b) of the *Local Government (General) Regulation 2021*.
3. Declines to invite fresh tenders or applications as referred to in section 178(3)(b)–(d) of the *Local Government (General) Regulation 2021*, as Council has tested the market with an open tender process.
4. In accordance with section 178(3)(e) of the *Local Government (General) Regulation 2021*, authorises the General Manager or delegate to enter into negotiations with the top three ranked tenderers to allow negotiation and value engineering on key elements of the project to bring it to an appropriate budget.
5. Notifies unsuccessful tenderers of the decision in accordance with section 179 of the *Local Government (General) Regulation 2021*.
5. Holds a Councillor briefing to provide detailed project background, an update on tender negotiations and progress on developing an updated Heads of Agreement.
6. Officers prepare a report to Council to approve the updated Heads of Agreement with the Club and to enter into contract with the preferred tenderer once negotiations conclude.

CM/11.6/25.05 CONFIDENTIAL REPORT - Eastgate Car Park - Part Lot 2 DP 732731 - Licence (A22/0312)

Council dealt with this item in open session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Treats the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(c) of the *Local Government Act 1993*. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
2. Grants a licence to Bondi Motor Works Pty Ltd for Part Lot 2 DP 732731, Eastgate Car Park, for five years, on the terms and conditions set out the report.
3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

12. Meeting Closure

THE MEETING CLOSED AT 9.57 pm.

.....
SIGNED AND CONFIRMED
MAYOR
17 JUNE 2025

CONFIRMATION AND ADOPTION OF MINUTES CM/5.2/25.06



Subject: Confirmation of Minutes - Extraordinary Council Meeting - 13 May 2025

TRIM No: A25/0081

Manager: Richard Coelho, Executive Manager, Governance

RECOMMENDATION:

That Council confirms the minutes of the extraordinary Council meeting held on 13 May 2025 as a true record of the proceedings of that meeting.

Introduction/Background

The minutes of Council meetings must be confirmed at a subsequent meeting of Council, in accordance with section 375 of the *Local Government Act 1993*.

Attachments

1. Extraordinary Council Meeting Minutes - 13 May 2025



**MINUTES OF THE WAVERLEY EXTRAORDINARY COUNCIL MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
TUESDAY, 13 MAY 2025**

Present:

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

Staff in attendance:

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

At the commencement of proceedings at 7.15 pm, those present were as listed above, with the exception of Cr Wy Kanak who arrived at 7.21 pm during addresses by members of the public.

Crs Frazer and Wy Kanak attended the meeting by audio-visual link.

PRAYER AND ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The General Manager read the following Opening Prayer:

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.

The Mayor read the following Acknowledgement of Indigenous Heritage:

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

There were no apologies.

2. Declarations of Pecuniary and Non-Pecuniary Interests

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

3. Addresses by Members of the Public

- 3.1. S Pearce (on behalf of Surf Life Saving NSW and Bronte Surf Life Saving Club) – CM/5.1/25.05E – RESCISSION MOTION – CONFIDENTIAL REPORT – CM/11.2/25.04 – Bronte Surf Life Saving Club and Community Facilities Building Upgrade – Project Update and Project Agreement.
- 3.2. I Power – CM/5.1/25.05E – RESCISSION MOTION – CONFIDENTIAL REPORT – CM/11.2/25.04 – Bronte Surf Life Saving Club and Community Facilities Building Upgrade – Project Update and Project Agreement.
- 3.3. J Stewart (on behalf of Bronte Surf Life Saving Club) – CM/5.1/25.05E – RESCISSION MOTION – CONFIDENTIAL REPORT – CM/11.2/25.04 – Bronte Surf Life Saving Club and Community Facilities Building Upgrade – Project Update and Project Agreement.

4. Urgent Business

There was no urgent business.

5. Closed Session**CM/5/25.05E Closed Session****MOTION / DECISION**

Mover: Cr Nemesch

Seconder: Cr Spicer

That:

1. Council moves into closed session to deal with the matters listed below, which are classified as confidential under section 10A(2) of the *Local Government Act* for the reasons specified:

CM/5.1/25.05E RESCISSION MOTION - CONFIDENTIAL REPORT - CM/11.2/25.04 - Bronte Surf Life Saving Club and Community Facilities Building Upgrade - Project Update and Project Agreement

This matter is considered to be confidential in accordance with section 10A(2)(d)(i) of the *Local Government Act*, and Council is satisfied that discussion of the matter in an open meeting would, on balance, be contrary to the public interest as it deals with commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.

2. Pursuant to sections 10A(1), 10(2) and 10A(3) of the *Local Government Act*, the media and public be excluded from the meeting on the basis that the business to be considered is classified as confidential under section 10A(2) of the *Local Government Act*.
3. The correspondence and reports relevant to the subject business be withheld from the media and public as provided by section 11(2) of the *Local Government Act*.

At 7.27 pm, Council moved into closed session.

CM/5.1/25.05E RESCISSION MOTION - CONFIDENTIAL REPORT - CM/11.2/25.04 - Bronte Surf Life Saving Club and Community Facilities Building Upgrade - Project Update and Project Agreement (A24/0641)

MOTION (WITHDRAWN)

Mover: Cr Lewis

Seconder: Cr Masselos

That Council rescinds resolution CM/11.2/25.04 – Bronte Surf Life Saving Club and Community Facilities Building Upgrade – Project Update and Project Agreement, passed at the Council meeting on 29 April 2025.

FORESHADOWED MOTION (LAPSED)

Mover: Cr Lewis

That Council:

1. Treats the report as confidential in accordance with section 11 (3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The report contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.

2. Notes the progress made on funding initiatives identified in the Sustainable Funding Action Plan for the Bronte Surf Life Saving Club and Community Facilities Upgrade Project, as set out in the report.
3. Notes that the project budget of \$32,349,000 comprises two main components, with the building component costing \$23,614,770 and the public domain component costing \$8,734,230.
4. Notes that the project budget includes \$679,373 in professional fees and \$2,893,319 in contingency costs.
5. Notes that the following funding contributions have been agreed:
 - (a) Bronte Surf Life Saving Club: up to a maximum of \$4,250,000.
 - (b) Already secured Federal and State grants: \$3,345,000.
6. Notes that additional grant funding is being sought for the project in accordance with the Sustainable Funding Action Plan.
7. Holds a Councillor briefing as soon as possible on the following:
 - (a) The project's funding sources.
 - (b) The source of funding in the event of a costs overrun (other than agreed variations).
 - (c) The financial risks for Council in undertaking the project.
 - (d) Bronte Surf Life Saving Club's financial obligations to the project.
 - (e) The terms of the Project Agreement with Bronte Surf Life Saving Club attached to the report.

S Pearce (on behalf of Surf Life Saving NSW and Bronte Surf Life Saving Club), I Power and J Stewart (on behalf of Bronte Surf Life Saving Club) addressed the meeting.

6. Resuming in Open Session

CM/6/25.05E Resuming in Open Session

MOTION / DECISION

Mover: Cr Nemesh
Seconded: Cr Stephenson

That Council resumes in open session.

At 9.03, Council resumed in open session.

7. Meeting Closure

THE MEETING CLOSED AT 9.04 PM.

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SIGNED AND CONFIRMED
MAYOR
20 MAY 2025

:

MAYORAL MINUTES

CM/6/25.06



Subject: Mayoral Minutes

Author: Mayor of Waverley, Cr Will Nemes

WAVERLEY
COUNCIL

Mayoral minutes are permissible at Waverley Council meetings under the Waverley Code of Meeting Practice. Clauses 9.7–9.11 of the Code state:

Subject to clause 9.10, if the mayor is the chair at a meeting of the council, the mayor may, by minute signed by the mayor, put to the meeting without notice any matter or topic that is within the jurisdiction of the council, or of which the council has official knowledge.

A mayoral minute, when put to a meeting, takes precedence over all business on the council's agenda for the meeting. The chair (but only if the chair is the mayor) may move the adoption of a mayoral minute without the motion being seconded.

A recommendation made in a mayoral minute put by the mayor is, so far as it is adopted by the council, a resolution of the council.

A mayoral minute must not be used to put without notice matters that are routine and not urgent, or matters for which proper notice should be given because of their complexity. For the purpose of this clause, a matter will be urgent where it requires a decision by the council before the next scheduled ordinary meeting of the council.

Where a mayoral minute makes a recommendation which, if adopted, would require the expenditure of funds on works and/or services other than those already provided for in the council's current adopted operational plan, it must identify the source of funding for the expenditure that is the subject of the recommendation. If the mayoral minute does not identify a funding source, the council must defer consideration of the matter, pending a report from the general manager on the availability of funds for implementing the recommendation if adopted.

REPORT

CM/7.1/25.06



Subject: Audit, Risk and Improvement Committee Meeting - 20 March 2025 - Minutes

TRIM No: A25/0077

Manager: Richard Coelho, Executive Manager, Governance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council notes the minutes of the Audit, Risk and Improvement Committee meeting held on 20 March 2025 attached to the report.

1. Executive Summary

Council established the Audit, Risk and Improvement Committee (ARIC) in February 2019. In accordance with the ARIC terms of reference, the minutes are reported to Council once confirmed by the ARIC.

The minutes of the meeting held on 20 March 2025 were confirmed by the ARIC at its meeting on 12 June 2025 and are attached to this report.

2. Introduction/Background

The ARIC provides independent assistance to Council by monitoring, reviewing and providing advice on governance processes, risk management and control frameworks and external accountability obligations.

The Committee is supported by an internal audit function and together they are one mechanism Council uses to ensure its internal controls and management approaches are effective for the management of risk across the organisation.

In accordance with clauses 9 and 10.1 of the ARIC terms of reference, the minutes are reported to Council after being confirmed by the Committee.

3. Relevant Council Resolutions

Nil.

4. Discussion

In response to Councillor feedback at the Council meeting on 18 February 2025 regarding the delay in reporting ARIC minutes to Council, the process is as follows:

- The minutes are approved by the ARIC chair and circulated to ARIC members and all Councillors within four weeks of each ARIC meeting.

- The minutes are confirmed by ARIC at its next meeting (ARIC meets at least five times a year).
- The minutes are then reported to the next Council or Council Committee meeting for noting and to satisfy the requirement to update Council on ARIC's activities at least quarterly.

As Councillors receive the minutes within a month of the ARIC meeting, and the minutes rarely change between being circulated and being confirmed, no change to the process is recommended.

5. Financial Impact

There is no unbudgeted cost to Council to prepare the minutes.

6. Risks/Issues

The minutes are reported to Council for information only.

7. Attachments

1. ARIC - 20 March 2025 - Minutes [↓](#)



**MINUTES OF THE AUDIT, RISK AND IMPROVEMENT COMMITTEE MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
THURSDAY, 20 MARCH 2025**

Voting Members Present:

John Gordon (Chair)	Independent Member
Sheridan Dudley	Independent Member
Elizabeth Gavey	Independent Member
Cr Joshua Spicer	Councillor Member

In Attendance:

Emily Scott	General Manager
Sharon Cassidy	Director, Assets and Operations
Tara Czinner	Director, Corporate Services
Fletcher Rayner	Director, Planning, Sustainability and Compliance
Ben Thompson	Director, Community, Culture and Customer Experience
Manuel Moncada	Director, Financial Audit, Audit Office of NSW (item 5.2)
Jarrold Lean	Internal Auditor (Partner, Risk Consulting, Grant Thornton Australia)
Richard Coelho	Executive Manager, Governance
Rodhan Haughton	Acting Executive Manager, Major Projects (item 5.5)
Shelby Lee	Acting Executive Manager, People and Culture (item 5.9)
Teena Su	Executive Manager, Finance
Kevin Trinh	Acting Chief Information Officer (item 5.6)
Carol Jones	Manager, Work Health and Safety (item 5.9)
Sneha Sabu	Corporate Planning and Reporting Coordinator (item 5.4)
Lucinda Webb	Committee Secretary

Prior to the commencement of the meeting, the Manager, Information Services, gave a presentation to the ARIC members on records and privacy.

At the commencement of proceedings at 9.00 am, those present were as listed above.

ACKNOWLEDGEMENT OF INDIGENOUS HERITAGE

The Chair read the following Acknowledgement of Indigenous Heritage:

The Waverley Audit, Risk and Improvement Committee respectfully acknowledges the Indigenous heritage and recognises the ongoing Aboriginal traditional custodianship of the land which forms the Waverley local government area.

1. Apologies

There were no apologies.

2. Declarations of Pecuniary and Non-Pecuniary Interests

The Chair called for declarations of interest and the following were received:

- 2.1 Elizabeth Gavey advised the Committee that she has been appointed as chair of the Audit and Risk Committee of the Audit Office of NSW.
- 2.2 Elizabeth Gavey advised the Committee that she has retired from the Audit, Risk and Improvement Committee of Camden Council.
- 2.3 John Gordon reminded members that he is a member of the Audit and Risk Committee for the NSW Department of Education which acts as a regulator for early childhood education in NSW.

3. Confirmation of Minutes

**ARIC/3.1/25.03 Confirmation of Minutes - Audit, Risk and Improvement Committee Meeting
- 21 November 2024 (A25/0077)**

DECISION

That the Committee confirms the minutes of the Audit, Risk and Improvement Committee meeting held on 21 November 2024 as a true record of the proceedings of that meeting.

DISCUSSION

The Committee thanked the former chair, Elizabeth Gavey, for her work as chair over the past five years. The Committee welcomed the new chair, John Gordon.

4. Actions from Previous Meetings

ARIC/4.1/25.03 Actions from Previous Meetings (SF25/660)

DECISION

That the Committee:

1. Notes the status of the actions from previous meetings as at 20 March 2025 attached to the report.
2. Requests that:
 - (a) A time frame and comments be added to action items marked as 'on track.'
 - (b) Reports to the Committee consider improvements in strategic planning, service delivery and performance.

DISCUSSION

The Committee discussed the following matters:

- Action items marked as 'on track' in the table attached to the report should have a time frame and comments provided alongside them where possible.
- The timing of items 3 and 9 in the table is to be specified as 'next meeting' and the 'last meeting of the year' respectively.
- Item 10 can be closed and taken off the table.
- The difference between the Committee noting matters (no action), requesting Council to consider something (suggestion only) and requesting Council to take action (expectation that it is done) was clarified for future recording against action items.
- Reports to the Committee should consider referencing improvements in strategic planning, service delivery and performance, as per the ARIC Terms of Reference.

5. Reports

ARIC/5.1/25.03 General Manager's Update (SF25/658)

DECISION

That the Committee notes the General Manager's verbal update provided at the meeting.

DISCUSSION

The General Manager provided a verbal update to the Committee. The key topics discussed were as follows:

Risk Appetite Statement (RAS)

- RAS endorsed by the Executive Leadership Team (ELT) and ARIC presented to a Councillor workshop in February 2025 with Grant Thornton.
- Circulated for feedback and comment following workshop.
- Endorsed by Council on 17 March 2025.
- Next steps: undertake a review of the Strategic Risk Register and Operational Risk Registers.

Eastern Beaches Security Review update

- Council resolution CM/6.2/24.10 (29 October 2024):
 - In conjunction with the police and other agencies, Council undertakes an immediate security assessment that includes but is not limited to:
 - Identifying locations of vulnerability.
 - Examining the suitability of installing additional and/or higher specification CCTV cameras in specific locations.
 - Other security measures as identified within the security assessment.
- Previous work:
 - Federal Government Strategy for Protecting Crowded Places (2017).
 - Hostile Vehicle Assessment completed by Council in 2018-19.
 - Hostile Vehicle Mitigation Protection Framework: engineering design for public safety measures.
 - Safety by Design in Public Places – Completed projects:
 - Bondi Beach.
 - Bondi Park.
 - Oxford Street Mall.
- Objective:
 - Develop a regional approach to public space crowd safety across the Eastern Suburbs of Sydney.
 - Support community with base-level resources.
- Scope of works:
 - Engage with key stakeholders to review existing risk assessments and confirm if any gaps can be addressed by a Council-run project.
 - Independent threat, vulnerability and risk assessment.
 - Assess areas of the public realm in the vicinity of nominated sites.
 - Review plans and measures in place.
 - Report on detailing findings and recommended control measures to mitigate any identified risks.
 - Staged roll out
 - Starting with community areas being disproportionately affected.
 - Review of key crowded spaces to follow.
- Regional partnership with Waverley, Randwick, and Woollahra confirmed.
- General Managers have engaged with Multicultural NSW to discuss partnership and funding opportunities.
- Engagement with NSW Police - Assistant Commissioner Mark Walton.
- Preliminary engagement with NSW Police – Eastern Suburbs Police Area Command (PAC).
- Request for quotation for public space crowd safety review completed.
- Associated projects:
 - CCTV Review.
 - Mayor’s Roundtable on Social Cohesion.
 - Mayoral Antisemitism Consultation Roundtable.
- Next steps:
 - General Managers from Waverley, Randwick and Woollahra to engage and consult with NSW Police Eastern Beaches and Eastern Suburbs PAC to confirm the need and/or

scope for risk assessments – February 2025.

- Councils to meet with the Jewish Board of Deputies and Community Security Group NSW to discuss existing risk assessments and confirm any gaps that could be addressed by a Council-run project – March 2025.
- Continue to work with NSW State Government including Multicultural NSW to discuss funding opportunities.
- Scope and develop an Eastern Suburbs engagement program in partnership with Multicultural NSW, to promote social cohesion and multi-faith dialogue.

Community Strategic Plan

- Objective is to engage our community on issues and priorities for the future of our local government area.
- Integrated Planning and Reporting Framework (IP&R).
- Community engagement to support preparation of:
 - Community Strategic Plan (10 years).
 - Delivery Program (4 years).
 - Operational Plan (1 year).
 - Resourcing Strategies – Strategic Asset Management Plan (10 years) and Long Term Financial Plan (10 years).
 - Other strategies – Environment Action Plan (four years).
- Issues:
 - Affordable housing.
 - Local economy, tourism, night-time economy, local business.
 - Maintenance of public infrastructure.
 - Managing impacts of development.
 - Recreation and open spaces.
 - Sustainable environment.
 - Supporting community wellbeing and strengthening social inclusion, diversity and inclusion.
 - Transport, pedestrians and parking.
- Status and next steps
 - Phase 6: public exhibition - April-May 2025.
 - Phase 7: adoption and publication of documents - June 2025.

AEC Group Councillor briefing – Financial Sustainability Review Stage 2 – 25 February 2025

- Project update:
 - Financial Sustainability Review Stage 1 - Financial Sustainability Assessment completed in September 2024, which included benchmarking, historical performance, cash and restrictions, socioeconomic profile and initial asset management assessment.
 - Financial Sustainability Review Stage 2 – Draft Financial Sustainability Review submitted, including recommended strategies and a projected Financial Plan to improve the long-term sustainability, applying the outcomes of other project components: asset management strategy and waste full cost pricing review.
 - Service Mix/Efficiency Review – Completed analysis and embedded in Financial Sustainability Review. Council to complete recommended Service Profiles and Service Catalogue in near future.
 - Rates modelling – Current structure modelled with further scenario modelling based on potential impact on rates to achieve financial sustainability targets, daily work management full cost position and asset management strategy outcomes.
 - Waste Service Full Cost and Pricing Review – Draft report completed and provided for

- feedback.
- Asset Management Strategy – Completed. AEC finalised the Draft Asset Management Strategy for Council’s consideration.
- Sustainability assessment:
 - Test 1 – Maintaining fiscal capital.
 - Test 2 – Maintaining infrastructure capital.
- Financial sustainability targets:
 - Achieve and maintain an operating surplus of 0.5-1.0%.
 - Maintain a minimum unrestricted cash balance of \$10m-\$15m.
 - Infrastructure renewal ratio of 120% (based on current depreciation expense).
 - Council’s infrastructure backlog is reduced and maintain below 1.0%.
 - Commercial service will provide a minimum return on assets equal to weighted average cost of capital (WACC).

ARIC/5.2/25.03 Audit Office of NSW - Annual Engagement Plan for 2024-25 Financial Year (A24/0933)

DECISION

That the Committee:

1. Notes the Annual Engagement Plan attached to the report for the audit of the 2024-25 financial statements.
2. Receives a report on Council’s assessment of the amendments to Accounting Standard AASB 13 - Fair Value Measurement.

DISCUSSION

The Committee discussed the following matters:

- The key areas of issues and risks for Council were outlined in section 2 of the attachment.
- Council’s infrastructure, property, plant and equipment (IPPE) in relation to stormwater drainage will be revalued this year. Management is confident in the data that will be used for this evaluation, as it is real data based on review of network hotspots.
- There has been an amendment to the Accounting Standard AASB 13 - Fair Value Measurement. Management must perform an impact assessment to assess whether the amendments have any material impact on Council’s current valuation assumptions and processes, as well as assets. The Committee would like to review this assessment.
- There was a change to the timetable in section 6 of the attachment, where Council’s approval of financial statement of lodgement has been revised from 16 September 2025 to 16 October 2025. There will be a slight adjustment to the Audit Clearance meeting date as it is currently scheduled for a public holiday. The rest of the timetable is as planned and agreed.
- The importance of stormwater management methodologies. The Director, Assets and Operations, provided a positive update on the data Council has.

ARIC/5.3/25.03 Quarterly Budget Review (Q2) (SF24/4957)**DECISION**

That the Committee notes that the Q2 budget review was presented to the Council meeting on 18 February 2025.

DISCUSSION

The Committee discussed the following matters:

- Council has increased its reserves by \$300,000.
- The Operating Performance Ratio has improved as part of Q2.
- Management is confident that all the Office of the Local Government (OLG) benchmarks will be met, subject to no unforeseen issues.
- OLG is expected to release a new quarterly budget review statement, likely in the next financial year, which focuses on transparency and accountability.
- Budget reviews should be accessible so that Councillors and the community are well informed. Cr Spicer confirmed that this is the case for Councillors, with management providing helpful snapshots of the information.
- Management is focused on minimising carry over of the budget into the next financial year and has made huge improvements over the last five years.
- A report reviewing the Reserves Strategy is due at the next Committee meeting.

ARIC/5.4/25.03 Delivery Program 2022-26 - Six-Monthly Progress Report (A23/0573)**DECISION**

That the Committee:

1. Notes the six-monthly progress report on the Delivery Program 2022–2026, as set out in the report.
2. Requests Council to consider undertaking an internal audit of the six-monthly progress report process.

DISCUSSION

The Committee discussed the following matters:

- The report has been improved by explaining the documents, making it easier to read.
- The Delivery Program is on track at 12% completion, with no red flags in terms of progress and performance.

- The report notes that 84% of activities are in progress, but this figure is now 87%.
- Without an independent audit, management has been holding each other honest and accountable through peer review and explicitly mentioning any reasons for delay for each relevant activity when tracking progress. The Executive Leadership Team reviews the progress each quarter to enable course correction. The Committee suggested that an internal audit of the process be considered in the future to ensure the rigour of the review process and consistency between departments.

ARIC/5.5/25.03 Capital Works Program - Update (A21/0532)

DECISION

That the Committee:

1. Notes the progress on the Capital Works Program and the update on key projects and Strategic Asset Management Plan programs, as set out in the report.
2. Requests that:
 - (a) The Contract Management Independent Review report be circulated to the independent members.
 - (b) The terms of reference and minutes of the Capital Works Strategic Coordination Group be circulated to the Committee.
 - (c) The terms of reference of the Strategic Property Review Committee and the Capital Works Review Committee be circulated to the Committee.

DISCUSSION

The Committee discussed the following matters:

- The report included two new project status reports, the Strategic Asset Management Plan (SAMP) Road Infrastructure Renewal and the SAMP Building Renewal Program, following the recommendation from the Capital Works Strategic Coordination Group meeting held in February 2025.
- Three key projects are finishing up at the end of the year, namely, the Boot Factory/Mill Hill Community Centre Upgrade, Bondi Park Stage 2 Upgrades and the Clifftop Walkway Upgrade at Diamond Bay.
- In January and February 2025, Grant Thornton performed a Contract Management Independent Review of four subset projects, which showed positive results overall. Improvements to further strengthen compliance were recommended.
- Alongside the Capital Works Strategic Coordination Group, two internal committees with Councillor representation have been established: the Strategic Property Review Committee and the Capital Works Review Committee.
- A wrap-up report on the final position on the Bronte Surf Life Saving Club project is set for April

2025, noting that the project involves a significant public domain element.

- There have been many changes to the Bondi Surf Life Saving Club project, most notably the Club has a completely new board.
- Costs of construction and demand for tradespeople have significantly increased. Management confirmed that there are mechanisms in place to have more certainty around the projected quotes.

ARIC/5.6/25.03 Information Management and Technology - Cyber and Work Program Update (A18/0665)

DECISION

That the Committee:

1. Notes the progress on Council's Cyber Program and ICT Modernisation Program, as set out in the report.
2. Requests Council to consider undertaking an independent review of the ICT Modernisation Program.

DISCUSSION

The Committee discussed the following matters:

- The Office of Local Government's (OLG) Cyber Security Guidelines for Councils were released in January 2025. These guidelines essentially reframe the focus to 'crown jewels' and cyber security standards and controls. Management confirmed that they were aware of these changes since early 2024, so the program deliverables have already been geared to meet the new guidelines.
- The outcomes from the email phishing campaign were noted as positive, with Council establishing a baseline click-rate that was on average below other councils that were using the platform. Management is confident in its cyber security monitoring system, noting that Council has had no significant cyber attacks.
- Cyber will continue to be a standing talking point in this item at Committee meetings.
- The successful delivery of the ICT Modernisation Program to Council's property and rates system, Pathway UX. It was also noted that the Enterprise Resources Planning Project is on track.
- The Committee suggested that an independent review of the ICT Modernisation Program be conducted. Grant Thornton advised that they will take this into consideration when planning the audits for the next financial year.

ARIC/5.7/25.03 Enterprise Risk Management - Update (A17/0245)**DECISION**

That the Committee:

1. Endorses the Principal Business Continuity Plan attached to the report (Attachment 1).
2. Notes that a review of site-specific Business Continuity Plans will be carried out as an ongoing program to address risks associated with critical or disruptive incidents.

DISCUSSION

The Committee discussed the following matters:

- The Principal Business Continuity Plan (BCP) was created to identify and bridge together gaps in Council's process. A crucial amendment is that the Principal BCP now distinguishes between major and minor incidents and the respective decision-makers and processes that follow.
- Now that the framework has been established, the next step is to test it. The Committee raised a concern that the Principal BCP may not adequately consider some incidents such as extreme weather events where contact via phone or the internet might be difficult or completely cut off.

ARIC/5.8/25.03 Governance Report (SF25/662)**DECISION**

That the Committee:

1. Notes the Governance Report.
2. Requests that the delegations register be circulated to the independent members.

DISCUSSION

The Committee discussed the following matters:

- The work on the data breach register is to be commended, noting how it will encourage a culture of reporting.
- The delegations register and the legislative compliance database are separate but related. Directors and Executive Managers who are sub-delegated functions under an Act will also generally be assigned responsibility for that Act in the compliance database.
- Directors and Executive Managers receive automated email updates to the legislation to which they have been assigned via the legislative compliance database. They are responsible for ensuring that they understand the legislation relevant to their delegations and respond to legislative changes, as required. The Governance team does not audit legislative compliance, as this function is performed by internal and external audit, as well as other audit

mechanisms.

ARIC/5.9/25.03 Work Health and Safety Report (A25/0200)

DECISION

That the Committee notes:

1. The Work Health and Safety Report for November 2024 to January 2025.
2. The Psychosocial Action Plan attached to the report (Attachment 1).
3. The Gap Analysis against SafeWork Australia's Model Code of Practice attached to the report (Attachment 2).

DISCUSSION

The Committee discussed the following matters:

- The Work Health and Safety report has significantly improved. It has been refined and provides more data-trend analysis, taking on the recommendations of the Committee.
- The draft Psychosocial Action Plan was created through a process of stakeholder consultation to base the actions on the needs of Council.
- As included in the Psychosocial Action Plan, management must be trained in how to deal with difficult situations. Council is currently in the research stages of procuring external providers to conduct psychosocial training to improve the psychosocial culture within Council. Management noted that in 2022 Council ran performance conversation training for all supervisors and managers across the organisation, which showed positive results. However, there is still work to do to ensure sufficient training, as most psychosocial claims arise out of performance conversations.

ARIC/5.10/25.03 Complaints and Compliments - Quarterly Report (A25/0121)

DECISION

That the Committee notes the quarterly customer experience dashboard for October 2024–December 2024 attached to the report.

DISCUSSION

The Committee discussed the following matters:

- There has been an approximately 20% decrease in complaints logged in Q2 compared to Q1. Compliments logged in Merit also almost doubled over this period.
- There are thorough processes in place to ensure complaints received through different channels are captured, including good communication between the Councillor services team

and Customer Service. Management is therefore confident that all complaints are being captured.

- Night works were a common subject of complaints. The complaints showed that there was no issue of residents not being notified; rather, residents complained because they were upset with the nightworks.

ARIC/5.11/25.03 Annual Internal Audit Plan Status Update 2024-25 and Four-Year Plan (SF25/771)

DECISION

That the Committee:

1. Notes the status of the Internal Audit Plan 2024-25 attached to the report (Attachment 1).
2. Notes the Four-Year Internal Audit Plan attached to the report (Attachment 1).
3. Receives a report on Council's compliance with Transport for NSW's Driver Vehicle System (DRIVES) Terms of Access Agreement, and that this report be presented to the Committee annually.
4. Requests Council to consider undertaking a separate internal audit of compliance with the DRIVES Terms of Access Agreement.

DISCUSSION

The Committee discussed the following matters:

- The accounts receivable audit has been put on hold to recommence by April.
- The next Four-Year Plan will come back to the Committee for approval in June.
- Councils are required to prepare a quarterly compliance declaration to Transport for NSW on their access to the Driver Vehicle System (DRIVES) system, which manages driver licences and vehicle registrations. The Committee requested that Council's compliance with the DRIVES Terms of Access Agreement be reported to the Committee annually and recommended that a separate internal audit be undertaken on DRIVES controls and reporting.
- Once Council has appointed a Manager, Audit and Risk, the Committee suggested that an assurance map be created.

ARIC/5.12/25.03 Internal Audit Report - Fraud and Corruption Control (SF25/371)

DECISION

That the Committee:

1. Notes the internal audit report on fraud and corruption control attached to the report.

2. Requests that:

- (a) Staff awareness of fraud and corruption controls be recorded in the covering report for any future internal audits of fraud and corruption.
- (b) Target dates for management actions be revised where applicable.

DISCUSSION

The Committee discussed the following matters:

- The audit showed great improvements made to Council's fraud and corruption control since the last review in 2020. Notably, there seems to be a strong awareness of fraud risk across Council and the audit did not identify any incidents of fraud.
- The next step for Council is to operationalise the framework and ensure that training is mobilised, monitored and reported. Management should focus on low-level fraud as much as high-level fraud.
- The Committee raised concerns about the target dates for some of the management actions. Management confirmed that work has begun even for some items with long-term due dates, but agreed that target dates should be revised where applicable to show this progress.

ARIC/5.13/25.03 Outstanding Audit Recommendations - March 2025 Status Update (SF25/709)

DECISION

That the Committee:

1. Notes the outstanding audit recommendations as at March 2025 attached to the report.
2. Requests that there be a clean-up of the outstanding audit recommendations for the next Committee meeting, including target dates.

DISCUSSION

The Committee discussed the outstanding audit recommendations attached to the report and made suggestions to improve the report.

ARIC/5.14/25.03 ARIC Work Program 2025 - Review (SF25/661)

DECISION

That the Committee:

1. Reviews the ARIC Work Program 2025 attached to the report.
2. Notes that ARIC's Strategic Four-Year Work Plan is under development.

- 3. Requests that the items in the ARIC Work Program be shaded green once completed to enable the Committee to better track its progress.

DISCUSSION

The Committee reviewed the ARIC Work Program 2025 attached to the report and requested that the items in the ARIC Work Program be shaded green once completed to enable to Committee to better track its progress.

6. Other Business

ARIC/6.1/25.03 ARIC Meeting Dates 2025

The remaining Committee meeting dates for 2025 are as follows:

- 9 am Thursday, 12 June 2025.
- 9 am Thursday 28 August 2025 (Financial Statements).
- 9 am Thursday 16 October 2025.
- 9 am Thursday 11 December 2025.

ARIC/6.2/25.03 General Matters

DISCUSSION

The Committee discussed the following matters:

- An offline meeting will be held with the Executive Manager, Finance, and the independent members on 7 October 2025 to review the final version of the Financial Statements.
- At the Council meeting on 18 February 2025, a Councillor noted the delay in reporting confirmed Committee meeting minutes to Council. No change to the process is required, as Councillors receive the chair-endorsed minutes by email at the same time as Committee members and observers, and this version rarely differs from the version subsequently reported to Council.
- The ARIC Annual Report 2024 was noted by Council at its meeting on 18 March 2025.

7. Meeting Closure

THE MEETING CLOSED AT 12.35 PM.

.....
SIGNED AND CONFIRMED
CHAIR
12 JUNE 2025

REPORT
CM/7.2/25.06

Subject: Strategic Property Review Committee Meeting - 1 May 2025 - Minutes

TRIM No: SF25/2125

Manager: Emily Scott, General Manager

Director: Emily Scott, General Manager

RECOMMENDATION:

That Council notes the minutes of the Strategic Property Review Committee meeting held on 1 May 2025 attached to the report.

1. Executive Summary

This report provides information about the Strategic Property Review Committee meeting held on 1 May 2025. The minutes of the meeting are attached to this report.

2. Introduction/Background

On 29 October 2024, Council established the Strategic Property Review Committee to provide strategic advice and oversight to inform and enhance Council's strategies for delivering services and facilities for the community and the effective management of Council's property assets.

3. Relevant Council Resolutions

Nil.

4. Discussion

This report updates Councillors on items discussed at the Strategic Property Review Committee meeting held on 1 May 2025. The minutes, once noted, will be placed on Council's website.

5. Financial Impact

The support provided to facilitate Strategic Property Review Committee meetings is covered in Council's operational budget.

6. Risks/Issues

Nil.

7. Attachments

1. Strategic Property Review Committee Meeting - 1 May 2025 - Minutes [↓](#)

Strategic Property Review Committee Meeting



Minutes & Action Items

Date: Thursday, 1 May 2025
Meeting commenced: 6:00pm
Meeting closed: 6:32pm
Venue: Microsoft Teams Meeting

Attendees	
Councillors	
Councillor	Will Nemesh (Chair)
Councillor	Margaret Merten (Deputy Chair)
Councillor	Michelle Stephenson
Councillor	Keri Spooner
Councillor	Dov Frazer
Councillor	Katherine Westwood (Non-voting)
Councillor	Ludovico Fabiano (Non-voting)
Councillor	Joshua Spicer (Non-voting)
Councillor	Paula Masselos (Non-voting)
Staff	
Emily Scott	General Manager
Sharon Cassidy	Director, Assets and Operations
Ben Thompson	Director, Community, Culture and Customer Experience
Tara Czinner	Director, Corporate Services
Fletcher Rayner	Director, Planning, Sustainability and Compliance
Andrew Best	Executive Manager, Property and Facilities
Marija Torbarina	Administrative Support (Minutes)
Apologies	
Councillors	
Councillor	Dov Frazer

Item No:	Item	Responsible Officer
7	<p>South Bronte Amenities – Activation of DA</p> <p>The Committee received and discussed a briefing note to present information for the consideration of the Committee in relation to the proposed physical commencement of the approved Development Application (DA) for the construction of a replacement public amenities building and community rooms adjacent to Bronte Pool at the southern end of Bronte Beach and Park.</p> <p>Committee Recommendation: The Committee provided in principle support to physically commence the approved Development Application (DA) for the construction of a replacement public amenities building and community rooms adjacent to Bronte Pool at the southern end of Bronte Beach and Park, with Officers to report back to the Committee on the costs and process involved, noting the next step would be a resolution of Council.</p> <p>Action</p> <ul style="list-style-type: none"> • Officers to report back to the next Committee meeting on the costs and process involved. 	Sharon Cassidy / Andrew Best
8	<p>Council Chambers Site Options Analysis – Update</p> <p>The Committee received and discussed a briefing note to provide the Committee with an update on status of the Council Chambers Site Options Analysis.</p> <p>The following amendments to the briefing note were proposed:</p> <ul style="list-style-type: none"> • Reference to low-rise community building removed and replaced with multipurpose recreational community facility with ancillary community space. • Vision added to design principles – to create a community/recreational hub as part of Waverley Park precinct. • Design principle added for flexible internal design to accommodate spaces such as club rooms, office space, commercial kitchen for catering. • Design principle added to understand constraints of the site including: <ul style="list-style-type: none"> ○ Development compliance (in relation to the class of building) ○ Size to accommodate types of sports • Amend wording to state that Officers are developing a set of design principles, rather than have developed a set of design principles. • Inclusion of Council Chambers as a flexible space. <p>The Committee noted the next steps:</p> <ul style="list-style-type: none"> • Officers’ complete procurement process and engage consultants early May 2025. • Consultants to undertake concept development in consultation with stakeholders May to June 2025. • Concepts to be presented to SPRC early July 2025. • Report to 15 July 2025 Council meeting, seeking approval to go to community consultation with two concepts. <p>Committee Recommendation: The Committee supported the proposed amendments to the briefing note for inclusion in the Request for Tender.</p>	

Item No:	Item	Responsible Officer
9	Bondi Junction Masterplan Update The Committee received and noted an update on the Bondi Junction Masterplan. Officers are conducting an RFQ assessment on the Bondi Junction Masterplan this week, with a full RFQ process on the panel. An update report will be submitted to the May Council meeting.	
10	Any Other Business There was no other business.	

MEETING CLOSED: 6.32pm

NEXT MEETING: Thursday, 29 May 2025

REPORT
CM/7.3/25.06

Subject: Capital Works Review Committee Meeting - 27 March 2025 - Minutes

TRIM No: SF25/2133

Manager: Emily Scott, General Manager

Director: Emily Scott, General Manager

RECOMMENDATION:

That Council notes the minutes of the Capital Works Review Committee meeting held on 27 March 2025 attached to the report.

1. Executive Summary

This report provides information about the Capital Works Review Committee meeting held on 27 March 2025. The minutes of the meeting are attached to this report.

2. Introduction/Background

On 29 October 2024, Council established the Capital Works Review Committee to provide strategic advice and oversight of Council's Capital Works Management Plan for infrastructure and building projects and the Information and Communication Technology (ICT) Modernisation Program.

3. Relevant Council Resolutions

Nil.

4. Discussion

This report updates Councillors on items discussed at the Capital Works Review Committee meeting held on 27 March 2025. The minutes, once noted, will be placed on Council's website.

5. Financial Impact

The support provided to facilitate Capital Works Review Committee meetings is covered in Council's operational budget.

6. Risks/Issues

Nil.

7. Attachments

1. Capital Works Review Committee Meeting - 27 March 2025 - Minutes [↓](#)

Capital Works Review Committee Meeting



Minutes & Action Items

Date: Thursday, 27 March 2025
Meeting commenced: 6:00pm
Meeting closed: 7:15pm
Venue: Hybrid / Boot Factory, Cloud Room, Level 2, 27-33 Spring Street, Bondi Junction

Attendees	
Councillors	
Councillor	Will Nemesh (Chair)
Councillor	Margaret Merten (Deputy Chair)
Councillor	Katherine Westwood
Councillor	Dov Frazer
Councillor	Keri Spooner (Non-voting)
Councillor	Michelle Stephenson (Non-voting)
Councillor	Ludovico Fabiano (Non-voting)
Councillor	Joshua Spicer (Non-voting)
Staff	
Emily Scott	General Manager
Sharon Cassidy	Director, Assets and Operations
Tara Czinner	Director, Corporate Services
Nikolaos Zervos	Executive Manager, Infrastructure Services
Marija Torbarina	Administrative Support (Minutes)
Apologies	
Councillors	
Councillor	Paula Masselos (Non-voting)
Staff	
Teena Su	Executive Manager, Finance
Rodhan Haughton	Executive Manager, Special Projects

Item No:	Item	Responsible Officer
1	<p>Welcome and Acknowledgement of Country</p> <p>The meeting opened at 6:07pm and Acknowledgement of Country was conducted by Councillor Nemesh.</p>	

Item No:	Item	Responsible Officer
6	<p>Project decisions and significant Q3 Budget amendments</p> <p>The Committee received an overview of the expected significant and new project amendments in the upcoming Quarter 3 (Q3) Capital Works Program budget amendments, as set out in the briefing note.</p> <p>Noted:</p> <ul style="list-style-type: none"> • The Capital Works Program for FY 2024/25 comprises 161 projects (including individual projects within each Strategic Asset Management Plan (SAMP) program). • Approximately 96% of the current financial year (FY) 2024-25 funding has been either spent or is committed. • Q3 amendments will be finalised through April 2025 for inclusion in May 2025 Council reporting. • Cr Frazer raised Rodney Reserve landslip and \$380K cost for discussion, and concerns landslip caused by excavation. • Nikolaos Zervos advised \$380K cost is for significant engineering required to secure the slope. • Sharon Cassidy provided an update on the Rodney Reserve remediation plan. • Cr Nemesh noted the purpose of the Committee is the funding allocation, with investigation of the cause of landslip issue to be addressed separately. • Cr Nemesh raised question around the overall impact of Q3 by the original \$1.1million largely based on overruns of projects such as Boot Factory and Mill Hill, and impact of Q3 in 2025/26. • Sharon Cassidy noted will go through the Capital Works Program and review funding not spent to minimise the actual Q3 adjustment. • Cr Nemesh requested a briefing on Tamarama SLSC Building Upgrade. • Sharon Cassidy provided an update on the extra spend on Tamarama and the Boot Factory noting final negotiations in process on funding and financial contributions. • Nikolaos Zervos provided update on the Bondi Beach Safe Routes to School project at Blair Street and Mitchell Street. • Cr Westwood raised strategies around drop off points. 	
7	<p>Charing Cross Streetscape Upgrade – Civil Works Separable Portion 2 update (including slip lane)</p> <p>The Committee received an overview of the Charing Cross Streetscape Upgrade project (the Project) with particular focus on the intersection of Bronte Road / Carrington Road / Victoria Street.</p> <p>Noted:</p> <ul style="list-style-type: none"> • Main issues identified with Separable Portion 2 (SP2) are the community concern for slip lane / left turn removal. • Cr Nemesh recommended conversation with TfNSW to assess option for left hand turn from Bronte Road into Carrington, if not possible recommendation from Committee may be to not proceed with SP2 in its current form. • Sharon Cassidy advised Council has written to TfNSW regarding SP2 issues and grant funding, meeting arranged and postponed by TfNSW. • The Committee noted Council is continuing to defer the commencement of SP2 pending discussion with TfNSW to confirm grant funding for the upgrade and the ability to reconsider the proposed removal of the left hand turn. 	

Item No:	Item	Responsible Officer
8	Any Other Business There was no other business.	
9	Next Meeting Confirmed: The Committee agreed there will be no meeting in April due to the Anzac Day Public Holiday. The next meeting is to be held on 29 May 2025.	

MEETING CLOSED: 6:56pm

NEXT MEETING: Thursday, 29 May 2025.

REPORT

CM/7.4/25.06



Subject: Pricing Policy, Fees and Charges 2025-26, Budget and Long Term Financial Plan 7 - Adoption

TRIM No: SF24/4731

Manager: Teena Su, Executive Manager, Finance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council:

1. Adopts the Pricing Policy, Fees and Charges 2025-26 attached to the report (Attachment 2).
2. Adopts the budget for 2025-26 attached to the report (Attachments 3 and 4).
3. Adopts the Long Term Financial Plan attached to the report (Attachment 5), noting that the Plan will be reviewed annually in line with the Operational Plan and annual budget development.

1. Executive Summary

For the 2025-26 financial year Council is forecasting a balanced budget, a positive 0.57% operating performance ratio, and a balanced Long Term Financial Plan (LTFP 7) for 11 years to 2035-36.

The LTFP 7 has been reviewed carefully to deliver on community expectations and the Council's priorities. Council has forecasted sufficient income and reserve funds to implement the LTFP 7 program of works.

2. Introduction/Background

The draft Pricing Policy, Fees and Charges 2025-26, Budget and draft Long Term Financial Plan (LTFP 7) reported at the April 2025 Council meeting were publicly exhibited for 28 days, finishing on 28 May 2025.

At the close of the public exhibition period, 97 comments were received from the public on the Pricing Policy, Fees and Charges, Operational Plan (including the Budget) and the LTFP 7. The external submissions did not change the Pricing Policy, Budget or LTFP 7. However, a number of internal amendments and submissions from Council officers were received to incorporate other new information, which have had a material impact on the April draft capital budget estimates. Refer to Attachment 1 for detail.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 29 April 2025	CM/7.7/25.04	<p>That Council:</p> <ol style="list-style-type: none"> 1. Publicly exhibits the draft Pricing Policy, Fees and Charges 2025-26, draft Budget and draft Long Term Financial Plan 7 attached to the report for 28 days. 2. In accordance with sections 621 and 623 of the <i>Local Government Act 1993</i>, borrows \$18 million to fund the Bronte Surf Life Saving Club and Community Facilities Upgrade project. 3. Authorises the General Manager or delegate to source the most competitive interest rates for the loan from approved financial institutions, with officers to prepare a report to Council on the loan details in the first quarter of financial year 2025-26. 4. Notes that the Long Term Financial Plan (LTFP) 7: <ol style="list-style-type: none"> (a) Will be reviewed annually in line with the Operational Plan and Annual Budget development. (b) Sets out the projects and initiatives that Council intends to invest in and the associated resource requirements for the next 11 years. It considers and utilises a range of options for achieving balanced budgets over the life of LTFP 7, likely including borrowing, realising efficiencies and cost reductions within Council operations, applying reserve funds earlier than forecast in LTFP 7, reducing or rescheduling the capital expenditure program and increasing revenue to fund specific programs and initiatives. 5. Authorises the General Manager to make any necessary editorial and content changes to the draft Pricing Policy, Fees and Charges 2025-26, Budget and LTFP for public exhibition to give effect to Council's resolution. 6. Officers prepare a report to Council following the exhibition period.

4. Discussion

Public exhibition submissions (Attachment 1)

At the close of the public exhibition period, 97 submissions were received from the public on the Pricing Policy Fees and Charges, the Annual Budget and LTFP 7, and 114 internal line-item submissions, as summarised in the following table.

Table 1. Submissions.

Submissions	Total Received	Pricing Policy- Fees & Charges	Annual Budget and LTFP 7
External Submissions	97	80	17
Internal Submissions	114	101	13

Pricing Policy Fees and Charges 2025-26 (Attachment 2)

We received 80 submissions from the community: 76 were related to early education and care services, one for seniors centre, one for Open Space and Recreation Operations, one for infrastructure services and one for financial services.

Staff reviewed and assessed the external submissions, and recommended the following in response to the community feedback:

- Maintain the draft early education and care services fee structure.
- Maintain the seniors centre fee structure.
- Maintain the Open Space and Recreation Operations fee structure.
- Maintain the infrastructure services fee structure.
- Maintain the rates and charges fee structure.

101 internal submissions were received as follows:

- 38 legislative fees updated relating to Department of Planning and Environment.
- 14 fees renamed or fee unit incorrect.
- Two incorrect pricing policy principle applied.
- 33 fees removed for fee consolidation due to low demand for commercial events.
- 12 fee amended to obtain appropriate financial outcome for Council in accordance with pricing policy principle.
- One fee lowered to encourage business attendance to events.
- One fee alignment for compliance/public health inspection.

Refer to Attachment 1 for further information.

The Pricing Policy, Fees and Charges (Attachment 2) will continue to be updated with legislative fees, as announced by the Office of Local Government (OLG).

Budget 2025-26 (Attachments 3 and 4)

Thirteen internal submissions from Council officers and 17 external submissions were received. Refer to Attachment 1 for further details.

After incorporating the budget submissions largely for the Capital Works Program grant income and project expenditure, the revised draft budget projects an operating income of \$171.36m and an operating expenditure before depreciation of \$147.61m for an operating result of \$23.75m. It also projects capital income of \$25.51m and capital expenses of \$64.39m (Capital Works Program at \$58.95m and other capital expense at \$5.45m). \$1.94m will be drawn from the reserves fund.

The following table provides a high-level comparison between the revised draft budget and the original draft budget.

Table 2. Revised Budget compared to the original draft Budget.

Council Budget Statement - \$'000	Revised Draft Budget 2025/26 June 2025	Original Draft Budget 2025/26 April 2025	\$ change on Draft Budget 2025/26	% change on Draft Budget 2025/26
Operating Revenue				
Grants Subsidies & Contributions - Operational	6,524	6,524	0	-
Investment Income	3,871	3,871	0	-
Other Revenues	23,780	23,780	0	-
Rates & Annual Charges	75,297	75,297	0	-
User Charges	61,890	61,890	0	-
Total Operating Revenue	171,362	171,362	0	-
Operating Expense				
Borrowing Expenses	(408)	(408)	0	-
Employee Costs	(89,203)	(89,203)	0	-
Materials & Contracts	(31,088)	(31,088)	0	-
Operating Expenses	(26,911)	(26,881)	(30)	0.1%
Total Operating Expense	(147,609)	(147,579)	(30)	0.0%
Operating Surplus (excl. Depreciation)	23,753	23,783	(30)	(0.1%)
Operating Surplus (incl. Depreciation)	978	1,008	(30)	(3.0%)
Capital Income				
Grants Subsidies & Contributions - Capital	24,124	22,245	1,879	8.4%
Net gains from the disposal of assets	1,389	1,389	0	-
Total Capital Income	25,513	23,634	1,879	7.9%
Capital Expense				
Capital Purchases	(5,447)	(5,447)	0	-
Capital Works Program	(58,946)	(57,044)	(1,901)	3.3%
Total Capital Expense	(64,393)	(62,491)	(1,901)	3.0%
Net Capital Income/(Expense)	(38,880)	(38,857)	(23)	0.1%
Loan Repayment	(808)	(808)	0	-
New Borrowing	14,000	14,000	0	-
Total Net Revenue/(Expense)	(1,936)	(1,883)	(53)	2.8%
Reserve transfer (to)/from	1,936	1,883	53	2.8%
Net Budget Surplus/(Deficit)	0	0	0	-

Operational budget

Compared to original draft budget, operating expenses have increased by \$30k due to the Community Partnership Agreement with Eastern Suburbs District Rugby League Football Club.

Fleet Replacement Program

There are no changes in Fleet Replacement Program, which is as follows:

Table 3. Fleet Replacement Program.

	Proposed Budget 2025/26 Qty	Proposed Budget Purchase 2025/26 \$	Proposed Budget Proceeds from Sale 2025/26 \$	Proposed Budget 2025/26 Net Costs
Passenger Vehicle	5	242,000	253,000	(11,000)
Light Commercial	6	275,494	135,733	139,761
Truck Fleet	12	3,662,241	883,414	2,778,827
Specialised Equipment	4	591,000	116,406	474,594
TOTAL	27	4,770,735	1,388,553	3,382,181

Capital Works Program

The following table summarises the proposed amendments to the original draft capital works program for 2025-26.

Table 4. Revised Capital Works Program budget compared to the original draft program budget.

Capital Works Program - \$'000	Revised Draft Budget June 2025	Original Draft Budget April 2025	Change on Original Draft Budget
Building Infrastructure	23,607	23,607	0
Living Infrastructure	850	850	0
Public Domain Infrastructure	2,688	2,688	0
Open Space & Recreational Infrastructure	13,529	13,029	500
Road Infrastructure	16,381	14,979	1,401
Stormwater Drainage Infrastructure	1,890	1,890	0
Total	58,946	57,044	1,901

Reserve balance

\$90.97m is the projected balance for 30 June 2026, \$1.2m higher compared to the draft Budget presented to the April 2025 Council meeting mainly due to the Q3 budget review.

Conclusion on 2025-26 Budget

The overall changes propose no net change to the budget bottom line and the operating performance ratio of 0.57% is forecasted for FY2025-26.

The figure below illustrates the allocations of Council's income and expenditure.

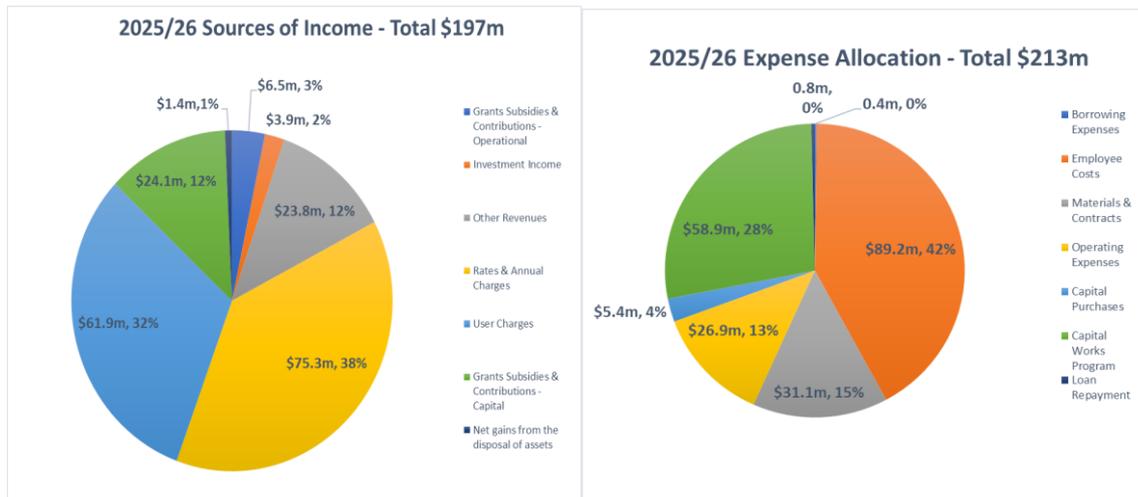


Figure 1. Income and expenditure.

Long Term Financial Plan (LTFP 7) (Attachment 5)

The flow-on effect from 2024-25 Q3 review and internal submission, the 2025-26 budget changes and LTFP capital works program have been assessed and incorporated in the revised LTFP 7 forecasts.

The following table compares the revised LTFP 7 forecasts to the original draft forecasts presented at the April 2025 council meeting.

Table 5. LTFP 7 forecasts (\$'000).

Budget Statement	Revised LTFP 7 June 25	Revised LTFP 7 April 25	Changes
Total Income	2,372,029	2,370,085	1,944
Expense	(1,896,926)	(1,896,866)	(60)
Capital Works	(483,236)	(481,335)	(1,901)
Total Expenses	(2,380,162)	(2,378,201)	(1,961)
Loan Principle Payment	14,585	14,585	0
Reserve	(6,452)	(6,469)	17
Net Result	(0)	(0)	0
Balance Sheet			
NET ASSETS	1,788,198	1,786,568	1,630
Total Cash & Investment Securities	113,142	111,914	1,228
Reserve Balance	99,353	98,124	1,229

Council is anticipated to meet the OLG’s operating performance ratio through the LTFP years. The revised LTFP 7 forecasts a cash and cash investments balance to be \$113 million and a reserve balance of \$99 million at the end of this planning period ending 30 June 2036.

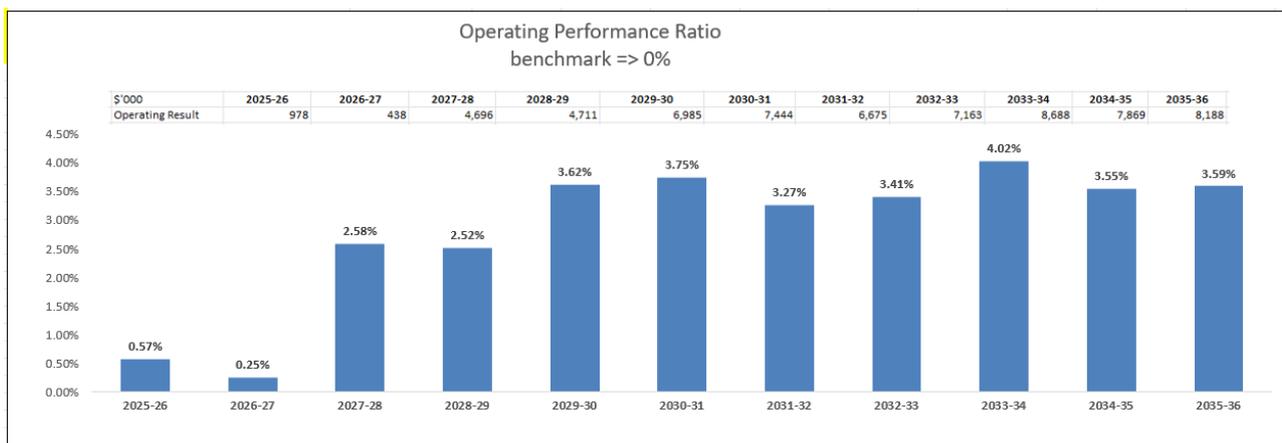


Figure 2. Operating performance ratio.

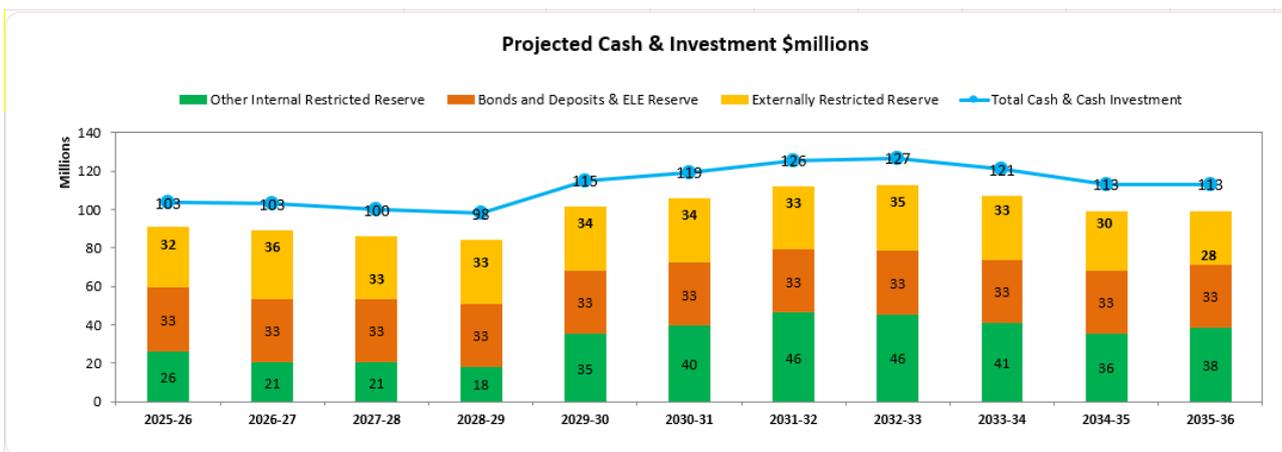


Figure 3. Projected cash and cash investment and reserves balance.

5. Financial Impact

The draft Pricing Policy, Fees and Charges 2025-26, Budget and Long Term Financial Plan were publicly exhibited for 28 days for community feedback. The public exhibition closed on 28 May 2025.

Council is forecasting a balanced budget through the period until 2035-36 in supporting the current services level and Council’s key strategic priorities.

6. Risks/Issues

Council has projected a balanced budget supported by capital income (grants, developer contributions), external borrowing and reserve funds. If there is any material decline in income and/or increase in service/project cost, Council would need to secure other alternative income sources or further resource allocation prioritisation to manage upcoming financial commitments and achieve its long-term financial sustainability goal.

7. Attachments

1. Submissions (under separate cover) ⇨
2. Pricing Policy, Fees and Charges 2025-26 (under separate cover) ⇨
3. Budget 2025-26 (under separate cover) ⇨
4. Capital Works Program 2025-26 and funding sources (under separate cover) ⇨
5. Long Term Financial Plan 7 (2025-35) (under separate cover) ⇨ .

**REPORT
CM/7.5/25.06**



Subject: Community Strategic Plan 2025-2035, Delivery Program 2025-2029, Workforce Management Strategy 2025-2029 and Operational Plan 2025-26 - Adoption

TRIM No: A23/0574

Manager: Emily Scott, General Manager

Director: Emily Scott, General Manager

RECOMMENDATION:

That Council:

1. Adopts the Community Strategic Plan, Delivery Program and Operational Plan including the Budget and Statement of Revenue Policy attached to the report (Attachments 1, 2, 3), including:
 - (a) The rating structure for 2025–26 contained on page 79 of the Operational Plan 2025–26. In accordance with sections 497, 516, 518, 529(2)(d), 534, 535 and 548(3) of the *Local Government Act 1993* (the Act), it is proposed that the following rates and charges be set for every parcel of rateable land within the local government area for the period 1 July 2025 to 30 June 2026:
 - (i) An ordinary rate of 0.082772 cents in the dollar subject to a minimum rate in accordance with section 548(3) of the Act per assessment on all rateable land categorised Residential in accordance with section 516 of the Act and sub-categorised Ordinary in accordance with section 529(2)(b) of the Act.
 - (ii) An ordinary rate of 0.41992 cents in the dollar on all rateable land categorised Business in accordance with section 518 of the Act and subcategorised Ordinary in accordance with section 529 (2)(d) of the Act.
 - (iii) An ordinary rate of 0.854882 cents in the dollar on all rateable land categorised Business in accordance with section 518 of the Act and subcategorised Bondi Junction in accordance with section 529(2)(d) of the Act.
 - (b) The Domestic Waste Management Service Charge being set at \$647 per service per annum for the financial year 2025–26 in accordance with section 496 of the Act.
 - (c) The Stormwater Management Service Charge contained on page 82 of the draft Operational Plan 2025–26 in accordance with section 496A of the Act for the financial year 2025–26 as follows:

Stormwater Management Service Charge		
Category	Unit	Fee or charge (\$)
Residential property	per property	25.00
Residential strata property	per property	12.50

Business property	per 350 m2 (or part thereof)	25.00
Business strata property	per 350 m2 (or part thereof) levied equally to strata unit entitlement with a minimum of \$5	25.00

2. Adopts the Workforce Management Strategy 2025-2029 attached to the report (Attachment 5) to address the human resourcing requirements of the Delivery Program 2025-2029.
3. Authorises the General Manager to make any necessary editorial and content changes to the above documents before publishing to give effect to Council’s resolution and to update any data as applicable.

1. Executive Summary

This report is seeking Council to adopt the Community Strategic Plan 2025–2035 (Waverley 2035), the Delivery Program 2025–2029, the Workforce Management Strategy 2025-2029 and the Operational Plan (2025–2026), including the Budget and the Statement of Revenue Policy, considering any submissions received during the public exhibition period 1 May 2025 to 28 May 2025. Eighteen external submissions and two internal submissions were received on these documents. The Workforce Management Strategy is a human resources document and is not exhibited. Details of submissions received, and any proposed amendments, are set out in Attachment 4. Budget-related submissions are discussed in a separate report.

2. Introduction/Background

All NSW councils are required to facilitate the development of a Community Strategic Plan (with a minimum 10-year outlook), along with a Delivery Program (based around the four-year term of the council) and an Operational Plan (which looks at yearly activities to be undertaken). These plans are informed by a Resourcing Strategy that is made up of a Long Term Financial Plan, a Strategic Asset Management Plan, and a Workforce Management Strategy. Other strategies such as the Environmental Action Plan support the implementation of the Community Strategic Plan.

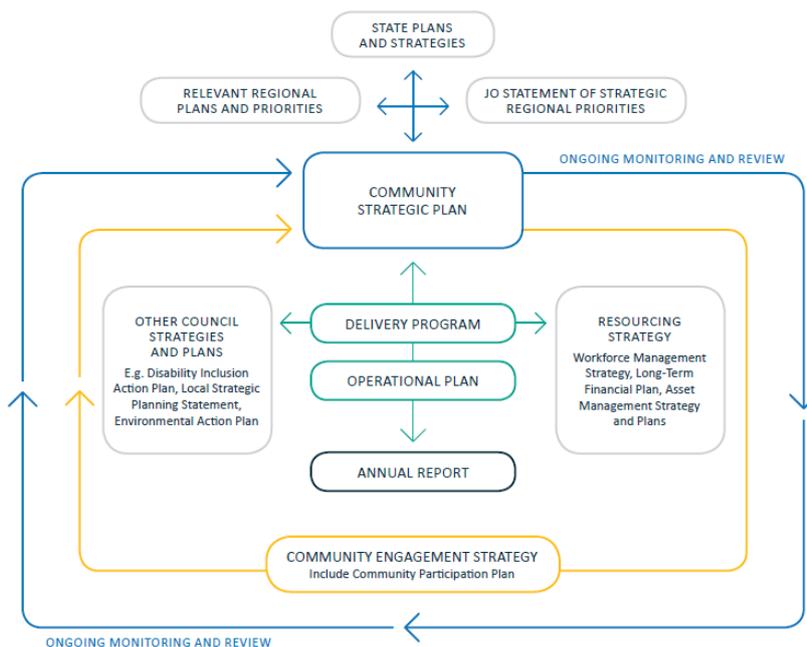


Figure 1. The Integrated Planning and Reporting (IP&R) Framework

The Integrated Planning and Reporting (IP&R) Framework consists of an inter-related hierarchy of plans which aims to ensure a more sustainable local government sector. Waverley Council has in place a hierarchy of integrated plans consisting of a Community Strategic Plan, Delivery Program and an Operational Plan.

The IP&R framework requires councils to constantly review their plans to ensure they remain relevant and in-tune with changing community needs. Section 402(3) of the *Local Government Act* requires that:

Following an ordinary election of councillors, the council must review the community strategic plan before the 30 June following the election. The council may endorse the existing plan, endorse amendments to the existing plan or develop and endorse a new community strategic plan, as appropriate to ensure that the area has a community strategic plan covering at least the next 10 years.

Council engaged the community from October 2024 to March 2025 to understand the community vision and priorities for the Community Strategic Plan 2025-2035 (Waverley 2035) and associated documents.

Each newly elected Council must develop a new Delivery Program that will run for their term in office. The Delivery Program must draw upon the broad directions and strategies defined in the Community Strategic Plan and set out the specific Waverley Council strategies and activities (services and projects) it will undertake during its term to help the community move closer to attaining its long-term vision and aspirations. The Delivery Program 2025–29 (Waverley 2029) sets out the strategies and deliverables Council will need to deliver in the first four years of the 10-year Community Strategic Plan 2025–2035.

Every year, Council is also required to develop an Operational Plan (which is a sub-plan of the Delivery Program) setting out the specific activities (services and projects) it will undertake in that year.

Operational Plan 2025–26 (Waverley 2026) sets out the key activities (deliverables), actions, budget and performance measures Council will employ during the 2025–26 financial year.

The Workforce Management Strategy 2025-2029 is a proactive, four-year document that shapes the capacity and capability of the workforce to achieve council's strategic goals and objectives. It clearly identifies how future staffing and skills requirements will be met, such as through recruitment, staff progression and development, and internal redeployment.

The draft suite of Integrated Planning and Reporting documents excluding the Workforce Strategy 2025-2029 were placed on public exhibition from 1 May 2028 to 28 May 2028.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 29 April 2025	CM/7.8/25.04	That Council: <ol style="list-style-type: none"> 1. Publicly exhibits for 28 days: <ol style="list-style-type: none"> (a) The draft Community Strategic Plan 2025–2035 (Waverley 2035), the draft Delivery Program 2025–2029 (Waverley 2029) and the draft Operational Plan 2025–2026 (Waverley 2026), including the Budget and the Statement of Revenue Policy, attached to the report

		<p>(Attachments 1, 2 and 3).</p> <p>(b) The proposed Rating Structure for 2025–26 contained on page 79 of the draft Operational Plan 2025–26. In accordance with sections 497, 516, 518, 529(2)(d), 534, 535 and 548(3) of the <i>Local Government Act 1993</i> (the Act), it is proposed that the following rates and charges be set for every parcel of rateable land within the local government area for the period 1 July 2025 to 30 June 2026:</p> <ul style="list-style-type: none"> (i) An ordinary rate of 0.082772 cents in the dollar subject to a minimum rate in accordance with section 548(3) of the Act per assessment on all rateable land categorised Residential in accordance with section 516 of the Act and sub-categorised Ordinary in accordance with section 529(2)(b) of the Act. (ii) An ordinary rate of 0.41992 cents in the dollar on all rateable land categorised Business in accordance with section 518 of the Act and subcategorised Ordinary in accordance with section 529 (2)(d) of the Act. (iii) An ordinary rate of 0.854882 cents in the dollar on all rateable land categorised Business in accordance with section 518 of the Act and subcategorised Bondi Junction in accordance with section 529(2)(d) of the Act. <p>(c) The Domestic Waste Management Service Charge being set at \$647 per service per annum for the financial year 2025–26 in accordance with section 496 of the Act, which is no increase from the 2024-2025 financial year.</p> <p>(d) The Stormwater Management Service Charge contained on page 82 of the draft Operational Plan 2025–26 in accordance with section 496A of the Act for the financial year 2025–26 as follows:</p>
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Stormwater Management Service Charge		
Category	Unit	Fee or charge
Residential property	per property	25.00
Residential strata property	per property	12.50
Business property	per 350 m2 (or part thereof)	25.00
Business strata property	per 350 m2 (or part thereof) levied equally to strata unit entitlement with a minimum of \$5	25.00

2. Notes the Community Engagement Outcomes Summary Report attached to the report (Attachment 4).
3. Authorises the General Manager to make any necessary editorial and content changes to the draft Community Strategic Plan 2025–2035, draft Delivery Program 2025–2029, draft Operational Plan 2025–2026, including the Budget, for public exhibition to give effect to Council’s resolution.
4. Officer prepare a report to Council following the exhibition period.

4. Discussion

In accordance with section 406 of the *Local Government Act*, the Office of Local Government (OLG) has published Guidelines and a Handbook to support the administration of integrated planning and reporting. The Community Strategic Plan 2025–2035 (Waverley 2035), the Delivery Program 2025–2029 (Waverley 2029), the Workforce Management Strategy (2025-2029) and the Operational Plan 2025–2026 (Waverley 2026) have been developed in accordance with the OLG Guidelines and Manual.

Community Strategic Plan 2025–2035 (Waverley 2035) (Attachment 1)

The purpose of the Community Strategic Plan is to identify the community’s main priorities and aspirations for the future, and plan strategies to achieve them. These strategies are required to take into consideration the issues and pressures that may affect the community and the level of resources that will realistically be available. While Council has a custodial role in initiating, preparing and maintaining the Community Strategic Plan on behalf of the local government area, it is not wholly responsible for its implementation. Other partners, such as state agencies and community groups may also be engaged in delivering the long term objectives of this Plan.

The Community Strategic Plan essentially addresses four key questions for the community:

- Where are we now?
- Where do we want to be in 10 years’ time?
- How will we get there?

- How will we know we've arrived?

Council's role is to guide the community through these important discussions and to document the response in a meaningful Community Strategic Plan. However, it is important to stress that it is not Council's responsibility to deliver every aspect of the Community Strategic Plan. Also, it is important to understand that Community Strategic Plan is not a 'council' plan but rather a 'community' plan. Council's primary role is to facilitate its creation.

Council undertook a community engagement program that sought to ensure everyone in the community had the opportunity to contribute. The aim was to determine where we are now, where we want to be and how we will get there. The community consultation commenced in October 2024. During this phase, we asked our community what they love about Waverley and to provide feedback on priority areas for the local government area and service levels.

More than 380 community members took the opportunity to share their aspirations for Waverley and tell us our community concerns, vision, future priorities and service levels. The Community Engagement Report 2025-2026 attached to this report summarises key findings from community engagement. Fourteen external submissions were received on the Community Strategic Plan during the exhibition period.

Delivery Program 2025–2029 (Waverley 2029) (Attachment 2)

The Delivery Program is intended to be a four-year program adopted by each newly elected Council in the first year following an election. The Delivery Program 2025–2029 is the fifth Delivery Program that Council has developed.

The IPR Handbook requires that all the strategies identified in the Community Strategic Plan be carried through to the Delivery Program and expanded into actions. In our Delivery Program, we have called these actions four-year actions—that is what we are going to deliver to meet the requirements of the strategies outlined in the Community Strategic Plan.

Both the Delivery Program and Operational Plan are required to allocate responsibility and to include measures of effectiveness. In the case of the Delivery Program and Operational Plan, they should preferably be a combination of outcome and outputs. As far as possible, the Delivery Program includes outcome measures for the deliverables identified.

The Delivery Program also needs to include a budget forecast. Reporting on progress with the Delivery Program is required at least half-yearly. However, budget reporting will still be provided quarterly. In summary, the Delivery Program includes the strategies identified in the Community Strategic Plan, it expands these strategies into four-year actions and allocates responsibility for these. It also includes measures of effectiveness and budget information for the four-year period.

Three external submissions and one internal submission were received on the Delivery Program during the exhibition period.

Operational Plan 2025–2026 (Waverley 2026) (Attachment 3) including the Budget and the Statement of the Revenue Policy

The Operational Plan has a one-year time frame. The OLG suggests that the Operational Plan be defined as a sub-plan of the Delivery Program that spells out the 'actions' to be undertaken in a particular year.

The IPR manual also requires that actions identified in the Delivery Program be carried through to the Operational Plan. Our Operational Plan carries forward the four-year actions from our Delivery

Program and includes the action required to ‘deliver’ on what we said we would. The Operational Plan is also required to include a budget for the year as well as our revenue policy. Budget and Capital Works related details will be discussed in a separate report.

One external submission and one internal submission were received on the Operational Plan during the exhibition period.

Public exhibition – Responses to community submissions (Attachment 4)

The IP&R suite of documents were placed on public exhibition from 1 May 2025 to 28 May 2025. During the public exhibition period, documents were made available on Council website. Advertisement was placed in *Wentworth Courier* providing details on the exhibition. Information and engagement options at Have Your Say section of the website were promoted via Have Your Say and Council newsletters. Emails were sent to inform the Precincts of the details of the public exhibition. Facebook, Instagram and LinkedIn posts and emails to community networks were also used to inform the Waverley community on the public exhibition.

Twenty submissions were received during the exhibition period: 18 external submissions and two internal submissions.

Table 1. External and internal submissions.

Submissions	Total received	Community Strategic Plan	Delivery Program	Operational Plan
External Submissions	18	14	3	1
Internal Submissions	2	0	1	1
Total	20	14	4	2

Council staff considered the submissions received prior to finalising the draft plans. Attachment 4 gives details of submissions received, staff response to submissions and relevant changes to the plans (if applicable).

Workforce Management Strategy 2025-2029 (Attachment 5)

The Workforce Management Strategy 2025-2029 is a resourcing strategy under the Integrated Planning and Reporting Framework and demonstrates how work identified in the Delivery Program 2025-2029 and Operational Plan/s will be resourced. The Workforce Management Strategy will be reviewed and updated along with the Delivery Program. The Workforce Strategy is a four-year plan but aligns with the four-year implementation timeframe of the Delivery Plan. It will be reviewed in accordance with the IPR review timetable.

Waverley’s Workforce Management Strategy 2025-29 shapes the capacity and capability of the workforce to achieve Council’s strategic goals and objectives. It clearly identifies how future staffing and skills requirements will be met, through recruitment, staff progression and development, internal redeployment, and succession planning. Executive Managers were engaged to discuss workforce challenges in implementing the Community Strategic Plan, Delivery Program and Operational Plan. The feedback received informed the preparation of the Workforce Strategy.

5. Financial Impact

The Community Strategic Plan 2025–2035 and associated documents is funded by the Long Term Financial Plan 7 (2025-2036). Council is forecasting a balanced budget through the period until 2035–36 in supporting the current service levels and council’s key strategic priorities.

Time frame

- Council meeting – 29 April 2025.
 - Council approves the Integrated Planning and Reporting suite of documents for purposes of public exhibition.
- Public exhibition – Exhibition dates: 1 May 2025 to 28 May 2028.
 - The Integrated Planning and Reporting suite of documents is placed on public exhibition for a period of at least 28 days, as per statutory requirement.
- Council meeting – 17 June 2025.
 - Council adopts the Integrated Planning and Reporting suite of documents as required under the Integrated Planning and Reporting framework.

6. Risks/Issues

There are strategic risks associated with the preparation of Integrated Planning and Reporting suite of documents. These include reputational and compliance risks. Financial, people and service/project delivery risks are also associated with the implementation of these plans.

Since preparation of the Integrated Planning and Reporting suite of documents is legislated under the *Local Government Act 1993*, if the documents are not adopted on time in compliance with the guidance in the Integrated Planning and Reporting Guidelines and Manual, it poses reputational and compliance risks. An Integrated Planning and Reporting Steering Committee was established to support the preparation of the suite of these documents and constant reviews with the Office of the Local Government Guidelines to ensure compliance with legislative requirements were also in place.

Implementation of strategies, and actions in these plans are dependent on budget, people and service/project delivery. While these are risks, the Integrated Planning and Reporting Framework is supported by resourcing strategies such as Long Term Financial Plan and Workforce Management Strategy which would address these risks.

Quarterly review of plan implementation and budget will ensure issues/risks pertaining to implementation are addressed. This review process is already established with the Executive Leadership Team, and six-monthly progress reporting to the Audit, Risk and Improvement Committee and Council is also in place.

7. Attachments

1. Community Strategic Plan 2025–2035 (under separate cover) [⇨](#)
2. Delivery Program 2025-2029 (under separate cover) [⇨](#)
3. Operational Plan 2025-2026 (under separate cover) [⇨](#)
4. Submissions and response (under separate cover) [⇨](#)
5. Workforce Management Strategy 2025-2029 (under separate cover) [⇨](#)

**REPORT
CM/7.6/25.06**



Subject: Environmental Action Plan - 2025- 2035 - Adoption
TRIM No: A08/1210
Manager: Sam McGuinness, Executive Manager, Environmental Sustainability
Director: Fletcher Rayner, Director, Planning, Sustainability and Compliance

RECOMMENDATION:

That Council adopts the Environmental Action Plan 2022-2032 attached to the report.

1. Executive Summary

This report is seeking Council approval to adopt the Environmental Action Plan 2025-2035 (EAP), which has been exhibited for 28 days and updated with a small number of amendments following exhibition.

2. Introduction/Background

The Environment Action Plan 2025-2035 (EAP) and its deliverables are integrated into other key Council strategies including the Community Strategic Plan, Delivery Program, Operational Plan and the Strategic Asset Management Plan, which have been exhibited at the same time. The EAP outlines ambitious environmental targets for both Council and the broader community.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 29 April 2025	CM/7.10/25.04	That Council: 1. Publicly exhibits the draft Environmental Action Plan 2025-2035 attached to the report for 28 days. 2. Officers prepare a report to Council following the exhibition period.
Council 21 June 2022	CM/7.6/22.06	That Council adopts the Environmental Action Plan 2022-2032 attached to the report.

4. Discussion

The Environmental Action Plan was exhibited for 28 days, resulting in 14 submissions. There were also other submissions on the Community Strategic Plan that focused only on the environment.

The following feedback was provided during the exhibition period responding to the EAP and other integrated planning and reporting strategies that were on exhibition. The table below outlines the submissions by topic, noting that some submissions provided a comment on a number of topics. The

responses demonstrated overall strong support for the Environmental Action Plan and the ambitious targets and actions included in the Plan. The table includes a response to the issues raised.

Table 1. Feedback.

Number of submissions	Topic	Issue	Response
3	Support for the EAP	Submissions showed support for Council to implement the EAP and for strong or stronger environmental goals.	Noted.
6	Nature positive, flora and fauna and protection and enhancement of the natural environment	Strengthen actions around preserving habitat, bushland, canopy and planting including around development approvals and creating hollows for species. Support for expanding greenspace across Waverley on public and private land; education around green roofs; more resources to stopping tree vandalism.	Noted. These are outlined at a high level in the EAP and detailed in the Urban Canopy and Greening Strategy and specific place based Plans.
1	Cat containment	Introduce cat containment measures to protect vulnerable fauna.	While it is recognised that cats have an impact on local biodiversity, Council has very limited legislatively power to ensure that cats are contained. Council has and will continue to undertake engagement with the community on this matter.
6	Net zero programs	Support for electrification programs and the community to reduce emissions; support for strong climate targets; need to reference the Net Zero Alliance as a partner; advocacy for stronger planning rules to support net zero; support for battery programs and focus on reducing embodied carbon.	Noted. The EAP will be amended to recognise the Net Zero Alliance as a partner.
1	Water quality	Important to undertake activities to maintain and improve water quality such as through reducing run-off.	Noted. Council manages gross pollutant traps (GPT), recycled water schemes and raingardens to improve local water quality. Local builders are required by conditions of planning approval to manage water quality and not cause

			pollution.
1	Water and water efficiency	Need to undertake more awareness about using water efficiently.	Noted.
7	Transport and support for active transport	Support for programs that increase and encourage public transport, walking, bike riding and car share; bus priority on Bondi Rd; improved bus stops and seating; rate benefits for households with no car; increased parking for motorbikes.	Noted. The EAP notes the role of the Walking and Bike Strategy that are currently in development in supporting active transport, and achieving community net zero targets. Council actively works to improve walking, cycling and public transport in the Waverley LGA.
4	Expanded vision and use of cornerstone indicators	Regen Sydney and members made submissions on the need to engage with the community on sustainability, the role of active citizens and proposals around the use of cornerstone indicators such as in the areas of transport, community engagement and biodiversity.	Noted. Proposed ecological targets align with EAP themes and measures, and could be collaboratively pursued through engagement and education programs.
1	Fossil fuel extraction in Australia	It is imperative that Local Governments do all it can to counter damaging effects of Australia's fossil fuel extraction and export.	Noted.
2	Environmental education and engagement	Support for Council's existing education and engagement programs and that these should be continued and expanded, including to visitors; increased youth programs on the environment.	Noted. Environmental education is implicit in the EAP and the delivery of the Second Nature Program. This program is continually optimised to be as effective and impactful as possible.
2	Circular economy	Council needs to lead and be proactive in supporting the circular economy; do more on textile waste; Mandate reusables (not disposable) in local businesses.	Noted. Relevant actions are included in the Waste and Resource Recovery Strategy that was exhibited in 2024 and is proposed for adoption in 2025.
2	Waste and recycling	Request for additional recycling and problem waste collections; programs to minimise waste.	Noted. This is an action included in the Waste and Resource Recovery Strategy that was exhibited in 2024 and is proposed for adoption in 2025.
1	EAP not supported	Climate change effects are not being experienced, draft	Noted. Council does not have an environment levy

		EAP is not supported and the environment levy should be stopped.	and Council bases its modelling and calculations on the best currently available science.
5	Funding and the LTFP	A number of submissions outlined that the EAP is not funded or not adequately funded and should be prioritised over other Council activities.	The EAP is funded in the LTFP and draft budget. The implementation of some actions depends on grant opportunities to be partially or fully implemented. Some actions are outside of Council's control, with implementation achieved through collaboration and support of other stakeholders.

The following changes in italics are proposed to the draft EAP based on feedback received during consultation and further refinement.

- Page 4: 35% green cover by 2032.
- Page 8: Awarding and *leveraging* grants for community led environmental action, that supports EAP targets.
- Page 23: Council also maintains recycled water schemes at our beaches which capture, filter and reuse stormwater, ~~which have a water quality improvement~~ *protecting water quality* at our beaches.
- Page 24: Council has also been actively working with the community to promote the circular economy and reduce the amount of waste and recycling being generated. This has been through the preparation of the Bondi Junction Circular Economy ~~Masterplan~~ *Roadmap* and the implementation of projects such as regular Repair *Cafés*.
- Page 24: Lead by example and embed Circularity and Sustainable Procurement in Council operations, *events* and capital works.
- Page 26 - 28: remove 'proposed' and replace with '*Summary of Programs.*'
- Page 26: Add '*Net Zero Alliance*' as stakeholder to the actions 'supporting the installation of solar and batteries....' and 'Facilitate and educate the community...'
- Page 27: Improve the condition of *remnant and* non-remnant native vegetation on public land and reinstate indigenous vegetation in Councils' parks and reserves.
- Page 27: Add *Regen Sydney* as stakeholder to the actions 'Deliver events, workshops, and education...' and 'Support the community to address...'

5. Financial Impact

The EAP will be implemented through the allocation of Council's operational and capital budgets as well as through available grants. The Plan includes ambitious environmental targets, many of which cannot be achieved without the support, engagement and collaboration with a range of stakeholders, including the different levels of government, businesses and our local residential community.

This means some programs are dependent on community stakeholders and/or grant opportunities to be partially or fully implemented. Council has recently been successful with the following grants which greatly assist with the delivery of environmental programs and achieving environmental targets:

- Coastal and Estuary Grants under the NSW Coastal Management Program.
- NSW Electric Vehicle (EV) Kerbside Charging Grants.

- Electric Vehicle Fleets Incentive.
- NSW Environmental Trust Grants.
- NSW Greener Neighbourhoods Grant.
- NSW Saving Our Species Program.
- Get NSW Active (for Curlewis Street cycleway grant).

The EAP is a key document that supports Council in our application to grant bodies as it demonstrates the Strategic intent and the support of Council.

6. Risks/Issues

Risks relating to the plan are as follows:

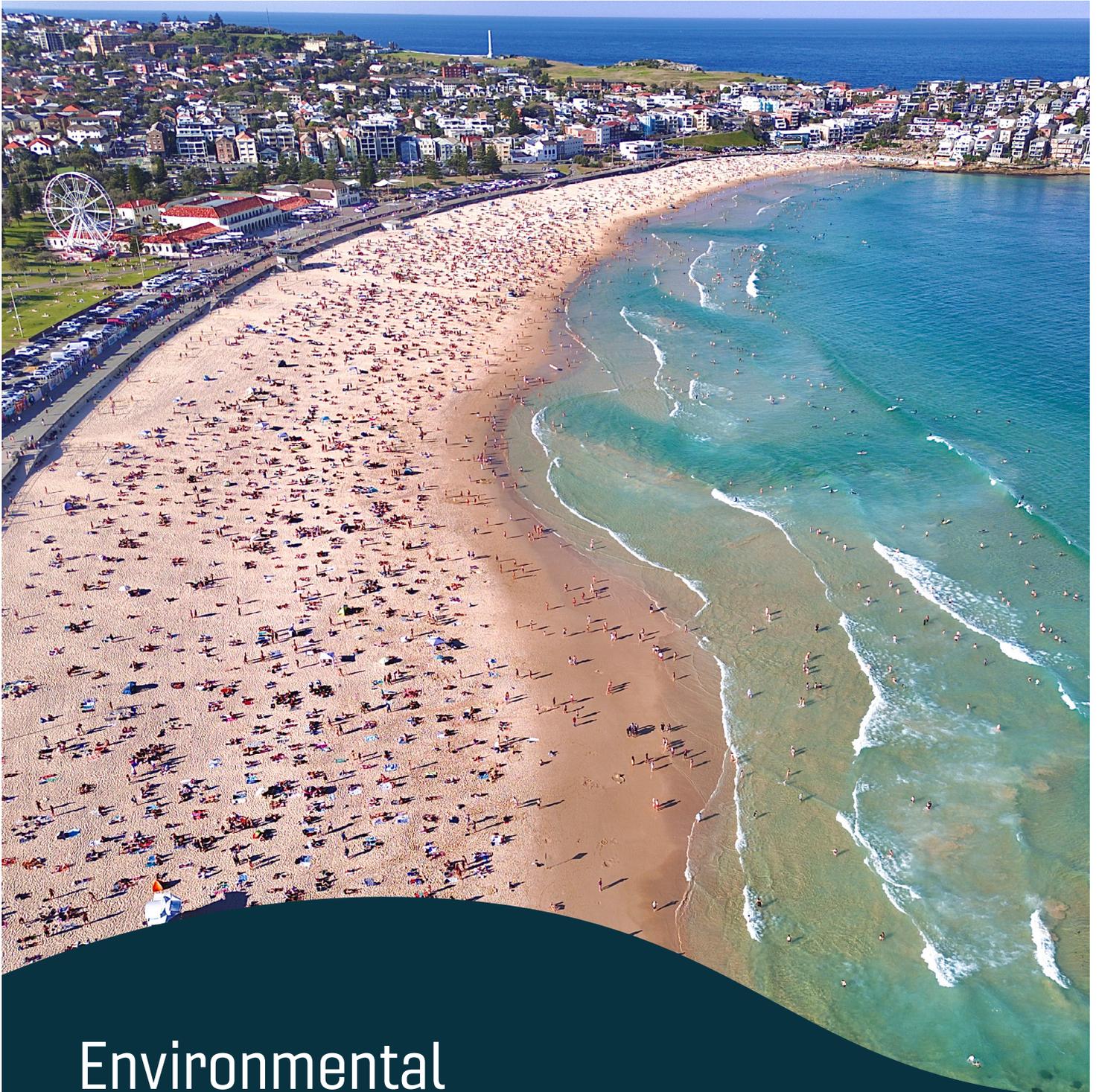
- Reduced grant support from State and Federal government to reduce greenhouse gas from vehicles through EV charging and electric vehicles (both Council and the community).
- Reduced programs, support and grants from State and Federal government, the private sector to reduce greenhouse gas in the electricity grid and reduce gas use in residential and commercial buildings.
- The technical feasibility of vehicle to grid charging which will support and enable the fleet transition from both a financial and hardware perspective.
- Drier and hotter weather which would increase potable and non-potable water use and impact living infrastructure and may result in die-off of trees and native bushland.
- Limited opportunities for waste processing and diversion from landfill to achieve the Council and NSW Government waste targets.

Issues relating to the plan are as follows:

- The role, cost, and amount of emissions reduction credits required in the future to achieve net zero emissions for Council.
- Managing the rapid shift to electrify transport and increase active transport.
- Support engagement and resourcing by other stakeholders for community greenhouse gas emissions programs.
- The measurement of Scope 3 emissions is likely to broaden in the next five years to include embodied materials, staff travel and emissions from projects and events.

7. Attachments

1. Environmental Action Plan [↓](#)



Environmental Action Plan

2025-2035

second
nature



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A Message from our Mayor

Waverley Council was one of the first local governments to formally articulate a strategic environmental vision for its organisation and community which included a detailed and funded 10-year plan to realise its goals.

Now in its sixth iteration, this Environmental Action Plan (EAP) includes medium and longer-term targets and actions to realise our environmental goals in the following areas:

1. **Climate Action** – ensuring our assets, services and community can adapt and respond to climate change while driving down emissions and energy costs for our community and Council operations
2. **Nature Positive** – protecting, restoring and enhancing our natural environment, green spaces and parks, including marine values
3. **Circular Economy** – minimising pollution, managing waste and recycling and recovering materials to transition to a Zero Waste community



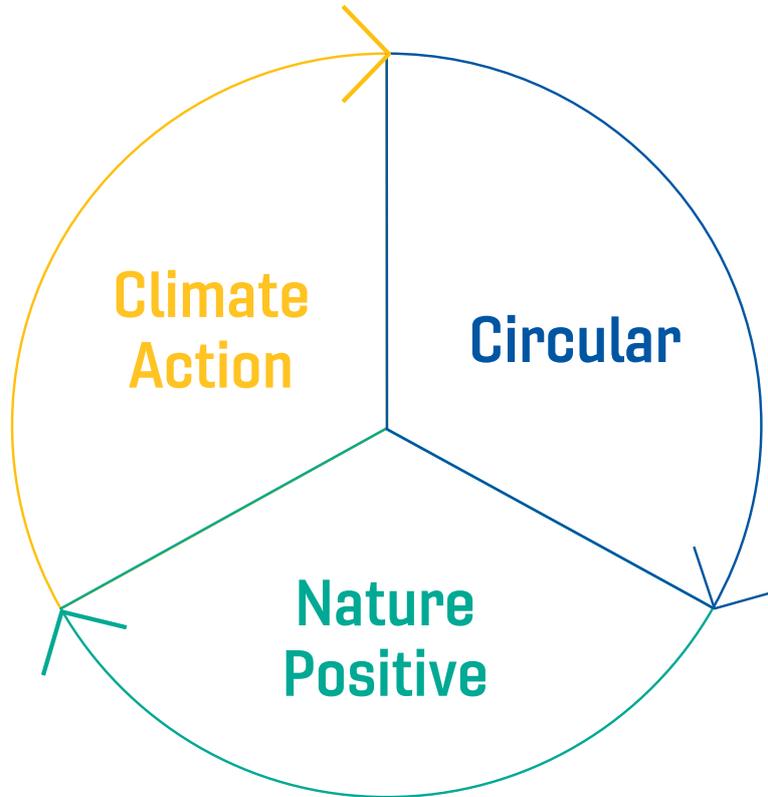
To reflect aspirations of the community, it's important to ensure that environmental goals are achieved through specific environmental projects but also through Council wide activities and opportunities that inspire and harness the values and motivations of our local residents, businesses and visitors. We will continue to be a leader in climate action and strive to achieve our ambitious Net Zero emissions goals for our community and Council operations, while taking steps to respond to and prepare for changing climate impacts. Our beaches and coastline are loved and need to be looked after. As a coastal council, it's vital we continue to invest in stormwater quality, litter management and to manage the impacts of urbanisation and development on our waterways.

Tackling global environmental threats requires action through local systems such as transport use, waste generation and patterns of consumption, and Council cannot do this alone. We will continue to provide sustainability education to equip our community with the knowledge and resources they need. This includes business sustainability support, waste and recycling guidance, solar and electrification opportunities (including batteries), vegetation management and species information as well as grants to celebrate and support community-led environmental action.

Will Nemes,
Mayor of Waverley



Themes and Targets



Climate Action

- Net Zero by 2030 – Council
- Community Net Zero by 2035
- Secure water and energy supply
- Manage coastal vulnerabilities
- Climate Risks assessed and addressed



Circular

- Zero waste by 2050
- 80% Resource recovery by 2030
- 50% Organics reduced by 2030
- Water pollution minimised



Nature Positive

- 35% Green Cover by 2032
- 20% Remnant vegetation in good condition by 2032
- Improve marine biodiversity
- 0% increase in water use
- 1000 habitat gardens



1. Climate Action

1.1. Climate Resilience

Goals

- | | | | |
|--|---|---|--|
| <p>1</p> <p>Manage climate risks to assets and operations</p> | <p>2</p> <p>Enhance stormwater harvesting and recycling to secure environmental and asset performance in a warming climate</p> | <p>3</p> <p>Leverage Investment through projects and controls – including through the Coastal Management Program and Localised Flood mapping and responses</p> | <p>4</p> <p>Increase Green Cover and permeability to mitigate urban heat loads and localised flooding</p> |
|--|---|---|--|

How are we doing

As part of Waverley's response to the Climate Emergency, Council established an internal Resilience Committee and developed the Waverley Resilience Framework in 2022. This helps to coordinate and monitor progress across departments, identify climate risks and help realise our resilience goals of improved and equitable access and opportunity, reduced climate risks, improved social cohesion, emergency preparedness and resilient assets and operations.

Council's Resilience Framework strengthens our capacity to survive, adapt and thrive in the face of increasing uncertainty and disruptions. It has guided our Climate Change Risk assessment, informed by a Climate Change scenario based on locally relevant high emissions climate projections and data including the NSW and ACT Regional Climate Model (NARClm), CSIRO projections and a regional sea level rise study conducted by BMT Global in 2022.

Going forward Waverley can expect:

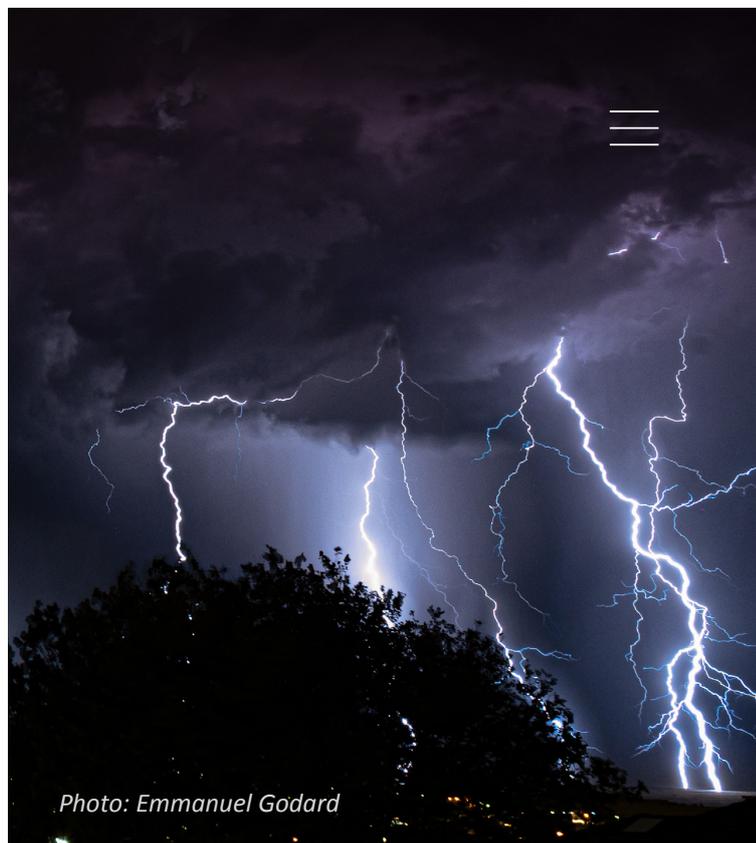


Photo: Emmanuel Godard

- Average year-round temperatures will increase yearly
- Extreme heat days (over 35°C) will occur more frequently
- Nights will also be warmer on average
- Summer will be longer, and winter will be shorter
- More energy needed for cooling and less needed for heating
- Extended periods of drought
- Changing seasonality of rainfall with alarming decreases in winter (-25%) and spring projected by 2030 under current emissions levels
- Intense rainfall events likely to increase, particularly in autumn
- Increased likelihood of storm activity, particularly in summer and autumn
- Increased air quality risks associated with increased bushfire risks regionally
- Increased risk of coastal inundation, especially when storm surge conditions and sea level rise risks combine.



Resilience is a key pillar of Waverley’s Community Strategic Plan and critical climate related risks have been incorporated into the Enterprise Risk Management System, noting that the impacts of climate change are far reaching and interact directly with operational, Asset and Infrastructure Management and Community Risks, and indirectly with transitional risks, such as financial sustainability and service delivery.

Waverley’s Resilience Framework





Programs and projects that will help us progress towards our goals

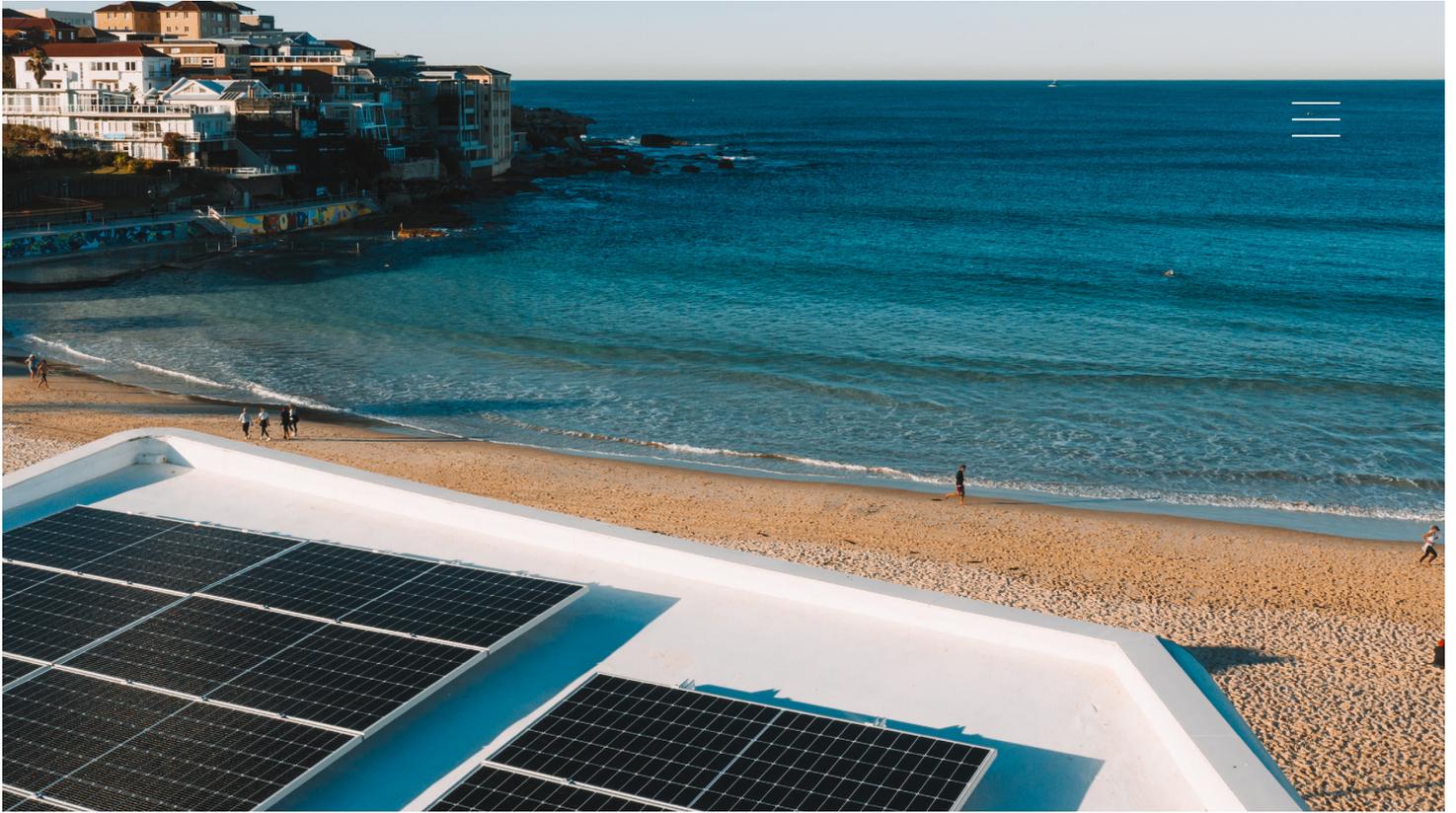


Community

- Providing support for the Community to take and lead environmental action and adapt and respond to environmental change through key programs such as Second Nature Environmental Education and engagement activities, including Webinars, workshops and citizen science activities
- Awarding and leveraging grants for community led environmental action, that support EAP targets
- Boosting support to reduce climate vulnerability through knowledge sharing and actions to learn and share local climate knowledge, and resilience development controls and approvals (in residential and commercial)
- Meeting our Community Water conservation targets, of no increase on 2005/06 levels and maintaining Council’s Water Quality ratings (swimmability) to a high standard

Council

- Monitor and review Climate Change Risks across departments, based upon the best available science, and reflected in the Strategic Asset Management Plan
- Continue our advocacy and collaboration for actions that maintain a Safe Climate
- Complete a Waverley Beaches Coastal Management Program by 2027 to ensure escalating coastal risks are planned for and managed, including adapting our seawalls to minimise inundation where required
- Continue sustainable water and energy management at our buildings and facilities, including maximising water efficiency, the installation of smart irrigation systems at our parks and real time leak detection
- Proactively plant and maintain trees, shrubs and groundcovers to restore and increase our canopy and greening in the public domain



1.2. Net Zero

Goals

1

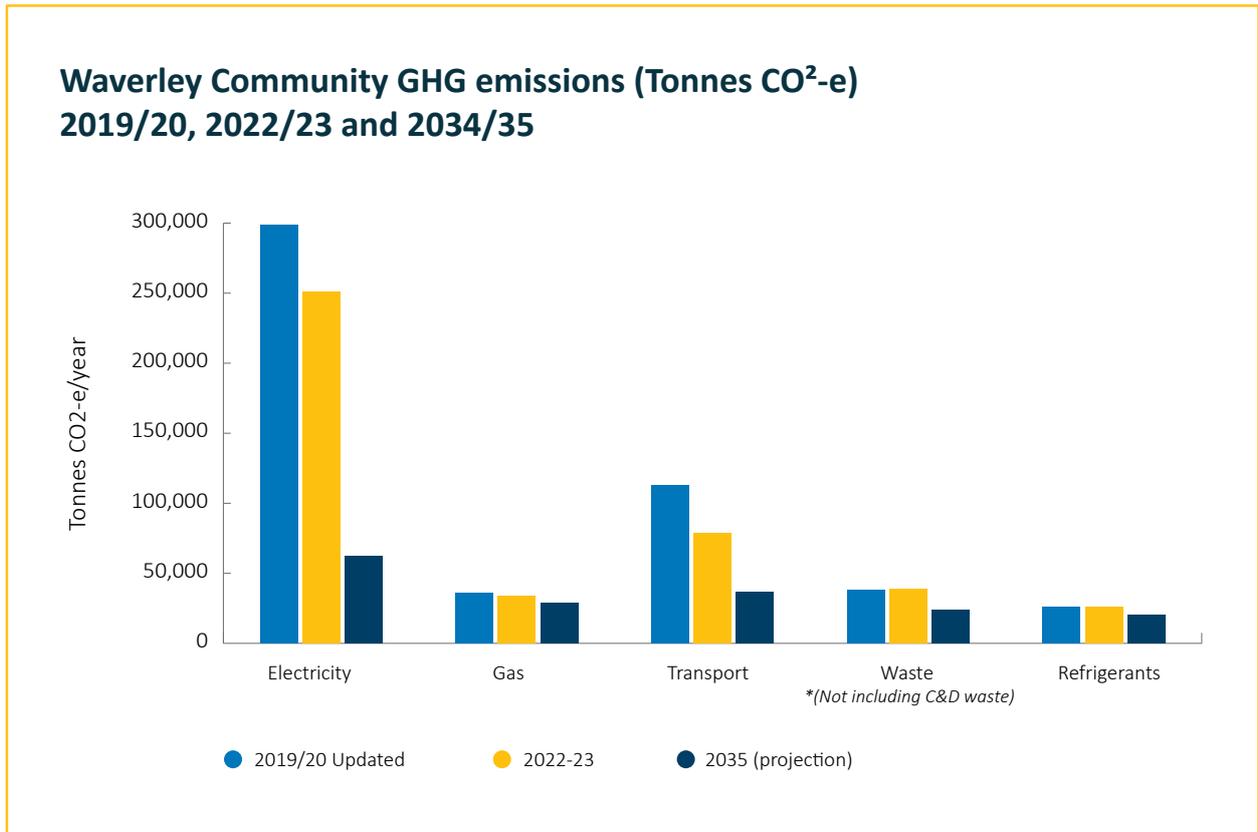
Net Zero
community
emissions
by 2035

2

Net Zero
Council
emissions
by 2030

3

100%
Renewable
Electricity for
Council



How are we doing

For Council to achieve Net Zero emissions by 2030 means reducing greenhouse gas emissions as much as possible and offsetting any hard-to-abate, residual emissions.

In July 2022, Council signed an Electricity Services Agreement for 100% renewable electricity for up to 9 years, effectively eliminating electricity related emissions from Council operations. Since 2020/21 Council has achieved a reduction in emissions every year. In 2023/24, Council achieved a 5.4% reduction in emissions from continued and consistent energy management across all council sites including street lighting.

A full transition towards eliminating emissions from Council operations will require removing gas from all

plant and facilities and changing all of Council’s fleet vehicles to electric vehicles powered by renewable electricity. Council has approximately halved our annual natural gas consumption over the last four years and now only has a small number of sites to remove gas appliances. In 2024/25, working with AusGrid, Council will significantly reduce our electricity use through the replacement of main road streetlighting with efficient LED luminaires. Going forward Council will work to calculate and report on embodied emissions, in line with reporting requirements from Australian and New South Wales governments.

While community greenhouse gas emissions are reducing, there will be significant effort required for the community to achieve a net zero greenhouse gas reduction by 2035. It will require rapid electrification of the grid, the phase out of fossil fuels, advocacy for 100% renewable energy in the grid, support for installing solar and batteries and renewable energy purchasing and the electrification of our built environment and transport systems. For this to occur will require ongoing community education and engagement and collaboration at all levels of government and across the community.

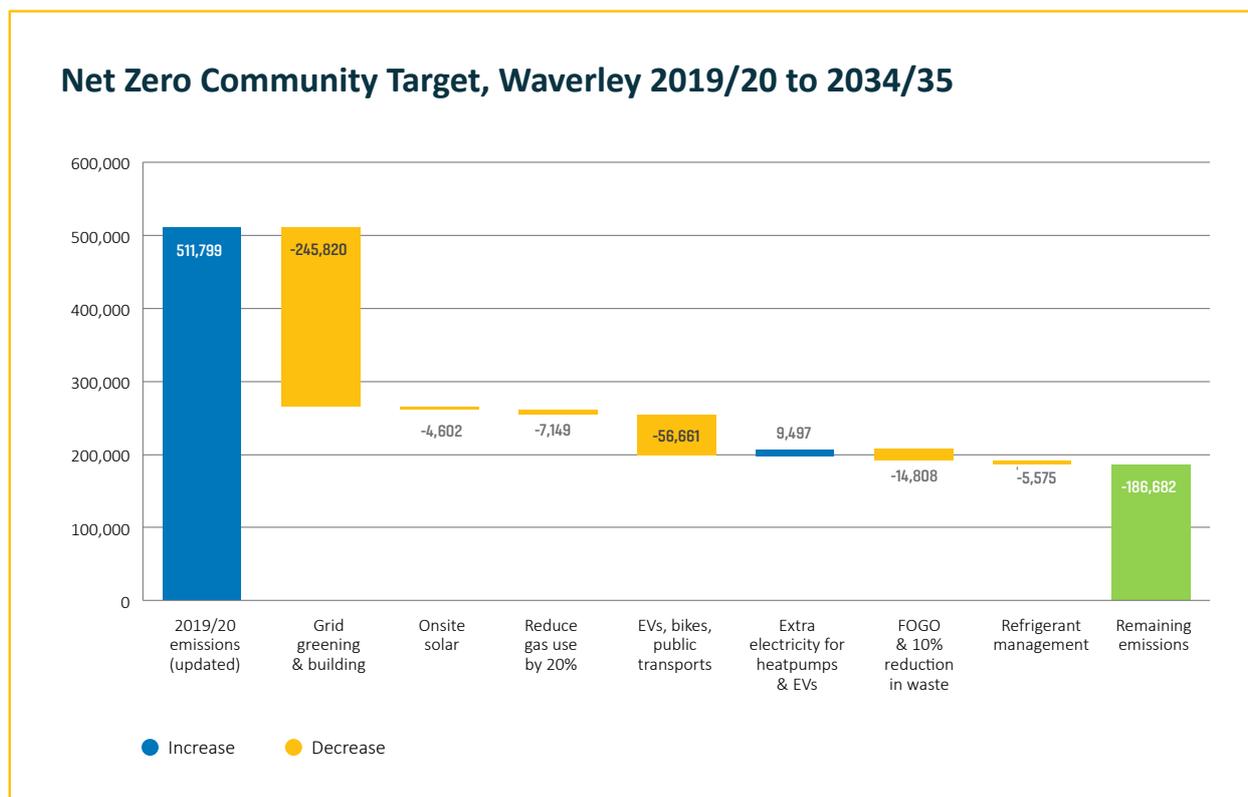


Targets we will measure to progress towards our goals

- Advocate for the rapid decarbonisation of the NSW electricity grid through increased uptake of renewable energy.
- Support the electrification of Homes, Businesses and Transport and rapidly moving to 100% renewable electricity
 - All existing homes and businesses to become 20% more energy efficient by 2035. A 20% reduction in fossil gas in all existing homes and businesses by 2035 and all new buildings all electric.
 - 60% of all vehicles will be electric by 2035.
- Continual increase of solar, uptake of renewable energy and batteries across the LGA
 - 65% of houses will have solar and 20% of those with batteries by 2035.
 - 15% of apartment buildings and 5% of those with batteries by 2035.
 - 20% of businesses with 5% of those with batteries by 2035.
- Reduction in car use in favour of active transport, such as public transport, cycling and walking.
 - 20% reduction in VKT
- Measure and report embodied emissions

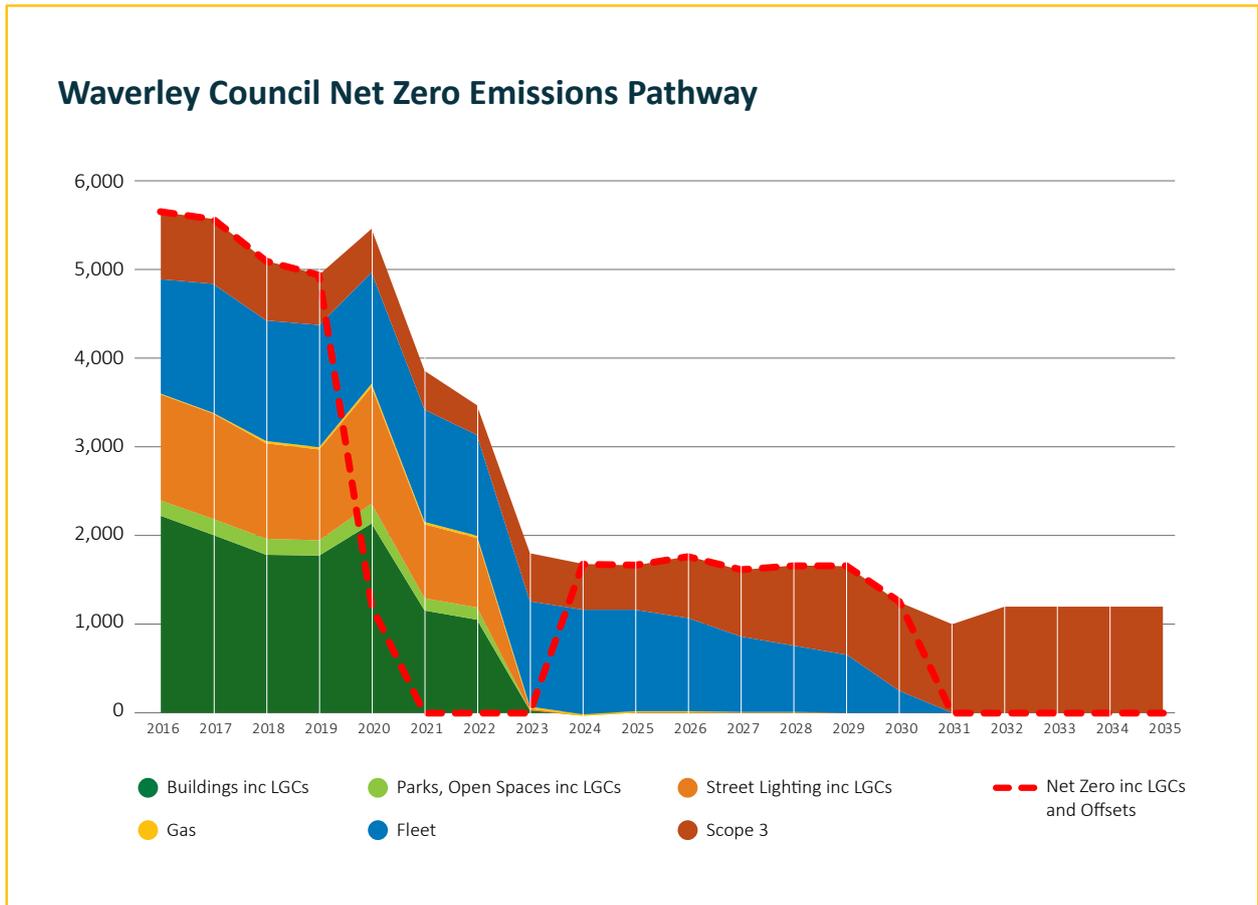


Programs and projects that will help us progress towards our goals



Community

- Advocate for and implement planning changes to ensure that all new buildings built in Waverley are all- electric.
- Support and facilitate Solar and Battery uptake in all residential dwellings and businesses including strata, social housing and houses in Heritage Conservation Areas.
- Facilitate the uptake of 100% renewables electricity for residents and businesses through onsite solar, subscriptions to Green Power or other renewable electricity purchases.
- Accelerate the removal of natural gas appliances and electrification of homes, and businesses through Sustainability Rebates and the Building Futures Program.
- Support the delivery of a 20% reduction in common area energy consumption across all 1500 apartment buildings and commercial buildings in Waverley through the Building Futures Program.
- Work with the NSW and Federal Government, Community Housing Providers and Sydney Water to ensure that all social housing is energy and water efficient, affordable and thermally safe for tenants.
- Support and facilitate zero emissions mobility through an extensive public electric vehicle (EV) charging network (including off-street charging) to reach the target of 60% of all vehicles in Waverley to be electric by 2035.
- Support and facilitate a 20% reduction in Vehicle Kilometres Travelled (VKT) through increases in walking, cycling and public transport.



Council

- Achieving Net Zero Council greenhouse gas emissions in 2030
- Implementation of the Zero Emissions and Efficiency Action Plan 2024-2029
- Council fleet transition to electric by 2030 focussing on passenger vehicles, light commercial then heavy vehicle fleet
- Investigate options to increase battery storage on Council assets to support the transition to a 100% renewable electricity grid
- Deliver Waverley Bike Strategy
- Deliver Waverley Walking Strategy
- Monitor and report Scope 3 emissions including emissions from waste
- Continue to deliver the Corporate Sustainability Leadership program to embed environmental sustainability throughout Council processes and actions
- Invest in Australian emission reduction projects from 2030 onwards to account for residual scope 3 emissions and any emissions not eliminated



2. Nature Positive

Protecting and enhancing local bushland, parks, trees and habitat

Goals

- 1**
Protect and increase our biodiversity, parks, urban canopy cover and habitat areas
- 2**
Ensure no loss of remnant native vegetation
- 3**
Improve marine biodiversity
- 4**
Protect and secure water supplies



Targets



20% of remnant native vegetation is in good condition



35% Green Cover (canopy and shrub) by 2032



Increase public space permeability



1000 Habitat gardens by 2030



0% Increase in water use in 2030 for the community (based on 2005/06 community use of 6,208,915KI)

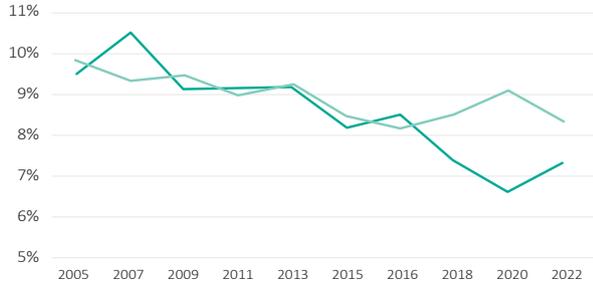


0% Increase in water use in 2030 for Council (based on 2005/06 Council use of 62,000KI)

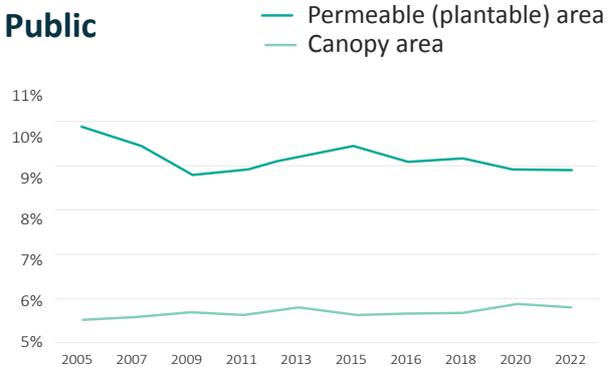


Permeability and Tree Canopy

Private



Public



Public Trees planted per year



Target:

540



Habitat Gardens

Target by 2032:

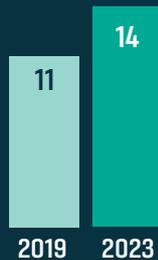
1000



Community Managed Gardens

Target by 2032:

25





How are we doing

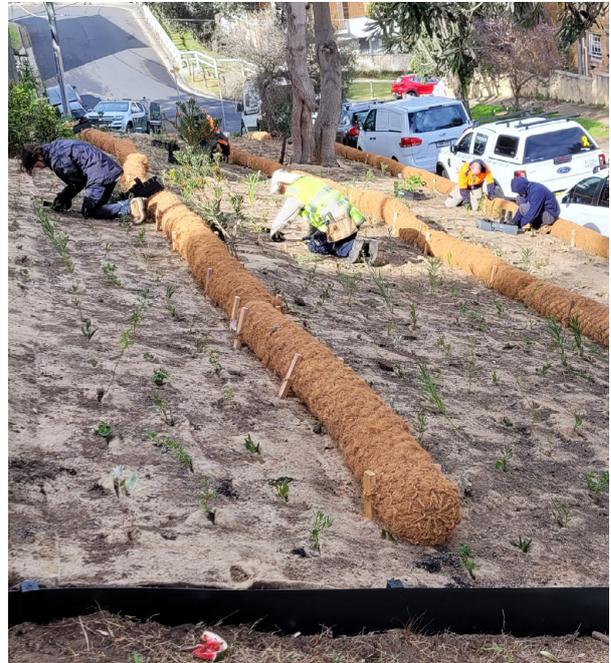
Waverley has committed to becoming Nature Positive which means reversing the loss of natural systems so that species and ecosystems can be restored and recover.

Council adopted an Urban Greening and Cooling Strategy in 2023 to guide decisions and investments that coordinate the protection and management of urban trees and vegetation to achieve new targets of 35% Green Cover by 2032, comprising of 20% canopy cover and 15% shrub and ground covers. This includes approximately 6 hectares of remnant native vegetation across 12 main sites.

We are managing the critically endangered plant community Eastern Suburbs Banksia Scrub (ESBS), protected under Commonwealth and State legislation on private and public land adjoining York Road and within Queens Park. Council has also supported the natural regeneration of a population of the threatened species *Acacia terminalis* subsp. *Eastern Sydney* (Waverley’s only population of this species) back from the brink of extinction.



Remnant vegetation at Tamarama



Planting woody meadows on steep slopes

Through the implementation of the Biodiversity Action Plan: Remnant Sites 2015–2020, the area of remnant native vegetation in good condition in 2020 (9%) was more than double of that recorded in 2015 (4%) However, a number of sites declined in both their remnant extent and condition due to impacts from Council projects and weed incursions. Council’s bushland restoration projects in Bronte Gully, Tamarama Gully and Thomas Hogan Reserve are progressing, and bushland restoration projects have also been delivered on steep slopes at Bulga Rd, Calga Reserve and Carlisle St where the Woody Meadow trial is underway.

Council’s Living Connections program has successfully improved habitat and connectivity in 436 private gardens. The program has been expanded to cover the entire LGA with a particular focus on key biodiversity areas and habitat corridors.



In 2024 almost 500 new street trees were planted, and there are now 121 trees on the Significant Trees Register. These trees are subject to stronger protection measures, although the relationship between listing and reduced vandalism requires continued monitoring and evaluation.

Waverley Council manages Gross Pollutant Traps (GPTs) at our beaches. Future development, population and visitation increases, and climate change will impact coastal assets, water quality, local biodiversity, and amenity, and place increasing pressures on local resources.

Vegetation vandalism and targeted vegetation removal – including for development, infrastructure upgrades, and view enhancement - continue to pose a significant threat to remnant vegetation, habitat and canopy on private land. Responding to this with strengthened compliance actions, a cross-departmental operational approach, and enhanced deterrent measures may reduce further losses.



Our open spaces, street trees, parks and living infrastructure cannot be maintained or protected without careful management and conservation of our water resources. Council will continue to manage and improve our water efficiency and water supplies, which includes securing localised recycled water through our extensive groundwater and stormwater recycling systems. These systems enabled our amenities to run on recycled water, our irrigation systems to be resilient against drought and our potable water resources to be sustained and optimised for our operations and community.



How will we achieve our targets

- Protect native animals and habitat (including Marine)
 - Monitor and evaluate populations of representative species (Microbats, Eastern Blue-tongue Lizard, Superb Fairy-wren, New Holland Honeyeater, ESBS and Acacia terminalis subsp. Eastern Suburbs)
 - Monitor and build awareness of local marine biodiversity and protections
 - Mitigate the impacts of invasive species on local biodiversity (flora and fauna)
- Restore degraded landscapes and connectivity
 - Continue the restoration of Bushland at Bronte Gully, Tamarama Gully and Thomas Hogan Reserve
 - Maintaining native vegetation on Steep Slopes and identify opportunities to continue to expand native bushland habitat on public land
- Empower community stewardship to protect and support biodiversity
 - Deliver habitat gardening guidance and support, including the Living Connections program
- Manage, facilitate and support Bushcare volunteers and Bushcare groups
- Biodiversity support (including through development and invasive species controls)
 - Assess and address biosecurity risks
 - Assess Landscape Plans for Development Applications to increase habitat on private lands
- Build community capacity
 - Provide Citizen Science opportunities to foster knowledge and environmental values in aquatic and terrestrial environments
 - Facilitate the community to minimise water use through water efficiency and recycling
- Integrate nature into Decision Making
 - Ensure all Council policies, programs, and projects consider their impacts on biodiversity and work towards nature-positive outcomes



Programs and projects that will help us progress towards our goals



Bronte Waterfall Bushcare Group



Glenayr Ave Raingarden

Community

- Bushcare Volunteer Program
- Living Connections Program
- Supporting and promoting gardening in public places including verge and Cemetery gardening
- Citizen Science, urban ecology awareness engagement and coastal management programs
- Support water conservation and quality initiatives, including through development controls
- Working with neighbouring councils, residents and Businesses to optimise water use enabling Sydney Water's WaterFix and targeting efficiencies in large strata buildings
- Marine biodiversity knowledge sharing, advocacy and engagement

Council

- Implementation of the Urban Cooling and Greening Strategy
- Implement the Biodiversity Action Plan - Remnant Sites 2022-2031
- Bushland Restoration programs and the implementation of restoration plans at Bronte Gully, Tamarama Gully and Thomas Hogan Reserve
- Implementation of the Steep Slopes Program and provision of native plantings
- Maintain and optimise recycled water use at Bronte, Tamarama, Bondi Beach, Barracluff Park and Waverley Park and for use on Council's living infrastructure.
- Actively monitor Council's water use to quickly identify leaks and improve water efficiency.
- Ensuring Water Sensitive Urban Design is embedding in design of Major Projects. such as future bike paths to support urban greening and canopy on Council streets
- Maintain and build additional stormwater quality improvement devices in parks and streets to remove sediment and pollutants and protect water quality at our beaches and protect marine biodiversity and recreation.



3. Circular Economy

Moving towards Zero Waste Community

Goals

<p>1</p> <p>Eliminate and divert waste through circular economies</p>	<p>2</p> <p>Enact Council Policy to align with NSW Waste and Sustainable Materials Strategy targets</p>	<p>3</p> <p>Protect Water quality and reduce urban pollution</p>
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Targets



10% reduction in total waste generation per person by 2030



80% of average recovery rate from all waste streams diverted from landfill by 2030 (this includes commercial)



'Good' water quality rating at our beaches



50% reduction in organic waste sent to landfill by 2030



60% reduction in litter by 2030



How are we doing

Council has prepared and exhibited a Resource Recovery and Waste Strategy that outlines a pathway towards Waverley becoming a zero-waste community. It captures local circular economy opportunities, meets our regulatory responsibilities, and provides education and access to best-practice waste management and avoidance services that are attractive to our residents, businesses and visitors.

A zero-waste, circular community avoids waste generation and ensures discarded materials are redirected to become resources for other processes and uses, limiting negative impacts to land, air and water. Since 2016/17 Council has been able to increase the total waste recovery, that is, diversion from landfill from 32% to 58%. As of July 2017, Council's kerbside red-lid bin waste, including food waste, has been processed through a new Mechanical and Biological Treatment (MBT) facility at Woodlawn whereby the organics material in the red bin is able to be extracted and reused for land remediation. This is on top of the resource recovery that occurs through the use of the garden organics (green bin), paper and recycling (blue bin) and plastics and containers (yellow bin) waste streams. This is one of several landfill diversion strategies that Council is undertaking in order to meet our target resource recovery rate of 80% by 2030.

In 2023, Council collected roughly 27,323 tonnes of residential waste from more than 10,473 households through kerbside bins. A kerbside audit in 2023 revealed that about 58.5% of materials in the red-lidded bin could be recovered and reused or processed into new materials.



Volunteer Repairer from Council's regular Repair Cafe

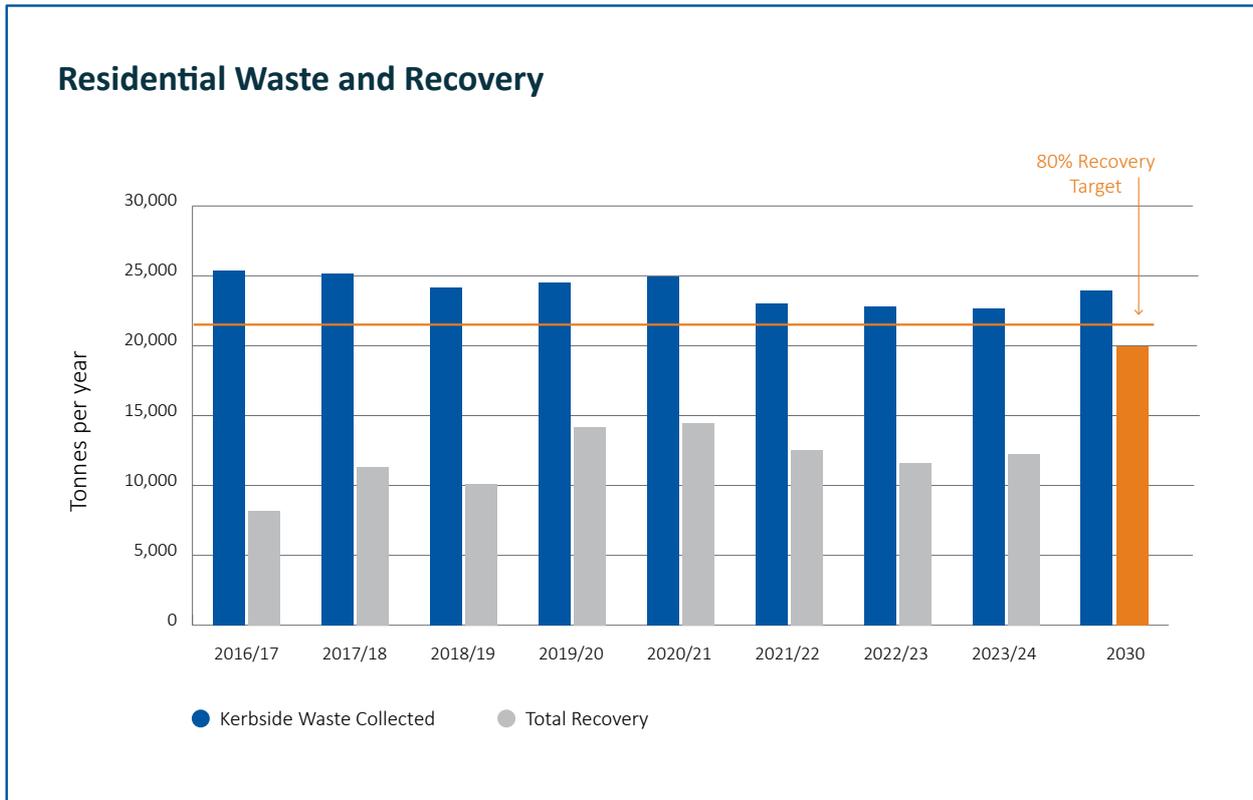
In 2024, Council launched a Food Organics Garden Organics (FOGO) trial in selected streets across the Waverley LGA and will be looking to expand this so that it is available to all residents.

Increasing recycling rates and reducing contamination are ongoing programs for Waverley and will continue with a focus on apartments. Council has also been actively working with the community to promote the circular economy and reduce the amount of waste and recycling being generated. This has been through the preparation of the Bondi Junction Circular Economy Roadmap and the implementation of projects such as regular Repair Cafés.

Council also maintains recycled water schemes at our beaches which capture, filter and reuse stormwater, protecting water quality at our beaches. Litter is reduced in Waverley and on our coast through the provision of infrastructure, regular cleaning as well as education and when required, enforcement.

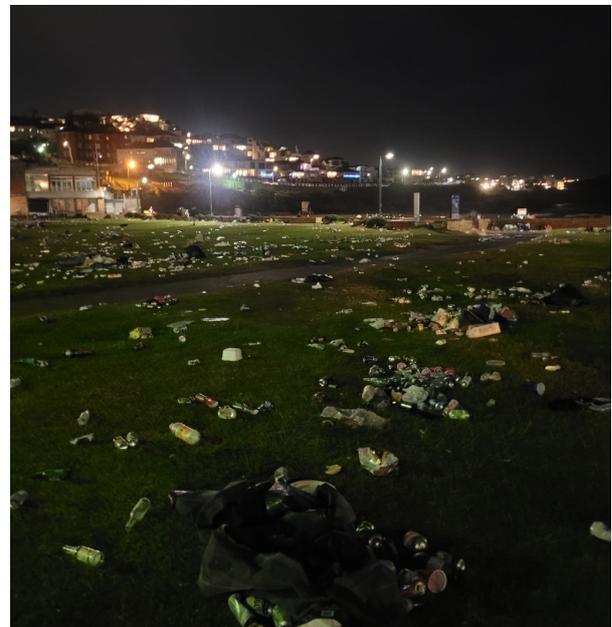
The NSW Government Beachwatch program measures the water quality at Bondi, Bronte and Tamarama Beaches. Except for Bronte in 2023/24, recently all of our beaches have been rated good. Despite this there are water quality issues at our beaches after rain due to stormwater run-off and also in our receiving catchments of Sydney Harbour and Centennial Parklands.

Waverley Council is actively working with Sydney Water to connect the remaining areas in Watsons Bay, Vaucluse and Rose Bay that aren't connected to the sewerage treatment system so that untreated effluent no longer enters the coast at Diamond Bay and near to Eastern Reserve.



How will we achieve our targets

- Implementing policies and programs that transition to circular principles and diversion from landfill
- Minimise waste generation and increase resource recovery and material circularity
- Recycle more and recycle better
- Reduce food and garden organics sent to landfill
- Providing options for responsible disposal of problem wastes
- Reducing litter and illegal dumping through education and enforcement
- Lead by example and embed Circularity and Sustainable Procurement in Council operations, events and capital works
- Eliminate waste water flows into our waterways



Litter at Bronte Beach



Programs and projects that will help us progress towards our goals

- Adopt and Implement the Waverley Resource Recovery and Waste Strategy - Towards a Circular and Zero Waste Community 2025-2032
- Support initiatives that maximise waste avoidance, reuse, repair, and the sharing economy
- Community education and advocacy for waste avoidance and reuses
- Apartment Recycling Improvement Program with a focus on reducing contamination of recyclables
- Facilitate and increase source separation of recyclables and organic materials from new and existing residential and mixed developments
- Implement a residential FOGO collection service across the Waverley LGA
- Problem Waste Recovery Program with drop-off points and events
- Partner with other organisations to explore and implement best practice waste processing services that will enable a pathway to circularity and net zero emissions by 2035
- Reduce emissions from waste through the electrification of Council’s fleet
- Litter and illegal dumping and enforcement programs
- Explore opportunities to increase the market for recycled products and help drive circular outcomes through Council procurement

Climate Action - Summary of Programs

GOALS	DIRECTIONS	ACTIONS	IMPLEMENTATION AND STAKEHOLDERS
Continue to reduce GHG emissions to achieve net zero emissions for Council by 2030	Implement the Zero Emissions and Efficiency Action Plan to drive down Council energy usage and costs	Purchase 100% renewable energy	Council, SSROC, private sector
		Remove gas appliances and minimise energy use on Council assets	Council, State and Commonwealth Government*
		Continue the transition of Council's passenger fleet to electric vehicles so that 50% are electric in 25-26.	Council and NSW Government*
		Electrify Council's light commercial electric fleet 2026-2028	Council and NSW Government*
		Electrify Council's medium and heavy vehicle fleet 2028-2030	Council and NSW Government*
		Measure and report on scope 1, 2, and 3 emissions and meeting Corporate Sustainability Leadership Program targets and KPIs	Council
		Explore opportunities to increase battery storage on Council assets to support the transition to Net Zero Community emissions	Council, Energy retailers*
Support GHG reductions to achieve Net Zero emissions for community by 2035	Enable sustainability and resilience upgrades in the built environment	Deliver Building Futures program to reduce energy and water use and increase solar in apartments in Waverley	Council, Strata communities
		Support the installation of solar and batteries on homes, businesses and community buildings	Council, community, NSW Government*, Commonwealth Government*, Net Zero Alliance
		Provide a public EV charging network to the local community to increase electric vehicles (EV) in Waverley.	Council, Regional Environment Program, NSW Government*, Private sector*
	Support and enable the Community to take local environmental action	Facilitate and educate the community to purchase 100% renewable electricity, electrify and access storage options	Council, Regional Environment Program, Net Zero Alliance
		Develop programs to ensure that all new buildings are all electric and that gas appliances can be progressively replaced in existing buildings.	Council, NSW Government*, Resilient Sydney
		Increase active transport through the implementation of Walking Strategy and Bike Strategy	Council, State Government*, SSROC*
Ensure Waverley's assets and community are resilient to climate change impacts	Improve resilience of assets and support our community to adapt to climate impacts	Progress the Coastal Management Program (CMP) to stage 3 to ensure the long-term resilience of our coast	Council, NSW Government*, Sydney Coastal Councils Group (SCCG)
		Engage community to build local preparedness to extreme events through the Waverley Resilience Framework and regional resilience actions	Council, Community, Resilient Sydney, NSW Government*
		Assess Climate Risks to Council Operations and assets, and the Community	Council, Community
		Address Climate Risks to council assets and the community	Council, Community, NSW Government*, Commonwealth Government*

* Asterisk denotes a grant funding opportunity and/or requirement

Nature Positive - Summary of Programs

GOALS	DIRECTIONS	ACTIONS	IMPLEMENTATION AND STAKEHOLDERS
Protect and increase our biodiversity, parks, urban canopy cover and habitat areas	Improve the condition of remnant and non-remnant native vegetation on public land and reinstate indigenous vegetation in Councils' parks and reserves	Continue to implement the restoration of Bronte Gully, Tamarama Gully and Thomas Hogan Reserve	Council
		Deliver the Biodiversity Action Plan- Remnant Sites to protect remnant vegetation and threatened species and plant communities.	Council
		Protect and conserve threatened species, Acacia terminalis subs eastern suburbs and Eastern Suburbs Banksia Scrub	Council, NSW Government, Centennial Parklands
		Deliver the bushcare volunteer program to engage the local community and improve local biodiversity.	Council, Community
		Continue to deliver the Woody meadows in steep slopes locations in Waverley to improve habitat.	Council, Researchers*
		Continue to implement Urban Greening and Cooling Strategy through street and park tree planting, compliance actions and public Domain projects, to meet Council Sustainability Leadership targets and KPIs	Council, State Government*, Community
Increase community awareness and stewardship of natural environment	Deliver the Living Connections Program to improve habitat on private property	Council, Community, Local environment groups, Researchers*	
	Provide Citizen Science opportunities to monitor and evaluate the health of local ecosystems, including Marine and reduce threats		
Support the community to address local environmental issues	Deliver engaging environmental education programs & projects for community and staff	Deliver events, workshops, and education on environmental protection actions and measures	Council, Regen Sydney
		Provide monthly Environmental news championing community action	
Improve water efficiency and water quality	Protect water quality and secure water supplies	Engage local volunteers and educators in sustainability resources, support and grant opportunities	Council, Community, State Government*
		Maintain and improve storm water quality improvement devices (SQID) in Waverley including Gross Pollutant Traps (GPTs) and raingardens.	Council, Sydney Water*
		Reduce potable water use by maintaining and expanding recycled water systems at Bondi, Tamarama, Bronte, Barracluff Park and Waverley Park.	Council

* Asterisk denotes a grant funding opportunity and/or requirement

Circular Economy - Summary of Programs

GOALS	DIRECTIONS	ACTIONS	IMPLEMENTATION AND STAKEHOLDERS
Eliminate and divert waste through circular economies	Implement the Draft Resource Recovery and Waste Strategy- Towards a Circular and Zero Waste Community 2025-2032	Implement the Strategy as outlined in the action table (Strategy still to be adopted)	Council, Community, NSW Government*
	Engage businesses in better waste and materials management.	Implement and evaluate the Bondi Junction Circular Economy Roadmap activities and report	Council, Community, Local businesses, NSW Government*
		Explore support for Commercial Organics and Food Organics services, supported by End Food Waste Australia	Council, Local businesses, Researchers*
	Develop and deliver community education and engagement projects to increase the recovery of materials and improve recycling opportunities and outcomes in Waverley	Deliver the Compost Revolution Program to facilitate composting and worm farming.	Council, Regional Environment Program
		Promote local problem waste services offered by local businesses to the community, and increase circularity opportunities in Council venues	Council, Community, Local businesses, NSW Government*
		Support the delivery of the Waverley Repair Café to build capacity of local skills and knowledge for repair, and reducing landfill	Council, Community, SSROC*
	Council continues to lead by example in best practice waste minimisation and management	Identify and report on Sustainability in Major Projects	Council
Manage council procurement, assets, events sustainably + cost effectively		Council	
Report and reduce greenhouse emissions associated with waste management		Council, NSW Government*	
Water pollution minimised	Eliminate wastewater flows into our waterways	Progress the Diamond Bay Vacluse Refresh project to reduce untreated effluent reaching our coast.	Council, Sydney Water

* Asterisk denotes a grant funding opportunity and/or requirement



WAVERLEY
COUNCIL

GET IN TOUCH

9083 8000

info@waverley.nsw.gov.au

waverley.nsw.gov.au

CUSTOMER SERVICE CENTRE

55 Spring St, Bondi Junction, NSW 2022

REPORT

CM/7.7/25.06



Subject: Strategic Asset Management Plan 7 (SAMP 7) - Adoption

TRIM No: A25/0597

Manager: Nikolaos Zervos, Executive Manager, Infrastructure Services

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council adopts the Strategic Asset Management Plan 7 (SAMP 7) attached to the report.

1. Executive Summary

Strategic Asset Management Plan 7 (SAMP 7) forms a crucial part of Council's Integrated Planning and Reporting (IP&R) Framework obligations and the Resourcing Strategy. The ten documents that form the SAMP 7 were publicly exhibited on Council's Have Your Say platform between 1 May 2025 and 28 May 2025. Two submissions were received, resulting in no material changes to the SAMP 7 content or structure.

2. Introduction/Background

SAMP 7 comprises ten individual documents that provide the 11-year (2025-2036) plan and strategy to manage Council's asset portfolio. They are:

- Asset Management Policy: establishes the direction, asset management objectives and decision-making principles for managing Waverley's \$1.44 billion asset portfolio.
- Asset Management Strategy: establishes the 11-year approach to strategic and sustainable asset management for the entire asset portfolio.
- Eight Individual Asset Management Plans: provide the 11-year funding requirements and current state (condition) for each asset class across capital and operational expenditure.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 28 April 2025	CM/7.9/25.04	That Council: <ol style="list-style-type: none"> Publicly exhibits the draft Strategic Asset Management Plan 7 (SAMP 7) attached to the report for 28 days. Officers prepare a report to Council following the exhibition period.

4. Discussion

During the 28-day public exhibition period between 1 May 2025 and 28 May 2025, Council received two submissions from the community via the Have Your Say platform. The feedback was as follows:

- A request for Council to develop a business case to demonstrate the community benefits of the Council Chambers upgrade project (planned commencement in financial year 2026-27), the North Bondi Bus Terminus project and the inclusion of the proposed Bondi Junction Master Plan in the Long term Financial Plan and SAMP 7.
- A request for capital projects to be ‘independently assessed and redrafted by experts’ to manage ‘massive budget blowouts.’

Both items of feedback are related more to the Long Term Financial Plan and delivery of major capital works projects. Therefore, the feedback received does not constitute any material change in the SAMP 7 content or structure.

As such, it is recommended that Council adopts SAMP 7 (Attachment 1) in its current form and publishes it on Council’s website, aligned with the other IP&R documents.

5. Financial Impact

Nil.

6. Risks/Issues

No new risks are introduced through the adoption of this document.

7. Attachments

1. Strategic Asset Management Plan 7 (under separate cover) [⇒](#)

REPORT
CM/7.8/25.06**Subject:** Investment Portfolio Report - May 2025**TRIM No:** SF24/3676**Manager:** Teena Su, Executive Manager, Finance**Director:** Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council:

1. Notes the Investment Summary Report for May 2025 attached to the report.
2. Notes that the Executive Manager, Finance, as the Responsible Accounting officer, advises that all investments have been made in accordance with the requirements of section 625 of the *Local Government Act 1993* and directions from the Minister for Local Government, including Ministerial Investment Orders, and Council's Investment Policy.

1. Executive Summary

For the month of May 2025, Council's investment portfolio generated \$462,748 in interest.

The interest income for year to date achieved 92.60% (\$5,154,770) of the current budget of \$5,565,713.

2. Introduction/Background

Section 212 of the *Local Government (General) Regulation 2021* requires that Council be provided with a written report setting out details of all money that the Council has invested under section 625 of the *Local Government Act 1993* (the Act) and certifying that these investments have been made in accordance with the Act, regulations, Ministerial Investment Orders and Council's Investment Policy.

The interest on investment budget for the 2024-25 financial year was adopted by Council at this meeting on 18 June 2024 and was set at \$4,127,190. The Q3 Budget Review revised the interest on investment to \$5,565,713 for the 2024-25 financial year.

The table below illustrates the monthly interest income received by Council and performance against the budget.

Table 1. Monthly interest income received by Council.

Month	Original Budget	Current Budget	Actual Monthly (\$)	Actual YTD (\$)	Tracking YTD Current Budget %
July	4,127,190	5,565,713	402,607	402,607	7.23%
August	4,127,190	5,565,713	383,202	785,869	14.12%
September	4,127,190	5,565,713	626,228	1,412,037	25.37%
October	4,127,190	5,565,713	437,122	1,849,159	33.22%
November	4,127,190	5,565,713	435,720	\$2,284,879	41.05%
December	4,127,190	5,565,713	642,811	\$2,927,690	52.60%
January	4,127,190	5,565,713	404,704	\$3,332,394	59.87%
February	4,127,190	5,565,713	398,599	\$3,730,994	67.04%
March	4,127,190	5,565,713	604,253	\$4,335,246	77.89%
April	4,127,190	5,565,713	382,193	\$4,692,021	84.30%
May	4,127,190	5,565,713	462,748	\$5,154,770	92.60%

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 20 May 2025	CM/7.8/25.06	That Council notes: <ol style="list-style-type: none"> 1. The Investment Summary Report for April 2025 attached to the report. 2. That the Executive Manager, Finance, as the responsible accounting officer, advises that all investments have been made in accordance with the requirements of section 625 of the <i>Local Government Act 1993</i> and directions from the Minister for Local Government, including Ministerial Investment Orders, and Council's Investment Policy.

4. Discussion

Council's investment portfolio posted a return of 7.50% pa (0.62% actual) for the month versus the bank bill index benchmark return of 4.12% pa (0.34% actual). Over the past 12 months, the investment portfolio has returned 5.27%, versus the bank bill index benchmark's 4.42%.

The NSW TCorp Long Term Growth Fund recorded a strong result during the month, with a gain of 3.01% (actual). The return is reflective of the gains in the domestic and international share markets following the backdown of tough tariff talk coming out of the US. Improved valuations on floating rate notes, both in the fund and those directly held, also helped boost returns in the TCorp holding and the portfolio overall.

Without marked-to-market influences, Council's investment portfolio yielded 4.81%pa for the month. This is based on the actual interest rates being received on existing investments and excludes the underlying changes to the market value of the securities and growth fund.

During May, Council had a \$3m Westpac term deposit mature with an original term of 12 months, which was yielding 5.27% pa. For its long-term portfolio, Council invested \$750k in a five-year Suncorp senior floating rate note paying quarterly interest of three-month bank bill swap rate +0.93% pa, currently 4.66% pa.

As at 31 May 2025, Council's investment portfolio has a current market value of \$118,322,516 which represents a gain of \$1,609.897 on the \$116,712,619 face value of the portfolio. The table below provides a summary by investment (asset) type.

Table 3. Portfolio value – Summary by investment (asset) type.

Asset group	Face value	Current value
Cash	\$13,008,973	\$13,008,973
Floating Rate Note	\$26,850,000	\$27,104,340
Managed Funds	\$8,853,646	\$8,853,646
Term Deposit	\$68,000,000	\$69,355,556
Total	\$116,712,619	\$118,322,516

Table 4. Portfolio value – Summary by investment (reserve) type.

Reserves	Value
External Restriction Reserves	\$36,600,306
Internal Restriction Reserves	\$69,030,958
Unrestricted fund	\$11,081,355
Total	\$ 116,712,619

Analysis

Attached to this report is a summary of the investment portfolio for the month of May. These reports are prepared by Council's independent financial advisor, Prudential Investment Services Corp. The table below compares Council's portfolio return to the bank bill index benchmark.

Table 5. Portfolio return.

Month	Portfolio return %	Ausbond BB index %	Variance %
Nov-23	8.30	4.34	3.96
Dec-23	7.70	4.43	3.27
Jan-24	5.93	4.44	1.49
Feb-24	7.99	4.43	3.56
Mar-24	7.11	4.41	2.70
Apr-24	0.10	0.35	-0.25
May-24	6.10	4.50	1.60
Jun-24	5.60	4.34	2.70
July-24	7.08	4.49	2.59
Aug-24	4.85	4.54	0.31
Sep-24	5.17	4.45	0.72
Oct-24	4.45	4.50	-0.05

Nov-24	6.65	4.48	2.17
Dec-24	4.61	4.53	0.08
Jan-25	6.29	4.59	1.70
Feb-25	4.21	4.51	-0.30
Mar-25	2.34	4.16	-1.82
Apr-25	4.58	4.38	0.20
May-25	0.62	0.34	0.28
Average % return over the last 12 months	5.27	4.42	0.85

Council has a well-diversified portfolio invested predominantly among a range of term deposits and senior ranked floating rate notes from highly rated Australian bank issuers. Council also has exposure to growth classes, including listed property and international and domestic shares, via NSW TCorp’s Long Term Growth Fund. It is expected that Council’s portfolio will achieve above benchmark returns over the medium/long term with prudent investment selection and holding the securities for the recommended time horizons of their asset classes.

As at the end of May 2025, 67% of Council’s portfolio was invested in non-fossil-fuel-lending authorised deposit-taking institutions (ADIs) and socially responsible investments, while fossil-fuel-lending ADIs (including the daily operation fund) accounted for 25% of the portfolio. The remaining 8% is invested with TCorp.

From June 2018 to May 2025, Council has reduced its investment in fossil-fuel-lending ADIs from 59% to 15.33%, as shown in Figure 1 below.

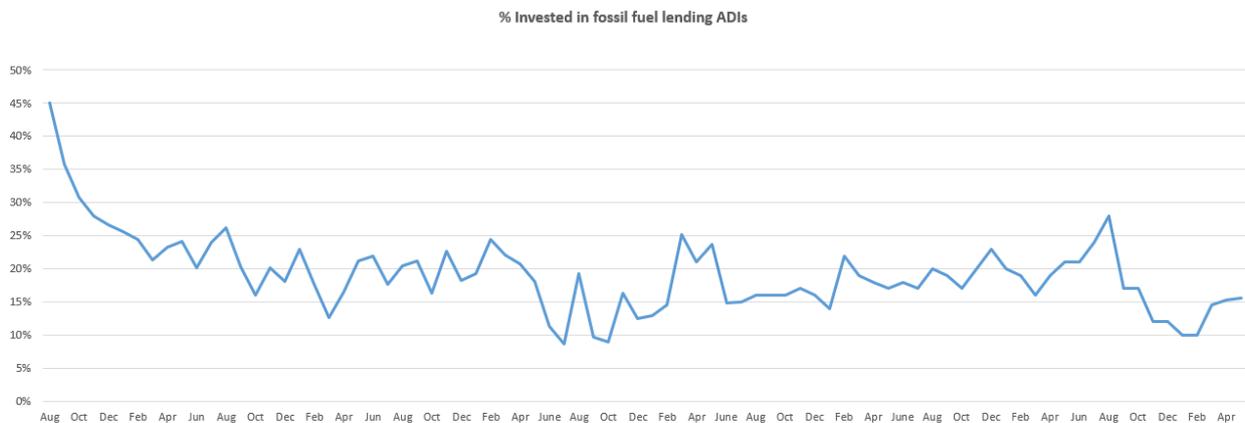


Figure 1. Investments in fossil-fuel-lending ADIs.

When excluding the working capital funds held in the Commonwealth Bank account (a fossil-fuel-lending bank) to meet day-to-day operating requirements, 75.84% of Council’s investment portfolio was invested in non-fossil-fuel-lending ADIs and socially responsible investments, 15.62% fossil-fuel-lending ADIs and the remaining 8.54% is invested with TCorp as displayed in Figure 2 below.

Figure 2: Investment portfolio - May 2025

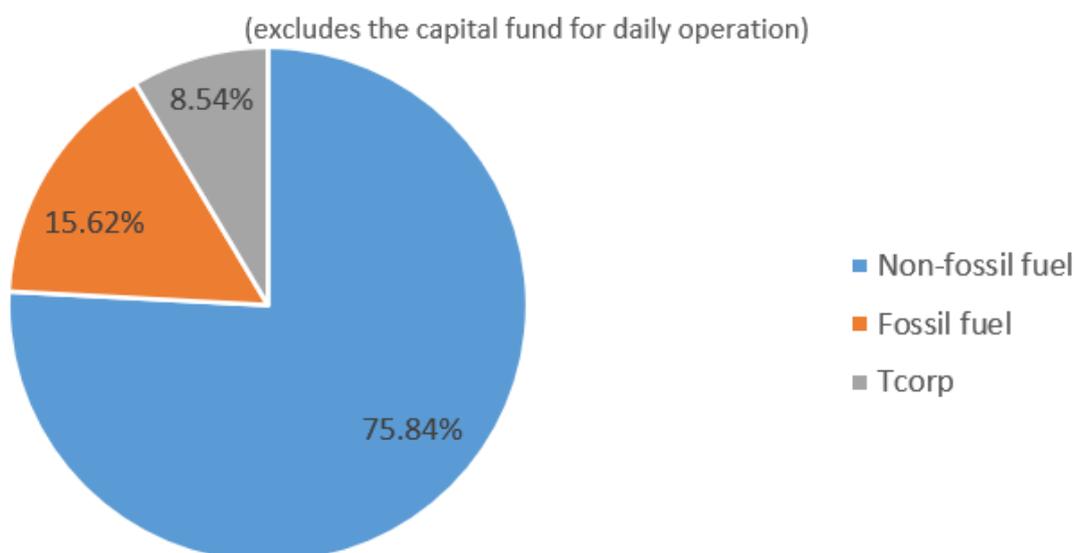


Figure 2. Investment portfolio.

5. Financial Impact

This report has been prepared in consultation with Council's independent financial advisor, Prudential Investment Services Corp.

6. Risks/Issues

Council has a well-diversified portfolio invested predominantly among a range of term deposits and senior ranked floating rate notes from highly rated Australian bank issuers. Council also has exposure to growth classes, including listed property and international and domestic shares, via NSW TCorp's Long Term Growth Fund. It is expected that Council's portfolio will achieve above benchmark returns over the medium/long term with prudent investment selection and holding the securities for the recommended time horizons of their asset classes.

7. Attachments

1. Investment Summary Report - May 2025 [↓](#)



Investment Summary Report
May 2025

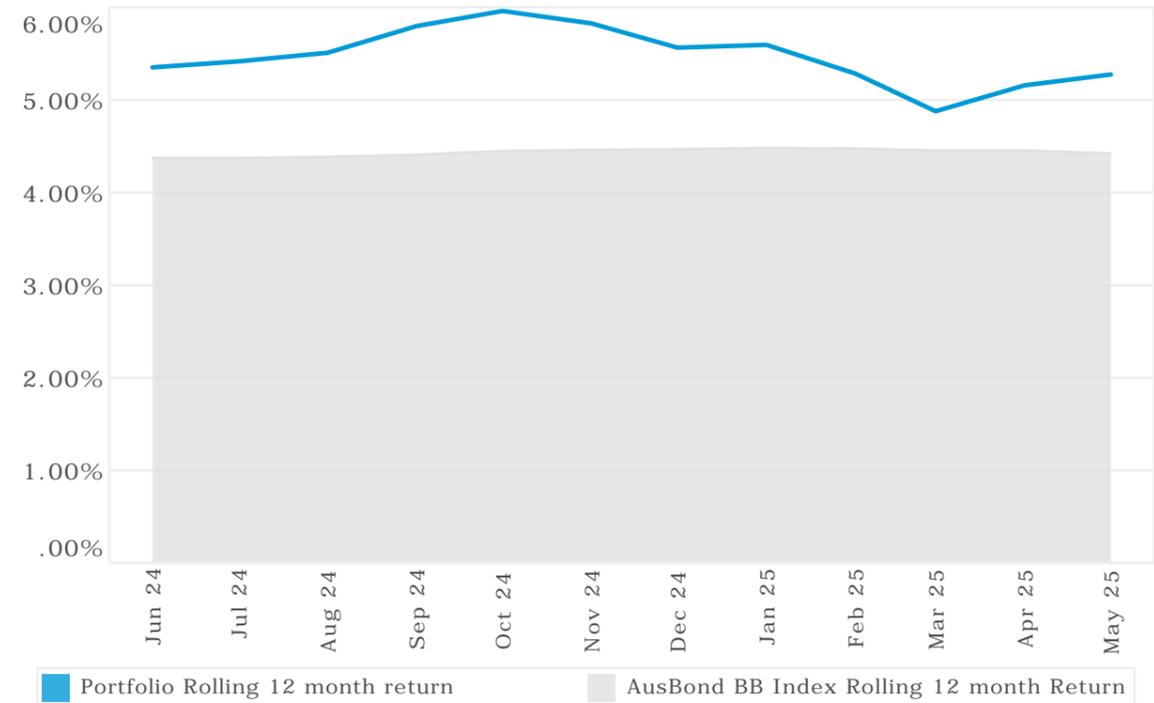
Waverley Council Executive Summary - May 2025



Investment Holdings

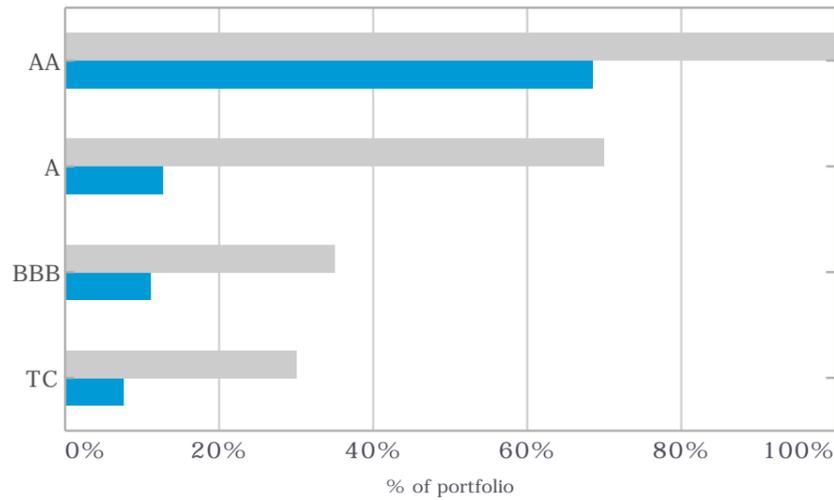
	Face Value (\$)	Current Value (\$)
Cash	13,008,973	13,008,973
Floating Rate Note	26,850,000	27,104,340
Managed Funds	8,853,646	8,853,646
Term Deposit	68,000,000	69,355,556
	116,712,619	118,322,516

Investment Performance

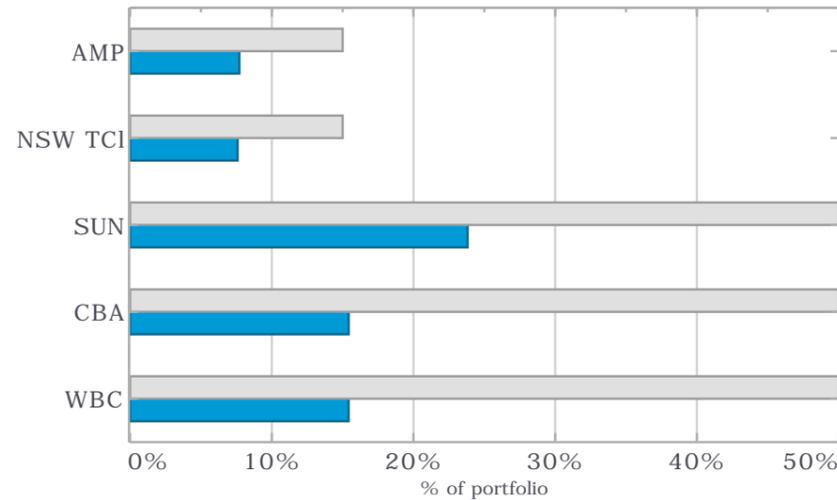


Investment Policy Compliance

Total Credit Exposure



Individual Institutional Exposures



Term to Maturities

	Face Value (\$)		Policy Max	
Between 0 and 1 years	98,412,619	84%	100%	a
Between 1 and 10 year:	18,300,000	16%	70%	a
	116,712,619			

Specific Sub Limits

Between 3 and 10 year:	3,950,000	3%	50%	a
Between 5 and 10 year:	0	0%	25%	a

Portfolio Exposure

Investment Policy Limit

Waverley Council

Investment Holdings Report - May 2025



Cash Accounts

Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Current Value (\$)	Deal No.	Reference
1,000.00	0.0000%	Commonwealth Bank of Australia	AA-	1,000.00	120800	Eastgate CP
4,273.54	0.0000%	Commonwealth Bank of Australia	AA-	4,273.54	120801	Hollywood Av CP
8,335.00	0.0000%	Commonwealth Bank of Australia	AA-	8,335.00	120796	Cemetery Funds
34,694.97	0.0000%	Commonwealth Bank of Australia	AA-	34,694.97	120799	Library CP
52,359.06	0.0000%	Commonwealth Bank of Australia	AA-	52,359.06	370151	Library Gift
113,293.29	0.0000%	Commonwealth Bank of Australia	AA-	113,293.29	120795	Trust Funds
518,802.35	0.0000%	Commonwealth Bank of Australia	AA-	518,802.35	120797	Depositor Funds
1,633,721.66	0.0000%	Commonwealth Bank of Australia	AA-	1,633,721.66	120794	General Funds
10,642,493.26	3.8500%	Commonwealth Bank of Australia	AA-	10,642,493.26	120789	24hr Call
13,008,973.13	3.1496%			13,008,973.13		

Managed Funds

Face Value (\$)	Monthly Return (%)	Institution	Credit Rating	Funds Name	Current Value (\$)	Deal No.	Reference
8,853,646.34	3.0096%	NSW T-Corp (LT)	TCl	Long Term Growth Fund	8,853,646.34	538089	
8,853,646.34	3.0096%				8,853,646.34		

Term Deposits

Maturity Date	Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Purchase Price (\$)	Purchase Date	Current Value (\$)	Deal No.	Accrued Interest (\$)	Next Interest Date	Reference
11-Jun-25	3,000,000.00	5.1800%	Bank of Queensland	A-	3,000,000.00	11-Dec-24	3,073,229.59	545699	73,229.59	At Maturity	
20-Jun-25	3,000,000.00	5.0200%	AMP Bank	BBB+	3,000,000.00	29-Aug-24	3,113,878.36	545419	113,878.36	At Maturity	
20-Jun-25	3,000,000.00	5.2000%	AMP Bank	BBB+	3,000,000.00	19-Dec-24	3,070,093.15	545711	70,093.15	At Maturity	
25-Jun-25	3,000,000.00	5.0200%	AMP Bank	BBB+	3,000,000.00	28-Aug-24	3,114,290.96	545407	114,290.96	At Maturity	
8-Jul-25	3,000,000.00	5.1500%	Bank of Queensland	A-	3,000,000.00	28-Nov-24	3,078,308.22	545661	78,308.22	At Maturity	Green
16-Jul-25	3,000,000.00	5.1000%	Suncorp Bank	AA-	3,000,000.00	5-Nov-24	3,087,189.04	545605	87,189.04	At Maturity	
5-Aug-25	2,000,000.00	4.7200%	National Australia Bank	AA-	2,000,000.00	4-Mar-25	2,023,018.08	545845	23,018.08	At Maturity	
20-Aug-25	3,000,000.00	4.8600%	Westpac Group	AA-	3,000,000.00	20-Aug-24	3,113,843.84	545371	113,843.84	At Maturity	Green

Waverley Council

Investment Holdings Report - May 2025



Maturity Date	Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Purchase Price (\$)	Purchase Date	Current Value (\$)	Deal No.	Accrued Interest (\$)	Next Interest Date	Reference
20-Aug-25	3,000,000.00	4.8600%	Westpac Group	AA-	3,000,000.00	23-Aug-24	3,112,645.48	545380	112,645.48	At Maturity	Green
2-Sep-25	2,000,000.00	4.8100%	Westpac Group	AA-	2,000,000.00	5-Sep-24	2,070,898.08	545456	70,898.08	At Maturity	Green
23-Sep-25	2,000,000.00	4.7700%	Westpac Group	AA-	2,000,000.00	26-Sep-24	2,064,819.73	545520	64,819.73	At Maturity	Green
1-Oct-25	3,000,000.00	4.7900%	Westpac Group	AA-	3,000,000.00	2-Oct-24	3,095,275.07	545539	95,275.07	At Maturity	Green
7-Oct-25	2,000,000.00	4.7000%	National Australia Bank	AA-	2,000,000.00	4-Mar-25	2,022,920.55	545846	22,920.55	At Maturity	
29-Oct-25	3,000,000.00	4.7000%	National Australia Bank	AA-	3,000,000.00	27-Feb-25	3,036,312.33	545831	36,312.33	At Maturity	
25-Nov-25	3,000,000.00	4.7300%	Suncorp Bank	AA-	3,000,000.00	25-Mar-25	3,026,436.16	545953	26,436.16	At Maturity	
16-Dec-25	3,000,000.00	4.7000%	Suncorp Bank	AA-	3,000,000.00	12-Mar-25	3,031,290.41	545909	31,290.41	At Maturity	
6-Jan-26	3,000,000.00	4.6500%	National Australia Bank	AA-	3,000,000.00	4-Mar-25	3,034,015.07	545844	34,015.07	At Maturity	
13-Jan-26	4,000,000.00	4.7000%	Suncorp Bank	AA-	4,000,000.00	5-Mar-25	4,045,326.03	545851	45,326.03	At Maturity	
20-Feb-26	2,000,000.00	4.8500%	Westpac Group	AA-	2,000,000.00	20-Feb-24	2,003,189.04	544856	3,189.04	Quarterly	Green
25-Feb-26	3,000,000.00	4.6500%	National Australia Bank	AA-	3,000,000.00	27-Feb-25	3,035,926.03	545832	35,926.03	At Maturity	
17-Mar-26	3,000,000.00	4.6700%	Suncorp Bank	AA-	3,000,000.00	18-Mar-25	3,028,787.67	545937	28,787.67	At Maturity	
17-Mar-26	3,000,000.00	4.8400%	Suncorp Bank	AA-	3,000,000.00	19-Mar-24	3,029,437.81	544951	29,437.81	Annually	
24-Mar-26	3,000,000.00	4.6200%	Suncorp Bank	AA-	3,000,000.00	25-Mar-25	3,025,821.37	545954	25,821.37	At Maturity	
17-Apr-26	3,000,000.00	5.0300%	Westpac Group	AA-	3,000,000.00	17-Apr-24	3,018,604.11	545017	18,604.11	Annually	Green
	68,000,000.00	4.8501%			68,000,000.00		69,355,556.18		1,355,556.18		

Floating Rate Notes

Maturity Date	Face Value (\$)	Current Rate (%)	Security Name	Credit Rating	Purchase Price (\$)	Purchase Date	Current Value (\$)	Deal No.	Accrued Interest (\$)	Next Coupon Date	Reference
2-Dec-25	2,250,000.00	4.6353%	BEN Snr FRN (Dec25) BBSW+0.52%	A-	2,250,000.00	2-Dec-20	2,278,573.89	540603	25,716.39	2-Jun-25	
24-Feb-26	1,300,000.00	4.1595%	SUN Snr FRN (Feb26) BBSW+0.45%	AA-	1,300,000.00	24-Feb-21	1,301,330.88	540958	888.88	25-Aug-25	
4-Mar-26	4,000,000.00	4.7464%	NPBS Snr FRN (Mar26) BBSW+0.63%	BBB+	4,000,000.00	4-Mar-21	4,043,933.65	540983	46,293.65	4-Jun-25	
15-May-26	1,000,000.00	5.0490%	BEN Snr FRN (May26) BBSW+ 1.25%	A-	1,000,000.00	15-May-23	1,009,151.59	544084	2,351.59	15-Aug-25	
18-Jun-26	4,000,000.00	4.7625%	BEN Snr FRN (Jun26) BBSW+0.65%	A-	4,000,000.00	18-Jun-21	4,044,183.84	541523	39,143.84	18-Jun-25	
15-Sep-26	3,750,000.00	4.5937%	SUN Snr FRN (Sep26) BBSW+0.48%	AA-	3,750,000.00	15-Sep-21	3,786,206.12	541877	35,868.62	16-Jun-25	
23-Dec-26	5,000,000.00	4.5268%	CBA Green Snr FRN (Dec26) BBSW+0.41%	AA-	5,000,000.00	23-Sep-21	5,041,037.56	541916	42,787.56	23-Jun-25	

Waverley Council

Investment Holdings Report - May 2025



Maturity Date	Face Value (\$)	Current Rate (%)	Security Name	Credit Rating	Purchase Price (\$)	Purchase Date	Current Value (\$)	Deal No.	Accrued Interest (\$)	Next Coupon Date	Reference
14-May-27	1,600,000.00	4.7938%	BEN Snr FRN (May27) BBSW+ 1.00%	A-	1,600,000.00	14-May-24	1,613,046.51	545080	3,782.51	14-Aug-25	
18-Mar-30	3,200,000.00	4.9425%	NAB Snr FRN (Mar30) BBSW+0.83%	AA-	3,200,000.00	18-Mar-25	3,234,457.03	545905	32,498.63	18-Jun-25	
21-May-30	750,000.00	4.6625%	SUN Snr FRN (May30) BBSW+0.93%	AA-	750,000.00	21-May-25	752,418.85	546059	1,053.85	21-Aug-25	
	26,850,000.00	4.6840%			26,850,000.00		27,104,339.92		230,385.52		

Waverley Council

Accrued Interest Report - May 2025



Investment	Deal No.	Comments	Face Value (\$)	Settlement Date	Maturity Date	Interest Received (\$)	Days	Interest Accrued (\$)	Yield (% pa)
Floating Rate Note									
BEN Snr FRN (Dec25) BBSW+0.52%	540603		2,250,000.00	2-Dec-20	2-Dec-25	0.00	31	8,857.87	4.64%
SUN Snr FRN (Feb26) BBSW+0.45%	540958		1,300,000.00	24-Feb-21	24-Feb-26	14,840.01	31	4,965.81	4.50%
NPBS Snr FRN (Mar26) BBSW+0.63%	540983		4,000,000.00	4-Mar-21	4-Mar-26	0.00	31	16,124.75	4.75%
BEN Snr FRN (May26) BBSW+1.25%	544084		1,000,000.00	15-May-23	15-May-26	12,928.44	31	4,432.03	5.22%
BEN Snr FRN (Jun26) BBSW+0.65%	541523		4,000,000.00	18-Jun-21	18-Jun-26	0.00	31	16,179.46	4.76%
SUN Snr FRN (Sep26) BBSW+0.48%	541877		3,750,000.00	15-Sep-21	15-Sep-26	0.00	31	14,630.62	4.59%
CBA Green Snr FRN (Dec26) BBSW+0.41%	541916		5,000,000.00	23-Sep-21	23-Dec-26	0.00	31	19,223.40	4.53%
BEN Snr FRN (May27) BBSW+1.00%	545080		1,600,000.00	14-May-24	14-May-27	20,206.36	31	6,734.00	4.96%
NAB Snr FRN (Mar30) BBSW+0.83%	545905		3,200,000.00	18-Mar-25	18-Mar-30	0.00	31	13,432.77	4.94%
SUN Snr FRN (May30) BBSW+0.93%	546059		750,000.00	21-May-25	21-May-30	0.00	11	1,053.85	4.66%
						47,974.81		105,634.56	4.72%
Term Deposits									
Westpac Group	545052		3,000,000.00	1-May-24	1-May-25	158,100.00	0	0.00	
Bank of Queensland	545699		3,000,000.00	11-Dec-24	11-Jun-25	0.00	31	13,198.36	5.18%
AMP Bank	545419		3,000,000.00	29-Aug-24	20-Jun-25	0.00	31	12,790.69	5.02%
AMP Bank	545711		3,000,000.00	19-Dec-24	20-Jun-25	0.00	31	13,249.31	5.20%
AMP Bank	545407		3,000,000.00	28-Aug-24	25-Jun-25	0.00	31	12,790.69	5.02%
Bank of Queensland	545661		3,000,000.00	28-Nov-24	8-Jul-25	0.00	31	13,121.92	5.15%
Suncorp Bank	545605		3,000,000.00	5-Nov-24	16-Jul-25	0.00	31	12,994.52	5.10%
National Australia Bank	545845		2,000,000.00	4-Mar-25	5-Aug-25	0.00	31	8,017.53	4.72%
Westpac Group	545371		3,000,000.00	20-Aug-24	20-Aug-25	0.00	31	12,383.02	4.86%
Westpac Group	545380		3,000,000.00	23-Aug-24	20-Aug-25	0.00	31	12,383.01	4.86%
Westpac Group	545456		2,000,000.00	5-Sep-24	2-Sep-25	0.00	31	8,170.41	4.81%
Westpac Group	545520		2,000,000.00	26-Sep-24	23-Sep-25	0.00	31	8,102.47	4.77%
Westpac Group	545539		3,000,000.00	2-Oct-24	1-Oct-25	0.00	31	12,204.66	4.79%
National Australia Bank	545846		2,000,000.00	4-Mar-25	7-Oct-25	0.00	31	7,983.56	4.70%

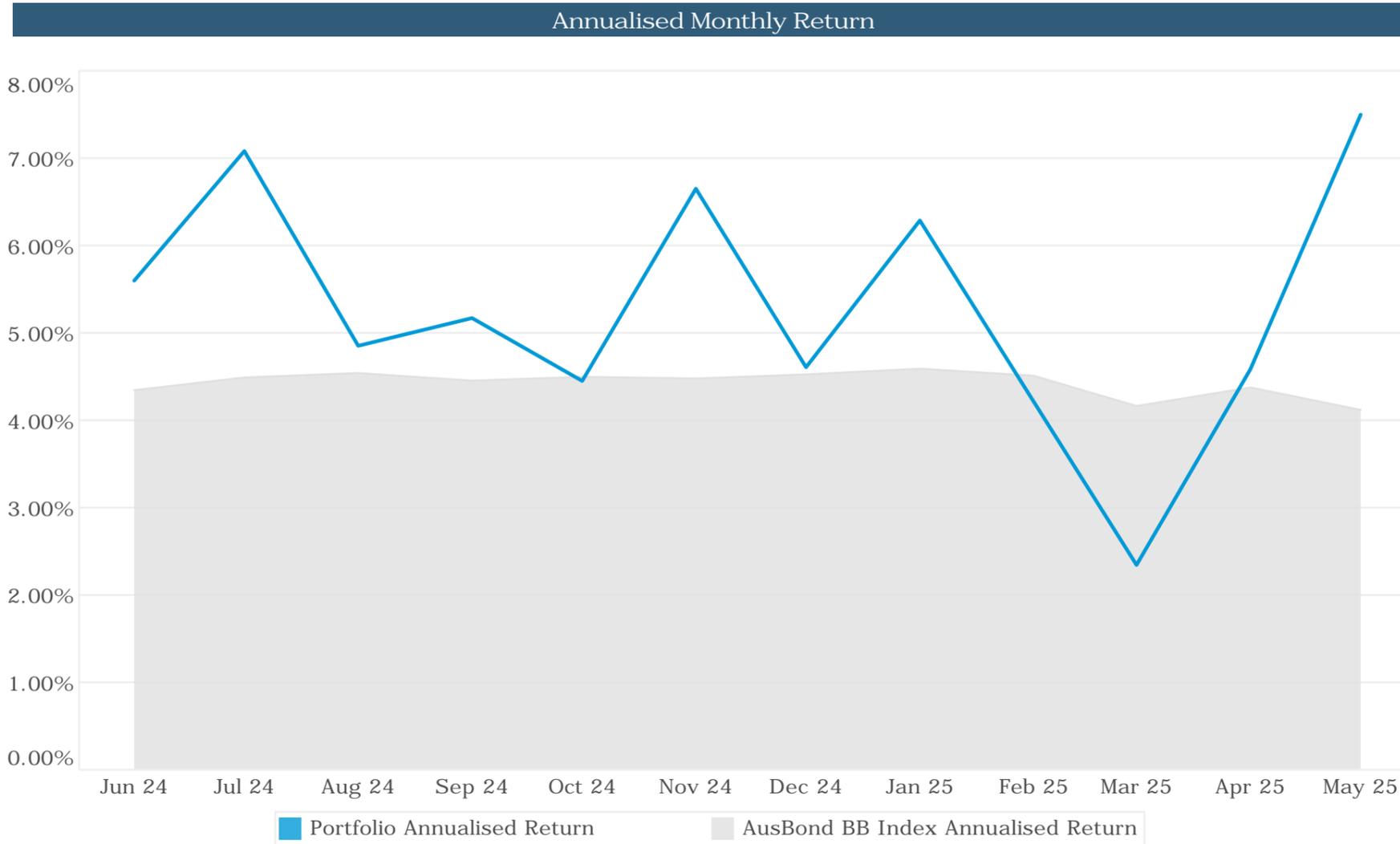
Waverley Council

Accrued Interest Report - May 2025



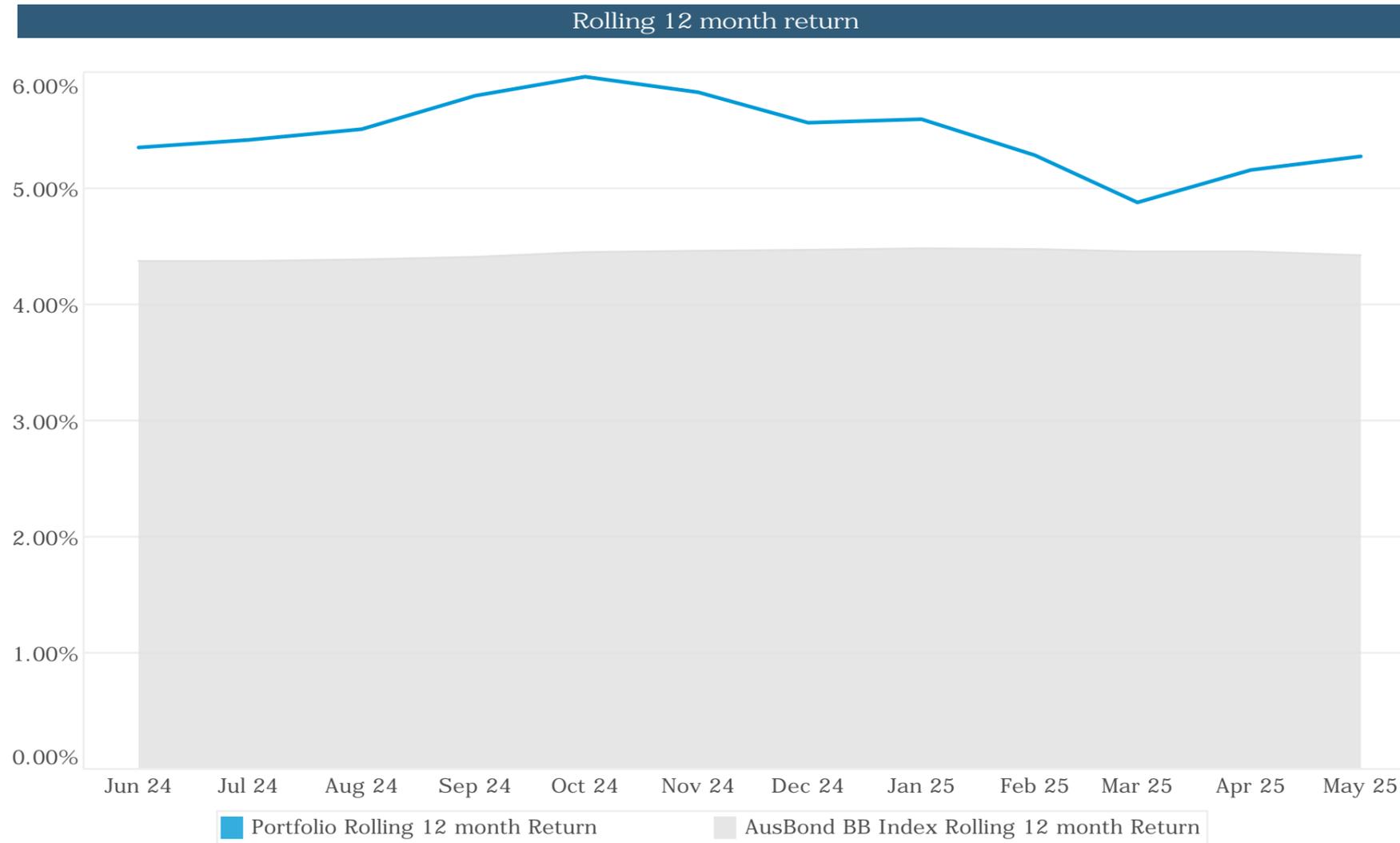
Investment	Deal No.	Comments	Face Value (\$)	Settlement Date	Maturity Date	Interest Received (\$)	Days	Interest Accrued (\$)	Yield (% pa)
National Australia Bank	545831		3,000,000.00	27-Feb-25	29-Oct-25	0.00	31	11,975.34	4.70%
Suncorp Bank	545953		3,000,000.00	25-Mar-25	25-Nov-25	0.00	31	12,051.78	4.73%
Suncorp Bank	545909		3,000,000.00	12-Mar-25	16-Dec-25	0.00	31	11,975.34	4.70%
National Australia Bank	545844		3,000,000.00	4-Mar-25	6-Jan-26	0.00	31	11,847.95	4.65%
Suncorp Bank	545851		4,000,000.00	5-Mar-25	13-Jan-26	0.00	31	15,967.13	4.70%
Westpac Group	544856		2,000,000.00	20-Feb-24	20-Feb-26	23,652.05	31	8,238.35	4.85%
National Australia Bank	545832		3,000,000.00	27-Feb-25	25-Feb-26	0.00	31	11,847.95	4.65%
Suncorp Bank	544951		3,000,000.00	19-Mar-24	17-Mar-26	0.00	31	12,332.06	4.84%
Suncorp Bank	545937		3,000,000.00	18-Mar-25	17-Mar-26	0.00	31	11,898.90	4.67%
Suncorp Bank	545954		3,000,000.00	25-Mar-25	24-Mar-26	0.00	31	11,771.51	4.62%
Westpac Group	545017		3,000,000.00	17-Apr-24	17-Apr-26	0.00	31	12,816.16	5.03%
						181,752.05		280,112.62	4.85%
Grand Totals						229,726.86		385,747.18	4.81%

Waverley Council Investment Performance Report - May 2025



Historical Performance Summary (% pa)			
	Portfolio	Annualised BB Index	Outperformance
May 2025	7.50%	4.12%	3.38%
Last 3 months	4.79%	4.22%	0.57%
Last 6 months	4.92%	4.38%	0.54%
Financial Year to Date	5.25%	4.43%	0.82%
Last 12 months	5.27%	4.42%	0.85%

Waverley Council Investment Performance Report - May 2025



Historical Performance Summary (% actual)			
	Portfolio	Annualised BB Index	Outperformance
May 2025	0.62%	0.34%	0.28%
Last 3 months	1.19%	1.05%	0.14%
Last 6 months	2.42%	2.16%	0.26%
Financial Year to Date	4.80%	4.06%	0.74%
Last 12 months	5.27%	4.42%	0.85%

Waverley Council Environmental Commitments Report - May 2025



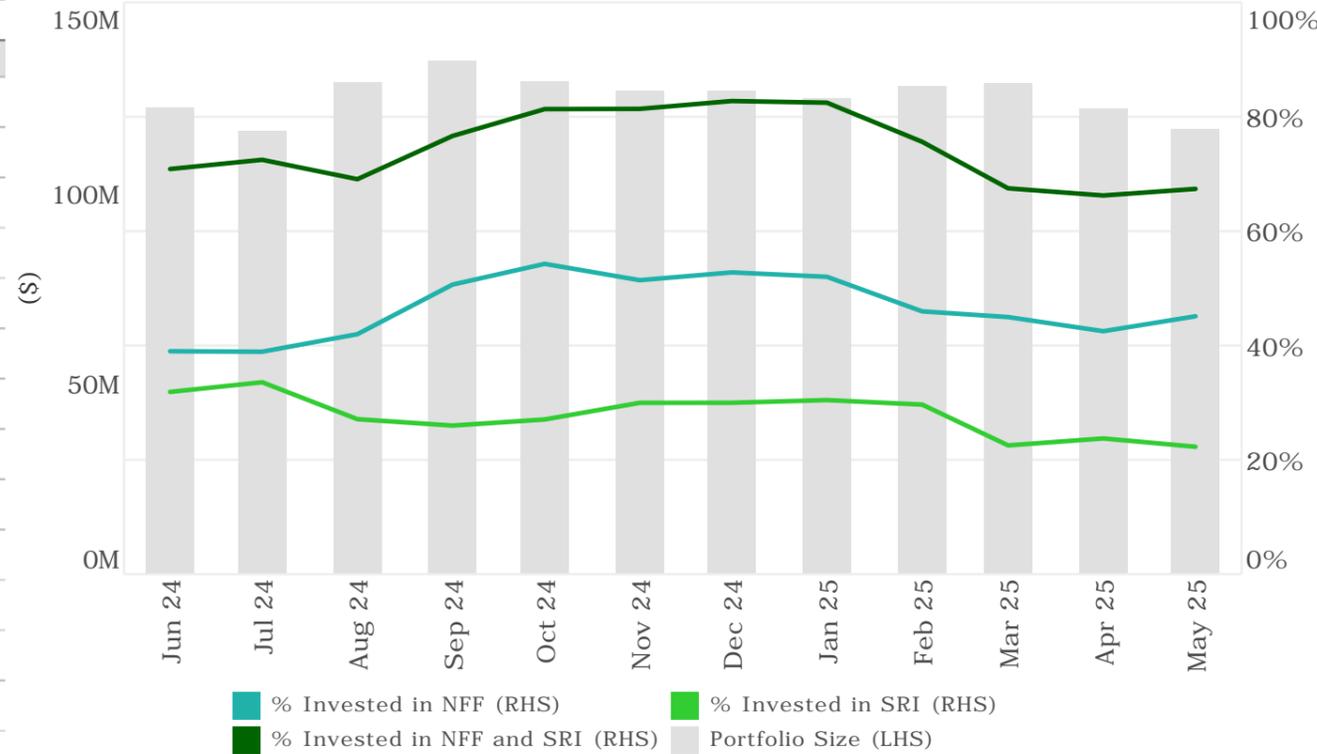
Current Breakdown

ADI Lending Status *	Current Month (\$)	Previous Month (\$)
Fossil Fuel Lending ADIs		
Commonwealth Bank of Australia	13,008,973	16,436,945
National Australia Bank	16,200,000	16,200,000
	29,208,973 25%	32,636,945 27%
Non Fossil Fuel Lending ADIs		
AMP Bank	9,000,000	9,000,000
Bank of Queensland	3,000,000	3,000,000
Bendigo and Adelaide Bank	8,850,000	8,850,000
Newcastle Greater Mutual Group	4,000,000	4,000,000
Suncorp Bank	27,800,000	27,050,000
	52,650,000 45%	51,900,000 42%
Other		
NSW T-Corp (LT)	8,853,646	8,594,974
	8,853,646 8%	8,594,974 7%
Socially Responsible Investment		
CBA (Green)	5,000,000	5,000,000
Westpac Group (Green TD)	21,000,000	24,000,000
	26,000,000 22%	29,000,000 24%
	116,712,619	122,131,919

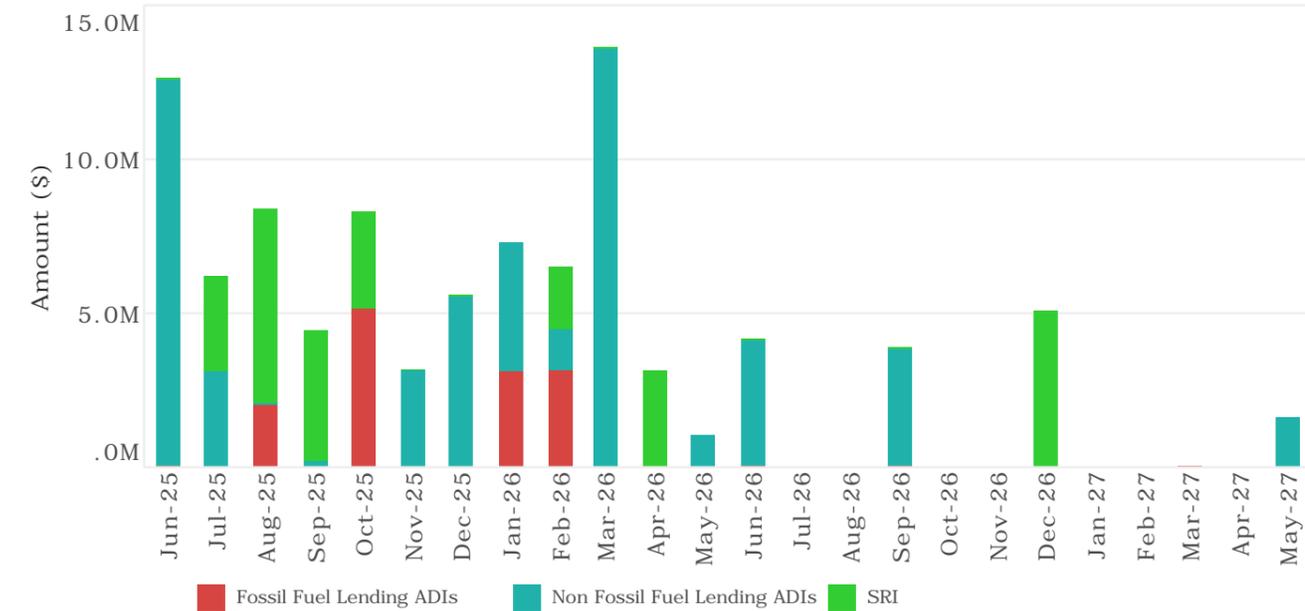
* source: Marketforces & APRA

Percentages may not add up to 100% due to rounding

Historical Portfolio Exposure to NFF Lending ADIs and SRIs



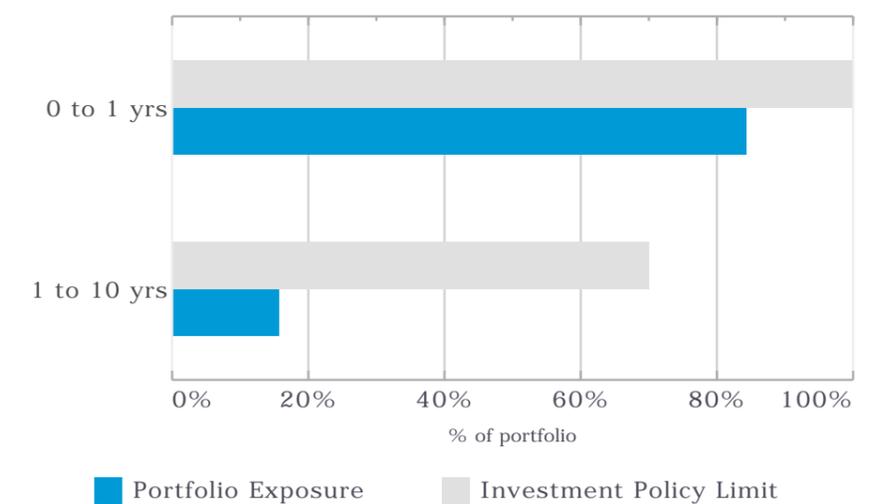
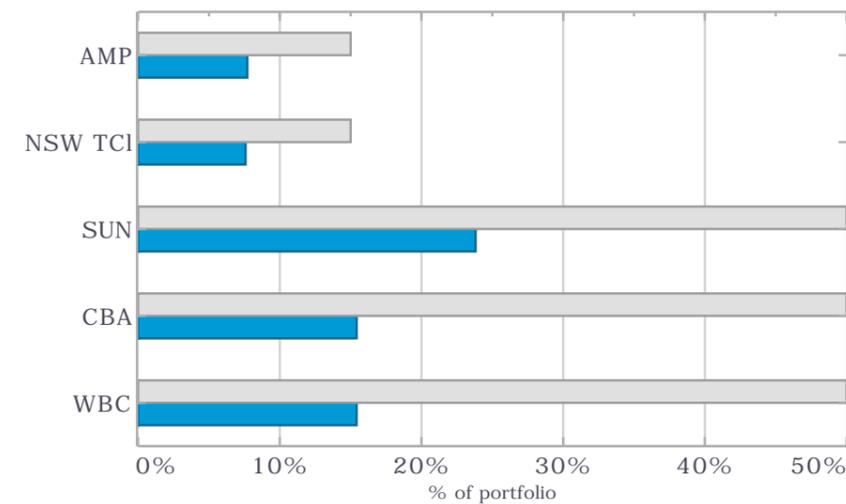
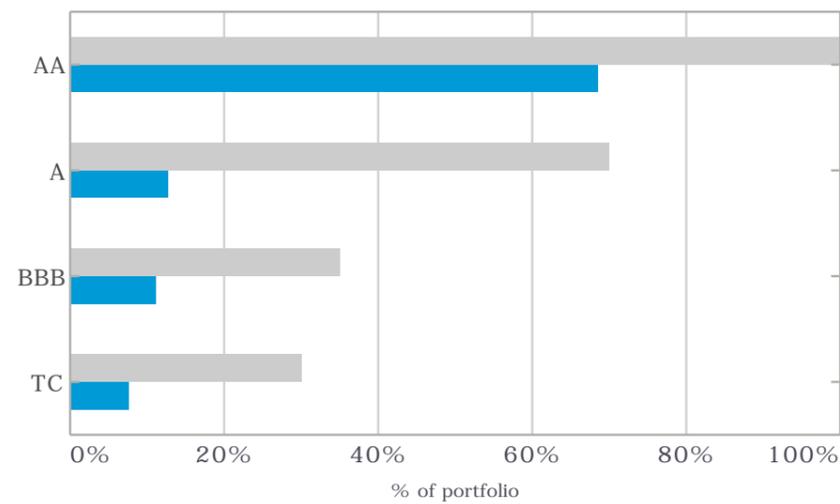
Upcoming Maturities



Waverley Council Investment Policy Compliance Report - May 2025



Total Credit Exposure Individual Institutional Exposures Term to Maturities



Credit Rating Group	Face Value (\$)	% of Portfolio	Policy Max	Compliance
AA	80,008,973	69%	100%	a
A	14,850,000	13%	70%	a
BBB	13,000,000	11%	35%	a
TC	8,853,646	8%	30%	a
	116,712,619			

Institution	% of Portfolio	Investment Policy Limit	Compliance
AMP Bank (BBB+)	8%	15%	a
NSW T-Corp (TCI)	8%	15%	a
Suncorp Bank (AA-)	24%	50%	a
Commonwealth Bank of Australia (AA-)	15%	50%	a
Westpac Group (AA-)	15%	50%	a
National Australia Bank (AA-)	14%	50%	a
Bendigo and Adelaide Bank (A-)	8%	30%	a
Newcastle Greater Mutual Group (BBB+)	3%	15%	a
Bank of Queensland (A-)	5%	30%	a

Term to Maturity	Face Value (\$)	% of Portfolio	Policy Max	Compliance
Between 0 and 1 years	98,412,619	84%	100%	a
Between 1 and 10 years	18,300,000	16%	70%	a
	116,712,619			

Specific Sub Limits	Face Value (\$)	% of Portfolio	Policy Max	Compliance
Between 3 and 10 years	3,950,000	3%	50%	a
Between 5 and 10 years	0	0%	25%	a

a = compliant
r = non-compliant

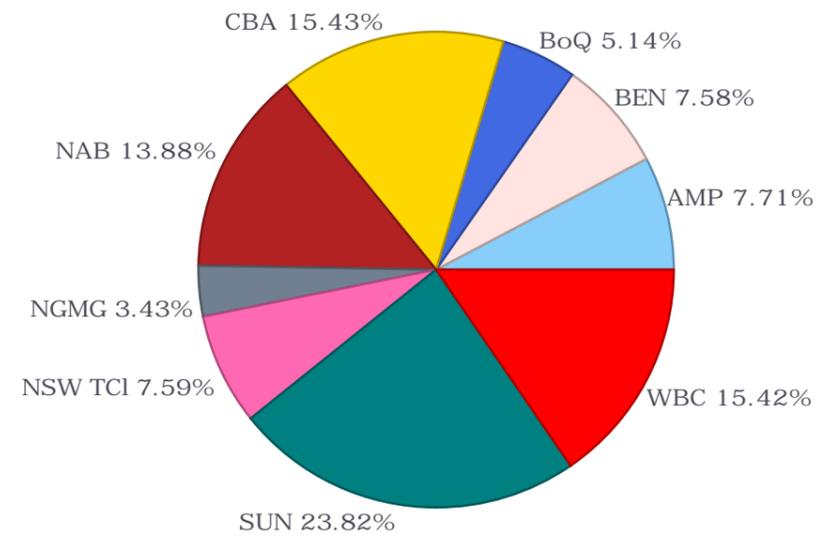
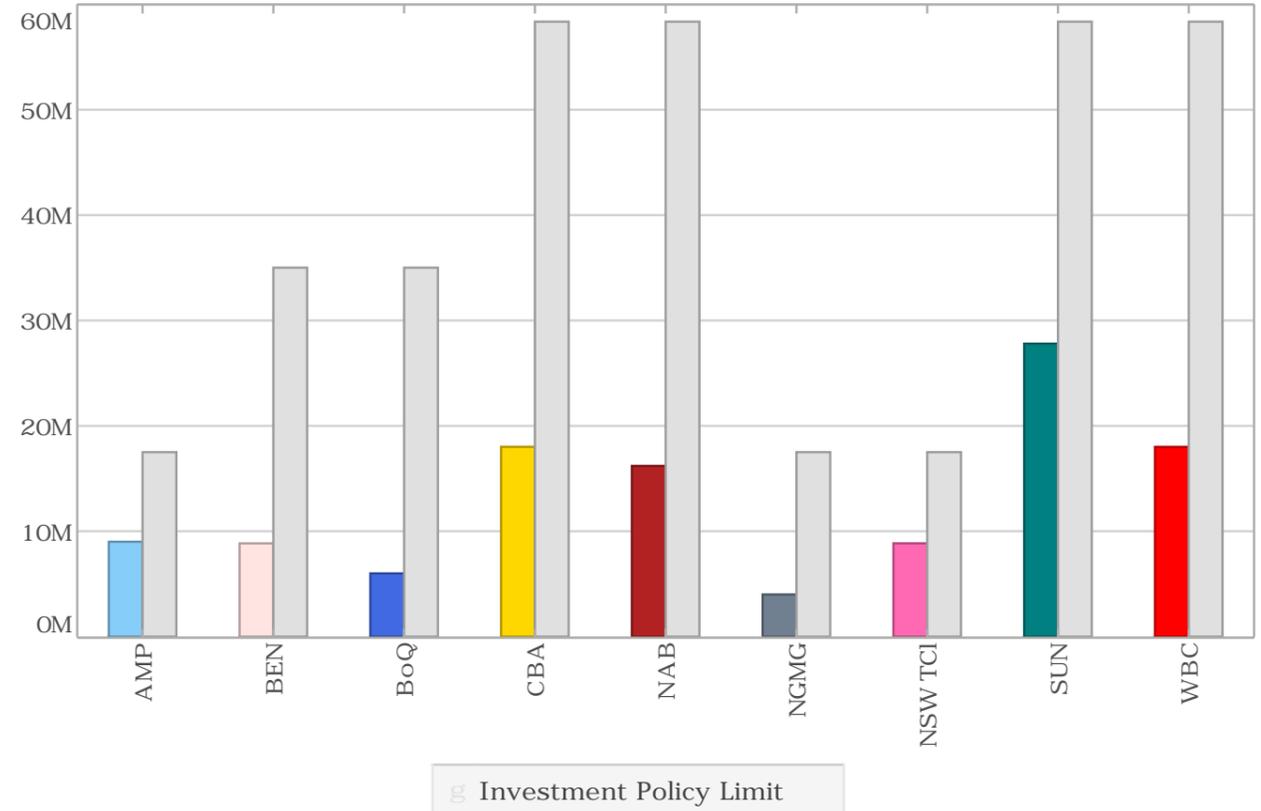
Waverley Council Individual Institutional Exposures Report - May 2025



Individual Institutional Exposures

Individual Institutional Exposure Charts

	Current Exposures		Policy Limit		Capacity
AMP Bank (BBB+)	9,000,000	8%	17,506,893	15%	8,506,893
Bank of Queensland (A-)	6,000,000	5%	35,013,786	30%	29,013,786
Bendigo and Adelaide Bank (A-)	8,850,000	8%	35,013,786	30%	26,163,786
Commonwealth Bank of Australia (AA-)	18,008,973	15%	58,356,310	50%	40,347,337
National Australia Bank (AA-)	16,200,000	14%	58,356,310	50%	42,156,310
Newcastle Greater Mutual Group (BBB+)	4,000,000	3%	17,506,893	15%	13,506,893
NSW T-Corp (TCl)	8,853,646	8%	17,506,893	15%	8,653,247
Suncorp Bank (AA-)	27,800,000	24%	58,356,310	50%	30,556,310
Westpac Group (AA-)	18,000,000	15%	58,356,310	50%	40,356,310
	116,712,619				



Waverley Council

Cashflows Report - May 2025



Actual Cashflows for May 2025

Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount
1-May-25	545052	Westpac Group	Term Deposit	Maturity: Face Value	3,000,000.00
		Westpac Group	Term Deposit	Maturity: Interest Received/Paid	158,100.00
<u>Deal Total</u>					<u>3,158,100.00</u>
Day Total					3,158,100.00
14-May-25	545080	BEN Snr FRN (May27) BBSW+ 1.00%	Floating Rate Note	Coupon Date	20,206.36
<u>Deal Total</u>					<u>20,206.36</u>
Day Total					20,206.36
15-May-25	544084	BEN Snr FRN (May26) BBSW+ 1.25%	Floating Rate Note	Coupon Date	12,928.44
<u>Deal Total</u>					<u>12,928.44</u>
Day Total					12,928.44
20-May-25	544856	Westpac Group	Term Deposit	During: Interest Received/Paid Dates	23,652.05
<u>Deal Total</u>					<u>23,652.05</u>
Day Total					23,652.05
21-May-25	546059	SUN Snr FRN (May30) BBSW+0.93%	Floating Rate Note	Settlement: Accrued Coupon at Purchase	0.00
		SUN Snr FRN (May30) BBSW+0.93%	Floating Rate Note	Settlement: Face Value	-750,000.00
		SUN Snr FRN (May30) BBSW+0.93%	Floating Rate Note	Settlement: Premium / Discount on Purchase	0.00
<u>Deal Total</u>					<u>-750,000.00</u>
Day Total					-750,000.00
26-May-25	540958	SUN Snr FRN (Feb26) BBSW+0.45%	Floating Rate Note	Coupon Date	14,840.01
<u>Deal Total</u>					<u>14,840.01</u>
Day Total					14,840.01
<u>Total for Month</u>					<u>2,479,726.86</u>

Forecast Cashflows for June 2025

Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount
2-Jun-25	540603	BEN Snr FRN (Dec25) BBSW+0.52%	Floating Rate Note	Coupon Date	26,002.13

Waverley Council

Cashflows Report - May 2025



Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount
				<u>Deal Total</u>	<u>26,002.13</u>
				Day Total	26,002.13
4-Jun-25	540983	NPBS Snr FRN (Mar26) BBSW+0.63%	Floating Rate Note	Coupon Date	47,854.12
				<u>Deal Total</u>	<u>47,854.12</u>
				Day Total	47,854.12
11-Jun-25	545699	Bank of Queensland	Term Deposit	Maturity: Face Value	3,000,000.00
		Bank of Queensland	Term Deposit	Maturity: Interest Received/Paid	77,487.12
				<u>Deal Total</u>	<u>3,077,487.12</u>
				Day Total	3,077,487.12
16-Jun-25	541877	SUN Snr FRN (Sep26) BBSW+0.48%	Floating Rate Note	Coupon Date	42,947.95
				<u>Deal Total</u>	<u>42,947.95</u>
				Day Total	42,947.95
18-Jun-25	541523	BEN Snr FRN (Jun26) BBSW+0.65%	Floating Rate Note	Coupon Date	48,016.44
				<u>Deal Total</u>	<u>48,016.44</u>
18-Jun-25	545905	NAB Snr FRN (Mar30) BBSW+0.83%	Floating Rate Note	Coupon Date	39,864.99
				<u>Deal Total</u>	<u>39,864.99</u>
				Day Total	87,881.42
20-Jun-25	545419	AMP Bank	Term Deposit	Maturity: Face Value	3,000,000.00
		AMP Bank	Term Deposit	Maturity: Interest Received/Paid	121,717.81
				<u>Deal Total</u>	<u>3,121,717.81</u>
20-Jun-25	545711	AMP Bank	Term Deposit	Maturity: Face Value	3,000,000.00
		AMP Bank	Term Deposit	Maturity: Interest Received/Paid	78,213.70
				<u>Deal Total</u>	<u>3,078,213.70</u>
				Day Total	6,199,931.51
23-Jun-25	541916	CBA Green Snr FRN (Dec26) BBSW+0.41%	Floating Rate Note	Coupon Date	56,429.97
				<u>Deal Total</u>	<u>56,429.97</u>
				Day Total	56,429.97

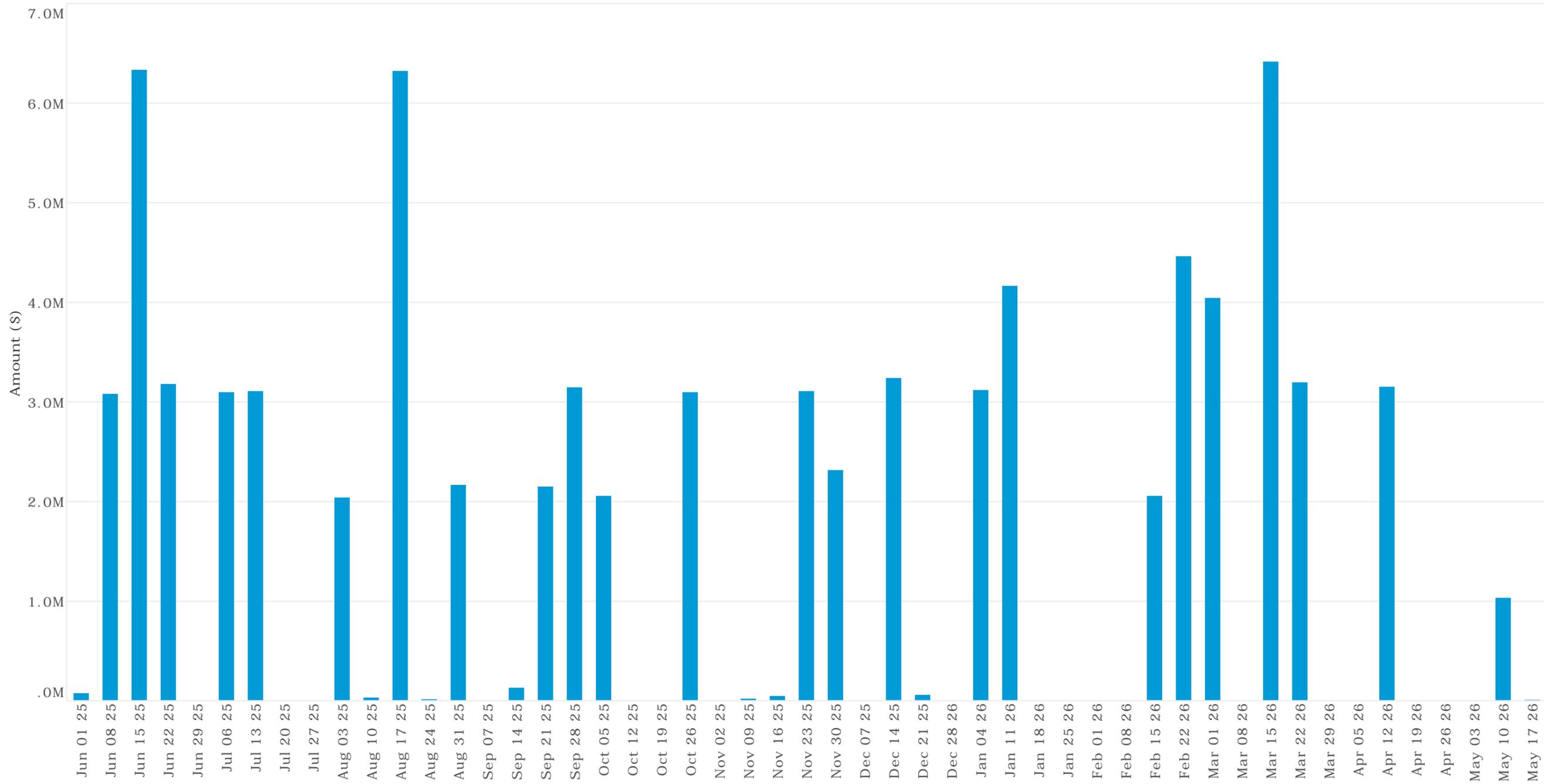
Waverley Council

Cashflows Report - May 2025



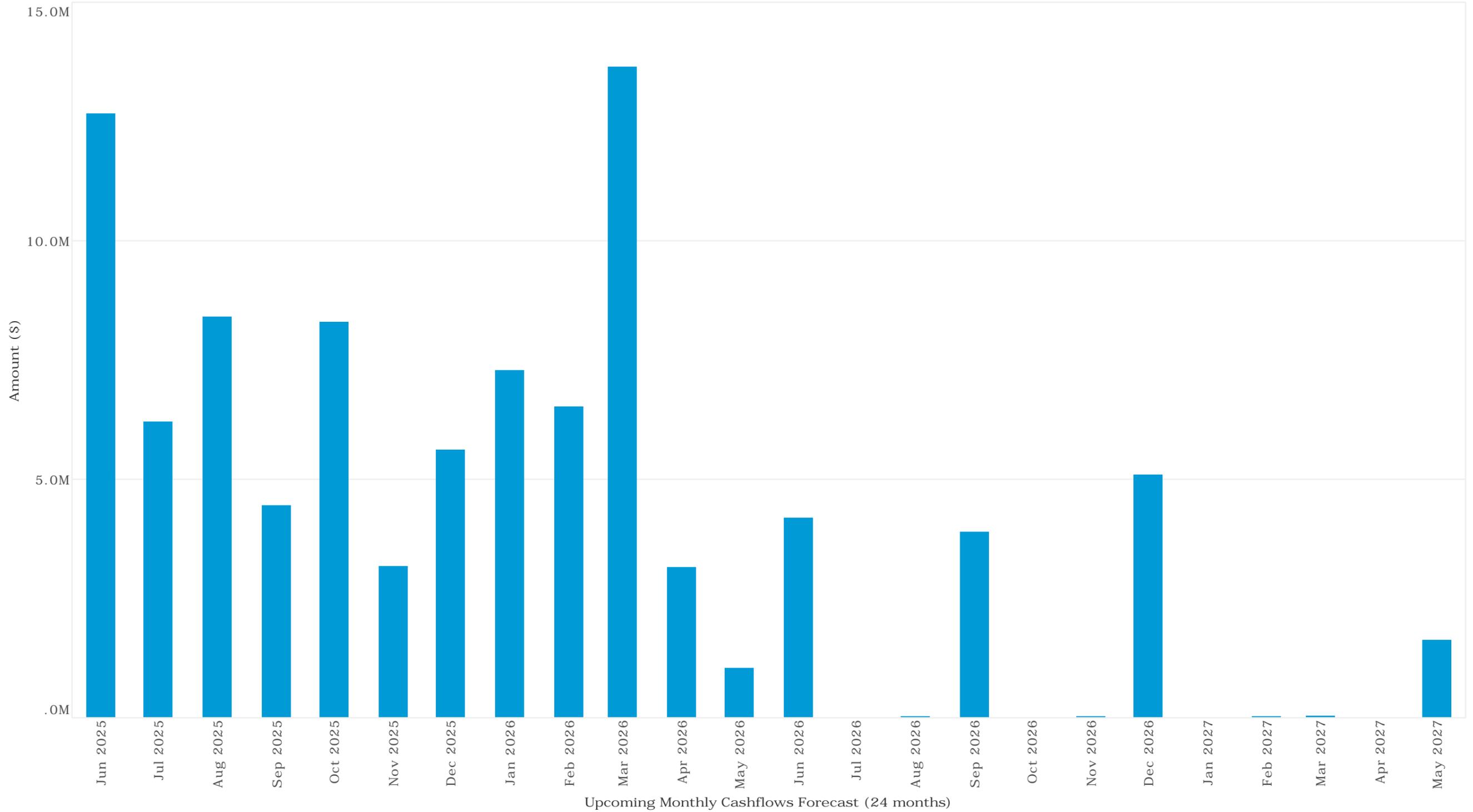
Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount
25-Jun-25	545407	AMP Bank	Term Deposit	Maturity: Face Value	3,000,000.00
		AMP Bank	Term Deposit	Maturity: Interest Received/Paid	124,193.42
				<u>Deal Total</u>	<u>3,124,193.42</u>
				Day Total	3,124,193.42
				<u>Total for Month</u>	<u>12,662,727.64</u>

Waverley Council Cashflows Report - May 2025



Upcoming Weekly Cashflows Forecast (52 weeks)

Waverley Council Cashflows Report - May 2025



REPORT
CM/7.9/25.06

Subject: Councillor Fees - Local Government Remuneration Tribunal Determination 2025

TRIM No: A24/0637

Manager: Richard Coelho, Executive Manager, Governance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council, in accordance with the Local Government Remuneration Tribunal's Annual Determination 2025 attached to the report, fixes the annual fee payable to each Councillor for the year 1 July 2025 to 30 June 2026 as follows:

1. Councillors (including the Mayor): \$23,220.
2. Mayor: \$50,650 in addition to the Councillor fee.
3. Deputy Mayor: \$4,483 in addition to the Councillor fee, with this amount to be paid from the fees paid to the Mayor.

1. Executive Summary

The Local Government Remuneration Tribunal reviews the fees to be paid to mayors and councillors on an annual basis. The Tribunal has released its determination for the 2025-26 financial year, increasing fees by 3% to commence on 1 July 2025.

This report recommends that Councillors' fees be increased to the amounts shown in Table 4 of the Tribunal's Annual Determination 2025 attached to this report. If adopted, this will result in Councillors receiving an extra \$680 per year, the Mayor an additional \$1,480 and the Deputy Mayor an additional \$131, at a total cost to Council of \$9,640 per year.

2. Introduction/Background

Under section 248 of the *Local Government Act*, Council must pay Councillors an annual fee and this fee must be fixed annually in accordance with the determination of the Local Government Remuneration Tribunal. The annual fees fixed by Council must be the same for each Councillor and be paid by monthly instalments in arrears.

Under section 249 of the Act, Council must pay the Mayor an annual fee in addition to the fee paid to Councillors. Council must also pay the Deputy Mayor an additional fee, to be deducted from the mayoral fee.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 18 June 2024	CM/7.5/24.06	<p>That Council, in accordance with the Local Government Remuneration Tribunal's Annual Determination 2024 attached to the report, approves the annual fees payable to Councillors for the year 1 July 2024 to 30 June 2025 as follows:</p> <ol style="list-style-type: none"> 1. All Councillors (including the Mayor): \$22,540. 2. Mayor: \$49,170 in addition to the Councillor fee. 3. Deputy Mayor: \$4,352 in addition to the Councillor fee, and that this amount be paid from the fees paid to the Mayor.

4. Discussion

The Tribunal sets a minimum and maximum fee based on the category of council, taking into consideration the policies of the Industrial Relations Commission, economic indicators and submissions from councils. Council is classified as a 'Metropolitan Small' council. The Tribunal's report outlining the results of its 2025 review is attached to this report. The Tribunal has awarded an annual fee increase of 3% per cent to commence on 1 July 2025.

Consistent with previous years, officers recommend that Councillors and the Mayor be paid the maximum fee within the 'Metropolitan Small' category, which is \$23,220 per year for Councillors and an additional \$50,650 per year for the Mayor.

The Tribunal's determination will result in a \$680 per year increase for each Councillor and an additional \$1,480 per year increase for the Mayor. The total cost to Council of the increase in fees is \$9,640 per year.

In September 1998, Council set an annual fee for the Deputy Mayor, which is 8.85% of the mayoral fee that is determined by Council each year. The Deputy Mayor's fees are deducted from the Mayor's annual fees, as required by the Act. If there is no Deputy Mayor, the Mayor receives the full mayoral fee. The Deputy Mayor will therefore receive an additional \$131 per year.

5. Financial Impact

The increase in Councillors' fees will result in a total increase in cost to Council of \$9,640 per year. The draft 2025-26 budget allows for a 3.5% increase to Councillors' fees. As the Tribunal has increased fees by 3%, there is a small budget saving. The new fees will take effect from 1 July 2025.

6. Risks/Issues

Councillors can only be paid a fee within the category and range set by the Local Government Remuneration Tribunal. Council can make a submission to the Tribunal to change Council's category.

7. Attachments

1. Local Government Remuneration Tribunal Annual Determination 2025 [↓](#)

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Local Government Remuneration Tribunal

Annual Determination

Report and determination
under sections 239 and 241 of the
Local Government Act 1993

17 April 2025



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Executive Summary

The *Local Government Act 1993* (LG Act) requires the Local Government Remuneration Tribunal (the Tribunal) to report to the Minister for Local Government by 1 May each year on its determination of categories of councils and the maximum and minimum amounts of fees to be paid to mayors, councillors, as well as chairpersons and members of county councils.

Categories

Section 239 of the LG Act requires the Tribunal to determine the categories of councils and mayoral offices at least once every 3 years. A review of categories was last carried out by the Tribunal in 2023.

The Tribunal will next consider the model, the criteria for each group, and the allocation of councils in the 2026 review.

The criteria for each category is published in Appendix 1 of the Determination and remains unchanged from 2023.

It should be noted that **the Tribunal determined that one Council - Mid Coast Council – would be re-categorised from a Regional Centre to Regional Strategic Area from 1 July 2025** as a result of meeting the criteria at Appendix 1.

Fees

The Tribunal has determined a **3%** per annum increase in the minimum and maximum fees applicable to each category from **1 July 2025**.

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Section 1 – Introduction

Background

1. Section 239 of the LG Act requires the Tribunal to determine the categories of councils and mayoral offices at least once every 3 years. The Tribunal last undertook a comprehensive review of the categories and the allocation of councils into each of those categories in 2023.
2. The Tribunal will next conduct a full review of the categories and the allocation of councils as required by the LG Act in the 2026 Annual Review.
3. Section 241 of the LG Act provides that the Tribunal determine the minimum and maximum amount of fees to be paid to mayors and councillors of councils, as well as chairpersons and members of county councils for each of the categories determined under s.239.
4. The Tribunal can also determine that a council be re-categorised into a different category, existing or new, with a higher range of fees.
5. The Tribunal's Annual Determination takes effect from 1 July each year.

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Section 2 – 2024 Determination

2024 Annual Determination

6. In 2024, the Tribunal received 19 written submissions, which included two requests for re-categorisation.
7. The Tribunal found that the current allocation of the councils remained appropriate, with the exceptions outlined below.
8. The Tribunal closely reviewed population and data relating to council operations in the 2024 Annual Determination process to ensure categorisation of councils was consistent with the criteria.
9. For reasons explained at paragraphs 35-39 of the Local Government Annual Determination 2024, Hilltops Council and Muswellbrook Shire Council were reclassified as Regional Rural Councils.
10. The Tribunal determined that fees would increase by 3.75% for the minimum and maximum fees applicable to each category from 1 July 2024.

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Section 3 – 2025 Review

2025 Annual Review process

11. The Tribunal's 2025 Annual Review commenced in October 2024, when it wrote to all councils inviting submissions regarding fees. The Tribunal noted that it is only required to review the categories every three years and will next consider the model, the criteria applicable to each category and the allocation of councils in the 2026 Annual Review.
12. The invitation noted that it is expected that submissions are endorsed by respective councils.
13. The Tribunal also wrote to the President of Local Government NSW (LGNSW) inviting a submission.
14. The Tribunal received 16 written submissions from individual councils and one submission from LGNSW.
15. The Tribunal acknowledges and thanks all parties for their submissions.

Submissions Received – Requests for Re-categorisation

16. Seven of the 16 council submissions received requested re-categorisation or changes to current category criteria.
17. LGNSW also advocated for changes to factors affecting categorisation of councils.
18. Berrigan, City of Parramatta, Gilgandra Shire, Lake Macquarie City, City of Ryde, City of Sydney and Blacktown put forward cases for re-

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categorisation, or changes to category criteria, and the creation of new categories, for the Tribunal's consideration.

Requests for Re-classification

19. **Berrigan Shire Council** requested re-categorisation from Rural to Rural Large, despite acknowledging that they do not meet all the benchmarks in the criteria for this category.
20. The criteria for Rural Large is outlined at Appendix 1 of the 2024 Annual Determination, page 38 which states:

“Councils categorised as Rural Large will have a residential population greater than 10,000, and a councillor to resident ratio of at least 1 to 1200.

Other features may include:

- *one or two significant townships combined with a considerable dispersed population spread over a large area and a long distance from a major regional centre*
- *a limited range of services, facilities and employment opportunities compared to Regional Rural councils*
- *local economies based on agricultural/resource industries.”*

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21. Council's submission states they are currently at 86% of the population target threshold and 90% of the representation ratio but are meeting other criteria benchmarks.
22. Given that Council does not currently satisfy the population and ratio thresholds specified for Rural Large, the Tribunal is not persuaded to include Berrigan Shire Council in Rural Large at this time.
23. **City of Parramatta Council** requested that it be re-categorised to the highest category of general purpose councils, Principal CBD, in order to recognise its size, rate of growth, economic and global influence, operational budget, and strategic and geographical importance.
24. Council put forward a similar case for re-categorisation as part of the 2024 annual determination process, which was unsuccessful. In addition to the reasons put forth in paragraph 20 of the 2024 annual determination, the Council has included the following reasons for its re-categorisation request:
 - A local economy that has more than 30% of Australia's top 500 companies with offices in Parramatta, and estimated public and private investments in the next 5 years of \$20 billion
 - It is estimated by 2050 that Parramatta will be a city with a population of more than 500,000 people
 - The expected accessibility of the City, being a 'gateway to Sydney' with more people expected to live west of Parramatta than to its

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east by 2050, and being accessible by 2.3 million people within 45 minutes

- Key infrastructure in Parramatta, including but not limited to the Parramatta PHIVE, Commbank Stadium, the new Parramatta Light Rail, the Westmead Institute for Medical Research, Sydney Olympic Park and construction of Powerhouse Parramatta
 - Expansion of education and innovation precincts, with Parramatta's education and training sector being valued at \$1.6 billion, and
 - Significant operating and capital works budget of \$607 million, including multiple town centres, and sports and cultural hubs.
25. The Council also argues that a re-classification would reflect the additional skills and abilities that representing a growth council requires.
26. The City of Parramatta notes that the number of electors that each councillor represents is higher than the City of Sydney's. The submission states that the elected councillors represent more than 125,000 enrolled electors, compared to City of Sydney's elected councillors representing 45,891 enrolled electors.
27. Parramatta was classified as a Major CBD, following the 2017 Annual Determination. The Tribunal had found that Parramatta Council was significantly different from other large metropolitan councils on the basis of its secondary CBD status, as recognised by the State Government, at paragraph 21 of the 2017 annual determination. As a result, the

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description of Major CBD has remained specific to the City of Parramatta. Similarly, the Principal CBD criteria remained specific to the City of Sydney, since its inception in 2017.

28. Given the specific nature of both Major CBD and Principal CBD categories, the City of Parramatta's request for re-categorisation will require a change in the categories' criteria. As stated above, the Tribunal is not considering the criteria applicable to each category in the 2025 Annual Review process. The Tribunal will next consider the categories and criteria as part of the 2026 Annual Review process.
29. **Gilgandra Shire Council's** submission requests that it be re-categorised from Rural to Rural Large. Gilgandra Shire Council's case to be included in Rural Large category is based on two main points. The first point being Council offers a diverse range of services, and secondly these services result in higher levels of accountability and responsibilities for councillors.
30. Council submits it offers a diverse range of services over and above traditional local government services, which includes being the primary service provider for the community in the aged care and disability services. These include:
 - Age care and disabilities services
 - Meals on wheels and community transport
 - Home care package delivery
 - Operation of a villa retirement village
 - Indigenous specific residential age care facility

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- Residential aged care nursing home
 - Supported employment service for adults with intellectual disabilities
 - Special disability accommodation properties for adults with intellectual disabilities
 - Supported Living Services through the National Disability Insurance Scheme, and
 - Day activities centre to support clients with unique challenges.
31. The submission notes these services not only entail a higher level of accountability and responsibility from Council (due to changes in the regulatory environment) but also generate larger revenue and employment opportunities that is comparable to a Rural Large category.
32. Council further submits that when assessing categories to place councils in, the Tribunal should also give due consideration to other factors than those outlined in the s.240 of the LG Act, such as services provided; financial responsibility; scale of operation; and number of employees.
33. While the Tribunal notes Council's request, it does not satisfy the population and ratio thresholds specified for the category of Rural Large. Further, the changes to criteria suggested would require a change in categories, which is not being considered this year. For these reasons, the Tribunal is not persuaded to include Gilgandra Shire Council in Rural Large at this time.

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34. Similar to last year, **Lake Macquarie City Council** requested that it be re-categorised from Regional Strategic Area to Major Strategic Area. Council also advocated for the population threshold of Regional Strategic Area be adjusted from its current threshold of 300,000 down to 200,000.
35. Council argues that its population, scale and output of council operations is significantly greater than other councils categorised as Regional Strategic Area, and more aligns with the Central Coast, as the council classified as a 'Major Strategic Area'.
36. Lake Macquarie City Council's request for re-categorisation is based on the following:
 - Lake Macquarie being the second largest non-metropolitan council by population in NSW, with a larger population than Newcastle and Wollongong, which are classified as Major Regional Cities.
 - A population density that is 'significantly larger' than other Regional Strategic Areas and supported by 5 precincts in the Lake Macquarie LGA that have been identified for inclusion in the NSW Government Transport Oriented Development Program, which aims to encourage housing development near transport hubs, and are argued to lead to population growth near the hubs; and
 - A Gross Regional Product that is comparable to those of Major Strategic Areas and Major Regional City, rather than other Regional Strategic Areas.

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37. Council provided population data to support its case for the population threshold of Regional Strategic Area to be adjusted from its current threshold of 300,000 down to 200,000. The data was also provided as justification for its claim of a 'significant disparity within the Regional Strategic Area category' between Lake Macquarie and other councils:
- Lake Macquarie: 219,249 residents, 24,769 non-residents
 - Shoalhaven: 108,895 residents, 4,632 non-residents
 - Tweed: 98,967 residents, 7,755 non-residents
 - Maitland: 95,958 residents, 15,305 non-residents
38. As stated in paragraph 28 of the 2024 Annual Determination, all categories were determined by extensive evidence examined and considered by the Tribunal. It was determined that the population threshold for the Major Strategic Area was appropriate. As a result, the Tribunal is currently not persuaded to modify the criteria for the Major Strategic Area.
39. **City of Ryde Council** provided a submission requesting it be re-classified from its existing category of Metropolitan Large to Metropolitan Major. Council's case to be re-classified includes:
- The LGA having an area of 40.651 km², 16 suburbs, 3 wards, a population of 135,000 residents and over 54,000 rateable properties within its boundaries
 - A local economy that consists of 92,000 local jobs, 14,300 businesses and a gross regional product of \$19.2 billion

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- An innovation district within its west ward that has a long history of investment from all tiers of government, ultimately contributing \$13.6 billion annually to the NSW economy
 - Future growth opportunities linked to the Governments Transport Oriented Development Accelerated Precincts, which Macquarie Park is identified as, that will bring increased housing, amenities and job retention, and
 - Plans to build 2 new schools, 11,600 new homes, the redevelopment of Ryde Hospital and bringing together a range of organisations to create a fully integrated academic health sciences centre at Macquarie University Hospital.
40. As stated in Council's own submission, currently it does not satisfy the population threshold criteria required for Metropolitan Major. Accordingly, the Tribunal is not persuaded at this time to include City of Ryde in the category of Metropolitan Major.
41. The Tribunal also notes **Wollondilly Council's** submission confirming its adopted position to remain classified as a Regional Centre.
42. The Tribunal acknowledges each of the Council's requests for re-categorisation. Whilst the Tribunal has not been persuaded at this time to grant these requests, any council that provides a submission in the 2026 annual review, which includes a request for re-categorisation, will of course be considered.

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Requests for New Classifications

43. The **City of Sydney** Council requested the Tribunal change the classification name from Principal CBD to the previously used term “Principal City”.
44. The category “Principal City” was last used in the 2016 Determination. It was changed to Principal CBD in 2017 as a result of a review of categories. This review was undertaken in the context of Local Government reform, and council amalgamations, reducing the number of councils from 152 to 128.
45. Council’s submission outlines the history of boundary changes, including its expansion of the City of Sydney as a consideration in reverting to the 2016 category name.
46. Sydney City Council contends that reverting to the category term “Principal City” recognises that the council’s significance and contribution extends beyond the Sydney CBD.
47. The Tribunal notes the City of Sydney’s request would constitute modification to the category of “Principal CBD”. As stated above, the category “Principal CBD” is specific to City of Sydney and the Tribunal is not considering changes to the criteria applicable to each category in the 2025 Annual Review.
48. **Blacktown Council** requested re-categorisation from its current category of Metropolitan Major to a newly created category of “Metropolitan Major – High Growth”.

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49. Council's case to be re-categorised to a newly created category is based on the following:
- Council asserts that it is the largest and one of the fastest growing local government areas in NSW, and
 - It undertakes several transformational projects, including projects funded from NSW Government and Western Sydney Infrastructure Grants.
50. Further, Council submits that the category of Metropolitan Major fails to account for the transformational nature of projects undertaken by Council, including the economic and strategic impacts for NSW, and impact on its local government area (LGA), which results in attracting new residents and people to the LGA.
51. The Tribunal notes that a new category, Metropolitan Major, was introduced in 2023, to address generally the issues raised in the current submission.
52. As explained in the Tribunal's letter inviting submissions, the Tribunal is required to review the categories at least once every three years. The Tribunal will next consider the model, the criteria applicable to each category and the allocation of councils in the 2026 Annual Review process.
53. As such, the Tribunal is not persuaded at this time to create a new category.

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54. **LGNSW** submitted that the Tribunal should, as part of its determination for the categorisation of councils, consider the demographic and economic shifts impacting the complexity of council operations, and the communities that councils serve.
55. The LGNSW submission provides examples of recent demographic shifts the Tribunal should consider, as factors affecting categorisation of councils, including:
- The NSW Government's Transport Oriented Development Program, where the resulting accelerated growth drastically increases demands on the strategic and infrastructure planning functions of councils affected
 - The Renewable Energy Zones, which drive tens of billions of dollars of investment in rural and regional LGAs, and creates additional impacts in said councils, including population growth and growing infrastructure for transport and utilities, or
 - The Renewable Energy Planning Framework, which includes benefit sharing guidelines for councils to ensure their communities share the benefits of the project and require additional responsibility and management from affected councils.
56. Section 240 of the LG Act notes that the Tribunal is to determine categories for councils and mayoral offices according to prescribed matters. One such matter is the 'nature and extent of the development of areas', which could reasonably be accepted to include the items listed by LGNSW.

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57. However, this matter would also require a change to the categories' criteria, in order to identify areas of high development. As stated above, the Tribunal is not considering any modifications to the categories as part of the 2025 Annual Review process. However, the Tribunal will consider proposed modifications to categories as part of the 2026 Annual Review process.

Reclassification due to population thresholds

58. As was the case last year, the Tribunal reviewed applicable data as part of this review, to determine if any councils have met relevant benchmarks, therefore requiring a move in category.
59. The Tribunal identified that **Mid-Coast Council** met the population benchmark to be considered a Regional Strategic Area. As a result, Mid-Coast Council will be classified as a Regional Strategic Area in the 2025 Annual Determination.
60. The Tribunal will continue to monitor and review applicable data to ensure categorisation of councils remain consistent with the current criteria.

Submissions Received – Remuneration Structure

61. The current state of the remuneration structure continues to be a key issue of concern raised in submissions. A significant number of submissions received provide commentary on the structure, including examples of how it could be improved. These are addressed in the points below.

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Fees for Deputy Mayors

62. The issue of fees for deputy mayors was once again raised.
63. Three submissions asserted that the position of deputy mayor should attract its own distinct independent fee, beyond the fee provided for in s.249(5) of the LG Act.
64. The Tribunal dealt with this issue in its 2024 Annual Determination at paragraph 53-55. It was noted that the Tribunal lacked the powers to implement changes to the fee structure that would include a distinct independent fee for the position of deputy mayor.
65. There has been no change to the legislation to permit such a change. Therefore, the Tribunal is currently unable to introduce a remuneration structure that would include a distinct independent fee for the position of deputy mayor.

Changes to the role of Mayors and Councillors

66. It was suggested that the current remuneration structure is not fit for purpose as it no longer recognises the roles and responsibilities required of councillors and mayors.
67. Multiple submissions, including the LGNSW's submission, highlighted how the role of the councillor and mayor have changed over the past 9 years. Submissions identified a variety of factors that have impacted the roles of councillors and mayors, including the impact of NSW Government

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priorities and investments, and amendments to the LG Act (e.g. via the *Local Government Amendment (Governance and Planning) Bill 2016*).

68. It has been suggested that these changes have impacted the volume, nature and workload of the role, whilst remuneration has not been increased accordingly.
69. The recent submissions to the Tribunal, along with its own observations, highlight that the role of mayor in civic leadership, advocacy and representation has become more complex and demanding – an issue that must be addressed.
70. Community expectations are increasing on the mayor from both the council and the community to be seen and immediately present during times of natural disasters, major events or crisis.
71. Additionally, the disparity in the council categorisation between the annual fees for councillors and the mayor needs to be more consistent, so as not to be seen to be devaluing the role of mayor in some circumstances.
72. The Tribunal is not suggesting a fundamental review of the role of mayors and notes that people that enter local government representation do so from a sense of civic service, rather than remuneration.
73. However, the Tribunal has a statutory function, and not unlike the governing body of a council, mayors and councillors, its role, responsibility and functions are clear. The same can be said in relation to the clear functions of the general manager of a council.

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74. As previously stated, many of the matters raised in both council and LGNSW submissions are beyond the remit of the Tribunal, and to a degree, were addressed in the 2023 determination.

Regional and Rural mayors and councillors

75. Several submissions, including LGNSW, also raised concerns regarding the inadequacy of the remuneration structure, for rural and regional councils.
76. Specifically, that the remuneration provided to regional and rural councillors does not reflect the significant stressors that regional and rural councils in NSW face and that consideration should be given to the additional demands placed on mayors and councillors in rural and regional councils.
77. One submission suggested that fees for rural councils should be commensurate with fees for regional and metropolitan councils – arguing that mayors and councillors, regardless of their location, are required to possess a wide range of skills and knowledge.

Fees set by councils

78. Submissions received by the Tribunal regarding the current state of the remuneration framework raised concerns about councils setting their own fees, asserting that it could potentially be seen as a conflict of interest.

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79. It was suggested that a possible solution would be for the Tribunal to determine a fixed annual fee for mayors and councillors.
80. Whilst the Tribunal acknowledges and understands the concern raised, as explained in the 2024 Annual Determination at paragraph 68-69, such a change to the framework, to determine a fixed annual fee for mayors and councillors, would require legislative change.
81. As there has been no changes to the legislative scheme, it is not within the Tribunal's remit to determine a fixed annual fee for mayor and councillors' remuneration.

Request for a Review of the Remuneration Structure

82. For the reasons outlined above, several submissions suggested the Tribunal undertake a comprehensive review of the framework.
83. One submission went so far as to request the Tribunal recommend to the Minister for Local Government that a comprehensive review of the framework and LG Act be undertaken. Others suggested the Tribunal actively seek a referral from the Minister to undertake such a review.
84. The LG Act does not specify that the Tribunal is able to carry out a comprehensive review of the framework. As such, it is not within the Tribunal's remit to undertake such a review, unless such a function is conferred or imposed on it by the Minister, as per s.238(2) of the LG Act.
85. Should such a function be conferred on the Tribunal, it will of course carry out its functions and undertake a review.

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Section 4 – 2025 Fees

Submissions – 2025 Fees

86. LGNSW's submission to the Tribunal advocated for an increase in the minimum and maximum fees payable to mayors and councillors of at least 4%, to:

- Assist in reversing the fee erosion which occurred under the previous NSW Public Sector Wages Policy
- Mitigate economic pressures and the rising cost of living
- Ensure councillors and mayors receive fair and reasonable remuneration for the work they perform, and
- Address historic undervaluation of the work performed by elected representative in local government in NSW.

87. Economic data provided to the Tribunal by LGNSW to support their claim for an increase of at least 4% included:

- An annual Consumer Price Index (CPI) increase of 3.8% for the 12 months to June 2024
- The Fair Work Commission (FWC) awarding a 3.75% increase to the minimum pay for modern awards, and increasing the national minimum wage to \$915.90, as well as the FWC's comments regarding the growing cost of living and deterioration of disposable income, and
- The rate peg for the 2025-26 financial year being between 3.6%-5.1%.

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88. LGNSW also noted that the annual wage review, state wage case, award increases and the Independent Pricing and Regulatory Tribunal all had a clear theme on the increasing financial pressures on councils and its officers, which warrant increases in revenue and wages.
89. During its meeting with the Tribunal and assessors, LGNSW asserted that the current fees paid to mayors and councillors do not reflect their responsibilities. Nor do the current level of fees contribute to attracting a diverse range of candidates to stand for local government elections.
90. LGNSW also raised the issue of superannuation. It was contended that the payment of superannuation be mandated. Current arrangements require that a council pass a resolution at an open meeting to make such payments.
91. Four submissions received from individual councils directly addressed the issue of quantum increase to the minimum and maximum fees. These submissions sought an increase ranging from 3% to 10%.
92. The City of Sydney Council notes in its submission that it was not seeking an increase in fees payable for the Lord Mayor of Sydney.
93. The Tribunal is empowered under the s.241 of the LG Act to set minimum and maximum fees payable. It is then up to council to fix payment of annual fees for the mayor as outlined in s.249 of the LG Act.
94. It was suggested that the current fees, particularly in rural and remote communities, do not recognise or value the role of mayor and councillor,

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with fees set at a level that is commensurate to unqualified or inexperienced personnel.

95. The Tribunal was provided with a number of examples to demonstrate the financial impact, by way of lost wages, under the current fee rates.
96. Furthermore, 4 submissions compared the remuneration for NSW mayors and councillors with mayors and councillors in Victoria and Queensland as well as state Members of Parliament. The figures were provided to the Tribunal to demonstrate that the remuneration for NSW mayors and councillors is lower than all comparison examples provided.
97. It was also asserted that the low level of fees set for mayors and councillors devalues the importance and responsibility of the roles, diminishing the work undertaken on behalf of the community and is a significant barrier as to why people do not run for council.

“If councillors were paid a full-time wage I would have run again. Nothing surer.”

98. Another submission suggested that fees need to reflect the part-time or full-time nature of the work carried out by mayors and councillors. The setting of fees at such a rate would appropriately recognise and value this important work, whilst also mitigating any financial loss incurred by those members of the community elected to carry out these critical functions.
99. Nine submissions supported an increase, whilst not making a direct comment on the quantum. Other submissions advocated for remuneration to be set at a level that:

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- Is in line with responsibilities and challenges councillors' face
- Reflects the public profile and exposure of the role
- Reflects the growing complexity of the role
- Reduces the gap between minimum and maximum fees for each category
- Accounts for the rising cost of living challenges
- Reflects the commitment, accountability, workload, skills and knowledge required to perform the role of councillor and mayor regardless of location
- Establishes and maintains parity with mayors and councillors in other States and Territories
- Is 'determined outside of council so as councillors are not determining their own payments', and
- Overcomes economic barriers that prevent diverse members of the community from participating as a mayor or councillor.

Fee Increase

100. The Tribunal considered a range of factors in determining the amount to increase minimum and maximum fees payable to councillors and mayors. This included a wide range of economic data such as:

- Consumer Price Index for the 12 months to December each year
- Wage Price Index for the 12 months to December each year

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- Full-time average weekly ordinary time earnings for the 12 months to November each year
- NSW Public Sector Salaries increases
- Local Government State Award increases
- IPART Rate Peg Base Cost Change
- Public Service Senior Executive remuneration determinations, by the Statutory and Other Offices Remuneration Tribunal, and
- State Members of Parliament Basic Salary remuneration determinations by the Parliamentary Remuneration Tribunal.

101. On this occasion the Tribunal has determined that a **3%** increase will apply to the minimum and maximum fees applicable to existing categories.

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Conclusion

102. The Tribunal's determination has been made with the assistance of the Assessors, Ms Kylie Yates and Mr Brett Whitworth.
103. Determination 1 sets out the allocation of councils into each of the categories as per s.239 of the LG Act.
104. Determination 2 sets out the minimum and maximum fees paid to councillors and mayors and chairpersons of county concills as per s.241 of the LG Act.
105. The Tribunal acknowledges and thanks the Remuneration Tribunal secretariat for its excellent research and support to facilitate the successful completion the 2025 Annual Determination.



Viv May PSM

Local Government Remuneration Tribunal

Dated 17 April 2025

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Section 5 – Determinations

Determination No. 1 – Allocation of councils into each of the categories as per section 239 of the LG Act effective 1 July 2025

General Purpose Councils – Metropolitan

Principal CBD (1)

- Sydney

Major CBD (1)

- Parramatta

Metropolitan Major (2)

- Blacktown
- Canterbury-Bankstown

Metropolitan Large (10)

- Bayside
- Cumberland
- Fairfield
- Inner West
- Liverpool
- Northern Beaches
- Penrith
- Ryde
- Sutherland

- The Hills

Metropolitan Medium (8)

- Campbelltown
- Camden
- Georges River
- Hornsby
- Ku-ring-gai
- North Sydney
- Randwick
- Willoughby

Metropolitan Small (8)

- Burwood
- Canada Bay
- Hunters Hill
- Lane Cove
- Mosman
- Strathfield
- Waverley
- Woollahra

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General Purpose Councils - Non-Metropolitan

Major Regional City (2)

- Newcastle
- Wollongong

Major Strategic Area (1)

- Central Coast

Regional Centre (22)

- Albury
- Armidale
- Ballina
- Bathurst
- Blue Mountains
- Byron
- Cessnock
- Clarence Valley
- Coffs Harbour
- Dubbo
- Eurobodella

Regional Strategic Area(5)

- Lake Macquarie
- Maitland
- Mid-Coast
- Shoalhaven
- Tweed
- Hawkesbury
- Lismore
- Orange
- Port Macquarie-Hastings
- Port Stephens
- Queanbeyan-Palerang
- Shellharbour
- Tamworth
- Wagga Wagga
- Wingecarribee
- Wollondilly

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Regional Rural (14)

- Bega
- Broken Hill
- Goulburn Mulwaree
- Griffith
- Hilltops
- Kempsey
- Kiama
- Lithgow
- Mid-Western
- Muswellbrook
- Nambucca
- Richmond Valleys
- Singleton
- Snowy Monaro

Rural Large (16)

- Bellingen
- Cabonne
- Cootamundra-Gundagai
- Cowra
- Federation
- Greater Hume
- Gunnedah
- Inverell
- Leeton
- Moree Plains
- Murray River
- Narrabri
- Parkes
- Snowy Valleys
- Upper Hunter
- Yass

Rural (38)

- Balranald
- Berrigan
- Bland
- Blayney
- Bogan
- Bourke
- Brewarrina
- Carrathool
- Central Darling
- Cobar
- Coolamon
- Coonamble
- Dungog
- Edward River

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- Forbes
- Gilgandra
- Glen Innes Severn
- Gwydir
- Hay
- Junee
- Kyogle
- Lachlan
- Liverpool Plains
- Lockhart
- Murrumbidgee
- Narrandera
- Narromine
- Oberon
- Temora
- Tenterfield
- Upper Lachlan
- Uralla
- Walcha
- Walgett
- Warren
- Warrumbungle
- Weddin
- Wentworth

County Councils

Water (4)

- Central Tablelands
- Goldenfields Water
- Riverina Water
- Rous

Other (6)

- Castlereagh-Macquarie
- Central Murray
- Hawkesbury River
- New England Tablelands
- Upper Hunter
- Upper Macquarie

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Determination No. 2 - Fees for Councillors and Mayors as per section 241 of the LG Act effective from 1 July 2025

The annual fees to be paid in each of the categories to Councillors, Mayors, Members, and Chairpersons of County Councils effective on and from 1 July 2024 as per section 241 of the *Local Government Act 1993* are determined as follows:

Table 4: Fees for General Purpose and County Councils

General Purpose Councils – Metropolitan

Councillor/Member Annual Fee (\$) effective 1 July 2025

Category	Minimum	Maximum
Principal CBD	31,640	46,420
Major CBD	21,120	39,100
Metropolitan Major	21,120	36,970
Metropolitan Large	21,120	34,820
Metropolitan Medium	15,830	29,550
Metropolitan Small	10,530	23,220

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2025

Category	Minimum	Maximum
Principal CBD	193,650	254,810
Major CBD	44,840	126,320
Metropolitan Major	44,840	114,300
Metropolitan Large	44,840	101,470

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Metropolitan Medium	33,630	78,480
Metropolitan Small	22,420	50,650

General Purpose Councils - Non-Metropolitan

Councillor/Member Annual Fee (\$) effective 1 July 2025

Category	Minimum	Maximum
Major Regional City	21,120	36,690
Major Strategic Area	21,120	36,690
Regional Strategic Area	21,120	34,820
Regional Centre	15,830	27,860
Regional Rural	10,530	23,220
Rural Large	10,530	18,890
Rural	10,530	13,930

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2025

Category	Minimum	Maximum
Major Regional City	44,840	114,300
Major Strategic Area	44,840	114,300
Regional Strategic Area	44,840	101,470
Regional Centre	32,940	68,800
Regional Rural	22,420	50,680
Rural Large	16,820	40,530
Rural	11,210	30,390

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County Councils

Councillor/Member Annual Fee (\$) effective 1 July 2025

Category	Minimum	Maximum
Water	2,090	11,620
Other	2,090	6,930

Mayor/Chairperson Additional Fee* (\$) effective 1 July 2025

Category	Minimum	Maximum
Water	4,490	19,080
Other	4,490	12,670

*This fee must be paid in addition to the fee paid to the Mayor/Chairperson as a Councillor/Member (s.249(2)).



Viv May PSM

Local Government Remuneration Tribunal

Dated: 17 April 2025

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Appendices

Appendix 1 Criteria that apply to categories

Principal CBD

The Council of the City of Sydney (the City of Sydney) is the principal central business district (CBD) in the Sydney Metropolitan area. The City of Sydney is home to Sydney's primary commercial office district with the largest concentration of businesses and retailers in Sydney. The City of Sydney's sphere of economic influence is the greatest of any local government area in Australia.

The CBD is also host to some of the city's most significant transport infrastructure including Central Station, Circular Quay and International Overseas Passenger Terminal. Sydney is recognised globally with its iconic harbour setting and the City of Sydney is host to the city's historical, cultural and ceremonial precincts. The City of Sydney attracts significant visitor numbers and is home to 60 per cent of metropolitan Sydney's hotels.

The role of Lord Mayor of the City of Sydney has significant prominence reflecting the CBD's importance as home to the country's major business centres and public facilities of state and national importance. The Lord Mayor's responsibilities in developing and maintaining relationships with stakeholders, including other councils, state and federal governments, community and business groups, and the media are considered greater than other mayoral roles in NSW.

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Major CBD

The Council of the City of Parramatta (City of Parramatta) is the economic capital of Greater Western Sydney and the geographic and demographic centre of Greater Sydney. Parramatta is the second largest economy in NSW (after Sydney CBD) and the sixth largest in Australia.

As a secondary CBD to metropolitan Sydney the Parramatta local government area is a major provider of business and government services with a significant number of organisations relocating their head offices to Parramatta. Public administration and safety have been a growth sector for Parramatta as the State Government has promoted a policy of moving government agencies westward to support economic development beyond the Sydney CBD.

The City of Parramatta provides a broad range of regional services across the Sydney Metropolitan area with a significant transport hub and hospital and educational facilities. The City of Parramatta is home to the Westmead Health and Medical Research precinct which represents the largest concentration of hospital and health services in Australia, servicing Western Sydney and providing other specialised services for the rest of NSW.

The City of Parramatta is also home to a significant number of cultural and sporting facilities (including Sydney Olympic Park) which draw significant domestic and international visitors to the region.

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Metropolitan Major

Councils categorised Metropolitan Major will typically have a minimum residential population of 400,000.

Councils may also be categorised Metropolitan Major if their residential population combined with their non-resident working population exceeds 400,000. To satisfy this criteria the non-resident working population must exceed 50,000.

Other features may include:

- total operating revenue exceeding \$300M per annum
- the provision of significant regional services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- significant industrial, commercial and residential centres and development corridors
- high population growth.

Councils categorised as Metropolitan Major will have a sphere of economic influence and provide regional services considered to be greater than those of other metropolitan councils.

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Metropolitan Large

Councils categorised as Metropolitan Large will typically have a minimum residential population of 200,000.

Councils may also be categorised as Metropolitan Large if their residential population combined with their non-resident working population exceeds 200,000. To satisfy this criteria the non-resident working population must exceed 50,000.

Other features may include:

- total operating revenue exceeding \$200M per annum
- the provision of significant regional services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- significant industrial, commercial and residential centres and development corridors
- high population growth.

Councils categorised as Metropolitan Large will have a sphere of economic influence and provide regional services considered to be greater than those of other metropolitan councils.

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Metropolitan Medium

Councils categorised as Metropolitan Medium will typically have a minimum residential population of 100,000.

Councils may also be categorised as Metropolitan Medium if their residential population combined with their non-resident working population exceeds 100,000. To satisfy this criteria the non-resident working population must exceed 50,000.

Other features may include:

- total operating revenue exceeding \$100M per annum
- services to greater Sydney including, but not limited to, major education, health, retail, sports, other recreation and cultural facilities
- industrial, commercial and residential centres and development corridors
- high population growth.

The sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Large councils.

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Metropolitan Small

Councils categorised as Metropolitan Small will typically have a residential population less than 100,000.

Other features which distinguish them from other metropolitan councils include:

- total operating revenue less than \$150M per annum.

While these councils may include some of the facilities and characteristics of both Metropolitan Large and Metropolitan Medium councils the overall sphere of economic influence, the scale of council operations and the extent of regional servicing would be below that of Metropolitan Medium councils.

Major Regional City

Newcastle City Council and Wollongong City Councils are categorised as Major Regional City. These councils:

- are metropolitan in nature with major residential, commercial and industrial areas
- typically host government departments, major tertiary education and health facilities and incorporate high density commercial and residential development

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- provide a full range of higher order services and activities along with arts, culture, recreation, sporting and entertainment facilities to service the wider community and broader region
- have significant transport and freight infrastructure servicing international markets, the capital city and regional areas
- have significant natural and man-made assets to support diverse economic activity, trade and future investment
- typically contain ventures which have a broader State and national focus which impact upon the operations of the council.

Major Strategic Area

Councils categorised as Major Strategic Area will have a minimum population of 300,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$250M per annum

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- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.

Currently, only Central Coast Council meets the criteria to be categorised as a Major Strategic Area. Its population, predicted population growth, and scale of the Council's operations warrant that it be differentiated from other non-metropolitan councils. Central Coast Council is also a significant contributor to the regional economy associated with proximity to and connections with Sydney and the Hunter Region.

Regional Strategic Area

Councils categorised as Regional Strategic Area are differentiated from councils in the Regional Centre category on the basis of their significant population and will typically have a residential population above 100,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$250M per annum

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- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.

Currently, only Lake Macquarie Council meets the criteria to be categorised as a Regional Strategic Area. Its population and overall scale of council operations will be greater than Regional Centre councils.

Regional Centre

Councils categorised as Regional Centre will typically have a minimum residential population of 40,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- a large city or town providing a significant proportion of the region's housing and employment
- health services, tertiary education services and major regional airports which service the surrounding and wider regional community
- a full range of high-order services including business, office and retail uses with arts, culture, recreation and entertainment centres
- total operating revenue exceeding \$100M per annum
- the highest rates of population growth in regional NSW

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- significant visitor numbers to established tourism ventures and major events that attract state and national attention
- a proximity to Sydney which generates economic opportunities.

Councils in the category of Regional Centre are often considered the geographic centre of the region providing services to their immediate and wider catchment communities.

Regional Rural

Councils categorised as Regional Rural will typically have a minimum residential population of 20,000. To satisfy this criteria the non-resident working population can be included.

Other features may include:

- a large urban population existing alongside a traditional farming sector, and are surrounded by smaller towns and villages
- health services, tertiary education services and regional airports which service a regional community
- a broad range of industries including agricultural, educational, health, professional, government and retail services
- large visitor numbers to established tourism ventures and events.

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Councils in the category of Regional Rural provide a degree of regional servicing below that of a Regional Centre.

Rural Large

Councils categorised as Rural Large will have a residential population greater than 10,000, and a councillor to resident ratio of at least 1 to 1200.

Other features may include:

- one or two significant townships combined with a considerable dispersed population spread over a large area and a long distance from a major regional centre
- a limited range of services, facilities and employment opportunities compared to Regional Rural councils
- local economies based on agricultural/resource industries.

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Rural

Councils categorised as Rural will typically have a residential population less than 10,000.

County Councils - Water

County councils that provide water and/or sewerage functions with a joint approach in planning and installing large water reticulation and sewerage systems.

County Councils - Other

County councils that administer, control and eradicate declared noxious weeds as a specified Local Control Authority under the Biosecurity Act 2015.

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REPORT

CM/7.10/25.06



Subject: Council Resolutions - Status Update

TRIM No: SF22/3521

Manager: Richard Coelho, Executive Manager, Governance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council notes the status of outstanding resolutions from October 2019 to March 2025, as set out in the attachment to the report.

1. Executive Summary

This report provides an update on the status of outstanding resolutions from October 2019 to March 2025.

2. Introduction/Background

Officers report to Council every quarter on the status of all outstanding Council resolutions. The date range progresses as older resolutions are finalised.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 18 March 2025	CM/7.4/25.03	That Council notes the status of outstanding resolutions from July 2019 to December 2024, as set out in the attachment to the report.
Council 10 December 2024	CM/7.3/24.12	That Council notes the status of outstanding resolutions from February 2018 to October 2024, as set out in the attachment to the report.

4. Discussion

The attachment to this report contains all outstanding Council resolutions from October 2019 to March 2025. It covers resolutions from mayoral minutes, notices of motion and officer reports passed at both Council and Council Committee meetings (the Finance, Operations and Community Services Committee and the Strategic Planning and Development Committee).

The status and comments for each resolution have been supplied by the Executive Leadership Team (ELT) and their respective departments. New comments are dated and replace previous comments.

In the period October 2019 to March 2025, Council passed 2,088 resolutions, comprising 103 mayoral minutes, 358 notices of motion and 1,439 officer reports. Of the 2,088 resolutions, officers have implemented 2,032 (97%), and 56 remain active. The 56 active resolutions comprise three mayoral

minutes, 32 notices of motion and 21 officer reports. Once a resolution is finalised, it is no longer reported.

A table of all resolutions, including finalised resolutions, from February 2018 onwards is available on Council's website. The table is updated regularly. It does not include comments or status.

5. Financial Impact

There was no unbudgeted cost to Council to prepare this report.

6. Risks/Issues

A resolution tracking sheet is maintained to mitigate the risk of resolutions not being actioned. It is also a useful reference point for Councillors, staff and members of the public. Only outstanding resolutions are reported on.

7. Attachments

1. Outstanding resolutions - October 2019 to March 2025 [↓](#)

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council	10/10/2019	Notice of Motion	CM/8.3/19.10	Child Car Seat Check Days (A13/0640)	<ol style="list-style-type: none"> 1. Submits an application for funding to Roads and Maritime Services (Transport) to host two free child car seat safety check days during the 2019–20 financial year. 2. Receives a report, following determination of the funding application, providing additional details on the free child car seat safety check days, including the proposed schedule and location, and confirming measures to promote the event and process applications. 3. Receives a follow-up report outlining outcomes of the free child car seat safety check days, including details of attendance and interest in the program. The report should also identify options for future programs in subsequent financial years, including the continuation of the child car seat safety check days and the costs involved in expanding the program to include a voucher scheme for child car seat installation. 	PS&C	<p>1/3/2025 Discussions underway with RMS on funding opportunities to run the safety check days. To be re-assigned as not within Compliance remit.</p> <p>19/5/2025 Discussions underway with RMS on funding opportunities to run the safety check days. To be re-assigned as not within Compliance remit.</p>
Council	02/06/2020	Notice of Motion	CM/8.1/20.06	Animal Registration Fees (A06/0149)	<ol style="list-style-type: none"> 1. Notes the surge in animal adoptions during the coronavirus period. 2. Notes that animal registrations are statutory fees and charges and are set by NSW State Government. 3. Writes to the Minister for Local Government, the Hon Shelly Hancock MP, requesting the State Government review and reduce the statutory fees and charges associated with animal adoption. 4. Investigates the allocation of up to \$20,000 from the fees collected from the registration of animals within the Companion Animals Act to deliver obedience training of animals adopted by Waverley residents. 	PS&C	<p>1/3/2025 To be completed in Q=4 of 2024/25 Financial Year.</p> <p>19/5/2025 Partly covered in the Companion Animals Act Review 2025. Council has submitted to this review and covered fee structure and incentives for rescue dog obedience training and dog owner responsibilities. To follow up once outcome of the review is known.</p>
Council Meeting	20/07/2021	Notice of Motion	CM/8.1/21.07	Vibrations from Demolition Sites (A21/0364)	<ol style="list-style-type: none"> 1. Officers prepare an urgent report into the reasons for recent collapses and excessive construction vibration levels at Bondi and other Waverley construction sites. The report should include a list of all current conditions that are placed on large-scale development, construction and demolition so Councillors can assess whether any further standard conditions should be included. 2. Investigates and prepares a report on how to reduce the risks to neighbouring properties during excavation, demolition and construction works, including the following: <ol style="list-style-type: none"> (a) Implementing processes for improved assessment and management of development sites in the Bondi sands area. (b) Considering the inclusion of provisions in all DA conditions of consent for the Bondi basin requiring placement of monitors at 3 metre intervals along all site boundaries prior to commencement of any work, for the purpose of detecting and measuring vibrations and any ground movement, all to be inspected by Council on a daily basis during demolition and excavation, cost of inspections to be included in fees, and potential for movement to be subject of stop work provisions while solutions are resolved. (c) Considering the inspection of all construction certificates as lodged and before any work begins on site to verify engineering requirements for demolition and excavation, particularly regarding safety of neighbouring properties, and to establish credentials of private certifiers, and listing on the Services NSW register. 	PS&C	<p>1/3/2025</p> <p>1. To be actioned by June 2025.</p>
Council Meeting	26/10/2021	Notice of Motion	CM/8.1/21.10	Bronte Park and Beach - Primary Access Point (A16/0168)	<ol style="list-style-type: none"> 1. Notes that the Bronte Park and Beach Plan of Management recognises issues of accessibility and makes provision for paths to be regraded to meet accessibility standards. 2. Notes that community representation has indicated concerns that entrance paths into Bronte Park from Bronte Road are inadequate and inconvenient, and not wide enough for a reasonable volume of pedestrian traffic. 3. Develops design options for: <ol style="list-style-type: none"> (a) Improving and making compliant with AS1428 Australian Standards for Access and Mobility the shared way access path from the Bronte Village Centre and bus terminal into Bronte Park and onto the promenade. (b) Widening paths within the park to enable a good flow of pedestrians and address bottlenecks during peak times. (c) A separate entrance path into Bronte Park opposite the pedestrian crossing. 4. Officers report to Council on design options, program and funding implications. 5. Notes that construction funding would be considered in the development of future Capital Works budgets. 	A&O	<p>02/12/2024</p> <ol style="list-style-type: none"> 1. Noted 2. Noted 3. (a-c) Investigation in progress. Concept developed and reviewing in context of Bronte SLSC redevelopment which requires compliant access from the nearest accessible parking bays. 4. To be reported once 3 complete 5. Noted

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	26/10/2021	Notice of Motion	CM/8.8/21.10	DA Tracker - Enhancing Planning Transparency (A21/0500)	That Council investigates, subject to considering issues of intellectual property and copyright in relation to third party documents in addition to compliance with the Privacy and Personal Information Protection Act 1998: 1. Options to upload more development-related information to its DA Tracker, including: (a) Geotechnical and other engineering reports. (b) Construction management plans. (c) Construction certificates. (d) Construction zone permits. (e) Occupation certificates. 2. Mechanisms to identify differences in design and development controls that have occurred in the progress of a development application from approval to eventual occupation.	PS&C	1/3/2025 To be completed by June 2025
Council Meeting	15/02/2022	Notice of Motion	CM/8.8/22.02	Liquor Licences (A17/0067)	1. Council officers prepare a report on the statistics of liquor licences and liquor applications in Waverley, particularly Bondi, as part of a report on Council's capacity to assist the community in the process of making more informed public submissions on liquor applications related to the consent authority, the NSW Independent Liquor and Gaming Authority (ILGA). 2. The report is to outline how Council officers can engage with, and help the community engage with, the National Drug and Alcohol Research Centre's resources in informing public and Council submissions to NSW ILGA liquor applications and related actions to ameliorate anti-social behaviour and violence associated with unregulated alcohol consumption.	PS&C	1/3/2025 To be completed in 2024/25 Financial Year
Council Meeting	17/05/2022	Notice of Motion	CM/8.1/22.05	Queens Park Laneway Safety (A22/0153)	1.As a precursor to investigating a program of changes to laneways across Waverley, investigate measures to reduce vehicle speed and volumes, as well as improving the safety of pedestrians, in the laneways of Queens Park such as: (a)Introducing speed limiting devices, including raised thresholds and different surface treatments of the lane. (b)Introducing 10 km/h shared zones. 2.Uses Alt Lane, Queens Park, to trial the recommended changes from the above investigation following community consultation, a Councillor briefing, and then a report to the Waverley Traffic Committee. 3.Notes that speed and volume counts are currently underway in Alt Lane. 4.Alerts the NSW Police to the unsafe speeding and illegal 'wrong way' vehicular movement alleged to be occurring in Alt Lane, and raises these matters for review at the next community precinct safety committee of the Eastern Suburbs Police Area Command. 5.Conducts an education program about the Street Play program for residents whose properties adjoin laneways in Waverley.	A&O	09/10/2024 TFNSW advice on Speed limit changes sought. TFNSW would prefer a holistic proposal be presented by Council on the introduction of 10km/h zones in lanes. Officers are working on this proposal with TfNSW. Alt Lane can still be a trial to this proposal.
Council Meeting	15/11/2022	Notice of Motion	CM/8.10/22.11	Diamond Bay - One-Way Traffic (A03/0042-04)	Investigates introducing a one-way traffic route for Diamond Bay Road, Craig Avenue and Isabel Avenue, Vaucluse, by: 1. Surveying residents. 2. Officers preparing a report for Council.	A&O	06/03/2025 Consultation completed and will be reported to Council. Clear support not evident. Further consultation may be required on alternative options.
Council Meeting	27/06/2023	Report	CM/7.12/23.06	Bus Driver Amenity Facilities - Licence to Transdev John Holland Buses - Post-Exhibition (A22/0152)	1. Grants three licences to Transdev John Holland Buses (Aust) Pty Ltd for eight years for the use of bus driver amenities at the following locations on the terms and conditions set out in the report: (a) South Head Cemetery, Old South Head Road, Vaucluse. (b) North Bondi Terminus, Campbell Parade, North Bondi. (c) Bronte Tram Shed, Bronte Road, Bronte. 2. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.	A&O	04/04/2025 Bronte & North Bondi licenses have been signed. The old South Head Rd license will be signed in the near future, this relied on the adoption of the Old South Head Cemetery Plan of Management.
Finance, Operations and Community Services Committee	05/09/2023	Report	FC/5.3/23.09	Barracluff Park - Dog Off-Leash Area and Management (A22/0336)	1. Declares Barracluff Park to be a dog off-leash area between 3 pm and 10 am daily: (a) Except when it has been hired or licensed for sporting activities and community events. (b) Not including the playground and within 10 metres of the playground and community hardcourt area, in accordance with section 13(6) of the Companion Animals Act 1998. 2. Approves an upgrade to the sports field surface in 2023-24 bringing forward \$695,150 currently allocated in the Long Term Financial Plan 6.1 in 2025-26, with a maintenance program to be developed to ensure co-location of uses. 3. Following the 2024-25 winter season, consults the community and sports clubs on the satisfaction of all users, and officers report back to Council	A&O	26/05/2025 1. Completed - Park signage and website updated with new rules of use. 2. Nearing Completion – Currently in Landscape Establishment Period 3. In Progress – HYS online survey closes 31 August 2025

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	21/11/2023	Notice of Motion	CM/8.6/23.11	Continuous Pedestrian Paths of Travel - Accessibility Solutions (A21/0205)	<ol style="list-style-type: none"> Notes Council resolution CM/8.2/21.11 (Accessibility in Waverley) for Waverley to become the most accessible place in NSW. Notes the Disability Inclusion Action Plan (DIAP) 2022–26, which aims to identify what needs to be done to optimise accessibility and inclusion in Waverley. Notes actions from Council's Bondi Junction Pedestrian Access and Mobility Plan (PAMP) 2009 are now finalised. Notes the Waverley People, Movement and Places Study approved by Council in December 2017. Officers prioritise the installation of Tactile Graphic Surface Indicators (TGSIs), known as tactile markers, such as at existing continuous footpath treatments (CFTs) in Waverley, ensuring that installations meet best practice for proper alignment with all desire lines of pedestrian travel, starting with high pedestrian areas in Bondi Junction. Officers, through Council's internal Access and Mobility Working Group: <ol style="list-style-type: none"> Continue to conduct access audits of the Bondi Junction commercial area and villages centres throughout Waverley to plan, prioritise and action improvements to continuous pedestrian paths of travel, including footpaths, kerb ramps, cycleways, continuous footpath treatments, shared paths, shared zones, unsignalised pedestrian crossing, and signalised intersections using a staged approach to create outcomes as soon as possible. Identify areas of concern that fall under the authority of Transport for NSW/the NSW State Government and then make representations, as appropriate, with Councillors being notified. Officers investigate any funding sources to carry out this work. Officers engage with the Access and Inclusion Advisory Panel on proposals. Officers request design input on the above initiatives from Guide Dogs NSW and other stakeholders in the vision impaired area. Receives a progress report in the first half of 2024 on the above actions. 	A&O	<p>26/05/2025</p> <ol style="list-style-type: none"> Noted Noted Noted Noted <p>5 - 10 Through the Walking Strategy it has been proposed that as appropriate future CFTs (excluding driveways) would have TGSIs installed. Previously completed CFTs being reviewed and prioritised for retrospective TGSi installation.</p>
Strategic Planning and Development Committee	05/12/2023	Report	PD/5.6/23.12	Strata Parking Area Agreements (A16/0667)	<ol style="list-style-type: none"> Defers this item to a Councillor briefing in the first half of 2024. Officers review and update the draft Guidelines on Strata Parking Area Agreements attached to the report to include a fee structure and calculation methodology. Officers prepare a draft pro forma agreement and operational policy and procedure to be followed by Council staff and strata managers. Notes the document tabled at the meeting titled 'Some Suggested Operational Aspects for a Strata Parking Enforcement Scheme at Waverley Council.' 	PS&C	<p>1/3/2025</p> <ol style="list-style-type: none"> Briefing to be scheduled in 2025 Guidelines under review In development Tabled information noted
Council Meeting	20/02/2024	Notice of Motion	CM/8.2/24.02	Complying Development Certificates - Notification (A11/0500)	<ol style="list-style-type: none"> Notes that under the Environmental Planning and Assessment Regulation 2021 (EP&A Regulation), a complying development certificate (CDC) in NSW is only notified to the occupier (but not the owner) of a neighbouring property if the development at the subject site is to be carried out on a lot that has boundary within 20 metres of a boundary of another lot on which a dwelling is located. Further notes that a certifier can issue a CDC from 14 days after the notification period, but such notification does not contain the plans or designs of the CDC. Subject to the holding of a Councillor briefing, writes to the Minister for Planning and Public Spaces, The Hon. Paul Scully MP, requesting the following changes to the EP&A Regulation: <ol style="list-style-type: none"> All metropolitan CDCs be notified to the occupier and owner of neighbouring lots within 40 metres of the boundary of the proposed development lot. <p>Minutes of Council Meeting 20 February 2024 This is page 17 of the minutes of the Ordinary Council Meeting held on 20 February 2024</p> <ol style="list-style-type: none"> All CDC notifications contain the plans and/or the design of the CDC. All CDC plans and/or designs be publicly available and accessible through Council's website. Subject to the holding of a Councillor briefing, further writes to the Members for Vaucluse and Coogee requesting that they support this motion and advocate to the Minister of Planning and Public Spaces on behalf of Council. 	PS&C	<p>1/3/2025</p> <p>In progress, to be listed to future briefing in late 2025. 19/5/25 In Progress , to be listed and prioritised for future briefings in late 2025.</p>

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	20/02/2024	Notice of Motion	CM/8.8/24.02	Military Road Widening (A03/0506)	<ol style="list-style-type: none"> Notes the successful widening of Military Road at identified pinch points, including Military Road at Wentworth Street, North Bondi. Notes the engineering solution of constructing culverts involving new dish drains and paving for the parking of vehicles. Notes that Council has already prepared concept drawings for further pinch points. Investigates: <ol style="list-style-type: none"> Identifying the location of further pinch points along Military Road. Addressing the suitability of dish drains, parking bays and road widening at the identified pinch points. Summarising the crash history along Military Road. Giving particular consideration to those sections of Military Road between Douglas Parade and Dover Road and Blake Street and Myuna Road and Bulga Road and Kobada Road and Oceanview Avenue and Kobada Road. Including concept drawings at the identified pinch points identified. Officers prepare a report to Council by July 2024. 	A&O	06/03/2025 1 - 3 Noted 4. To be progressed in 2025/26 in line with transport priorities.
Council Meeting	20/02/2024	Notice of Motion	CM/8.9/24.02	Weed Removal and Native Planting (A12/0117)	<ol style="list-style-type: none"> Identifies leftover wasteland locations where weeds and rank grasses prevail and where native or indigenous planting could replace mowing or slashing or other weed management practices. Investigates what resources would be required to plan and implement a program of weed and grass removal for replacement with native and indigenous plant species. Officers prepare a report to Council, including the likely cost, staff training needed to implement a weed removal and native plant replacement program and engagement with interested neighbours to assist in establishment watering and ongoing weeding. 	PS&C	1/3/2025 A report will be prepared in 2025.
Council Meeting	16/04/2024	Notice of Motion	CM/8.2/24.04	Hollow-Bearing Wildlife - Additional Habitat (A10/0741)	<ol style="list-style-type: none"> Notes the importance of mature trees in providing habitat for local fauna. Officers prepare a report to Council that includes the options, feasibility and cost to create additional habitat in the Waverley local government area, such as artificial hollows or nest boxes, to support local fauna. 	PS&C	1/3/25 1. No action required 2. Report to be prepared in 2025
Council Meeting	21/05/2024	Report	CM/7.7/24.05	Reconciliation Action Plan Advisory Committee Meeting - 27 March 2024 - Minutes and Place Renaming (A14/0173)	<ol style="list-style-type: none"> Notes the minutes of the Reconciliation Action Plan (RAP) Advisory Committee meeting held on 27 March 2024 attached to the report. Notes that the Dawn Reflection Service on 26 January 2024 raised \$1,500 for the GO Foundation. Approves the recommendation of the Gujaga Foundation, and supported by the RAP Advisory Committee, to apply to the Geographical Names Board of NSW to change the names of the following places: <ol style="list-style-type: none"> Eora Reserve to Dharawal Reserve. Cadigal Place to Gadigal Place. Biddigal Reserve to Birrabirragal Reserve. Advises residents of the Geographical Names Board process of community consultation in adopting a name change should it proceed. Investigates what support can be made available to assist impacted residents in changing their address and officers prepare a report to Council. 	A&O	26/05/2025 Consultation has been undertaken and a consultation summary report compiled and submitted to GNB requirements. Note Cadigal Place was subsequently resolved by Council not to progress.
Council Meeting	21/05/2024	Notice of Motion	CM/8.2/24.05	Online Petitions (A08/1339)	<ol style="list-style-type: none"> Notes that the Australian Parliament and NSW Parliament have established mechanisms for online petitions. Investigates methods to provide online petitions to Council, with officers to prepare a report to Council with recommendations no later than the August 2024 meeting of the Finance, Operations and Community Services Committee. Considers as part of the investigation: <ol style="list-style-type: none"> The suitability of existing/popular online petition platforms. The feasibility and costs of providing online petitions on a Council website similar to the NSW and Federal parliamentary petitions. Whether amendments to Council's Petitions Policy would be necessary. 	CS	27/05/25 Submissions are being reviewed, with a report scheduled for the July Council meeting.
Council Meeting	18/06/2024	Report	CM/7.14/24.06	Subsidised Lease Program - Exhibition (A23/0388)	<ol style="list-style-type: none"> Publicly exhibits the draft Subsidised Lease Program Policy attached to the report for a minimum of 42 days. Officers prepare a report to Council following the exhibition period. 	PS&C	1/3/25 1. Subsidised Lease Policy Exhibited 2. Submission report to be scheduled to next available meeting.

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	16/07/2024	Report	CM/7.12/24.07	Draft Resource Recovery and Waste Strategy - Exhibition (A20/0005)	<ol style="list-style-type: none"> Publicly exhibits the draft Resource Recovery and Waste Strategy attached to the report for 12 weeks. Officers prepare a report to Council following the exhibition period. 	PS&C	7/5/25 1. Waste Strategy Exhibited 2. Submission report and amended Waste Strategy to be listed to July 2025 Council meeting
Council Meeting	16/07/2024	Notice of Motion	CM/8.1/24.07	Rose Bay Secondary College - Community Access (SF21/372)	<ol style="list-style-type: none"> Notes that the Rose Bay Secondary College has recently written to surrounding residents advising that from April 2024 they would be securing all gates that lead in and out of school grounds to keep the school safe and secure. Notes that for many years there was an informal pedestrian link from Reina Street north around the perimeter of the Rose Bay Secondary College playing field and that this pedestrian link was closed from the commencement of a substantial upgrade to the school in 2004. Notes that Council considered a report in 2006 regarding the walkway, as well as managed community access to the school grounds. Requests the General Manager and Council officers to hold discussions with the Department of Education and Rose Bay Secondary College around options for provision of managed community access to the school grounds. 	A&O	26/05/2025 <ol style="list-style-type: none"> Noted Noted Noted Council is preparing a licences proposal for community use to be reported to ELT for consideration following feedback from DoE.
Council Meeting	29/10/2024	Notice of Motion	CM/8.1/24.10	Pedestrian Amenity (A24/0956)	<ol style="list-style-type: none"> Notes that: <ol style="list-style-type: none"> There is an existing Council resolution that addresses the process and prioritisation of pedestrian amenity improvements across Waverley, including: <ol style="list-style-type: none"> Bronte Road from Ebley Street, Bondi Junction, to Victoria Street, Charing Cross (both sides of the road). Wellington Street, Bondi from Bondi Road to Edward Street (Bondi Public School Side). Delivery of the program is currently underway. A report will be prepared to Council on the Walking Strategy, including the findings of the Safe Walking Routes to School project, in early 2025. Officers include in the report to Council the outcomes of the audit for the areas specified in clauses 1(a)(i) and (ii). 	A&O	26/05/2025 Councillor briefing on Walking Strategy completed in March 2025 (as part of broader Transport briefing) with a report tabled but deferred at May 2025 Council meeting for a further Councillor briefing.
Council Meeting	26/11/2024	Notice of Motion	CM/8.1/24.11	Small Business Support - Outdoor Dining (A08/0935-02)	<ol style="list-style-type: none"> Immediately amends the footpath dining permit system to not require strict compliance with the National Construction Code for sanitary facilities for the purpose of calculating the number of outdoor dining seats/patrons. Officers prepare a report to Council no later than March 2025 outlining: <ol style="list-style-type: none"> Housekeeping amendments to the Waverley Development Control Plan to create consistency with clause 1(a). A new draft Outdoor Dining Policy and Guideline. Writes to the following organisations informing them of Council's decision: <ol style="list-style-type: none"> Bondi and Districts Chamber of Commerce. Night Time Industries Association (NTIA). Independent Bars Association. Council's Precincts. 	PS&C	1/3/2025 <ol style="list-style-type: none"> Implemented Report to be presented to next available meeting Complete 23/5/2025 Report presented to 29 April Council Meeting.
Council Meeting	10/12/2024	Report	CM/8.1/24.12	Murriverie Road and Mitchell Street, North Bondi - Pedestrian Safety (A03/0042-04)	<ol style="list-style-type: none"> Investigates traffic calming and pedestrian safety measures at the intersection of Murriverie Road and Mitchell Street, North Bondi. Undertakes community consultation on possible solutions by April 2025. Officers prepare a report to the June 2025 Council meeting with the community consultation outcomes, a project scope and a funding strategy to implement traffic and pedestrian safety solutions. Writes to the Rose Bay and North Bondi Precincts informing them of this resolution. 	A&O	26/5/2025 Consultation was to have been undertaken by April 2025. Topographic survey has been procured and sketch options created however it is challenging to develop effective options for consultation. This remains a priority to address.

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	10/12/2024	Confidential Report	CM/11.1/24.12	CONFIDENTIAL REPORT - Bronte Surf Life Saving Club and Community Facilities Building Upgrade - Funding Strategy (A18/0815)	<ol style="list-style-type: none"> 1. Treats the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(d)(i) of the Local Government Act 1993. The report contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it. 2. Approves the funding proposal to cover the shortfall for the Bronte Surf Life Saving Club and Community Facilities Building Upgrade, as set out in the report. 3. Approves the continued partnership with the Bronte Surf Life Saving Club and commits to collaboratively promoting the project to all levels of government to secure funding support. 4. Approves the Sustainable Funding Action Plan attached to the report as a guiding document for identifying and pursuing funding opportunities for the project, acknowledging its structured approach to aligning the project with grant eligibility criteria. 5. Submits grant applications for priority funding programs identified in the Sustainable Funding Action Plan, including the Federal Urban Precincts and Partnerships Program (uPPP), the Active Transport Fund and the State Surf Club Facility Program, ensuring alignment with project objectives and compliance with program requirements. 6. Commits to ongoing engagement with community members, Bronte Surf Life Saving Club members, and other key stakeholders to strengthen funding applications by demonstrating broad support and alignment with local, State and Federal priorities for community and infrastructure development. 7. Officers hold a Councillor briefing in February 2025 on updated loan and funding options for the project. 8. Officers prepare an updated report on the outcomes of grant applications and further funding recommendations at the April 2025 Council meeting to ensure continued alignment with the Sustainable Funding Action Plan and project priorities. 9. Notes that negotiations have commenced with the top two ranked tenderers for head contractor services for the project. 10. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter, including: <ol style="list-style-type: none"> (a) The project agreement with Bronte SLSC. (b) The contract with the preferred contractor for head contractor services, subject to funding. 	A&O	<p>26/05/2025</p> <ol style="list-style-type: none"> 1-4 - Noted 5. Ongoing 6. Ongoing 7. Update provided at February CWRC. 8. Update report presented to April 2025 Council meeting. 9. Noted 10. Project Agreement executed, building contract now to be executed.
Finance, Operations and Community Services Committee	04/02/2025	Report	FC/5.2/25.02	Electric Vehicle Charging Stations (A17/0586)	<ol style="list-style-type: none"> 1. Installs electric vehicle (EV) charging signage and line marking at the locations set out in the attachment to the report, subject to the following amendments: **see full minutes for all amendments** 2. Officers develop a formal monitoring system of EV charging spaces that collects: <ol style="list-style-type: none"> (a) Data on the utilisation of EV charging parking spaces. (b) Data on compliance with parking restrictions. (c) Other relevant data that will assist in the analysis of usage. 3. Delegates authority to the Executive Manager, Infrastructure Services, to modify the signage should on-site circumstances warrant changes. 4. Officers prepare a report to Council in July 2025 with an analysis of EV charging space usage and associated issues. 	PS&C	Officers are currently monitoring EV charger usage. A report will be prepared for July 2025 Council.
Council Meeting	18/02/2025	Mayoral Minute	CM/6.2/25.02	Sister Cities Program (A15/0021)	<ol style="list-style-type: none"> 1. Writes to the City of Edinburgh to initiate the establishment of a Friendship Agreement, with the objective to explore the development a long-term Sister City Agreement. 2. Officers prepare a report to Council no later than May 2025 that includes the following: <ol style="list-style-type: none"> (a) Confirmation on the response to the invitation. (b) Recommendations on key priorities and programs to be explored between the two cities. (c) Communications and engagement opportunities to progress the establishment of a Sister City Relationship. (d) Recommendations for community engagement and inclusion opportunities associated with a potential Sister City Program. (e) Recommendations on appropriate governance processes and funding options for a future Sister City Program. 	GMU	<p>31/05/2025</p> <p>Item 1. Completed</p>

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/02/2025	Mayoral Minute	CM/6.4/25.02	Waverley First Business Support (A24/0537)	<ol style="list-style-type: none"> Notes that the Waverley local government area (LGA) has an active and diverse local business community with over 25,100 people employed in the Waverley LGA, and of these people 35% are classified as local residents. Notes Council's procurement procedures. Continues to align the sourcing of products and services from Waverley-based businesses in the first instance for any Council-run events and programs. Informs the Bondi and Districts Chamber of Commerce of this mayoral minute and considers the matter at the first Waverley Business Forum scheduled in April 2025. 	PS&C	
Council Meeting	18/02/2025	Report	CM/7.18/25.02	Electric Vehicle Charging Stations (A17/0586)	<ol style="list-style-type: none"> Installs electric vehicle charging signage and line marking at the locations set out in the attachment to the report. Includes these charging stations in the formalised charging monitoring system being implemented by Council. Delegates authority to the Executive Manager, Infrastructure Services, to modify the signage should on-site circumstances warrant changes. 	PS&C	Officers are currently scheduling installation of signage as outlined in the report.
Council Meeting	18/02/2025	Report	CM/7.19/25.02	Petition - Bondi Beach Volleyball Nets - Multi-Purpose Use (A18/0274)	<ol style="list-style-type: none"> Refers the petition requesting multi-purpose use of the approved net spaces at Bondi Beach beyond volleyball and foot volley to the Director, Assets and Operations, for consideration. Officers prepare a report to Council on the outcome. 	A&O	26/05/2025 Report scheduled for FC - 1 July 2025 Meeting
Council Meeting	18/02/2025	Notice of Motion	CM/8.4/25.02	Rose Bay Shops (North) - Streetscape Upgrade (A25/0272)	<ol style="list-style-type: none"> Acknowledges the importance of the Rose Bay shops (north) as a vibrant local village and recognises the need to enhance its streetscape to improve amenity, accessibility and economic vitality. Notes that Old South Head Road is a State Road, and any proposed upgrades must be consistent with relevant Transport for NSW policies and standards. Officers prepare a report to Council no later than June 2025 outlining high-level concept options and indicative costs for a streetscape upgrade of the Rose Bay shops (north), including but not limited to: <ul style="list-style-type: none"> (a) Matching materiality to the previously upgraded Rose Bay shops (south). (b) Assessment and design of improved pedestrian crossings, pathways and other treatments to prioritise pedestrian safety and accessibility, including consideration of universal access principles. (c) Incorporating appropriate planting to enhance the streetscape's aesthetic appeal and provide shade. (d) Review of existing traffic flow and parking arrangements to identify opportunities for improvement. (e) Feasibility study and cost analysis of undergrounding existing overhead power lines and street lighting/banners to improve visual amenity and safety. (f) Outlining a strategy for community consultation to ensure local residents, businesses, and other stakeholders have the opportunity to provide input on the proposed upgrades. (g) Options for staging the works to minimise disruption to businesses and the community. Informs the following stakeholders of this motion: <ul style="list-style-type: none"> (a) Hunter Ward Precincts. (b) The Mayor of Woollahra Council, Cr Sarah Swan. (c) The Member for Vaucluse, Kellie Sloane MP. 	A&O	21/03/2025 Item 3 - Report scheduled for June 2025 Council Meeting. Item 4 - Stakeholder letters sent 21 March 2-25 - Completed.
Council Meeting	18/02/2025	Notice of Motion	CM/8.6/25.02	Carrington Road and Macpherson Street, Waverley - Signalised Intersection Optimisation (A03/0042-04)	<ol style="list-style-type: none"> Investigates traffic congestion, including the need for signal optimisation, at the intersection of Macpherson Street and Carrington Road, Waverley. Undertakes an analysis for the introduction of a right turn arrow signal for vehicle movements from Macpherson Street into Carrington Road. Officers prepare a report to the Traffic Committee with the results of the analysis and any associated recommendations for consideration. Informs the Charing Cross precinct and the Member for Coogee, Marjorie O'Neill MP, of this motion. 	A&O	26/05/2025 Investigation commenced with options being modelled Traffic Report planned for 17 July 2025 meeting. Item 4 - Completed.

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/02/2025	Notice of Motion	CM/8.8/25.02	Waverley Cemetery Writers' Centre (A23/0522)	<p>1. Notes that the cemetery residence building at Waverley Cemetery is currently being utilised for staff accommodation and that officers have prepared a plan (currently without budget) to undertake required works to vacate staff and storage from the building.</p> <p>2. Officers prepare a report no later than the July 2025 Council meeting, investigating the following:</p> <p>(a) The capacity, costs and plans for the cemetery residence to be repurposed as the Waverley Writers' Centre.</p> <p>(b) The Waverley Writers' Centre hosting residencies for writers for six-monthly periods during which they would have their own room/office between the hours of 7 am and 7 pm, seven days per week.</p> <p>(c) The number of rooms/offices available and including a desk, desk chair and armchair.</p> <p>(d) Wi-Fi and access to a kitchen/common room and bathrooms.</p> <p>(e) Spaces within the building where events could be held, including showcasing the work of the resident writers.</p> <p>(f) Costs and resourcing required to administer the centre and program.</p> <p>(g) Any other Council buildings that could be considered more appropriate or fit for purpose for the location of the Waverley Writers' Centre, noting current operational requirements of Waverley Cemetery staff.</p> <p>3. Officers include in the report the next steps for a pilot program to be implemented and a time frame for implementation.</p> <p>4. Refers this motion to the Strategic Property Review Committee for its consideration and recommendation on the suitability of the cemetery residence and/or other cemetery buildings compared with other potential Council assets.</p>	A&O	04/04/2025 Item 1 - Note Item 2 and 3- Report to be submitted to the 17 June 2025 Council meeting. Item 4 - Was considered at March SPRC
Council Meeting	18/02/2025	Notice of Motion	CM/8.9/25.02	Street Numbering in Simpson Street, Bondi (A23/0818)	<p>1. Notes that members of the community have made representations regarding the need for logical and consistent guidelines around street numbering in Simpson Street, Bondi.</p> <p>2. Officers prepare a report to Council by July 2025 investigating a change to numbering in Simpson Street and the implications for the street.</p> <p>3. Informs the North Bondi Precinct of this motion.</p>	PS&C	3. Noted
Council Meeting	18/02/2025	Notice of Motion	CM/8.10/25.02	Bondi Beach Share Surfboards (A25/0300)	<p>1. Notes the success of share surfboards at Bondi Beach.</p> <p>2. Officers investigate bringing the program back, with a report to Council no later than May 2025 exploring:</p> <p>(a) Engagement with lifeguards about potential risks to beach users.</p> <p>(b) Positive impacts to the community.</p> <p>(c) The operation framework required to enable and maintain the program.</p>	A&O	26/05/2025 Consultation and background review in progress
Council Meeting	18/02/2025	Notice of Motion	CM/8.11/25.02	Laneway between Victoria Street and Bronte Road, Waverley - Naming (A15/0568)	<p>1. Informally names the laneway connecting Bronte Road and Victoria Street Car Park, Waverley, as 'St Clare's Way' through signage installation on the public footpath on Bronte Road and within Victoria Street Car Park.</p> <p>2. Integrates signage with Council's new signposts being installed as part of the Charing Cross Streetscape Upgrade works.</p> <p>3. Notes that there have been previous attempts to formally name the laneway 'St Clare's Way.'</p> <p>4. Notes that formal naming of the laneway is not possible.</p> <p>5. Informs the following stakeholders of this motion:</p> <p>(a) Charing Cross Precinct.</p> <p>(b) The petitioners who petitioned Council on this matter in July 2024.</p> <p>(c) The Member for Coogee, Marjorie O'Neill MP.</p>	A&O	25/03/2025 Item 5 - Completed 14/05/2025 1. & 2. Signage will be installed as part of the Charing Cross Streetscape Upgrade works. Expected signage installation August 2025. 3-5 As above comment
Council Meeting	18/02/2025	Notice of Motion	CM/11.4/25.02	CONFIDENTIAL REPORT - 63A Wairoa Avenue, North Bondi - Lease - Exhibition (A25/0282)	<p>1. Treats the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(c) of the Local Government Act 1993. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.</p> <p>2. In accordance with section 47 of the Local Government Act 1993, publicly notifies and exhibits for 28 days the proposal to grant a lease of up to five years with a five-year option to Waverley Action for Youth Services (WAYS) for 63A Wairoa Avenue, North Bondi.</p> <p>3. Approves in principle the granting of a lease of up to five years with a five-year option to WAYS for 63A Wairoa Avenue and authorises the General Manager or delegate to negotiate with WAYS on the terms of the lease.</p> <p>4. Officers prepare a report to Council following the exhibition period to consider the submissions and grant the lease.</p>	A&O	26/05/2025 Item 1 - Noted. Item 2 - Section 47 Public Exhibition completed Item 3 - Noted. Item 4 - Report to be submitted to June 2025 Council Meeting.

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Finance, Operations and Community Services Committee	04/03/2025	Report	FC/5.3/25.03	Leichhardt Street, Waverley - Traffic Calming - Consultation Outcomes (A20/0069)	<p>1. Notes that the speed limit in Leichhardt Street, Waverley, will reduce to 40 km/h in the next four to six months, in accordance with the 40 km/h speed limit changes south of Bondi Road.</p> <p>2. Consults the community on the following five options to improve traffic calming and congestion in Leichhardt Street:</p> <p>(a) Option 1 – Install traffic calming devices.</p> <p>(b) Option 2 – Implement one-way southbound and traffic calming devices.</p> <p>(c) Option 3 – Implement one-way northbound.</p> <p>(d) Option 4 – Remove parking between 13 and 19 Leichhardt Street (western side) and install traffic calming devices.</p> <p>(e) Option 5 – Widen the street between 13 and 19 Leichhardt Street (eastern side) and install traffic calming devices.</p> <p>(f) Option 6 – Closure of Leichhardt Street at the intersection of Macpherson Street and Leichhardt Street.</p> <p>3. Officers prepare a report to Council on the outcome.</p>	A&O	26/05/2025 Item 1 - Noted Item 2 - Consultation planned to be undertaken in May/June 2025 Item 3 - Report scheduled for 18 August 2025 Council Meeting.
Finance, Operations and Community Services Committee	04/03/2025	Report	FC/5.4/25.03	Ruthven Street, Bondi Junction - Traffic Calming - Consultation Outcomes (A20/0069)	<p>1. Notes that the speed limit in Ruthven Street, Bondi Junction, will reduce to 40 km/h within the next four to six months, in accordance with the 40 km/h speed limit changes south of Bondi Road.</p> <p>2. Notes the outcome of the review and consultation process, including an information package on parking across driveways/footpaths.</p> <p>3. Approves the following traffic calming measure in Ruthven Street, as set out in the report:</p> <p>(a) The conversion of rubber speed cushions to concrete-based asphalt-embedded flat top speed humps.</p> <p>4. Notifies the residents of Ruthven Street and the Mill Hill Precinct Committee of this resolution.</p>	A&O	26/05/2025 Item 1 and 2 - Noted Item 3 - Works to be progressed in 25/26 Item 4 - Mill Hill Precinct Committee notified.
Finance, Operations and Community Services Committee	04/03/2025	Report	FC/7.1/25.03	CONFIDENTIAL REPORT - Clementson Park, Newland Street, Bondi Junction - Part Lot 1 DP 120184 - Lease (A02/0237)	<p>1. Treats the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(c) of the Local Government Act 1993. The report contains information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.</p> <p>2. Grants a lease to The Grace Child Centre Incorporated for Part Lot 1 DP 120184, Clementson Park, Newland Street, Bondi Junction, for 12 months, on the terms and conditions set out in the report.</p> <p>3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.</p>	A&O	04/04/2025 Item 1 - Noted Item 2 - Lease awarded for 12 months, Draft lease sent to Dept Education for head Lessor approval. Item 3 - to be completed once item 2 closed out.
Strategic Planning and Development Committee	04/03/2025	Report	PD/5.2/25.03	Planning Proposal - 50 Botany Street, Bondi Junction - Post-Exhibition (PP2/2024)	<p>1. Exercises the delegations issued by the Minister under section 3.36 of the Environmental Planning and Assessment Act 1979 to finalise the planning proposal relating to 50 Botany Street, Bondi Junction, attached to the report (Attachment 1) to amend the Waverley Local Environmental Plan 2012.</p> <p>2. Writes to all those who made submissions advising them of Council's decision.</p>	PS&C	25/3/25 Action on this matter has been deferred pending a review of the gateway Determination by the Independent Planning Commission.
Strategic Planning and Development Committee	04/03/2025	Report	PD/5.3/25.03	Bondi Park Basketball Court (A24/1050)	<p>1. Investigates a leasing or licensing agreement with the Catholic Church for the public use of the basketball court on the corner of Blair Street and Mitchell Street, North Bondi.</p> <p>2. Officers prepare a report to Council on the terms and conditions of the agreement, including:</p> <p>(a) Length of tenure.</p> <p>(b) Financial or in-kind contributions for the repair and ongoing upkeep and security of the facility.</p> <p>(c) Timing for agreement execution and any required capital works.</p> <p>3. Progresses design, consultation, approvals and construction of a modified half-court in Bondi Park, located to consider the future playground expansion.</p> <p>4. Continues to investigate alternative locations for new multi-function hardcourts, as set out in adopted strategies and plans of management.</p>	A&O	26/05/2025 Item 1 - Discussions with Catholic Church and Reddam School ongoing Item 2 - Report to be submitted once discussions conclude. Item 3 - In progress Item 4 - Noted

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/03/2025	Mayoral Minute	CM/6.3/25.03	Micromobility Parking and Management (A17/0445)	<p>1. Notes the significant increase in trips taken on shared bikes in Waverley, with a 350% increase between 2021 and 2024. 2. Acknowledges the problems caused by the uncontrolled proliferation of shared bikes in Waverley and the community concerns regarding their operation.</p> <p>3. Prepares a memorandum of understanding (MoU) to be negotiated with bike share providers, requiring operators to cover costs of implementing the MoU, including infrastructure and enforcement. The MoU should define: (a) Permissible bike numbers within the local government area. (b) Designated parking locations. (c) Geofencing and enforcement. (d) Service level agreements addressing relocation and placement of bikes. (e) Data sharing for Council monitoring. (f) The maximum speed at which e-bikes can operate electrically assisted being 20 km/h. (g) Process by which helmets must accompany e-bikes.</p> <p>4. Requires the terms of the MoU to be agreed to within four weeks of this resolution, with Council reserving its right to take additional enforcement actions against shared bike operations if the MoU timeframe has not been met.</p> <p>5. Conducts a six-month bike share parking trial, starting June 2025, using designated parking areas on footpaths and on-street (where appropriate), focusing on high-traffic areas like Bondi Junction, Bondi Beach and Bronte Beach. 6. Requires the MoU to provide that operators address bike placements hindering pedestrian access, especially for those with disabilities, within two hours of notification.</p> <p>7. Implements an enhanced enforcement regime, including increased ranger patrols, monitoring (physical and data-driven and impounding of improperly parked bikes.</p> <p>8. Issues fines for non-compliance in line with the Public Spaces (Unattended Property) Regulation 2022 for a class 2 item at a cost of \$1,320 per item.</p> <p>9. Urges the NSW Government to implement a State-run tender process for bike share services with clear operational controls and to allocate a portion of the generated revenue to local councils for infrastructure and enforcement.</p> <p>10. Officers prepare a report to Council in June 2025 with a deliverable management plan.</p> <p>11. Informs the following stakeholders of this motion: (a) The Member for Wentworth, Allegra Spender MP. (b) The Member for Vaucluse, Kellie Sloane MP. (c) The Member for Coogee, Marjorie O'Neill MP. (d) The Mayor of Woollahra, Cr Sarah Swan. (e) The Mayor of Randwick, Cr Dylan Parker. (f) All Waverley Precincts. (g) Share bike operators: (i) Lime. (ii) Ario. (iii) HelloBike.</p>	A&O	<p>07/05/2025</p> <p>Item 1 - Noted</p> <p>Item 2 - Noted</p> <p>Item 3 - MOU prepared and issued to providers.</p> <p>Item 4 - As at 7/5 2 of 3 providers have signed MOU.</p> <p>Item 5 - Planning commenced for installation of parking locations</p> <p>Item 6 - Included in MOU</p> <p>Item 7 - Ongoing</p> <p>Item 8 - Ongoing</p> <p>Item 9 - In line with submission on Inquiry</p> <p>Item 10 - Report scheduled for 17 June 25 Council Meeting.</p> <p>Item 11 - Stakeholders informed - 31/03/25 - Completed.</p>
Council Meeting	18/03/2025	Report	CM/7.7/25.03	Planning Agreement - 141-155 Curlew Street, Bondi Beach (SF24/5748)	<p>1. Approves the planning agreement attached to the report applying to land at 141-155 Curlew Street, Bondi Beach, offering a total monetary contribution of \$573,680, with \$430,260 (75%) to be allocated to Our Liveable Centres streetscape upgrades and \$143,420 (25%) to be allocated to the Waverley Affordable Housing Program, in accordance with Council's Planning Agreement Policy.</p> <p>2. Authorises the Mayor and General Manager to sign and execute the agreement and affix the Council seal to the documentation.</p>	PS&C	
Council Meeting	18/03/2025	Report	CM/7.8/25.03	2A Edmund Street, Queens Park - Refurbishment (A24/0298)	<p>1. Undertakes a full refurbishment of 2A Edmund Street, Queens Park, as set out in the report, for the building to be used as affordable housing.</p> <p>2. Notes that the full refurbishment of 2A Edmund Street will provide six new dwellings towards Council's Affordable Housing Program at a cost 50% less than the original proposal to knock down and rebuild.</p> <p>3. Reviews the Affordable Housing Tenancy Policy to clearly define 'key worker' to refine the targeting of the policy.</p>	A&O	<p>14/05/2025</p> <p>Item 1 - Noted. Project has commenced under the updated refurbishment scope.</p> <p>Item 2 - Noted</p> <p>Item 3 - Under review by Community Programs team</p>

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/03/2025	Report	CM/7.9/25.03	Tender Evaluation - Waverley Cemetery - Quinn Road Memorialisation Walls (A24/0824)	<ol style="list-style-type: none"> 1. Treats the tender evaluation attached to the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(d)(i) of the Local Government Act 1993. The tender evaluation contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person(s) who supplied it. 2. Declines to accept any of the tenders for head contractor services for the Waverley Cemetery Quinn Road Memorialisation Walls Project, in accordance with section 178(1)(b) of the Local Government (General) Regulation 2021. 3. Declines to invite fresh tenders or applications as referred to in section 178(3)(b)–(d) of the Local Government (General) Regulation 2021, as Council has tested the market with an open tender process. 4. In accordance with section 178(3)(e) of the Local Government (General) Regulation 2021, authorises the General Manager or delegate to enter into negotiations with the top ranked tenderers with a view to entering into a contract for the head contractor services, as these tenderers scored highly and had quality submissions, with the issues of program, scope and price to be clarified during negotiations. 5. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter. 6. Notifies unsuccessful tenderers of the decision in accordance with section 179 of the Local Government (General) Regulation 2021. 7. Lodges an integrated development application and an application under section 60 of the Heritage Act 1977 for the project. 8. Approves a procurement exemption to pay Gosford Quarries a deposit for the required sandstone. 	A&O	14/05/2025 <ol style="list-style-type: none"> 1. Noted 2. Noted 3. Noted 4 & 5. Negotiations have commenced. 6. Complete 7. Complete 8. Complete. Deposit secured.
Council Meeting	18/03/2025	Notice of Motion	CM/8.2/25.03	Public Artwork - Dion Horstmans (A25/0485)	<ol style="list-style-type: none"> 1. Notes the artistic legacy of renowned Bondi artist Dion Horstmans. 2. Investigates: <ol style="list-style-type: none"> (a) Costings to acquire a sculptural artwork by Dion Horstmans. (b) Locations for the placement of the artwork within the Bondi area. 3. Officers prepare a report to the Arts, Culture and Creativity Advisory Committee with options to then provide a recommendation to Council. 	CC&CE	19.05.25 Officers have reached out to family representatives
Council Meeting	18/03/2025	Notice of Motion	CM/8.4/25.03	Bronte House (A02/0250-06)	<ol style="list-style-type: none"> 1. Notes the rich history of Bronte House and its significant historical, architectural and cultural significance to Waverley. 2. Notes that the property is currently tenanted, with the current residential lease due to expire in 2026. 3. Notes that Bronte House and gardens are currently only accessible to the public four times a year. 4. Officers prepare a report to the July Council meeting on options to: <ol style="list-style-type: none"> (a) Increase public accessibility and use of Bronte House. (b) Investigate the ability for a social enterprise to use Bronte House and gardens. (c) Other potential uses for public enjoyment and benefit, including but not limited to a tea room and art and historical tours. (d) Examine the financial implications and feasibility of not having a residential tenancy and how income could be offset by community or social enterprise use. (e) Recommend changes if required to the Bronte House Plan of Management. 5. Seeks community feedback, including a Have Your Say survey on Council's website, on increasing public accessibility to Bronte House and incorporates this feedback into the report to Council. 6. Informs the following stakeholders of this motion: <ol style="list-style-type: none"> (a) The Member for Wentworth, Allegra Spender MP. (b) The Member for Coogee, Marjorie O'Neill MP. (c) All Precincts. (d) The Waverley Historical Society. 	A&O	26/05/2025 Item 1 - Noted Item 2 - Noted Item 3 - Noted Item 4 - Report scheduled for 17 July 2025 Council Meeting. Item 5 - Consultation in progress May 2025. Item 6 - Completed

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/03/2025	Notice of Motion	CM/8.5/25.03	E-Waste Recycling (A11/0635)	<ol style="list-style-type: none"> Notes the recent Productivity Commission report Australia's Circular Economy: Unlocking the Opportunities, which recognises that Australia generates e-waste three times the global average. Notes the potential for increased e-waste due to rapid advancements in new technology, making older personal computers obsolete. Notes the increase in the use of e-bikes and lithium batteries within Waverley and the impact this may have on the Council's waste stream. Notes that it currently has four e-waste collections throughout the year. Investigates improved communication of e-waste collection services, including but not limited to: <ol style="list-style-type: none"> Rates notices. Precinct notices. Social and digital media channels. Investigates the feasibility and costings of providing an e-waste pick-up collection for residents, with officers to prepare a report to Council by June 2025 in line with a trial of this service referenced by the General Manager's comment. 	A&O	25/03/2025 Item 1 - Noted Item 2 - Noted Item 3 - Noted Item 4 - Noted Item 5 - Report scheduled for 17 June 25 Council Meeting.
Council Meeting	18/03/2025	Notice of Motion	CM/8.6/25.03	Bondi Pavilion Internal Courtyard - Shade and Grass (A15/0272)	<ol style="list-style-type: none"> Investigates additional tree plantings and vegetation to increase tree canopy and shade within the Garu (northern) and Guya (southern) Courtyards. Officers prepare a report to Council in May 2025 on the outcomes of the investigation and recommendations on next steps. 	A&O	14/05/2025 Item 1 - Investigations ongoing. Item 2 - Report scheduled for June Council Meeting
Council Meeting	18/03/2025	Notice of Motion	CM/8.8/25.03	Hunter Ward - Local Area Traffic Management Study (A25/0474)	<ol style="list-style-type: none"> Notes that the Bondi Local Area Traffic Management (LATM) Study will be presented to Council for adoption this financial year. Prioritises delivery of a Hunter Ward LATM Study for the 2025-26 financial year and allocates funds as part of the budget development process. Defines the Hunter Ward LATM as the area between Old South Head Road and the coastline and Blake Street and Blair Street. Considers the following scope as part of the LATM: <ol style="list-style-type: none"> Sightlines at intersections. Passing bays and street-widening options in narrow streets. Traffic congestion. Speeding and speed limit reduction options. Reducing cut-through traffic. Clearer signage within streets. Traffic directional flow. Undertakes immediate line marking where road markings have faded within the scope area to reinforce current controls. Officers prepare a report with the finalised Hunter Ward LATM Study in the 2025-26 financial year, including options and recommendations that have considered feedback from community consultation. Refers this motion to the Waverley Traffic Committee for its consideration. Informs the Hunter Ward Precincts of this motion. 	A&O	26/05/2025 Item 1 - Noted Item 2 - LATM included in 2025/26 budget Item 3 - 4 - To be included in scope of LATM Item 5 - Works in progress May/June 2025 Item 6 - Report to be completed once LATM undertaken. Item 7 - To be included in July WTC. Item 8 - Hunter Ward Precincts informed - Completed.

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/03/2025	Notice of Motion	CM/8.10/25.03	Homelessness and Emergency Response Plans (SF22/4968)	<p>1. Supports the development of uniform local emergency response plans in extreme weather events for individuals experiencing homelessness within the Waverley local government area and Eastern Suburbs, including and not limited to:</p> <p>(a) Working with and across Eastern Suburbs councils including Eastern Suburbs Homelessness Assertive Outreach Collaboration (ESHAC) to formulate response procedures and guidelines plans.</p> <p>(b) Reviewing Council's Homelessness in Public Places Protocol to reflect any updates to include the local emergency response plan.</p> <p>2. Officers prepare a report to Council no later than July 2025 with:</p> <p>(a) An update on the development of an Eastern Suburbs local emergency response plan.</p> <p>(b) Any recommended changes to Council's Homelessness in Public Places Protocol.</p> <p>3. Writes to the Federal and State Ministers for Homelessness indicating support for a nationally uniform approach to the roll-out of emergency response plans.</p> <p>4. Informs the following stakeholders of this motion:</p> <p>(a) Federal Member for Wentworth, Allegra Spender MP.</p> <p>(b) State Member for Vaucluse, Kellie Sloane MP.</p> <p>(c) State Member for Coogee, Marjorie O'Neill MP</p> <p>(d) The Mayor of Woollahra, Cr Sarah Swan.</p> <p>(e) The Mayor of Randwick, Cr Dylan Parker.</p> <p>(f) CEO of Jewish House, Rabbi Mendel Kastel OAM.</p> <p>(g) All Waverley Precincts.</p>	CC&CE	19.05.25 Officers have commenced work on actioning NoM
Council Meeting	18/03/2025	Notice of Motion	CM/8.11/25.03	Waverley Park Drainage Issues (A24/1060)	<p>1. Notes the ongoing drainage issues at Waverley Park, which have led to water pooling, surface amage and reduced usability of the park adjacent to the shared user path near sports fields 2 and 3 for recreational activities.</p> <p>2. Assesses the drainage system at Waverley Park, identifying problem areas, determining the root causes and proposing solutions including cost estimates, with officers to prepare a report to Council no later than the August 2025 Council meeting.</p> <p>3. Informs relevant stakeholders, including local sporting clubs, community groups and park users, of the findings and any proposed solutions once adopted by Council.</p>	A&O	26/05/2025 Item 1 - Noted Item 2 - Investigation in progress Item 3 - Completed
Council Meeting	18/03/2025	Notice of Motion	CM/8.13/25.03	Beach Safety Signage - Design Contest (SF20/5526)	<p>1. Undertakes a design competition with a cash prize to design new beach signage to develop creative alternatives to the current 'Swim between the Flags' and 'Dangerous Current – Do not Swim Here' signage.</p> <p>2. Submits the winning designs to the Australian Water Safety Council, Surf Life Saving Australia and Royal Life Saving Society Australia, which are the authors of the National Aquatic Recreation Signage Manual.</p> <p>3. Uses the winning design in Council's educational campaigns including the Summer Safe Program, comprising decals, A-frames on the beach, light pole banners and bus shelter advertising.</p> <p>4. Urgently audits the beach signage at the access ramps at Bronte, Tamarama and Bondi and upgrades them as required as a priority.</p> <p>5. Requests the Mayor to write to the following people, advising them of this initiative and urging them to consider improvements to the beach safety symbols included in the National Aquatic Recreation Signage Manual:</p> <p>(a) Federal Minister for Infrastructure, Transport, Regional Development and Local Government, the Hon Catherine King MP.</p> <p>(b) NSW Minister for Local Government, the Hon Ron Hoenig MP.</p> <p>(c) NSW Minister for Emergency Services, the Hon Jihad Dib MP.</p>	A&O	04/04/2025 Item 1 - 4 - Planning in progress for design competition Item 5 - All 4 x letters sent on 04/04/35 - Completed

Resolution Tracking Sheet							
Meeting	Date	Report Type	Item No.	Subject	Resolution (That Council:)	Directorate	Comment
Council Meeting	18/03/2025	Confidential Report	CM/11.2/25.03	CONFIDENTIAL REPORT - CCTV Network Review Outcome (SF25/651)	<p>1. Treats the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(e) of the Local Government Act 1993. The report contains information that would, if disclosed, prejudice the maintenance of law.</p> <p>2. Notes the CCTV Network Review attached to the report and that any new CCTV camera locations must be approved by Council.</p> <p>3. Approves the Phase 1 expansion of CCTV cameras, as set out in the report, subject to:</p> <p>(a) The development of a funding strategy.</p> <p>(b) The adoption of an updated CCTV Code of Practice and Policy in May 2025.</p> <p>(c) The cameras being located in Oxford Street Mall only.</p> <p>4. Undertakes the following:</p> <p>(a) Develop a strategic roadmap with a 12-month horizon to deliver against the opportunities for improvement in the report with a funding strategy.</p> <p>(b) Undertake a technical network architecture review to develop a formal proposal to transition Council's existing network to a modern, standardised design, focused on futureproofing.</p> <p>(c) Review and update Council's current CCTV Code of Practice and Policy by May 2025, with a focus on better defining data retention, access permissions to the CCTV network and privacy implications.</p> <p>(d) Ensure all registers are maintained and kept up to date; specifically, the CCTV Asset Register, the Graffiti Register (with a focus on antisemitic graffiti) and the NSW Police CCTV Request Register.</p> <p>(e) Formalise a budget proposal for the Phase 1 expansion of Council's CCTV network into the public domain.</p>	A&O	26/05/2025 Item 1 - Noted Item 2 - Noted Item 3 - 4 - Confidential Report scheduled for June 25 Council meeting.
Council Meeting	18/03/2025	Confidential Report	CM/11.4/25.03	CONFIDENTIAL REPORT - Alexandria Integrated Facility - Part Lot 18 DP 270785 - Easement (A12/0075)	<p>1. Treats the report as confidential in accordance with section 11(3) of the Local Government Act 1993, as it relates to a matter specified in section 10A(2)(d)(i) of the Local Government Act 1993. The report contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.</p> <p>2. Grants an easement to Transport for NSW for Part Lot 18 DP 270785, Alexandria Integrated Facility, 67A Bourke Road, Alexandria, for the use of and access to electrical cables, on the terms and conditions set out in the report.</p> <p>3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter, with the Council seal to be affixed if required.</p>	A&O	04/04/2025 Item 1 - Noted Item 2 - Officers are finalising the documentation for execution.

REPORT

CM/7.11/25.06



WAVERLEY
COUNCIL

Subject: Events Policy - Exhibition

TRIM No: A25/0284

Manager: Tanya Goldberg, Executive Manager, Arts, Culture and Events

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

RECOMMENDATION:

That Council:

1. Publicly exhibits the draft Events Policy attached to the report for 28 days.
2. Officers prepare a report to Council following the exhibition period.

1. Executive Summary

Council last adopted its Events Policy in June 2023. The policy is now due for renewal and has been reviewed and updated and is presented here for Council's review and endorsement.

It is recommended that Council places the draft revised Events Policy on public exhibition for 28 days to seek feedback on the proposed amendments.

2. Introduction/Background

Council reviewed and updated its Events Policy in August 2020. The policy was again updated in 2023 to address specific matters of community concern relating to events involving alcohol on beaches. Now due for full review, officers have reviewed the policy and present an updated version here for Council's review and endorsement.

Council delivers and hosts a range of events that contribute to the vibrant and diverse cultural life of Waverley. Events make a valuable contribution to Waverley's culture, economy, the local area and its people's connection to place.

Council has strong community, environmental and social targets aimed at strengthening community inclusion, supporting the local economy and balancing community and visitor expectations.

The reviewed and updated Events Policy and related supporting documents are designed to ensure compliance with Council policies, relevant laws and event industry best practice.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 27 June 2023	CM/7.8/23.06	That Council adopts the Events Policy attached to the report.

Council 16 May 2023	CM/7.6/23.05	<p>That Council:</p> <ol style="list-style-type: none"> 1. Publicly exhibits the draft Events Policy attached to the report for 28 days. 2. Officers prepare a report to Council following the exhibition period.
Council 18 August 2020	CM/7.7/20.08	<p>That Council:</p> <ol style="list-style-type: none"> 1. Adopts the Events Policy attached to this report, subject to the following amendments: <ol style="list-style-type: none"> (a) In clause 4.2(b), after the words ‘Traditional Owners’, add ‘connection to country (“sovereignty”) and custodianship of land, water and sky.’ (b) Events categorised as Medium Impact 1 and High Impact 1, and at the discretion of the General Manager, being reported to Councillors by email at the earliest opportunity prior to the event taking place. 2. Notes that relevant and applicable provisions of the Sustainable Events Policy have been incorporated into the updated Events Policy and the Event Waste Management Guidelines and Requirements. 3. Endorses the Event Waste Management Guidelines and Requirements attached to this report as a support document to the updated Events Policy. 4. Notes that, as a consequence of the actions outlined in clauses 2 and 3 above, the Sustainable Events Policy is redundant and will be removed from Council’s policy register. 5. Informs community organisations, successful applicants of events in the past 12 months and precincts of the new policy and guidelines.

4. Discussion

Some changes and improvements have been made, all outlined below, moving sequentially through the policy. The amendments to the existing policy are attached, with markups (Attachment 1).

Throughout the policy hyperlinks have been inserted to various relevant policies, guidelines, event applications and venue hire forms.

Background

- Added ‘increasing place activation’ as a social target.

Purpose

- Strengthened limitations and restrictions:
 - To take undue strain on public spaces where the cumulative impacts of multiple events or types of events into consideration.
 - Commercial Activation included in descriptions on overt branding.
 - Specific reference to alignment with Sponsorship Policy.

Scope

- Improvements to where the policy ‘does not apply’ in this section:
 - Strengthened environmental clean ups to limit commercial association.
 - Further clarity on ‘commercial fitness training.’
 - Clarification that repeat/regular activity events also fall out of scope.

Assessment of event: suitability and criteria

- Minor wording adjusted to strengthen and improve the assessment of the cumulative impacts of multiple events on event location and surrounds (including residents, environment, property, services, Council workers and the traffic and transport network).

Event classification

- General formatting improved.
- Clearer language regarding the process for approval of all events.

Impact criteria

- Improvements to Low Impact Criteria:
 - Low impact increase from 200 to 500 participants.
 - This a minor, realistic adjustment responds to regular activity already occurring with no impact on local amenity or Council operations.
 - Many low impact charity walk/run events have more than 200 participants with no impact on local amenity. These events make meaningful contributions to community and society as a whole and the policy aims to support them in a realistic way.
 - Removal of 6 am to 6 pm window to allow for more flexible assessment.
 - Many low impact charity walk/run events start early in the morning pre 6 am with no impact on local amenity or Council operations.
 - Many low impact events finish after 6 pm especially during daylight savings with no impact on local amenity or Council operations.
- Improvement to Medium Impact Criteria:
 - The criteria outlined in Medium Impact 1 and Medium Impact 2 are switched so that they are consistent with the criteria for High Impact 1 and 2.
 - In both Medium and High Impact, criteria Impact 1 now reflects events in Council facilities.
 - Impact 2 reflects events in outdoor public open spaces.

Further classification of events

- Community:
 - Specific reference to event application fees and site supervision to manage event applicant expectation, support officers in assessing and approving applications, and provide authority to apply Council's fees, minimising complaints.
- Not-for-profit:
 - Reference to new not-for-profit charity and awareness campaign event fees added.
 - Added words specifying the requirement for public liability insurance that is appropriate and fit for purpose. At times, some inexperienced event organisers will provide public liability insurance that covers for their office work environment and does not cover them for outdoor events activities. The addition of Council being noted as an interested party is for the benefit of doubt for the event organiser and to adhere to Council's insurer's recommendation for all event applicants.
- New Commercial Activation classification.

Application/determination

- High Impact 1 events:
 - Clearer language regarding the process for approval of High Impact events.
- High Impact 2 events:
 - Application fee requirement for assessment.
 - Clearer language for the process for approval of High Impact events.

Unauthorised events and breaches of event approval conditions

- New section added to manage unauthorised and non-compliant activities including:
 - Protection of local amenity and Council intellectual property.
 - Inhibition of unauthorised commercial activities exploiting iconic notoriety and popularity of Bondi Beach.
 - Retrospective invoicing capability for event permit holders who deliberately breach the terms and conditions of their permit.

Commercial Activation

- Added to definitions.

These minor amendments are designed to improve clarity for event applicants, clearly represent Council requirements and expectations, and enable officers to enforce restrictions on event delivery in Waverley, to protect our busy public spaces, natural environment, local amenity and community access, while maintaining a vibrant calendar of events.

5. Financial Impact

The recommended policy changes will have no material financial impact in being executed. The policy enables officers to invoice for relevant event application and cost recovery fees, and associated costs. It also enables officers to impose infringement notices and fines on event organisers who are in breach of the policy.

6. Risks/Issues

Failing to make recommended adjustments carries the risk that events that are unsuitable for the Waverley local government area are permitted to take place, causing undue burden on the Waverley

environment and busy public spaces. This will have cascading impacts on community, and our parks and places.

7. Attachments

1. Draft Events Policy (marked up) [↓](#)



Events Policy

DRAFT

Events Policy

Policy owner	Events
Approved by	Council
Date approved	
Commencement date	
TRIM Reference	A25/0284
Update approved by	Council
Date update approved	
Next revision date	XXXXX 2030
Relevant legislation/codes	N/A
Related policies/procedures/guidelines	<ul style="list-style-type: none"> - Waverley Community Strategic Plan 2022–2032 - Waverley Council 'Event Management and Delivery Guidelines' - Waverley Council 'Sponsorship Policy' - Waverley Council 'Waverley Council Sustainability Events Kit' - Waverley Council Bondi Pavilion Sustainability Events Kit - Waverley Council 'Waverley Disability Inclusion Action Plan 2022 – 2026 Waverley Inclusive and Accessible Event Guide' - Waverley Council 'Safety Management for Water-Based Events' - Waverley Council 'Pricing Policy Fees and Charges'
Related forms and documents	<ul style="list-style-type: none"> - Low to Medium Impact Event Application - Low to Medium Impact Event Permit - High Impact Event Application - Water Safety Plan Form - Waverley Council Temporary Food Permit

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1. Background

Waverley Council delivers and hosts a range of sustainable and inclusive events that contribute to the vibrant and diverse cultural life of the Waverley community. Events make a valuable contribution to Waverley's culture, economy, the local area and its people's connection to place.

Council has strong community, environmental and social targets aimed at strengthening community inclusion, **increasing place activation**, supporting the local economy and balancing community and visitor expectations.

To support this Policy, Council's [Event Management and Delivery Guidelines](#) and [Bondi Pavilion and Waverley Council Sustainability Event Kits](#) provide a clear and effective framework to assist in the planning and delivery of events that are of a high quality and meet contemporary event industry standards. The application of this Policy and related documents will ensure compliance with Council policies, relevant laws and event industry best practice.

2. Purpose

In conjunction with Council's [Event Management and Delivery Guidelines](#) and [Bondi Pavilion Sustainability Event Kit](#) and [Waverley Council Sustainability Event Kit](#) the purpose of this Policy is to:

- Provide principles, strategies, actions and controls for delivering events on Waverley Council land and in Waverley Council owned or managed buildings (Council Facility).
- Ensure that events meet best practice safety, security, environmental and social sustainability standards.
- Classify events in terms of their impact.
- Ensure that events comply with relevant Council policies, legislation and regulations, industry codes and event industry best practice.
- Minimise any negative impacts of events on the non-event community and the environment.
- Ensure that events achieve applicable goals as detailed in Waverley Council's Community Strategic Plan.

This Policy and related documents **require** event applicants to demonstrate how their event will provide a welcoming and safe environment that achieves one or more of the following outcomes:

- Delivers recreational, social, cultural, education or information opportunities for residents and visitors to participate.
- Supports and contributes to the well-being of residents and visitors.
- Supports and includes people from all sections of the community.
- Supports and respects the unique identity of Waverley and its culture.
- Recognises occasions of historical, social or cultural significance.
- Contributes to the local economy, businesses and tourism.

Note that addressing one or more of these criteria does not guarantee an Event Approval.

This Policy must be read and applied in conjunction with Waverley Council's [Event Management and Delivery Guidelines](#) and [Bondi Pavilion Sustainability Event Kit](#) and [Waverley Council Sustainability Event Kit](#). The processes, procedures and requirements of these key supporting documents must be complied with.

Limitations and restrictions

Waverley Council does not deliver or host events that:

- Promote tobacco or gambling.
- **Involve** alcohol promotion as the main or a substantial purpose.
- Are racist, sexist or discriminatory in nature.
- Involve endangered animals, or cruelty to animals.
- Threaten the environment (particularly in ecologically sensitive areas e.g. protected vegetation zones, bush regeneration sites and the marine environment).
- Cause undue strain on public spaces during **December and January**.
- **Cause undue strain on public spaces where the cumulative impacts of multiple events, or types of events, are taken into consideration.**
- Have the potential for an adverse impact on Waverley Council's reputation and brand.
- Involve overtly commercial branding, **or Commercial Activation**, on any beach.
- **Feature a direct conflict with Waverley Council's 'Sponsorship Policy' or direct conflict with any sponsorship arrangements that Waverley Council has entered into.**
- Are commercial activities on any beach, involving the service of alcohol, of greater than two days' duration.
- Are not consistent with the objectives outlined in Waverley Council's Community Strategic Plan, or other plans, strategies and policies of Council including Plans of Management.
- Pose a conflict between the objectives and/or the values of Council and those of the other party.
- Pose an unacceptable risk to the community or Council workers.

Note: Council will permit the hire of its facilities for political events but will not actively deliver, host or support such events.

3. Scope

This Policy applies to all events held on Waverley Council owned or managed land and in Waverley Council owned or managed buildings within the Waverley Local Government Area. This includes:

- Events organised by Waverley Council that are attended by members of the public.
- Events organised by external organisations or individuals.
- Co-partnered events that involve both Waverley Council and external organisation/s in their production and delivery.
- Promotional and marketing activities.

This Policy does not apply to:

- Unpublicised, informal, social or family gatherings in outdoor venues.
- Commercial aircraft flying over the Waverley Local Government Area.
- Environmental clean-up sessions or other events with local social and environmental benefits of 50 or fewer participants **that does not have an associated commercial purpose**, where no infrastructure, flags, banners or music is involved.
- Regular markets approved through a tender/EOI process.
- Busking (refer to Council's **Street Performance Policy**).
- **Organised health and fitness training**, including organised wellbeing activities (refer to Council's relevant **Health and Fitness Activities Policy**).
- Filming and photography (refer to Council's [Film and Photography Permit Application](#)).

- Events or activities conducted on a repeated or regular basis involving more than two similar events from the same applicant in a calendar year. Event permits for ongoing or repeat events will not be issued.
- Internal events that involve Council employees and invitees only, including meetings, training sessions etc. (refer to Council's 'Internal Events Policy').
- Public rallies and demonstrations (refer to NSW Police '[Notice of Intention to Hold a Public Rally](#)').
- Seasonal use of sports fields by schools and registered sporting clubs (refer to Council's '[General Conditions of Hire – Sports Fields and Courts](#)').

4. Policy Content

4.1 Policy Statement

Council seeks to deliver and host a range of events that contribute to Waverley's vibrant and diverse community, cultural life, economy, the local area and people's connection to place. Through the application of this Policy and related documents, Council is:

- Identifying the strategies and processes required for successful events that meet Council and the community's strategic goals for the Waverley Local Government Area.
- Providing clear guidance for Council, the community and all stakeholders on how events will be planned, managed and delivered.
- Ensuring that all risk and safety management, sustainability and inclusivity issues associated with events in the Waverley Local Government Area are identified and appropriately addressed.
- Ensuring that all events in the Waverley Local Government Area have an Event Approval to operate in Council-managed public spaces.

4.2 Policy Principles

All applicable events must adhere to the following principles:

- a) A commitment to event industry best practice across all areas.
- b) Acknowledge and pay respect to the Traditional Owners connection to country and custodianship of land, water and sky.
- c) Respect and accommodate the needs of stakeholders of all ages, abilities and linguistic, cultural and religious backgrounds.
- d) Promote choices that minimise environmental impact and maximise sustainability across all areas.
- e) Promote inclusivity and accessibility.

Refer to Council's [Event Management and Delivery Guidelines](#) and [Bondi Pavilion Sustainability Event Kit](#) and [Waverley Council Sustainability Event Kit](#) for details of applicable strategies and processes to ensure that these principles are adhered to.

4.3 Assessment of Event: Suitability and Criteria

In deciding whether an event is suitable for the Waverley Local Government Area, Council Officers will consider a range of factors. These include:

- Suitability and purpose of the event activity.
- Suitability and availability of the event location and duration.

- Impact of the event on the event location and surrounds (including residents, environment, property, services, Council workers and the traffic and transport network), including cumulative impacts of multiple events, and the extent to which these impacts can be appropriately managed or mitigated.
- Community, social, cultural, environmental or economic benefits associated with the proposed event.
- Suitability and experience of the event organiser.
- Compliance with legal and insurance requirements.

To avoid doubt, Council will not approve commercial activities on any beach, involving the service of alcohol, of greater than two days' duration.

4.3.1 Event Classification

To determine the level of management and compliance conditions to be applied to events, event applications are reviewed and assigned classification according to the details provided.

Each classification carries different timeframes for assessment and approval. Events can be classified as one of the following categories:

- LOW IMPACT
- MEDIUM IMPACT 1 or MEDIUM IMPACT 2
- HIGH IMPACT 1 or HIGH IMPACT 2

Events categorised as LOW IMPACT or MEDIUM IMPACT (1 or 2) can be assessed and approved by Council Officers. Council Officers will issue a Low to Medium Impact Event Permit for all approved events.

Events categorised as 'HIGH IMPACT 1' will require General Manager approval. High Impact 1 event proposals will be assessed by Council Officers. Council Officers will decide whether an application should be submitted to the General Manager for determination. Council's General Manager for determination. If the event is approved by the General Manager, such approval may be subject to the submission and approval of a comprehensive Event Management and Delivery Plan (EMDP). If an EMDP is required, it must be submitted to and approved by Council Officers prior to the event proceeding.

Events categorised as 'HIGH IMPACT 2' will require Council approval. High Impact 2 event proposals will be assessed by Council Officers. Council Officers will decide whether an application should be submitted to Council for determination. If the event is approved by Council, a comprehensive Event Management and Delivery Plan (EMDP) must be submitted to and approved by Council Officers prior to the event proceeding.

The following table provides details of the Assessment Criteria and the timeframes required for the assessment and determination of each classification of event.

As demonstrated in this table, the classification of events is controlled on an incremental basis. The highest applicable Impact Classification criterion of any event determines its classification level.

Further considerations or limitations may apply depending upon the individual circumstances and location of a proposed event.

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Impact Classification Level	Impact Criteria	Timeframe for Event Determination
Low Impact	<p>Any event that involves ALL the following is a Low Impact event:</p> <ul style="list-style-type: none"> • No more than 500 patrons or participants • Infrastructure footprint less than 100m² • Does not involve the sale of food or drinks (distribution of sample size servings for promotional purposes are permitted under this Impact Classification) • Does not involve any traffic or parking changes • No amplified sound, or appropriate minimal/low level amplification only • Has little or no impact on Council operations 	5 to 10 business days from receipt of application
Medium Impact 1	<p>A Medium Impact 1 event is any event with fewer than 500 patrons or participants wholly within a Council Facility where:</p> <ul style="list-style-type: none"> • Alcohol is sold or provided; and/or • High level amplified sound, music, entertainment or activities are present 	4 to 10 weeks from receipt of application

<p>Medium Impact 2</p>	<p>Any event that involves ANY of the following is a 'Medium Impact 2' event:</p> <ul style="list-style-type: none"> • No more than 2,000 patrons or participants • Infrastructure footprint less than 400m² • Involves appropriate low or moderate amplification only • The sale of food and/or non-alcoholic drinks, and/or • Minor traffic or parking changes (that do not need to be referred to Council's Traffic Committee) • Impacts on Council Operations requiring a change in operation and/or additional resources • Pyrotechnics or drone shows <p>A 'Medium Impact 2' event must not involve the sale or provision of alcoholic beverages</p>	<p>4 to 10 weeks from receipt of application</p> <p>(Water-based events will require 8 weeks minimum)</p>
<p>High Impact 1</p>	<p>A High Impact 1 event is any event with 500 or more patrons or participants wholly within a Council Facility where:</p> <ul style="list-style-type: none"> • Alcohol is sold or provided; and/or • High level amplified sound, music, entertainment or activities are present; and/or • Substantial changes are made to regular public access through Bondi Pavilion 	<p>2 to 4 months from receipt of application</p>
<p>High Impact 2</p>	<p>A High Impact 2 event is any event that involves ANY of the following:</p> <ul style="list-style-type: none"> • More than 2,000 patrons or participants • The sale or provision of alcoholic beverages at an Outdoor Event • Infrastructure footprint exceeds 400m² • Involves high level amplified sound at an Outdoor Event • Requires substantial road closures or otherwise significantly impacts on the normal use of roads and/or requires special/additional public transport provisions 	<p>Up to 6 months from receipt of application</p>

	<ul style="list-style-type: none"> Impacts significantly on Council operations 	
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4.3.2 Further Classification of Events

Events are further classified as either:

Public

A Public Event is an event that:

- is accessible to the general public, and/or
- involves ticket sales, and/or
- is held for commercial and or promotional purposes and or commercial and financial gain.

Private

A Private Event is an event that is not accessible to the general public, does not involve ticket sales and is not held for the purposes of commercial or financial gain.

Community

An event that is held by a community organisation is a Community Event, where that community organisation:

- is engaged in community-based activities (including charitable activities) that are for the benefit of the local community or the environment, and
- is not established for the purpose of making a profit, and
- does not involve a substantial visible sponsorship presence, and
- relies primarily upon the voluntary contributions of members, non-members and grants.

Note: an event held by a State/Public or Independent school is also a Community Event.

Community Events are eligible for a waiver of event fees for Low Impact Events and a 50% reduction of event fees for Medium Impact and High Impact Events. **An Event Application Fee will be charged and Site Supervision may be required, which will incur charges in line with Waverley Council Fees and Charges.**

Not for Profit

An event held largely or primarily to raise awareness and/or funds for a registered Not for Profit Organisation is a Not for Profit event.

Not for Profit events will be charged in line with [Waverley Council's Pricing Policy, Fees & Charges](#). To qualify for Not For Profit Charity and Awareness Campaign Event fees, the following criteria apply:

- The event application must be submitted by a registered Not for Profit organisation
- The Not for Profit organisation must have a presence at the event that includes visible branding and at least one employee or registered representative of the Not for Profit organisation
- must provide Public Liability Insurance that appropriately covers the proposed activity and with Waverley Council noted as an interested party.**

Partnerships and co-branding with business or commercial entities is permitted if the above criteria are met.

Commercial Activation

An event that is predominantly for the purpose of promoting the goods, services or brand of a business will be regarded as a Commercial Activation. All Commercial Activations are events and require an Event Approval Permit.

Locations where commercial activations are permitted to occur may be restricted, and use of product samples will be subject to rules and restrictions outlined in the permit terms and conditions.

4.4 Application/Determination

In determining applications, it should be noted that that Council Facilities have Conditions of Hire and operational plans that may impact determination processes and timeframes.

4.4.1 Low Impact Events

- For Outdoor Events, apply online via the [‘Low to Medium Impact Event Application’](#) link on the ‘Waverley Council’ website.
- For events in a Council Facility, apply online via the Waverley Council Venue and Open Spaces Hire or Bondi Pavilion – [Venue Hire forms](#) on the Waverley Council website.
- Council Officers will provide advice and assistance as required/ appropriate.
- Assessed and determined by Council officers.
- Event approval or refusal issued within 5 to 10 days of receipt of application.
- Terms and Conditions must be complied with.

4.4.2 Medium Impact Events (Medium Impact 1 and Medium Impact 2)

- For Outdoor Events, apply online via the [Low to Medium Impact Event Application](#) on the Waverley Council website
- For events in a Council Facility, apply online via the Waverley Council Venue and Open Spaces Hire or Bondi Pavilion – [Venue Hire forms](#) on the Waverley Council website.
- Council officers will provide **appropriate** advice and assistance as required/appropriate.
- Assessed and determined by Council Officers.
- Event approval or refusal issued within 4 to 10 weeks of receipt of application.
- Terms and Conditions must be complied with.

Note: water-based events will require 8 weeks for assessment and Event Approval.

4.4.3 High Impact 1 Events

- For events in a Council Facility, apply online via the Waverley Council Venue and Open Spaces Hire or Bondi Pavilion – [Venue Hire forms](#) on the Waverley Council website.
- Council officers will provide appropriate advice and assistance as required.
- **Council Officers will assess and determine whether the event application process will move forward to a report to the General Manager.**
- Full Event Management and Delivery Plan will be required.
- Event approval or refusal issued within 2 to 4 months of receipt of application.

- Terms and Conditions must be complied with.

4.4.4 High Impact 2 Events

- For Outdoor Events – apply online via the [High Impact Event Application](#) link on the Waverley Council website.
- For events in a Council Facility, apply online via the Waverley Council Venue and Open Spaces Hire or Bondi Pavilion – [Venue Hire forms](#) on the Waverley Council website.
- Council officers will provide advice as required.
- A High Impact Event Application Fee will be required as per Waverley Council Fees and Charges before the application can be formally assessed.
- Officers will assess and determine whether the event application process will move forward to a report to Council.
- Report by Officers to Council. Determination at a meeting of Council is required to obtain Council approval. A full and complete Event Management and Delivery Plan will be required.
- Event approval or refusal issued within 6 months of receipt of application.
- Terms and Conditions must be complied with.

5. Unauthorised Events and Breaches of Event Approval Conditions

5.1 Unauthorised Events

All events in a Council Facility or on Waverley Council owned and/or managed land in the Waverley Local Government Area must hold an appropriate Event Approval to proceed.

Any event that proceeds without an Event Approval is an Unauthorised Event.

Persons or organisations conducting an Unauthorised Event may be subject to compliance action and/or may be charged the relevant event fee in line with the applicable charges in Waverley Council's 'Fees and Charges'.

5.2 Breaches of Event Approval Conditions

All conditions of an Event approval must be complied with. Persons or organisations who do not comply with the conditions of an Event Approval may be subject to compliance action and/or may be charged the relevant event fee in line with the applicable charges in [Waverley Council's 'Fees and Charges'](#).

6. Review of Policy

This Policy will be reviewed every four years or as required in the event of legislative changes or requirements. This Policy may also be changed as a result of other circumstances. Any amendments to this Policy must be by way of a Council resolution.

7. Definitions

Term	Definition
Application	A formal request for an event to be assessed. Must be submitted via the relevant link on Council's website, must largely address all required criteria and must contain draft or preliminary versions of all required supporting documents.
Commercial Activation	An event that is predominantly for the purpose of promoting the goods, services or brand of a business
Commercial activities	Events or activities held largely or primarily for the purposes of commercial or financial gain.
Condition/s	Anything that Council or Council Officers require an event applicant or organiser to do or fulfil for their event to proceed
Council Approval	Council Officers must prepare a report for a meeting of Council or a Council Committee. A Council vote in support of a proposed event is required before Council Officers can issue an Event Approval
Council Facility	A venue that is owned and operated by Waverley Council that is primarily a building or a structure (e.g. Bondi Pavilion)
Council Worker	Is a person who carries out work in any capacity for Waverley Council, including employee, trainee, volunteer, outworker, apprentice, work experience student, contractor or sub-contractor, employees of a contractor or sub-contractor, and an employee of a labour hire company assigned to work for Waverley Council
Event Approval	Written notice from an appropriate Waverley Council Officer that an event may proceed. For High Impact Events, Council or Executive Leadership Team (ELT) approval is required before an Event Approval can be issued. An Event Approval may contain Conditions
Event Industry Best Practice	A method or technique that has been widely accepted as superior to any alternatives because it produces reliably good results
Event Management and Delivery Plan	A comprehensive plan prepared by an event applicant or organiser and submitted to Council Officers that provides details of all aspects of the management and delivery of an event. Details of what an Event Management and Delivery Plan must contain, as well as timeframes and procedures for submission and review, can be found in Waverley Council's 'Event Management and Delivery Guidelines'
General Manager	General Manager means the General Manager of Waverley Council
Outdoor Event	An event that takes place on Waverley Council owned or managed land that is primarily a park or a public open space (e.g. Bondi Park)
Rejection	Notice from an appropriate Council Officer to an event applicant that their event has not been approved and cannot proceed
Timeframe	The length of time that an event determination will take. The Timeframe commences from the time that a valid Application is received
Unauthorised Event	An event that operates in a Council Facility or on Waverley Council owned and/or managed land without an Event Approval

Waverley Council's <u>'Bondi Pavilion and Waverley Council Sustainability Events Kit</u>	The key document that provides details of acceptable products, processes and waste management requirements for events
Waverley Council's <u>'Event Management and Delivery Guidelines'</u>	The operational document that supports this Policy and provides guidance to event applicants.

DRAFT

REPORT
CM/7.12/25.06**WAVERLEY**
COUNCIL

Subject: Bronte Park - Christmas Day Consultation

TRIM No: A24/1173

Manager: Tanya Goldberg, Executive Manager, Arts, Culture and Events

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

RECOMMENDATION:

That Council provides additional management and provisions to manage the increase in visitation at Bronte Park on Christmas Day 2025, as set out in the report (enhanced Option 3).

1. Executive Summary

During Christmas Day at Bronte Park in 2024, there was an approximate 20% increase in visitors to the park from the previous year. This prompted additional resources for crowd management, public amenity cleaning and waste management.

To further improve Council's management of Christmas Day in Bronte Park 2025, Council sought feedback from the local community on preferences for how Council manages this unwanted influx of visitors on Christmas Day. It should be noted that Council does not promote, authorise or encourage the high visitation at Bronte Beach on Christmas Day and notes the strong community feedback on the impact.

The Summer Safe Program and management of Christmas Day 2024 resulted in no significant public safety or anti-social behaviour incidents. However, Council sought to explore further opportunities for improvement based on community feedback via the proposal of four different options for community consideration via Have Your Say and an in-person information night.

Following thorough review of all feedback received from locals on the impacts associated with the use of Bronte Park on Christmas Day, including concerns around safety, noise and litter, officers have determined that an enhanced version of Option 3 will best meet the needs of community and address concerns raised.

Option 3 provides for additional management and provisions. This option will provide a higher level of management in relation to transport options, toilet facilities, cleaning and security than what was provided for Christmas Day in 2024. This option involves an increase in the number of services provided and infrastructure in place to manage large crowd numbers, accessibility, safety and cleaning measures, with the intention of effecting a significant reduction to risks and various impacts.

Enhancements following community consultation are recommended, with additional focus on police presence to address antisocial behaviour and preserve public safety, including the implementation of alcohol bans or other alcohol checkpoints, depending on what is most practical given the unfenced location. Further enhancements include a comprehensive communications campaign to discourage attendance and publicise the steps taken by Council. Further, in this option, Council officers will collaborate with various stakeholders including ride share operators, emergency services, traffic management, and waste and cleansing services to improve outcomes across those areas.

It should be noted that the impact of the Bronte Surf Life Saving Club (SLSC) Community Facilities Building Upgrade works and temporary facilities will reduce the available space and may lead to patrons not attending. Alternatively, it may lead to higher density if it does not deter attendance.

This report summarises the four options put to community, the community feedback, and the recommended way forward to provide a space that is safe and accessible for locals and visitors to come together and celebrate Christmas in the beautiful local environment.

2. Introduction/Background

Waverley's beaches are frequented by hundreds of thousands of visitors over the summer period. There has been community and resident feedback received in relation to the use of Bronte Park and Beach on Christmas Day 2024, in particular the level of litter and waste created by this activity. Christmas Day 2024 in Bronte Park saw a 20% increase in visitors to the park, prompting additional resources for crowd management, public amenity cleaning and waste management. Despite significantly increased waste management infrastructure on site on Christmas Day there were challenges with collecting the volume of litter created by a crowd of greater density.

Council continues to brief all major stakeholders, including all surf clubs, with letters sent to residents informing them of the measures being undertaken by Council to manage the influx of visitors to a small local area. Issues of noise, safety, broken glass and litter acknowledged by Council from residents' feedback are key considerations for making on-site improvements for the upcoming Christmas period.

Four options were developed for the community's consideration and feedback, each presenting varying levels of management by Council ranging from no action to a complete fencing of the entire park and beach area.

In April-May 2025, Council undertook community consultation with the Bronte community to seek feedback on Council's planned operations of the upcoming 2025 Christmas Day festivities. A Have Your Say page was developed for seeking feedback on which of the four options for consideration were most preferred by the local community. The consultation period ran from 14 April to 11 May 2025, and received 119 submissions in total.

A community information night was held at Bronte SLSC on 5 May 2025, with registration to attend managed via the Have Your Say project page. There were 33 registered attendees from the community, as well as the Mayor, Cr Nemesh, and Councillors in attendance. Following a presentation to attendees providing details of each option, facilitated and open feedback discussion took place.

Further, details were provided on the soon to commence construction works for the Bronte Surf Life Saving Club and Community Facilities upgrade project which will be well into construction around Christmas Day 2025.

The four options, and feedback from both the online survey and the community information night are outlined in the discussion below.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 18 February 2025	CM/6.1/25.02	That Council: 1. Notes that Waverley's beaches are frequented by hundreds of thousands of visitors over the

		<p>summer period.</p> <ol style="list-style-type: none">2. Notes the significant improvements made to the operations and communications for the Summer Safe 2024–2025 program, including the additional services, as follows:<ol style="list-style-type: none">(a) Community open space ambassadors.(b) User pays policing.(c) Security guards.(d) Council rangers.(e) Public place cleansing staff and additional waste facilities.(f) Traffic management.(g) Lifeguard services.(h) Toilet facilities.3. Writes to the NSW Premier, the Hon Chris Minns MP, advocating for some costs including user pays policing to be covered by the State Government and not cost-shifted to the residents of Waverley for the 2025–26 Summer Safe Program.4. Provides copies of the letter sent to the Premier to:<ol style="list-style-type: none">(a) The Member for Vaucluse, Kellie Sloane MP.(b) The Member for Coogee, Marjorie O’Neill MP.5. Notes community and resident feedback in relation to the use of Bronte Park and Beach on Christmas Day 2024, specifically the rubbish and waste.6. Officers prepare a report for Council no later than June 2025 with an analysis on options and recommendations for the Summer Safe 2025–26 program with a specific focus on Christmas Day celebrations at Bronte, including:<ol style="list-style-type: none">(a) Whether Council facilitates a free or ticketed event.(b) Consideration of crowd restrictions and
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		<p>capacity issues.</p> <ul style="list-style-type: none"> (c) Restrictions on the permissibility of glassware, including glass bottles. (d) Additional waste management services. (e) A summary of any extra costs associated with these approaches. (f) Implications for traffic management and public transport. <p>7. Undertakes community consultation with the Bronte community seeking feedback on Council’s operations for the 2025–26 Summer Safety Program and specifically Christmas Day including Council’s online community engagement website (Have Your Say) and a community forum to be held in April 2025.</p> <p>8. Notifies the Precinct Committees of this mayoral minute.</p>
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4. Discussion

Four options for how Council can manage the increase in visitation at Bronte Park were put to the community via the online survey and the community information night. These options are outlined for reference.

Option 1 - No restrictions

The park areas are left as they are, with no additional cleaning services, no specific traffic management and no security.

Option 2 - Continue with 2024 level of management

This option would provide the same level of park management provided in 2024. This included additional resources at Council cost for crowd management, public amenity cleaning, waste management, traffic and transport.

This option helps reduce impacts on the surrounding area and provides a level of safety to the public within the park and around the immediate area. All additional measures are at cost to Council including police, additional buses, security and traffic control.

Option 3 - Additional management and provisions

This option would provide a higher level of management in relation to transport options, toilet facilities, cleaning and security than what was provided for Christmas Day in 2024.

This option would potentially see a significant reduction to risks and various impacts by increasing the number of services provided and infrastructure in place to manage large crowd numbers, accessibility, safety and cleaning measures.

Option 4 - Full park and beach enclosure with paid ticketed entry

This option would involve erecting a fence around Bronte Park, Bronte Gully and Bronte Beach. The fence line would need to be approximately one kilometre in length. The fenced perimeter would require security management (e.g. security guards), entry staff and police to mitigate the likelihood of fence jumping.

Within the fencing line, admission would be permitted via ticketed entry. This would be an alcohol-free event. There would be no allowance to purchase or bring in alcohol within the fenced area. To manage access to the park and beach the fenced area would need to be ticketed at a cost for visitors and locals.

Have Your Say online survey responses

The survey received a total of 119 submissions.

Survey results show that Option 3 (additional management and provisions) is clearly the preferred Option, with 56% of people selecting this Option.

Option 4 (full park and beach enclosure with paid ticketed entry) received the second most level of support with response rate of 25%.

Option 2 (continue with 2024 level of management) was selected by 15% of respondents, and Option 1 (no restrictions) was selected by 4% of respondents.

Of the 119 submissions, 58% were lodged by people who live in Bronte and 4% were lodged by those living outside the Waverley local government area. The most common age of respondents is in the 51-60 years old age range, with 28%. There were no respondents aged 20 or under, with 4% of respondents preferring not to answer the question. In total, 94% of people who provided feedback online were aged 31 or over. 61% of respondents were female, with 4% of people preferring not to answer the gender question or identify as 'Other'.

Results – Online survey

Option 3 was the most supported option presented with over 50% of respondents selecting this Option.

Option 1 was the least popular Option, with less than 5% in support of this Option (approximately five people selected).

Community meeting event at Bronte Surf Life Saving Club responses

The community was invited to discuss the Bronte Christmas Options with an in-person meeting and presentation held at Bronte Surf Life Saving Club on 5 May 2025. The event had a 1.5-hour run time, was hosted by an external facilitator and was open to the whole community via online registration.

53 people registered to attend, with 31 in attendance on the night. The Mayor, Cr Nemesh, the General Manager, Emily Scott, Councillors and senior Council officers also attended on the night.

A slideshow presentation was delivered, covering the consultation background, upcoming Bronte SLSC construction works, and detail on the benefits and considerations of each option provided.

Worksheets were provided with options preferences clearly labelled for a collaborative feedback session on which options were preferred, and what arrangements could improve any of the options provided. After some general discussion, the consensus of the room was that it would act in their interests to not focus specifically on the worksheets and provide information but to allow key attendees to speak on their sentiment and ideas instead, with scribes capturing the feedback. Due to this unscripted approach there is not quality categorised data on each of the options to interpret and investigate, but rather a 'stream of consciousness' form of feedback was captured instead.

There was some level of support for Options 2, 3 and 4 – with some attendees commenting they would prefer a combination of two options, to address the needs of the local community.

During the meeting the most popular proposed Options were Option 3 and Option 4. The most popular ideas expressed were as follows:

- Creation of an 'Option 5' by the meeting attendees, a ticketed, large-scale party-type event that would give the maximum amount of control over attendees, management of waste and alcohol/drug consumption, and security of the site. This proposed community Option was heavily supported by the majority of meeting attendees.
- Combination of Options 3 and 4 to manage pick-up/drop-off zones, volume of visitors, police and security presence for safety, fencing for safety around the beach, glass to be prohibited, and limitations/restrictions on alcohol.

Key considerations raised in discussion were:

- Alleged drug and alcohol consumption in public areas.
- High volume of glass waste and its impact on beach and park amenity.
- Anti-social behaviour.
- Proximity of water and impact on lifeguards.
- Containment of issues to Bronte, rather than risk of them spreading to nearby beaches and parks.
- Need for better management of attendees into local areas following the event.
- Impacts of ongoing construction for the Bronte SLSC project.

Results – Community meeting event

Option 1 received no support from attendees.

Option 2 received minimal support, with feedback noting it would require additional levels of police presence, monitoring of alcohol consumption and planning for transport pick up/drop off zones, and significantly increased public messaging to guide target audiences. With additional safeguards and risk management, this started to match Option 3.

Option 3, together with Option 4, received good support through its provision of increased control over the event and surrounding area, and its better support for services to address key issues. It was noted that this would result in more respectful use of the space and could positively influence crowd profile to be more family friendly. It was noted that this option would require strong and early communication on expectations.

Increased security and police presence in Option 3 will help make the area safer, more enjoyable, and maintain more control over the large crowd numbers expected. The option provides a reasonable level of support to make the event an alcohol-free event, with glass not allowed on site and fines to be issued for littering and misuse of parking/pick-up/drop-off zones. Issuing fines will help set expectations to the public for Christmas Day celebration in the years to come.

There was strong feedback to utilise social media to discourage and deter people from attending on Christmas Day, and to set expectations on the steps Council are taking.

Other suggestions for an enhanced version of Option 3, which enjoyed community support, include

- Police enforcement of alcohol ban.
- Social media campaign to deter attendance.
- Communicate in advance to target audiences to encourage good behaviour, reducing litter and waste, and reducing alcohol consumption.
- Check points for checking of alcohol or another mechanism that increases presence of alcohol surveillance.
- Work with ride share services to restrict pick-up points.
- Have a set finishing time to close the park.
- More waste infrastructure and Council Rangers empowered to issue fines for littering.
- Consideration of emergency services for manoeuvring around the congested local streets with high crowd numbers, high rideshare numbers and public transport all using the same space, with impacts to accessibility.

Option 4 was also well-supported and together with Option 3 was the preferred of presented options by the majority of attendees, with the expectation that it would reduce crowds in the long term and break the current cycle of issues. It was noted that Option 4 carries other inherent risks including the spreading of unregulated activities to neighbouring beaches, since those attendees who do not want to attend a ticketed event would likely migrate to other 'free' areas, simply spreading the problem.

It was also noted that the proposed cost of Council hosting a paid ticketed event would be high. Many attendees proposed that costs be offset by hosting a full event with entertainment, music acts and food vendors within a fenced area, appealing to those seeking a festival-style event to celebrate the Christmas period. Discussion on this aspect led the room to develop a rough plan on what is referred to as the community-created 'Option 5'.

Option 5 was developed in the community meeting and was a comprehensive large-scale ticketed event delivered on another site—for example, Queens Park—in an attempt to draw attendees who are looking for a place to party in a monitored, alternative location. It was also suggested that Council could fence off and ticket part of the area at park/beach frontage, with additional space free from ticketing.

5. Financial Impact

Each of the four options carry different levels of financial impact.

Option 3, the most supported option between the online survey and community information session combined, carries a minimum cost to Council of \$220,000, which includes the value of Council staff time.

Option 4 carries a minimum cost to Council of \$360,000. This includes \$90,000 for fencing infrastructure, and the \$220,000 identified costs in Option 3.

6. Risks/Issues

It is anticipated that an enhanced Option 3 will meet the key concerns and expectations of community and enjoys a majority of community support.

Enhancements following community consultation are recommended, with additional focus on police presence to address antisocial behaviour and preserve public safety, including the implementation of

alcohol bans or other alcohol checkpoints, depending on what is most practical given the unfenced location. Further enhancements include a comprehensive communications campaign to deter attendance and promote positive behaviour. Further, in this option, Council officers will collaborate with various stakeholders including ride share operators, emergency services, traffic management, and waste and cleansing services to improve outcomes across those areas.

The other well-supported option, Option 4, not only carries a higher cost but also a higher level of risk. Securing the perimeter of Bronte Park and Beach could be difficult with a high risk of disorderly behaviour at the fence line. This creates a secondary risk of the fence being pushed over.

Further, fencing the public spaces at Bronte creates a high likelihood that the unofficial event migrates to another local beach without any event infrastructure in place. This would lead to a substantial loss for Council, being unable to recoup costs through ticketing, and a further risk of the problem spreading to new public spaces.

There is the potential that if the event moves, there would be a need for Council to then invest further funds in installing the same infrastructure at all three Waverley beaches. This would exclude non-paying beachgoers, including locals, from the beach and park all day.

At Bronte, the full extent of the beach and park, including the top section of the park would require fencing, to prevent crowds from migrating to those areas to avoid ticketing.

The extensive fencing also risks a higher level of impact on the area in the lead up to Christmas Day and following for the set up and pack down of infrastructure. Set up would be required one to two days in advance of Christmas Day. Event infrastructure is at a premium at that time of year, with many harbourside Councils preparing for New Year's Eve celebrations, so sufficient supply for this amount of fencing could be difficult to procure and will increase costs.

These risks outlined for Option 4 also extend to the community-initiated Option 5, since both options involve the same level of fencing infrastructure.

Finally, the suggestion that Council deliver an alternate, comprehensive large-scale ticketed event delivered on another site—for example, Queens Park—carries a high risk of being unfeasible. Queens Park is managed by Centennial Parklands, not Council. Attendees who do not wish to participate in a ticketed event would not take up this offer and would likely resume plans for attending at Bronte Beach and Park regardless. This risks leading to worse outcomes both in terms of a high cost borne by Council for building an event, that cannot be recouped due to poor take up, with the community still excluded by extensive fencing and exposure to an unpredictable and unresourced heavy impact event elsewhere.

7. Attachments

Nil.

REPORT
CM/7.13/25.06

Subject: Petition - Oxford Street between Grafton Street and Mill Hill Road, Bondi Junction - 15 Minute Free Parking

TRIM No: A03/0779

Manager: Nikolaos Zervos, Executive Manager, Infrastructure Services

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council:

1. Notes the petition requesting 15-minute free parking in Oxford Street, between Grafton Street (Nelson Street) and Mill Hill Road (Leswell Street), Bondi Junction.
2. Retains the parking restrictions in Oxford Street and defers further detailed assessment to an on-street metered parking review in 2026.
3. Changes the '1/2P, 8 am–5 pm' parking space on the western side of Nelson Street to '15P, 8–am–5 pm' to promote short-term parking opportunities in the area.

1. Executive Summary

Council has received a petition containing 466 signatures requesting the implementation of free 15-minute parking along Oxford Street, between Grafton Street (Nelson Street) and Mill Hill Road (Leswell Street).

This report outlines the key challenges associated with the petition's proposal, recommends retaining the existing parking regulations on Oxford Street, while converting the '1/2P 8 am-5 pm' space on the western side of Nelson Street to '15P, 8 am-5 pm' to promote short-term parking opportunities.

2. Introduction/Background

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

The petition's subject area, Oxford Street west and adjacent side streets, are generally regulated by 1/2P meter registration 8 am-12pm and 2P meter registration 12 pm-6 pm. These regulations are in place to promote a balance between parking turnover and efficient use of valuable space, in line with adjacent land use and activities.

The petition's aim is to promote increased parking turnover, ultimately intended to support business activity. Such a proposal has several key impacts. These are discussed in the report.

3. Relevant Council Resolutions

Nil.

4. Discussion

Council has received a petition containing 466 signatures requesting the implementation of free 15-minute parking along Oxford Street, between Grafton Street (Nelson Street) and Mill Hill Road (Leswell Street).

The petition states:

We the undersigned, petition the Mayor and Councilors of Waverley to request the implementation of 15 minutes of free parking along Oxford St, between Grafton Street and Mill Hill Road to support quick visits for local shopping and business. This will help encourage patronage of local businesses by making it easier for customers to stop in briefly.

The petition complies with Council's Petitions Policy.

Strategic assessment

The proposed 15-minute free parking treatment is associated with several key challenges, including:

- Counteracting the intended benefit.
- A congestion and access impact.
- Compliance.
- An immediate and direct financial impact to Council.
- A substantial risk of setting broader expectations.

This section expands on the first two items above. The financial impact challenges and broader risks are discussed in the respective sections further below.

15-minute free parking as counteractive to its intended outcome

It is not clear that 15-minute free parking along a continuous street block, such as Oxford Street from Nelson Street to Leswell Street, will achieve the intended outcome of supporting business vitality. 15-minute parking is intended to support quick shopping or commercial activities where patrons have a pre-planned and deliberate activity in mind. This time restriction may discourage broader lingering and shopping activity. While it may promote higher parking turnover, with the opportunity to have more shoppers per parking space over a given time period, best practice often finds that visitors that stay longer tend to spend more per visit. Additionally, parking restrictions should reflect opportunities for increased vitality and diversity within a business district.

High-level average data shows that there are currently about five transactions per hour, with concomitant high occupancy (greater than 80%). This suggests that the existing parking is well used, and that those users that do seek to park in the location, generally do so for longer periods of time. 15-minute free parking can be expected to change those patterns, making parking availability more difficult for those seeking longer stays.

Congestion, safety, and access impacts

Oxford Street consists of one relatively narrow travel lane per direction through this section. The vehicular parking lane is also narrow. 15-minute free parking is anticipated to encourage higher

turnover, meaning that there will be more vehicular movements in and out of the travel lane. This will cause more vehicular congestion and further impact key bus routes, making through vehicular and bus travel more difficult.

This additional congestion will make getting to this portion of Oxford Street more challenging, reducing vehicular and bus user access to the street and reducing the attractiveness of the local businesses. It is also anticipated to make the space feel less comfortable and safe for both those parking and those driving through.

Compliance

The petition's proposed 15-minute free parking would pose operational challenges and would complicate compliance and subsequently enforcement. Best practise notes desirability to retain consistency along street blocks with similar adjacent land uses. It is also anticipated that users will often overstep the 15-minute free parking. To mitigate this, it would be recommended to make 15-minute free parking conditional on drivers registering their vehicle at the meter, such that any additional time beyond 15 minutes would require payment. Although this would promote and simplify compliance, it is counter to the proposals aim of quick stops into shops (not requiring time spent at meters etc).

Summary and further considerations

Taking the challenges noted above together, the unfortunate reality of 15-minute free parking is that the more successful it becomes in its aim of promoting turnover, the more it creates other challenges and becomes a victim of its own success. As such, retaining the existing regulations along Oxford Street is recommended.

However, there is an opportunity to convert the existing 1/2P short-term parking located in Nelson Street to 15P (15-minute free parking), to promote increased turnover. This space accommodates approximately two vehicles. Nelson Street is lower volume and has wider lanes, making parking manoeuvrability more convenient and safer for all impacted users. As such, the conversion of the 1/2P 8 am– 5 pm space on Nelson Street is recommended to be converted to 15 P 8 am– 5 pm.

It is further recommended that any larger contemplated changes to the scope and scale of metered parking along Oxford Street or other Bondi Junction streets are deferred to a planned metered parking review in 2026. This review may also respond to potential outcomes of the Bondi Junction Master Plan.

5. Financial Impact

The acceptance and implementation of the proposal in the petition would result in a direct annual negative impact to Council revenue between \$40,000 and \$65,000. A substantially larger direct negative revenue impact would be incurred if adjacent street blocks also become converted to 15-minute free parking.

The recommended conversion of the 1/2P space on Nelson Street to 15P is straightforward and cost-effective and will be funded from existing budgets.

6. Risks/Issues

As indicated above, a significant risk is associated with the conversion of the existing parking regulations in this portion of Oxford Street to 15-minute free parking. There will be immediate spill-over effects in terms of parking behaviour, but also in terms of broadening the scope and scale of the petition's proposed initiative: the basis for retaining paid parking along neighbouring portions of Oxford Street becomes diminished, with other businesses and entities along the street likely to seek a

similar treatment. This would magnify financial impacts, and congestion issues; at this scale, it would also materially act counter to the goal of supporting businesses along Oxford Street and Bondi Junction as a whole.

There are no risks associated with converting the 1/2P space on Nelson Street to 15P.

7. Attachments

Nil.

REPORT
CM/7.14/25.06

Subject: Tender Evaluation - SSROC Panel - Horticulture, Soil and Turf Goods and Services

TRIM No: SF17/2878

Manager: Teena Su, Executive Manager, Finance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council:

1. Treats the tender evaluation attached to the report as confidential in accordance with section 11(3) of the *Local Government Act 1993*, as it relates to a matter specified in section 10A(2)(d)(i) of the *Local Government Act 1993*. The tender evaluation contains commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person(s) who supplied it.
2. Under section 178(1)(a) of the *Local Government (General) Regulation 2021*, accepts the following SSROC-approved supplier panel for the supply of horticulture, soil and turf goods and services for Category 2b (turf renovation services – ground services) for three years with two one-year options at the discretion of SSROC and Council:
 - (a) Gauci Civil Contracting Pty Ltd.
 - (b) Green by Nature Specialist Services Pty Ltd.
 - (c) Musturf Pty Ltd.
 - (d) Never Stop Water Harvesting Pty Ltd.
 - (e) Programmed Property Services Pty Ltd.
 - (f) Suregreen Pty Ltd.
3. Declines to accept any of the tenders for the supply of horticulture, soil and turf goods and services for the following categories, in accordance with section 178(1)(b) of the *Local Government (General) Regulation 2021*:
 - (a) Category 1 – Supply of soils, soil mixes, manures, sands, top soils, with or without spreading and laying.
 - (b) Category 2a – Supply of turf renovation services – Turf supply for renovation.
 - (c) Category 3 – Supply of turf varieties with or without laying.

4. Declines to invite fresh tenders or applications as referred to in section 178(3)(b)–(d) of the *Local Government (General) Regulation 2021*, as Council, through SSROC, has tested the market with an open tender process.
5. In accordance with section 178(3)(e) of the *Local Government (General) Regulation 2021*, authorises the General Manager or delegate to enter into negotiations with the evaluated tenderers and other service providers with a view to entering into a contract for the supply of horticulture, soil and turf goods and services for Categories 1, 2a and 3, as no tenderers adequately provided pricing to demonstrate business capability and capacity, and to clarify other issues.
6. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

1. Executive Summary

The Southern Sydney Regional Organisation of Councils (SSROC) recently called a tender on behalf of the participating Councils for the provision of horticulture, soil and turf goods and services (SSROC T2024-05).

Council participated in this tender, as the estimated spending for these services is likely to be more than \$500,000 each for the contract term.

SSROC is not a prescribed person for the purposes of section 55(3)(a) of the *Local Government Act 1993*. Therefore, before engaging any of the approved suppliers under the SSROC contracts, Council must accept the SSROC-approved supplier panel.

2. Scope of Tender

The tender included the services of:

- Category 1 – Supply of soils, soil mixes, manures, sands, top soils, with or without spreading and laying.
- Category 2a – Supply of turf renovation services – Turf supply for renovation.
- Category 2b – Turf renovation Services – Ground services.
- Category 3 – Supply of turf varieties with or without laying.

3. Reason for Tender

Councils utilise a range of primary suppliers of soils, sands and turf, especially the actual growers and producers for high-quality producer rate products. The request for tender (RFT) was developed in communication and collaboration with participating councils and renews the current SSROC horticulture soil and turf contract (T2019-01).

4. Relevant Council Resolutions

Nil.

5. Discussion

Invitation to tender

A Tender Evaluation Panel was established to evaluate the tenders. The Panel consisted of:

- Rob Cramer – Evaluator, Civic and Open Space Coordinator, Strathfield Council.
- Troy Harrison – Evaluator, Sports Field Coordinator, Sutherland Shire Council.
- William Rolfe – Evaluator, Team Leader City Recreation, Georges River Council.
- Roger Bramble – Evaluation Chair/Probity Officer, SSROC Strategic Regional Procurement Project Officer, SSROC.

A Request for Tender Evaluation and Probity Plan was developed with the agreed evaluation weightings against the selection criteria prior to the assessment of tenders. The criteria without the weightings were listed in the request for tender document.

The request for tender was advertised by Georges River Council (host council) on its website, SSROC's website and on tendering portal Vendor Panel on 24 October 2024. The tender close date was originally 15 November 2024. An addendum extended this close date to 3 December 2024 due to other minor RFT amendments.

The Panel used the RFT Evaluation and Probity Plan to determine which tenders offered the best value for money.

Tenders received

The following tenders were received:

- Earthbuilt Environment Pty Ltd.
- Ebcon Pty Ltd.
- CJ Murphy Earthworks Pty Ltd t/as Eco Veg Land Management.
- Enterprise Landscape and Civil Pty Ltd.
- Gauci Civil Contracting Pty Ltd.
- GM Road and Civil Group Pty Ltd.
- Green Options Pty Ltd (changed company name to Green by Nature Specialist Services Pty Ltd by ASIC during evaluation period. No other changes).
- Greenaway Turf Solutions Pty Ltd t/as Greenway Turf Solutions.
- Musturf Pty Ltd.
- Never Stop Water Harvesting Pty Ltd.
- PJC Sportsturf Pty Ltd.
- PQ Project Solutions Pty Ltd.
- Programmed Property Services Pty Ltd.
- Solid Ground Landscaping Pty Ltd.
- Superior Turf Services Pty Ltd.
- Suregreen Pty Ltd.

Late tenders

Nil.

Non-conforming tenders

The following tenders were determined to be non-conforming:

- GM Road and Civil Group Pty Ltd. This tender was deemed to be non-conforming because it returned no returnable forms or schedules from the 23 schedules to be submitted. It also returned no other supporting information other than a computer-generated quotation and advertising materials. It was not considered further.

Alternative tenders

Nil.

Tender evaluation

The following 15 tenders met the mandatory requirements and proceeded to detailed evaluation:

- Earthbuilt Environment Pty Ltd.
- Ebcon Pty Ltd.
- CJ Murphy Earthworks Pty Ltd t/as Eco Veg Land Management.
- Enterprise Landscape and Civil Pty Ltd.
- Gauci Civil Contracting Pty Ltd.
- Green Options Pty Ltd (changed company name to Green by Nature Specialist Services Pty Ltd by ASIC during evaluation period. No other changes).
- Greenaway Turf Solutions Pty Ltd t/as Greenway Turf Solutions.
- Musturf Pty Ltd.
- Never Stop Water Harvesting Pty Ltd.
- PJC Sportsturf Pty Ltd.
- PQ Project Solutions Pty Ltd.
- Programmed Property Services Pty Ltd.
- Solid Ground Landscaping Pty Ltd.
- Superior Turf Services Pty Ltd.
- Suregreen Pty Ltd.

Conforming tenders were evaluated in accordance with the *Local Government Act 1993*, the *Local Government (General) Regulation 2021*, Council's Procurement Procedure, the Office of Local Government's Tendering Guidelines for NSW Local Government and the RFT Evaluation and Probity Plan.

The Panel agreed on the following advertised selection criteria:

- Tendered price and rates (pricing schedule).
- Tenderer profile/staff (forms 9, 12, 13).
 - Capability and capacity to perform required services.
 - Size/history of organisation.
 - Prior performance (formally documented), references and relevant experience (forms 12 and 14).
- Service standards and delivery methodology (form 16).
 - Services delivery methodology (order to delivery - time frames and process).
 - Technology - systems, data collection etc.
 - Reporting/invoicing.
 - Delivery processes and timing.
 - Innovation/value additions (not price).
 - Modern slavery - Products sourced ethically.
 - Quality assurance systems and processes.
- Sustainability and environment:
 - Demonstrated environment management systems/policies.
 - Sustainability of processes/systems.
 - Relevant documentation/accreditation.
 - Product sustainability/sustainable product options.
- Statement of conformance:

- Conflict of interest
- Fair work performance
- Proposed contract departures.
- Insurances and claims.
- Work health and safety.

Tenders were given a score on each of the evaluation criteria and ranked in accordance with their scores. Final scores and rankings are shown in the confidential tender evaluation attached to the report. The attachment also contains the schedule of rates of the preferred tenderers.

Tender Evaluation Panel's recommendation

Four goods/service categories were sought within the request for tender. Only Category 2b is recommended for approval to form contracts, including six preferred suppliers. The other three categories, 1, 2a and 3, are recommended for rejection and negotiation with category suppliers, as no tenderers adequately provided pricing to demonstrate business capability and capacity.

6. Financial Impact

It is advantageous to use SSROC panel contracts for a better value and timesaving in the supplier selection process.

The expenditure requirement for these services over the term of the contract under the tender is expected to exceed the General Manager's tender delegation of \$500,000.

7. Risks/Issues

The Evaluation Panel's risk assessment classified the goods and services being tendered and the tenderers' submissions, in general, as low risk. The risk assessment methodology is detailed in the attached SSROC recommendation report.

8. Attachments

1. Tender evaluation (confidential)

NOTICE OF MOTION CM/8.1/25.06



Subject: Illegally Blocked Driveways

TRIM No: A24/0856

Submitted by: Councillor Stephenson
Councillor Nemesh

MOTION:

That Council:

1. Notes the ongoing and increasing issue of vehicles illegally parking across residential driveways, particularly in the Bondi basin and other high-density areas, preventing residents from accessing or exiting their properties.
2. Commits to adopting a stronger enforcement approach, including:
 - (a) Investigating the use of powers available under the *Public Spaces (Unattended Property) Act 2021* to move or take possession of unattended vehicles obstructing access to or within a public place.
 - (b) Exploring a proactive towing policy, where offending vehicles may be relocated to the nearest legal parking space and the registered owner notified through police channels.
3. Investigates the legal and operational mechanisms for:
 - (a) Issuing fines for vehicles found to be obstructing driveways in accordance with the *Road Rules 2014* and the *Public Spaces (Unattended Property) Act 2021*.
 - (b) Recovering costs and associated risks with towing and relocating offending vehicles from the registered vehicle owner.
4. Officers prepare a report to Council in September 2025 with:
 - (a) A draft procedure/updated policy for vehicle relocation under the *Public Spaces (Unattended Property) Act 2021*, including legal thresholds, owner notification protocols and operational procedures.
 - (b) An implementation plan, including budget, risks, and staffing implications.
 - (c) Options for improving signage, driveway markings and public awareness.

Background

Waverley Council has seen a sharp rise in complaints from residents unable to access or exit their driveways due to illegal parking, with over 2,000 complaints already recorded this financial year. This problem is particularly prevalent in high-density areas such as the Bondi basin, where limited on-street parking intensifies pressure on kerbside access.

Council's current enforcement policy, adopted in 2006, limits officers from issuing fines for vehicles blocking driveways unless a specific complaint is received from the affected property owner or occupier. While this approach was designed to balance enforcement with the realities of limited parking availability, it has resulted in a largely reactive process that offers little deterrent to repeat offenders.

While obstructing a driveway is an offence under rule 198 of the *NSW Road Rules 2014* (carrying a current penalty of \$302), Council officers are not empowered under the Road Rules alone to tow or move a vehicle. However, the *Public Spaces (Unattended Property) Act 2021* enables Council to move or take possession of an unattended vehicle where it is obstructing access to or within a public place, or poses a safety risk.

A more proactive approach could involve relocating obstructing vehicles to nearby legal parking spots and promptly notifying the owner, striking a practical balance between enforcement and operational feasibility.

This motion proposes a new enforcement pathway for Council, including the development of a proactive relocation policy, a mechanism for recovering towing costs from vehicle owners, and options for issuing penalties under available legislative powers. It also seeks improvements to infrastructure and public awareness to help prevent obstructions from occurring in the first place.

General Manager's comment

If resolved by Council, a report can be prepared in the time frame.

Fletcher Rayner
Director, Planning, Sustainability and Compliance

NOTICE OF MOTION CM/8.2/25.06



Subject: High Seas Biodiversity Treaty - Ratification

TRIM No: A07/0323

Submitted by: Councillor Fabiano
Councillor Wy Kanak

MOTION:

That Council:

1. Expresses its support for Australia's ratification of the High Seas Biodiversity Treaty (also known as the Biodiversity Beyond National Jurisdiction Treaty), a landmark international agreement for the protection of marine biodiversity in areas beyond national jurisdiction.
2. Recognises the importance of healthy oceans to coastal communities like Waverley and acknowledges the global and local threats facing marine ecosystems, including pollution, climate change, and biodiversity loss.
3. Commits to aligning local coastal and marine initiatives with the goals of the treaty by:
 - (a) Enhancing community education around ocean conservation.
 - (b) Supporting actions that reduce land-based pollution and protect local marine biodiversity.
 - (c) Collaborating with state and federal bodies, and local organisations, to promote marine stewardship.
4. Writes to the Federal Minister for Foreign Affairs Senator, Senator the Hon Penny Wong, and Minister for the Environment and Water Senator, Senator the Hon Murray Watt, expressing Council's support for the timely ratification and implementation of the High Seas Treaty.

Background

In March 2023, after nearly two decades of negotiations, United Nations member states adopted the High Seas Biodiversity Treaty (formally known as the Agreement on the Conservation and Sustainable Use of Marine Biological Diversity of Areas Beyond National Jurisdiction – BBNJ). This groundbreaking treaty provides a legal framework for protecting marine biodiversity in the high seas, which cover nearly two-thirds of the world's oceans and almost half the planet's surface, yet have historically lacked strong governance.

Australia signed the treaty on 20 September 2023, signalling its commitment to global ocean stewardship. However, as of May 2025, the treaty has not yet been ratified by the Australian Government. Ratification requires domestic legal processes, including scrutiny by the Joint Standing Committee on Treaties, which recommended ratification in October 2024. The treaty will enter into force once ratified by at least 60 countries.

The treaty focuses on:

- Establishing marine protected areas in the high seas.
- Requiring environmental impact assessments for high-seas activities.
- Regulating access to marine genetic resources.
- Promoting equitable benefit-sharing, technology transfer, and capacity building, particularly for developing nations.

Local relevance

Waverley, as a coastal municipality with iconic beaches like Bondi, Bronte, and Tamarama, is deeply connected to the health of our oceans. The impacts of overfishing, climate change, marine pollution, and biodiversity loss are felt both globally and locally. While the treaty focuses on areas beyond national jurisdiction, it aligns with values and environmental goals upheld by Council, including those in our Environmental Action Plan, Sustainable Waste Strategy and Coastal Management Programs.

By passing this motion, Council joins other local and regional governments globally in voicing support for urgent ocean action. This advocacy reinforces Australia's leadership role and demonstrates that local governments are key players in shaping sustainable futures.

General Manager's comment

If resolved by Council, the recommendations can be actioned.

Fletcher Rayner
Director, Planning, Sustainability and Compliance

NOTICE OF MOTION CM/8.3/25.06



Subject: Circular Economy and Waste Reduction - Federal Government Support

TRIM No: A21/0322

Submitted by: Councillor Fabiano
Councillor Wy Kanak

MOTION:

That Council:

1. Recognises the critical role of the Federal Government in setting national direction, regulating product stewardship, and funding infrastructure to reduce waste and support the circular economy.
2. Notes that Council and other local governments are at the frontline of waste management and resource recovery, yet often face financial and infrastructure limitations in delivering circular outcomes.
3. Writes to the Federal Minister for the Environment and Water, Senator the Hon Murray Watt; the Member for Wentworth, Allegra Spender MP; the State Minister for the Environment, the Hon Penny Gail Sharpe MLC; the Member for Vacluse, Kellie Sloane MP; and Member for Coogee, Marjorie O'Neill MP to:
 - (a) Advocate for ongoing and increased investment in the Recycling Modernisation Fund (RMF), including support for regional and metropolitan organics processing and textile recovery.
 - (b) Request expansion of mandatory product stewardship schemes, especially for problematic waste streams such as electronic devices, textiles, soft plastics, solar panels and lithium-ion batteries.
 - (c) Support the development of national recycled content targets and procurement standards, including for local government use.
 - (d) Encourage continued funding for community education and behaviour change programs, including national anti-contamination and waste avoidance campaigns.
4. Seeks collaboration with nearby councils (for example, Woollahra, Randwick) and the Southern Sydney Regional Organisation of Councils (SSROC) to jointly advocate for federal support and coordinate circular economy planning across the Eastern Suburbs.
5. Publishes this motion and advocacy correspondence on Council's website to inform the community of its efforts to promote national leadership in waste reduction.

Background

Local governments, including Waverley Council, are at the forefront of delivering waste services, reducing landfill reliance, and promoting circular economy initiatives such as reuse, repair and resource recovery. However, the financial, regulatory and infrastructure demands of achieving high waste diversion targets cannot be met by local government alone.

The Federal Government plays a critical role in setting national strategy, regulating product stewardship, enabling investment in recycling infrastructure and fostering the market conditions required for a successful circular economy. Through mechanisms like the National Waste Policy, the *Product Stewardship Act 2011* and the Recycling Modernisation Fund (RMF), the Commonwealth has begun to lay the foundation for national reform.

Yet significant gaps remain:

- There is no mandatory product stewardship scheme for problematic waste streams such as textiles, soft plastics, solar panels and batteries, which continue to burden local waste systems.
- Funding shortfalls exist for advanced organics processing, drop-off hubs and circular infrastructure in high-density urban councils like Waverley.
- Local governments lack access to standardised recycled content procurement guidelines to drive market demand.
- Community confusion remains around recycling rules, bin contamination and sustainable waste practices—highlighting the need for national education and behaviour change programs.

Council's advocacy aims to ensure that federal programs are expanded, better targeted, and equitably distributed, so that councils like ours can accelerate the transition to a zero-waste, circular economy in partnership with all levels of government.

General Manager's comment

Should this motion be supported, Council officers will undertake the actions detailed.

Sharon Cassidy
Director, Assets and Operations

NOTICE OF MOTION

CM/8.4/25.06



Subject: Charing Cross Streetscape Upgrade - Cycleway

TRIM No: A18/0541

Submitted by: Councillor Fabiano
Councillor Wy Kanak

MOTION:

That Council:

1. Notes the increasing uptake of e-bikes, cargo bikes and cycling for commuting and deliveries, as well as the inclusion of a key cycling route through Charing Cross in the recently exhibited draft Bike Strategy and Action Plan.
2. Acknowledges that the current Bronte Road streetscape design—developed approximately four years ago—may not adequately address current and future cycling demand.
3. Officers investigate and prepare a report to Council on options to integrate a safe, separated cycleway within the Charing Cross section of Bronte Road, as part of the streetscape upgrade.
4. Ensures that any updated design balances safety and accessibility for all users, including pedestrians, cyclists and drivers, and provides a realistic alternative to footpath cycling.
5. Brings forward the findings in consultation with the community and stakeholders before finalising the streetscape plan.

Background

The Bronte Road streetscape upgrade through Charing Cross was designed several years ago. Since that time, there has been a significant increase in cycling, particularly e-bikes and delivery bikes. This was not fully anticipated in the original design. The narrowing of Bronte Road as part of the upgrade, while improving the pedestrian environment, risks increasing bicycle traffic on already busy footpaths, potentially putting pedestrians—particularly children, older people and those with mobility impairments—at greater risk.

Many cyclists, particularly younger or less confident riders, are unlikely to feel safe riding with traffic in a narrowed road corridor, especially in a busy village centre. Without a realistic, safe alternative, footpath cycling is likely to continue or increase. Penalising cyclists without providing viable infrastructure is both impractical and inequitable.

The draft Bike Strategy and Action Plan identifies a key cycling route along the ridge line through Charing Cross (refer to Figure 6.1 and associated actions). However, it remains unclear how this is to be implemented in the context of the proposed Bronte Road streetscape.

This motion seeks to ensure that updated design work and delivery of the streetscape project includes provision for a cycleway that both connects cyclists to local shops and supports the broader strategic cycling network.

General Manager's comment

The Charing Cross streetscape upgrade is under construction with completion of the works, up to the Bronte Road and Carrington Road intersection, programmed for completion in November 2025. The streetscape upgrade being delivered is a community and Council-endorsed design. Should Council support this motion, a decision would need to be made regarding whether to discontinue the current works. In addition, funding would need to be allocated to develop design options to integrate a separated cycleway into the streetscape.

Sharon Cassidy
Director, Assets and Operations

NOTICE OF MOTION CM/8.5/25.06



Subject: Atomic Bombings of Hiroshima and Nagasaki -
Commemoration of 80th Anniversary

TRIM No: A02/0267

Submitted by: Councillor Fabiano
Councillor Wy Kanak

MOTION:

That Council:

1. Commemorates the 80th anniversaries of the atomic bombings of Hiroshima and Nagasaki on 6 and 9 August 1945, and honours the memory of the more than 210,000 people who perished as a result of these attacks. We pay tribute to the Hibakusha (atomic bomb survivors) and Hibakunisei (second-generation survivors) and acknowledge the enduring impact of nuclear weapons on human lives, health and the environment.
2. Affirms that nuclear weapons continue to pose an unacceptable threat to humanity and our shared environment. Council expresses deep concern about the catastrophic humanitarian and ecological consequences of any use of nuclear weapons, whether by design, accident or miscalculation.
3. Reiterates that all people, including those in our local Waverley community, have the right to live in a world free from the threat of nuclear annihilation. Council supports efforts that educate and engage younger generations about peace, disarmament and global cooperation.
4. Notes that the International Campaign to Abolish Nuclear Weapons (ICAN), which was awarded the 2017 Nobel Peace Prize, was founded in Australia and has played a pivotal role in promoting the United Nations Treaty on the Prohibition of Nuclear Weapons (TPNW).
5. Endorses ICAN's Cities Appeal, a global initiative for cities, towns and local governments to show support for the TPNW, and calls on the Australian Government to sign and ratify the Treaty without delay.
6. As a community committed to peace and sustainability, explores opportunities to raise awareness of this issue locally, including engagement with local schools, community groups and commemorative activities around Hiroshima and Nagasaki Day.

Background

In August 2025, the world marks the 80th anniversaries of the atomic bombings of Hiroshima and Nagasaki. These attacks resulted in the immediate and long-term deaths of over 210,000 people, with many more suffering from the enduring impacts of radiation exposure, illness, and generational trauma. Survivors, known as Hibakusha, and their descendants, Hibakunisei, have been powerful voices for peace and nuclear disarmament.

Despite international efforts to reduce nuclear stockpiles, over 12,000 nuclear weapons still exist globally, many on high alert. The risk of accidental or intentional use remains alarmingly high, with experts warning of catastrophic humanitarian and environmental consequences that would transcend national borders.

In response, the United Nations adopted the Treaty on the Prohibition of Nuclear Weapons (TPNW) in 2017, the first legally binding international agreement to comprehensively ban nuclear weapons, with a focus on humanitarian consequences. The Treaty entered into force in 2021. However, Australia has not yet signed or ratified the Treaty.

The International Campaign to Abolish Nuclear Weapons (ICAN), founded in Melbourne, played a central role in bringing the TPNW to fruition and was awarded the 2017 Nobel Peace Prize for its work. ICAN's Cities Appeal enables local governments to demonstrate support for the Treaty and press national governments to act.

Over 100 cities and councils globally have signed the Cities Appeal, including the Cities of Sydney, Melbourne, Fremantle, Hobart, Moreland, and Newcastle.

Waverley Council has a proud history of supporting peace, sustainability, and community education. Endorsing the Cities Appeal is consistent with Council's values and offers a meaningful opportunity to engage local residents—especially young people—in global citizenship and peacebuilding.

General Manager's comment

If resolved by Council, officers will identify opportunities to commemorate the 80th anniversary of the atomic bombings of Hiroshima and Nagasaki.

Ben Thompson
Director, Community, Culture and Customer Experience

NOTICE OF MOTION CM/8.6/25.06



Subject: Reduced Speed in Laneways

TRIM No: A25/0880

Submitted by: Councillor Masselos
Councillor Westwood

MOTION:

That Council:

1. Notes:
 - (a) Waverley resident concerns about laneways increasingly being used as rat runs by fast-moving cars wishing to avoid traffic.
 - (b) That laneways are often used by families and children as spaces for ball games and other recreational activities.
2. Officers prepare a report to Council by September 2025 that investigates:
 - (a) Options for reducing speeds in laneways including a recommended maximum speed; for example, 20 km/h.
 - (b) Strategies for improving pedestrian safety.
 - (c) Making selected laneways shared zones with a maximum speed limit of 10 km/h.
 - (d) The identification of selected locations to trial speed reductions/shared zones.
 - (e) Implementation requirements, costs and time frame.

Background

Waverley residents and precincts have expressed concern about the increased use of laneways as rat runs by drivers wishing to avoid traffic congestion.

It is also noted that these laneways are also used by families as spaces for ball games and other recreational activities.

Council already has a pedestrianisation policy that encourages residents to apply to council for temporary street closures for a range of activities such as street parties and after school activities. As many laneways are quiet, there is an opportunity to investigate reducing speeds and/or making selected laneways shared zones with a speed of 10 km/h.

General Manager's comment

Should this motion be supported, officers will investigate and report back to Council in September 2025 on the available options to implement speed limit changes to laneways. The report will include findings of options for shared zones, general speed limit reductions to 20 km/h and suitable trial locations

Sharon Cassidy
Director, Assets and Operations

NOTICE OF MOTION CM/8.7/25.06



Subject: Circular Economy for Soft Plastics and Other Hard to Recycle Items

TRIM No: A21/0322

Submitted by: Councillor Merten
Councillor Masselos
Councillor Wy Kanak
Councillor Fabiano
Councillor Spooner
Councillor Lewis

MOTION:

That Council:

1. Notes that Council's Procurement Policy and Procedure have been amended recently to further strengthen environmental requirements, including supporting the circular economy with mandatory requirements to include environmental sustainability as an evaluation criterion.
2. Continues to explore options for soft plastic recycling across Waverley as processing capacity becomes available.
3. Writes to the CEOs of Woolworths, ALDI and Coles formally requesting that Waverley be designated as a trial site for in-store soft plastics collections as a matter of priority.
4. Officers prepare a report to Council as soon as possible about progress to implement the household collection service for recycling soft plastics, textiles and tricky waste through third-party providers.

Background

It's increasingly urgent that local communities reduce their waste, from landfill to hard to recycle items.

Waverley Council has been a leader in advancing the circular economy and providing ways for residents to participate.

Council has committed to make the circular economy more accessible at a local level and has set ambitious waste reduction targets as part of the [Environmental Action Plan](#).

Council has developed a [Circular Economy Directory](#) for Bondi Junction in collaboration with leading local businesses. Residents can use this to find places to repair, reuse, refill and recycle pre-loved items. Council's Repair Cafes and recycling days have been hugely successful.

Council can continue to lead the way by expanding the types of items that can be responsibly disposed of, including soft plastics. Since the collapse of RedCycle, residents have been unable to dispose of soft plastics to be recycled in supermarket stores.

The Federal Government is working with major retailers and with the recycling industry to restore in-store soft plastics collections and to build capacity in domestic recycling capabilities.

Woolworths has commenced soft-plastics recycling trials in Sydney, Melbourne and Newcastle. Our community is committed to recycling their waste. By advocating for Waverley stores to be included in this trial, we would be supporting our residents in their recycling by giving them a practical solution.

Further, we would be supporting the much-needed development and strengthening of an end-market product using soft plastic recycling that can be utilised back into our community in the form of soft plastic aggregates for road base, playground equipment and softfall and for other purposes.

General Manager's comment

Should this motion be supported, Council officers will undertake the actions as per the motion.

Sharon Cassidy
Director, Assets and Operations

NOTICE OF MOTION CM/8.8/25.06



Subject: Whale Watching Binoculars

TRIM No: A22/0407

Submitted by: Councillor Nemesh
Councillor Frazer

MOTION:

That Council:

1. Notes that with the completion of the Clifftop Walkway at Dover Heights and Vaucluse, there are opportunities for new vantage points for whale watching as well as the long-established locations between Bondi and Waverley Cemetery.
2. Installs up to three public binoculars at suitable locations.
3. Allocates \$75,000 from the Park Furniture and Structures budget in the 2025-26 Capital Works Program for the works.

Background

Humpback whales are renowned for an array of spectacular behaviours you may see from our coastal paths at Vaucluse and Gap Park.

Every year, more than 40,000 humpbacks travel from the cool feeding waters of the Antarctic to warmer, shallower waters off the coast of Queensland. From mid-May to mid-August, they migrate 5,000 km north to calve and mate.

Mid-August to November sees whales heading south. They may travel further away from the coast to take advantage of southerly currents. Mothers return more slowly with their calves from September to November.

To complement the recently installed binoculars in Christison Park, binoculars along our newly completed cliff top walkway and south around the Cemetery or Calga reserve will offer more opportunities to observe these amazing creatures.

General Manager's comment

Should this motion be supported, Council officers will undertake the actions as per the motion.

Sharon Cassidy
Director, Assets and Operations

NOTICE OF MOTION CM/8.9/25.06



Subject: Frontier Wars - Commemoration on Waverley Cenotaph

TRIM No: A23/0116

Submitted by: Councillor Wy Kanak

MOTION:

That Council:

1. Investigates a permanent plaque or inscription on the currently vacant south plinth of the Waverley Cenotaph or another appropriate location nearby to acknowledge and commemorate the Frontier Wars and the lives of First Nations people lost in the defence of their lands.
2. Undertakes appropriate consultation with:
 - (a) Council's First Nations Advisory Committee, La Perouse Local Aboriginal Land Council and other relevant First Nations representatives.
 - (b) Waverley RSL and other stakeholders with an interest in the Cenotaph.
 - (c) The community, including local historians, to ensure a respectful and inclusive approach.
3. Develops the final wording in collaboration with the above parties to ensure cultural appropriateness, historical accuracy and public understanding.
4. Explores funding options and timelines for the installation, including any heritage or regulatory requirements.

Background

The Waverley Cenotaph stands as a solemn site of reflection and remembrance for those who served in Australia's armed conflicts. However, a significant chapter of Australia's war history—the Frontier Wars—remains largely unrecognised in public memorials. These conflicts, which occurred during the colonisation of Australia, resulted in the deaths of thousands of Aboriginal and Torres Strait Islander people who defended their lands and communities. Recognising this history is a step toward truth-telling, reconciliation, and healing.

The vacant south plinth on the Cenotaph or another appropriate location nearby presents an opportunity to acknowledge the First Nations warriors who fought and died on this continent. This inclusion would enrich the memorial's significance, expand its historical relevance, and reflect Waverley's commitment to reconciliation and inclusive remembrance.

General Manager's comment

If resolved by Council, officers will install a plaque/inscription as described and undertake consultation on the wording, and existing budget will be allocated accordingly if required.

Ben Thompson

Director, Community, Culture and Customer Experience

URGENT BUSINESS
CM/10/25.06**WAVERLEY**
COUNCIL

Subject: Urgent Business

Author: Emily Scott, General Manager

In accordance with clause 9.3 of the Waverley Code of Meeting Practice, business may be considered at a meeting of Council even though due notice of the business has not been given to councillors. However, this can happen only if:

1. The business to be considered is ruled by the chair to be of great urgency on the grounds that it requires a decision by Council before the next scheduled ordinary meeting of Council, and
2. A motion is passed to have the business considered at the meeting.

Such a motion can be moved without notice.

Only the mover of the motion can speak to the motion before it is put. A motion to have urgent business transacted at the meeting requires a seconder.

For business to be considered urgent, it must require a decision by Council before the next scheduled ordinary meeting of Council.

The mover of the motion must, when speaking to the motion, explain why he or she believes it requires a decision by Council before the next scheduled ordinary meeting of Council.

CLOSED SESSION

CM/11/25.06



Subject: Moving into Closed Session

Author: Emily Scott, General Manager

WAVERLEY
COUNCIL

RECOMMENDATION:

That:

4. Council moves into closed session to deal with the matters listed below, which are classified as confidential under section 10A(2) of the *Local Government Act* for the reasons specified:

CM/11.1/25.06 CONFIDENTIAL REPORT - CCTV Policy and CCTV Code of Practice - Adoption

This matter is considered to be confidential in accordance with Section 10A(2)(e) of the *Local Government Act*, and the Council is satisfied that discussion of the matter in an open meeting would, on balance, be contrary to the public interest as it deals with information that would, if disclosed, prejudice the maintenance of law.

CM/11.2/25.06 CONFIDENTIAL REPORT - Bondi Beach Share Surfboards Trial

This matter is considered to be confidential in accordance with Section 10A(2)(g) of the *Local Government Act*, and the Council is satisfied that discussion of the matter in an open meeting would, on balance, be contrary to the public interest as it deals with advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.

5. Pursuant to section 10A(1), 10(2) and 10A(3) of the *Local Government Act*, the media and public be excluded from the meeting on the basis that the business to be considered is classified as confidential under section 10A(2) of the *Local Government Act*.
6. The correspondence and reports relevant to the subject business be withheld from the media and public as provided by section 11(2) of the *Local Government Act*.

Introduction/Background

In accordance with section 10A(2) of the Act, Council may close part of its meeting to deal with business of the following kind:

- (a) Personnel matters concerning particular individuals (other than councillors).
- (b) Personal hardship of any resident or ratepayer.
- (c) Information that would, if disclosed, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
- (d) Commercial information of a confidential nature that would, if disclosed:
 - (i) Prejudice the commercial position of a person who supplied it: or
 - (ii) Confer a commercial advantage on a competitor of Council;

- (iii) Reveal a trade secret.
- (e) Information that would, if disclosed, prejudice the maintenance of law.
- (f) Matters affecting the security of Council, Councillors, Council staff and Council property.
- (g) Advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the grounds of legal professional privilege.
- (h) Information concerning the nature and location of a place or an item of Aboriginal significance on community land.
- (i) Alleged contraventions of any Code of Conduct requirements applicable under section 440.

It is my opinion that the business listed in the recommendation is of a kind referred to in section 10A(2) of the *Local Government Act 1993* and, under the provisions of the Act and the *Local Government (General) Regulation 2021*, should be dealt with in a part of the meeting that is closed to members of the public and the media.

Pursuant to section 10A(4) of the Act and clauses 14.9–14.10 of the Waverley Code of Meeting Practice, members of the public may make representations to the meeting immediately after the motion to close part of the meeting is moved and seconded, as to whether that part of the meeting should be closed.

RESUMING IN OPEN SESSION CM/12/25.06



WAVERLEY
COUNCIL

Subject: Resuming in Open Session

Author: Emily Scott, General Manager

RECOMMENDATION:

That Council resumes in open session.

Introduction/Background

In accordance with clause 14.21 of the Waverley Code of Meeting Practice, when the meeting resumes in open session the chair will announce the resolutions made by Council while the meeting was closed to members of the public and the media.