



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 18 NOVEMBER 2025

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

Emily Scott
General Manager

Waverley Council
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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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Nil

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11. Closed Session286

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

CM/11.1/25.11 CONFIDENTIAL REPORT - Commercial Waste - Fees and Charges 2026

CM/11.2/25.11 CONFIDENTIAL REPORT - Tea Gardens Hotel, 4A Bronte Road, Bondi Junction - Airspace Lease

CM/11.3/25.11 CONFIDENTIAL REPORT - Tender Exemption - Truck Washing Services

12. Resuming in Open Session288

13. Meeting Closure

OBITUARIES

CM/3/25.11

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/5.1/25.11



Subject: Confirmation of Minutes - Council Meeting - 21 October 2025

TRIM No: A25/0081

Manager: Richard Coelho, Executive Manager, Governance

RECOMMENDATION:

That Council confirms the minutes of the Council meeting held on 21 October 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 - 21 October 2025



**MINUTES OF THE WAVERLEY COUNCIL MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
TUESDAY, 21 OCTOBER 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 7.01 pm, those present were as listed above.

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

At 8.41 pm, following the vote on item CM/7.13/25.10, the meeting adjourned for a short break. At 8.48 pm, the meeting resumed.

At 10.13 pm, following the vote on item CM/8.9/25.10, the meeting adjourned for a short break. At 10.17 pm, the meeting resumed.

At 10.25 pm, following the vote on item CM/6.2/25.10, Cr Frazer left the meeting and did not return.

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 Stephenson declared a less than significant non-pecuniary interest in item CM/7.19/25.10 – Tender Evaluation – Bondi Beach Surf School Licence and informed the meeting that the preferred tenderer, Brenda Miley, is a former neighbour but that Cr Stephenson does not have a personal friendship with her and has since moved.

3. Obituaries

David Frazer

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 A Parnell (on behalf of Bondi Precinct) – CM/7.5/25.10 – Precinct Motions – February-July 2025.
- 4.2 M Blumenthal – CM/7.13/25.10 – Northern Coastal Reserves – Vegetation Management Program.
- 4.3 A Vigna – CM/7.13/25.10 – Northern Coastal Reserves – Vegetation Management Program.
- 4.4 P Franklyn – CM/7.13/25.10 – Northern Coastal Reserves – Vegetation Management Program.

ITEMS BY EXCEPTION**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconded: Cr Spicer

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

- CM/5.2/25.10 Adoption of Minutes – Waverley Traffic Committee Meeting – 18 September 2025.
- CM/7.1/25.10 Audited Financial Statements 2024-25.
- CM/7.2/25.10 Investment Portfolio Report – September 2025.
- CM/7.4/25.10 Annual Returns Disclosing Interests – Councillors and Designated Persons.
- CM/7.5/25.10 Precinct Motions – February-July 2025.
- CM/7.6/25.10 Small Grants Program 2025-2026 - Round 1.
- CM/7.7/25.10 Ocean Lovers Festival 2026-2028 – Licence Agreement and Financial Assistance.
- CM/7.11/25.10 Apartment Diversity.
- CM/7.15/25.10 Bronte Surf Life Saving Club and Community Facilities Building Upgrade – Project Update and Stage 2 Proposal.
- CM/7.16/25.10 Rose Bay Shops (North) – Streetscape Upgrade.
- CM/7.17/25.10 Murriverie Road and Mitchell Street/Hardy Street Intersection – Pedestrian Safety Improvements.
- CM/7.18/25.10 Oxford Street Mall Market Licence – Post-Exhibition.
- CM/7.20/25.10 Tender Evaluation – SSROC Panel – Road Vehicle Brooms, Brushes and Spare Parts.
- CM/8.1/25.10 Parklets.
- CM/8.2/25.10 Waverley Summer Street Art Festival.
- CM/8.3/25.10 Charing Cross Streetscape Upgrade – Footpath Seating Fee Waivers.
- CM/8.5/25.10 Bronte Landslide and Sandstone.
- CM/8.6/25.10 Pop-Up Basketball Court – 18-Month Extension.
- CM/8.7/25.10 Public Domain Technical Manual Review.
- CM/8.8/25.10 Lamrock Avenue and Barracluff Avenue Intersection, Bondi Beach – Urgent Pedestrian Safety Improvements.

5. Confirmation and Adoption of Minutes

CM/5.1/25.10 Confirmation of Minutes - Council Meeting - 16 September 2025 (A25/0081)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council confirms the minutes of the Council meeting held on 16 September 2025 as a true record of the proceedings of that meeting.

CM/5.2/25.10 Adoption of Minutes - Waverley Traffic Committee Meeting - 18 September 2025 (A25/0078)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council adopts Part 1 of the minutes of the Waverley Traffic Committee meeting held on 18 September 2025.

6. Mayoral Minutes

CM/6.1/25.10 CONFIDENTIAL MAYORAL MINUTE - General Manager's Annual Performance Review (P01/054)

Council dealt with this item in closed session.

MOTION / DECISION

Mover: Cr Nemesh

That Council:

1. Treats the mayoral minute 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)(a) of the *Local Government Act 1993*. The mayoral minute contains personnel matters concerning particular individuals (other than Councillors).
2. Endorses the Performance Review Panel's assessment that the General Manager has 'met expectations', as set out in the General Manager's Performance Agreement 2024–25 attached to the mayoral minute, and that Council is pleased with her overall performance.
3. Notes that the General Manager's total remuneration package will increase on the anniversary of her commencement date by the percentage determined by the Statutory and Other Officers Remuneration Tribunal (SOORT).
4. Endorses the General Manager's Performance Agreement 2025–26 attached to the mayoral minute.

CM/6.2/25.10 CONFIDENTIAL MAYORAL MINUTE - General Manager Reappointment (P01/054)

Council dealt with this item in closed session.

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

That Council:

1. Treats the mayoral minute 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)(a) of the *Local Government Act 1993*. The mayoral minute contains personnel matters concerning particular individuals (other than Councillors).
2. Reappoints Emily Scott as General Manager of Waverley Council for a further five-year term from 2 June 2026 in accordance with the Standard Contract of Employment for General Managers, with a total remuneration package as set out in the mayoral minute.
3. Authorises the Mayor and Deputy Mayor to complete negotiations and affix the Council seal to the new contract.

CM/6.3/25.10 Share Bikes and Micromobility Devices - Legislative Reforms (A17/0445)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

That Council:

1. Notes the positive and collaborative partnership between Waverley Council and share bike operators working within the Waverley local government area (LGA), including all three operators signing a NSW-first memorandum of understanding to manage potential negative impacts of share bike operations within the LGA.
2. Notes that the partnership has operated successfully for over six months and has had a significant improvement on public safety and residential amenity through better management.
3. Notes that Transport for NSW is proposing legislative reform to improve the way in which shared e-bikes and micromobility devices are managed in public spaces (inclusive of share bikes) and that this legislative change could potentially put at risk the positive work undertaken by Council.
4. Requests the Mayor write to the Member for Coogee, Marjorie O'Neill MP, to ensure that any legislative changes do not negatively impact the existing agreements and improvements Council has delivered in partnership with share bike operators.

Background

Waverley Council has worked over the last eight years with other inner Sydney councils to coordinate voluntary guidelines for the existing share bike operators and to advocate directly with Transport for NSW (TfNSW) on the need for legislation to enable councils to better manage the demands from share bike schemes, beyond the limited powers available under the *Public Spaces (Unattended Property) Act 2021*.

TfNSW has acknowledged this need and over the past two years has engaged with Council, other

impacted councils and other stakeholders to develop legislation to support shared mobility.

The first public step from TfNSW towards new legislation was taken the week commencing Monday 13 October.

The proposed legislation which has been introduced to parliament, requires:

- Operators to be approved by TfNSW before entering into agreements to deliver services in NSW (with fees payable).
- Operators to be authorised by councils (or other land managers) with local conditions before devices can be deployed in public spaces.
- Councils to consider applications from operators and grant authorisations (unless they determine it is unreasonable to do so).

The proposed legislation enables penalties to be set for deploying devices without approval and/or an authorisation in place.

It also defines mandatory minimum requirements for operators and will provide powers for TfNSW to:

- Audit operators or carry out checks to ensure compliance with regulatory requirements without notice and without cause
- Revoke operator approvals for non-compliance with regulations.

It also includes mandatory requirements for councils and land managers to:

- Report community complaints and infringements issued to operators by councils (including infringements for standing bikes without helmets).
- Meet required time frames when considering applications for authorisation to operate.

Council will have the ability to set authorisation conditions such as:

- Go-slow and no-go zones.
- Parking arrangements.
- Numbers of devices, in line with regulatory requirements.
- Setting the fees payable by share bike operators to Council to recoup managements costs (up to the maximum defined by the legislation).

Whilst Council commends the work of the NSW government in legislating this change, there is concern that the proposed reforms could jeopardise the positive progress that Council and share bike operators have made through our existing partnership.

CM/6.4/25.10 Flickerfest 2026 and 2027 (A25/0248)

This mayoral minute was signed by Crs Nemesh, Stephenson and Westwood in accordance with clause 17.7 of the Code of Meeting Practice.

MOTION

Mover: Cr Nemesh

That:

1. In accordance with section 356(2) of the *Local Government Act 1993*, Council publicly exhibits for 28 days:
 - (a) The proposal to grant \$155,435.60 (including GST) in financial assistance to Flickerfest Pty Ltd, as set out in the mayoral minute, to support the cost of Flickerfest 2026.
 - (b) The proposal to grant \$155,435.60 (including GST) in financial assistance to Flickerfest Pty Ltd, as set out in the mayoral minute and as adjusted by the Pricing Policy, Fees and Charges, to support the cost of Flickerfest 2027.
2. Any financial assistance is subject to:
 - (a) Flickerfest Pty Ltd providing Council with professionally audited financial statements.
 - (b) Flickerfest Pty Ltd packing away chairs each evening so public access to the Guru Courtyard is maintained daily throughout the festivals.
3. Officers prepare a report to Council following the exhibition period.

Background

Following further conversations after the last Council meeting, Flickerfest Pty Ltd has requested financial support to return the Flickerfest International Short Film Festival to Bondi Pavilion for the dates of 23 January-1 February 2026 and 22 January 2027-31 January 2027.

For the most recent festivals, Council provided in-kind and direct cost support to event organisers, notably through the installation of a temporary outdoor screening area in the Garu Courtyard and access to the Bondi Pavilion Theatre.

The Flickerfest International Short Film Festival has taken place at Bondi for 28 years. It features seven Australian Competitive Programs, five International Competitive Programs and two Documentary Competitive Programs (with Australian and international films).

As Flickerfest is a for-profit company, Council is required to publicly exhibit its proposal to grant financial assistance to the organisation for 28 days under section 356(2) of the *Local Government Act 1993*.

At its meeting in May 2025, Council resolved in part (CM/11.3/25.05) that it:

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.

For the most recent festivals, Flickerfest made use of Bondi Pavilion Theatre and Garu Courtyard for the duration of their event. To accommodate their outdoor screenings and events, Flickerfest required Council (at Council's cost) to install a temporary screen, projector tower, lighting and fenced seating area in the courtyard. In addition, the Seagull Room, High Tide Room and Yalagang Room were used at various points as either wet weather options or to support events. The same level of access and support has been requested for 2026.

Table 1. Previous financial assistance to Flickerfest.

Flickerfest Short Film Festival							
Year	Location	Support provided by Council*			Contribution from Flickerfest		
		In-kind	Cash	Total	In-kind	Cash	Total
2021	Bondi Park	\$ -	\$ 175,754	\$ 175,754	\$ -	\$ -	\$ -
2022	Bondi Park	\$ -	\$ 208,567	\$ 208,567	\$ -	\$ -	\$ -
2023	Bondi Pavilion	\$ 130,995	\$ 63,275	\$ 194,270	\$ 20,000	\$ 8,000	\$ 28,000
2024	Bondi Pavilion	\$ 133,979	\$ 52,000	\$ 185,979	\$ 20,000	\$ 20,000	\$ 40,000
2025	Bondi Pavilion	\$ 142,644	\$ 50,360	\$ 193,004	\$ 21,000	\$ 20,000	\$ 41,000
*Note: does not include general staff time required for planning and delivery, overtime etc.							

Council has made a significant contribution to Flickerfest over many years. The total hard cost (cash) contribution over five years has been \$549,956. The total cost to Council over five years including in-kind is \$957,574, noting that the actual cost would be more as this does not include significant officer time, and 2021 and 2022 figures do not include venue hire and staffing costs, which have not been calculated.

Flickerfest's cash contribution over five years has been \$48,000. Flickerfest's contribution including in-kind is \$109,000.

In-kind support requested by Flickerfest for 2026 and 2027

Table 2. In-kind support proposed for Flickerfest for 2026.

Service/Venue Hire Fee	Description	Amount
Bondi Pavilion venue hire (occupation 16 days)	Garu Courtyard = 16 days Mirrar Atrium = 2 days Yalagang Room = 2 days High Tide Room = 2 days Bondi Pavilion Theatre, including Green Room = 16 days Box Office (18–26 Jan) = 9 days Seagull Room (8.00–11.00 pm 17, 18, 19, 20, 21, 22, 23, 24, 25, 26 Jan) = 10 days	Garu Courtyard = 980m x \$11.50 = \$11,270 Yalagang = 2 x \$855 = \$1,710 High Tide = 2 x \$1,350 = \$2,700 Theatre = 16 x \$6,105 = \$9,768 Seagull = 10 x \$1,350 = \$13,500 Total = \$126,860
Parking passes for festival	\$117.50 per day x 2 x parking passes for 14 days	\$3,290
Resetting timers of courtyard lighting for	\$44 per hour, 3 hrs	\$132

festival		
Liaising and coordinating with commercial tenants to modify their daily waste management plans to ensure the evening screenings are not adversely affected by noise	\$44 per hr, 3 hrs	\$132
Promotional banner site rental fee	32 sites x \$128.50 x 3 weeks	\$12,336
Promotional application fee	Site application fee	\$165.50
Use of Bondi Pavilion forecourt to shoot Flickerfest trailer	\$476 per hour, maximum 4hrs	\$1,904
Film permit to shoot Flickerfest trailer	Medium impact permit	\$300
Use of Seagull Room to shoot Flickerfest trailer	\$465 per day	\$465
Use of Theatre, Bar Foyer, and Nandiri Balcony to shoot Flickerfest trailer	\$1,480 per half	\$1,480
Parking passes to shoot Flickerfest trailer	\$117.50 per day, 6 vehicles	\$705
	Total	\$147,769.50

Hard/cash support proposed for Flickerfest for 2026

Table 3. Cash support proposed for Flickerfest in 2026.

Cost	Description	Amount
Outdoor screening area build	Projection tower, screen, fencing, lighting and seating (capacity 450)	\$45,000 (approx.)
Site Supervisor	\$142.50 per hr, 8 hr/day for bump in and bump out days only (3 days pre and 2 days post event)	\$5,700
Cleaning	Additional site cleaning costs	\$1,640

The total hard/cash cost for Council is \$52,340.

In return for the \$155,435.60 support from Council, it is proposed that Flickerfest contribute:

- \$30,000 cash.
- 200 tickets to the festival (in-kind value \$6,500).
- Up to five film programming for Council (in-kind value \$16,000).
- A Council film prize (in-kind value \$750).

The figures would be adjusted for 2027 based on the adopted Pricing Policy, Fees and Charges, and the cash contribution by Flickerfest would be adjusted by the same percentage in 2027.

This mayoral minute proposes to provide this level of support over the adopted policy of Council due to Flickerfest's longstanding history with Council.

As is required, this support will be publicly exhibited for 28 days, with a report to be provided to Council following this consultation.

THE MOVER OF THE MOTION ACCEPTED AN AMENDMENT TO CLAUSE 2(a).

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED.

DECISION

That:

1. In accordance with section 356(2) of the *Local Government Act 1993*, Council publicly exhibits for 28 days:
 - (a) The proposal to grant \$155,435.60 (including GST) in financial assistance to Flickerfest Pty Ltd, as set out in the mayoral minute, to support the cost of Flickerfest 2026.
 - (b) The proposal to grant \$155,435.60 (including GST) in financial assistance to Flickerfest Pty Ltd, as set out in the mayoral minute and as adjusted by the Pricing Policy, Fees and Charges, to support the cost of Flickerfest 2027.
2. Any financial assistance is subject to:
 - (a) Flickerfest Pty Ltd providing Council with professionally audited financial statements, to be delivered by the end of October.
 - (b) Flickerfest Pty Ltd packing away chairs each evening so public access to the Guru Courtyard is maintained daily throughout the festivals.
3. Officers prepare a report to Council following the exhibition period.

CM/6.5/25.10 Biddigal Reserve - Vegetation Management (A03/2212)

MOTION

Mover: Cr Nemesh

That Council:

1. Notes the recent vegetation management works undertaken by Council officers in Biddigal Reserve in September 2025.
2. Officers supplement these works with additional infill planting, hedging, edging and mulching across the site.
3. Officers assess the condition of existing playground equipment and replace any broken equipment.
4. Officers investigate opportunities to improve the existing irrigation system to improve turf condition and ongoing maintenance.
5. Establishes a Biddigal Reserve bushcare volunteer group in consultation with the local community and undertakes a call-out for volunteer participants prior to the start of summer.

Background

Council Open Spaces teams have been working closely with the residents adjoining Biddigal Reserve to complete vegetation management works within the Reserve. These works have recently been completed and consultation with residents has identified the need for additional minor vegetation upgrade works to occur. Residents have also expressed a desire for Council to establish a Bushcare volunteer program in the Reserve as part of the Waverley Bushcare Program.

The works are minor in nature and able to be funded through the 2025-26 operational budget.

THE MOVER OF THE MOTION ACCEPTED AN AMENDMENT TO CLAUSE 5.

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

UNANIMOUS DECISION

That Council:

1. Notes the recent vegetation management works undertaken by Council officers in Biddigal Reserve in September 2025.
2. Officers supplement these works with additional infill planting, hedging, edging and mulching across the site.
3. Officers assess the condition of existing playground equipment and replace any broken equipment.
4. Officers investigate opportunities to improve the existing irrigation system to improve turf condition and ongoing maintenance.
5. Establishes a Biddigal Reserve bushcare volunteer group in consultation with the local community, including First Nations bushcare volunteers, and undertakes a call-out for volunteer participants prior to the start of summer.

7. Reports

CM/7.1/25.10 Audited Financial Statements 2024-25 (A24/0933)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. In accordance with section 419 of the *Local Government Act*, notes:
 - (a) The audited 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) attached to the report.
 - (b) The auditor's report on the 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) included in the attachment to the report.

2. In accordance with section 420 of the *Local Government Act*, any public submissions on the audited 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) must be referred to the auditor.

CM/7.2/25.10 Investment Portfolio Report - September 2025 (SF25/3747)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes the Investment Summary Report for September 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/7.3/25.10 Code of Meeting Practice - Exhibition (SF25/332)

MOTION

Mover: Cr Nemesh

Seconder: Cr Stephenson

That Council:

1. Publicly exhibits the draft Code of Meeting Practice attached to the report (Attachment 1) for 42 days, in accordance with section 361 of the *Local Government Act 1993*, subject to the following amendments:
 - (a) Page 116 of the attachments under separate cover – Add a new clause 3.11.1 to read as follows:

‘If the general manager considers that a notice of motion submitted by a councillor for consideration at an ordinary meeting of the council has legal, strategic, financial or policy implications which should be taken into consideration by the meeting, the general manager may prepare a general manager’s comment in relation to the notice of motion for inclusion with the business papers for the meeting at which the notice of motion is to be considered by the council.’
 - (b) Page 122 of the attachments under separate cover, clause 5.19 – Amend to read as follows:

‘Councillors may attend and participate in meetings of the council and committees of the council by audio-visual link with the approval of the council or the relevant committee where they are prevented from attending the meeting in person because of ill-health or other medical reasons or because of unforeseen caring responsibilities, or other professional commitments (including travel).’
2. Officers prepare a report to Council following the exhibition period.

THE MOVER OF THE MOTION ACCEPTED THE ADDITION OF NEW CLAUSES 1(c) and 1(d).

THE MOTION AS AMENDED WAS THEN PUT AND DECLARED CARRIED.

DECISION

That Council:

1. Publicly exhibits the draft Code of Meeting Practice attached to the report (Attachment 1) for 42 days, in accordance with section 361 of the *Local Government Act 1993*, subject to the following amendments:
 - (a) Page 116 of the attachments under separate cover – Add a new clause 3.11.1 to read as follows:

‘If the general manager considers that a notice of motion submitted by a councillor for consideration at an ordinary meeting of the council has legal, strategic, financial or policy implications which should be taken into consideration by the meeting, the general manager may prepare a general manager’s comment in relation to the notice of motion for inclusion with the business papers for the meeting at which the notice of motion is to be considered by the council.’
 - (b) Page 122 of the attachments under separate cover, clause 5.19 – Amend to read as follows:

‘Councillors may attend and participate in meetings of the council and committees of the council by audio-visual link with the approval of the council or the relevant committee where they are prevented from attending the meeting in person because of ill-health or other medical reasons or because of unforeseen caring responsibilities, or other professional commitments (including travel).’
 - (c) Page 131 of the attachments under separate cover, clause 9.13 – Delete the reference to clause 3.12, such that the clause reads as follows:

‘A question must not be asked at a meeting of the council unless it concerns a matter on the agenda of the meeting or notice has been given of the question in accordance with clause 3.10, unless the council determines otherwise in accordance with this code.’
 - (d) Page 133 of the attachments under separate cover, clause 10.14 – Amend the note to read as follows:

‘All motions and amendments, including those foreshadowed, should where practical be submitted in writing to staff in the governance section prior to the meeting for the purposes of live minuting.’
2. Officers prepare a report to Council following the exhibition period.

CM/7.4/25.10 Annual Returns Disclosing Interests - Councillors and Designated Persons (A25/0084)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh
Seconded: Cr Spicer

That Council notes the returns of Councillors and designated persons disclosing interests for the period 30 June 2024 to 30 June 2025.

CM/7.5/25.10 Precinct Motions - February-July 2025 (A25/0011)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh
Seconded: Cr Spicer

That Council:

1. Notes the status of Precinct Committee motions from February 2025 to July 2025 attached to the report.
2. Notes the update on Precinct activities, as set out in the report.

A Parnell (on behalf of Bondi Precinct) addressed the meeting.

CM/7.6/25.10 Small Grants Program 2025-2026 - Round 1 (A25/0303)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh
Seconded: Cr Spicer

That Council, under the Small Grants Program 2025–26 (Round 1), grants \$36,007 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/7.7/25.10 Ocean Lovers Festival 2026-2028 - Licence Agreement and Financial Assistance (A25/0207)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh
Seconded: Cr Spicer

That Council:

1. Enters into a three-year licence agreement with Ocean Lovers Alliance Incorporated for the Ocean Lovers Festival in 2026, 2027 and 2028.
2. In accordance with section 356 of the *Local Government Act 1993*, grants \$195,420 of in-kind support and \$28,225.62 in cash to Ocean Lovers Alliance Incorporated to support the cost of delivering the Ocean Lovers Festival 2026, and the equivalent amount in 2027 and 2028 as adjusted by Council's Pricing Policy, Fees and Charges.

3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

CM/7.8/25.10 Bondi Junction Vision (A25/0985)**MOTION**

Mover: Cr Nemesh
Seconder: Cr Westwood

That Council:

1. Publicly exhibits the draft Bondi Junction Vision attached to the report for 28 days.
2. Officers prepare a report to Council following the exhibition period, including next steps for the Bondi Junction Master Plan (Stage 2).

FORESHADOWED MOTION (LAPSED)

Mover: Cr Masselos

That Council defers this item to allow amendments to be made to the Bondi Junction Vision and for officers to prepare a report to Council.

AMENDMENT

Mover: Cr Masselos
Seconder: Cr Lewis

That clause 1 be amended to read as follows:

‘Publicly exhibits the draft Bondi Junction Vision attached to the report for 42 days.’

THE AMENDMENT WAS PUT AND DECLARED LOST.

THE MOTION WAS THEN PUT AND DECLARED CARRIED ON THE CASTING VOTE OF THE CHAIR.

DECISION

That Council:

1. Publicly exhibits the draft Bondi Junction Vision attached to the report for 28 days.
2. Officers prepare a report to Council following the exhibition period, including next steps for the Bondi Junction Master Plan (Stage 2).

Division

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

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

CM/7.9/25.10 Planning Proposal - Council Chambers (A25/0637)**MOTION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council defers this item to the December Council meeting after considering the outcomes of the community consultation on the four high-level test fit concept designs for the future use of the Council Chambers site.

CR MASSELOS THEN MOVED A MOTION OF DISSENT ON THE CHAIR'S RULING THAT CR MASSELOS HAD NOT IDENTIFIED THE PROVISION OF THE CODE OF MEETING PRACTICE THAT CR SPICER HAD BREACHED BY MAKING ALLEGEDLY INACCURATE STATEMENTS.

THE MOTION OF DISSENT WAS PUT AND DECLARED LOST.

THE MOTION WAS THEN PUT AND DECLARED CARRIED.

DECISION

That Council defers this item to the December Council meeting after considering the outcomes of the community consultation on the four high-level test fit concept designs for the future use of the Council Chambers site.

CM/7.10/25.10 Development Contributions Plan (A23/0030)**MOTION / DECISION**

Mover: Cr Nemesh

Seconder: Cr Spooner

That Council:

1. Reviews the section 7.12 fixed rate levy with a view to increasing the rate to fund additional community infrastructure to meet forecast population growth.
2. Officers commence early engagement with the Department of Planning, Housing and Infrastructure.
3. Officers prepare a report to Council on the outcome of the review.

CM/7.11/25.10 Apartment Diversity (A25/0767)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes that the market is currently delivering a high proportion of larger apartments, particularly three-bedroom dwellings, in response to strong demand from downsizers and high-income households.
2. Does not amend the Waverley Development Control Plan at this time to introduce new

apartment mix controls, given that:

- (a) 57% of newly approved apartments in the past 12 months are three-bedroom dwellings.
- (b) There is limited demand for new one-bedroom apartments in the current market.
- (c) The apartment mix is currently being shaped effectively by market preferences without need for regulatory intervention.
- (d) The retention and adaptation of Inter-War Art Deco buildings is being comprehensively addressed via the Waverley Heritage Policy Implementation planning proposal (PP-2023-2373), currently with the Department of Planning, Housing and Infrastructure.

CM/7.12/25.10 Illegally Blocked Driveways (A24/0856)

MOTION / UNANIMOUS DECISION

Mover: Cr Stephenson

Seconder: Cr Nemesh

That Council:

- 1. Notes the ongoing and increasing issue of vehicles obstructing residential driveways, particularly in high-density areas, and the associated frustration for residents unable to access or exit their properties.
- 2. Approves in principle a 12-month trial for the relocation of vehicles obstructing driveways, as set out in the draft Illegally Blocked Driveway Policy attached to the report and in accordance with the *Road Rules 2014* and the *Public Spaces (Unattended Property) Act 2021*, subject to budget allocation as part of the Q1 budget review.

CM/7.13/25.10 Northern Coastal Reserves - Vegetation Management Program (A22/0383)

MOTION / DECISION

Mover: Cr Frazer

Seconder: Cr Nemesh

That Council:

- 1. Approves the vegetation management program in Diamond Bay, Bulga, Weonga, Rodney and Raleigh Reserves, as set out in the report.
- 2. Approves in principle the Stage 3 coral tree removal and thinning, subject to budget allocation as part of the Q1 budget review.
- 3. Notes that adjacent residents will be informed of the work in accordance with Council's Tree Management Guidelines.

M Blumenthal, A Vigna and P Franklyn addressed the meeting.

CM/7.14/25.10 Prohibited Activities on Beaches (A25/1940)**MOTION / DECISION**

Mover: Cr Nemesh

Seconder: Cr Lewis

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)(g) of the *Local Government Act 1993*. The attachment contains advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.
2. Updates its existing signage in beach-front parks and beaches as a priority to replace the prohibition on bicycles, skateboards and rollerblades with 'no vehicles and no animals.'
3. Includes the prohibition above on any newly commissioned signage.
4. Officers provide an update at the November Councillor briefing session on the review of Council's Compliance Framework and the current approach to prioritising and responding to compliance complaints and requests.

Division**For the Motion:** Crs Frazer, Lewis, Masselos, Merten, Nemesh, Spicer, Spooner, Stephenson, Townsend and Westwood**Against the Motion:** Crs Fabiano and Wy Kanak.**CM/7.15/25.10 Bronte Surf Life Saving Club and Community Facilities Building Upgrade - Project Update and Stage 2 Proposal (A20/0329)****MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes the project update on the Bronte Surf Life Saving Club and Community Facilities Upgrade, as set out in the report.
2. Notes the value engineering achieved and accepts the Stage 2 pricing from Belmadar Pty Ltd.
3. Notes that further value engineering will occur as part of detailed design finalisation and form part of Stage 3 pricing from Belmadar Pty Ltd.
4. Officers prepare a report to Council with Stage 3 pricing in early 2026.

CM/7.16/25.10 Rose Bay Shops (North) - Streetscape Upgrade (A25/0272)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Subject to approval from Transport for NSW (TfNSW), approves Option 1 (upgrade with kerb extensions on Old South Head Road), as set out in the report, for the Rose Bay Shops (North) Streetscape Upgrade.
2. Approves Option 2 (upgrade within the existing kerb line of Old South Head Road) if TfNSW does not approve Option 1.
3. Authorises the Executive Manager, Infrastructure Services, to modify the design should on-site circumstances warrant changes.

CM/7.17/25.10 Murriverie Road and Mitchell Street/Hardy Street Intersection - Pedestrian Safety Improvements (A25/0213)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Approves the concept design for the intersection of Murriverie Road and Mitchell Street/Hardy Street, North Bondi, as set out in the report (Option 2).
2. Notes that existing budget allocations are insufficient to cover the estimated \$970,000 project cost and that Council has applied to the current round of the Safer Local Road Infrastructure Program (SLRIP) grant funding stream for funding.
3. Continues to apply for grants under the Safer Local Road Infrastructure Program (SLRIP) and Get NSW Active programs as they become available, and depending on the outcome considers funding the project in the 2026–27 Capital Works Program.
4. Authorises the Executive Manager, Infrastructure Services, to modify the design should detailed design information and on-site circumstances warrant changes.

CM/7.18/25.10 Oxford Street Mall Market Licence - Post-Exhibition (A19/0417)**MOTION / UNANIMOUS DECISION**

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Approves in principle the granting of a licence of up to five years for the operation of a market in Oxford Street Mall, Bondi Junction.
2. Invites expressions of interest from market operators on suitable operating models for the

market.

3. Officers prepare a report to Council on the proposed operating model before undertaking a select tender process to seek a licensee.
4. Extends the licence with the current market operator, Blue Sky Events Pty Ltd, to 30 June 2026 to allow for the expression of interest and tender process.
5. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the extension.

CM/7.19/25.10 Tender Evaluation - Bondi Beach Surf School Licence (A25/0283)

Cr Stephenson declared a less than significant non-pecuniary interest in this item and informed the meeting that the preferred tenderer, Brenda Miley, is a former neighbour but that Cr Stephenson does not have a personal friendship with her and has since moved.

MOTION

Mover: Cr Stephenson

Seconder: Cr Nemesh

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 preferred tenderer Let's Go Surfing for the operation of a surf school at Bondi Beach for the sum of \$678,642 (excluding GST).
3. Authorises the General Manager or delegate to enter a licence on behalf of Council with the preferred tenderer for a term of five years.
4. Notifies unsuccessful tenderers of the decision in accordance with section 179 of the *Local Government (General) Regulation 2021*.

THE MOVER OF THE MOTION ACCEPTED AN AMENDMENT TO CLAUSE 2.

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

UNANIMOUS DECISION

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 preferred tenderer, Let's Go Surfing, which was successful through a competitive process, for the operation of a surf school at Bondi Beach for the sum of \$678,642 (excluding GST).
3. Authorises the General Manager or delegate to enter a licence on behalf of Council with the preferred tenderer for a term of five years.
4. Notifies unsuccessful tenderers of the decision in accordance with section 179 of the *Local Government (General) Regulation 2021*.

CM/7.20/25.10 Tender Evaluation - SSROC Panel - Road Vehicle Brooms, Brushes and Spare Parts (SF17/2878)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

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 road vehicle brooms, brushes and spare parts for three years with two one-year options at the discretion of SSROC and Council:
 - (a) Industrial Brushware Pty Ltd.
 - (b) Rylepair Pty Ltd (trading as BSB Brushware).
3. Note that SSROC will notify unsuccessful tenderers of the decision in accordance with section 179 of the *Local Government (General) Regulation 2021*.

8. Notices of Motion

CM/8.1/25.10 Parklets (A25/0566)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Notes the feedback from patrons of businesses at 110 Ramsgate Avenue, Bondi, seeking a delay in removing the parklet from this location.
2. Acknowledges the public and commercial benefit the Parklet Program has for the public domain, including creation of new pedestrian-focussed spaces that are highly used and activated and contribute to long term vibrancy and business support.

3. Reviews the Parklets Policy, including a possible expansion, to support the growing demand from local businesses and residents. The review should ensure:
 - (a) Long-term financial sustainability, including options for leasing to businesses and transparency in allocation.
 - (b) The program is coordinated, equitable and responsive to community feedback.
4. Officers prepare a report to the December Council meeting.

CM/8.2/25.10 Waverley Summer Street Art Festival (A25/1792)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Notes the longstanding cultural history of street art in Waverley.
2. Investigates options for a street art festival in Waverley to provide an opportunity for the creation of temporary street art, including on Council assets, that prioritises local artists.
3. Officers prepare a report to the December Council meeting on the outcome of the investigation, including the costs (artist costs and asset 'make good'), potential funding sources, dates and involvement of artists.

CM/8.3/25.10 Charing Cross Streetscape Upgrade - Footpath Seating Fee Waivers (A23/0580)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh
Seconder: Cr Spicer

That Council:

1. Notes:
 - (a) The progress on the Charing Cross Streetscape upgrade.
 - (b) The delays in completing the upgrade due to external factors, and that works are tentatively due for completion this coming November.
 - (c) That Council has supported local businesses in Charing Cross with a locally based promotions campaign.
 - (d) That Council has previously waived fees for four business with footpath seating permits in Charing Cross for up to two months to recognise service disruptions.
2. Provides a credit to the value of 12 months of footpath seating fees (approximately \$7,400) to the five businesses whose outdoor seating areas were impacted by the works to assist their

recovery.

3. Provides a credit to the value of 12 months to existing businesses that apply for footpath seating within the next three months as a result of the widening of the footpath outside their businesses.

CM/8.4/25.10 Donations Policy - Philanthropic Partnerships (A20/0047)

MOTION

Mover: Cr Spicer

Seconder: Cr Frazer

That Council:

1. Investigates the development of a philanthropic partnership policy to provide an effective framework for future partnership and sponsorship agreements that support the delivery of Council's Community Strategic Plan and capital works and infrastructure programs.
2. Officers prepare a report to Council by March 2026 outlining suitable options on how philanthropic partnership arrangements can be incorporated into existing Council policy.

THE MOVER OF THE MOTION ACCEPTED AN AMENDMENT TO CLAUSE 1.

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

UNANIMOUS DECISION

That Council:

1. Investigates the development of a philanthropic partnership policy to provide an effective framework for future partnership and sponsorship agreements that support the delivery of Council's Community Strategic Plan and capital works and infrastructure programs and community services.
2. Officers prepare a report to Council by March 2026 outlining suitable options on how philanthropic partnership arrangements can be incorporated into existing Council policy.

CM/8.5/25.10 Bronte Landslide and Sandstone (SF25/5609)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes the recent landslide at north Bronte, which resulted in a large piece of native sandstone breaking away from the cliff.
2. Investigates options for site remediation of the immediate area by clearing the loose sandstone and stabilising the cliff edge under the supervision of a geotechnical engineer.
3. Investigates options to reuse and repurpose the sandstone within the Waverley local government area, with consideration to be given to the Bronte Pool pump stairs.

4. Officers prepare a report on the outcome to the December Council meeting.

CM/8.6/25.10 Pop-Up Basketball Court - 18-Month Extension (A24/1050)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes that it installed a pop-up basketball court beside the skatepark at Bondi Beach for the October 2025 two-week school holiday period with hours of 8 am to 8 pm.
2. Notes that this pop-up basketball court is compliant with the Bondi Beach Park Plan of Management.
3. Notes that the basketball court is extremely popular with locals and visitors.
4. Extends the pop-up basketball court for a further 18 months with the hours of 8 am to 8 pm, noting that the structure can be easily removed for major events such as New Year's Eve and Mardi Gras and reinstated swiftly.
5. Notes that extending the pop-up basketball court would require no additional budget.
6. Explores the option of painting court lines.
7. Officers prepare a report at the end of this period, reviewing the opportunity to make this pop-up basketball court permanent within the Bondi Beach Park Plan of Management.

CM/8.7/25.10 Public Domain Technical Manual Review (A14/0270)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes that the most recent update to the Public Domain Technical Manual was in 2020.
2. Commences a review of the Public Domain Technical Manual relating to key elements, including:
 - (a) Stairs.
 - (b) Planting.
 - (c) Signage.
 - (d) Furniture and fixtures.
 - (e) Fences and barriers.

3. Officers prepare a briefing paper to the Capital Works Review Committee in November 2025 to enable consultation on these key elements.
4. Includes in the briefing paper consideration of function/location, material specification and maintenance requirements for these key elements.

CM/8.8/25.10 Lamrock Avenue and Barracluff Avenue Intersection, Bondi Beach - Urgent Pedestrian Safety Improvements (A03/0042-04)

MOTION / UNANIMOUS DECISION

Mover: Cr Nemesh

Seconder: Cr Spicer

That Council:

1. Notes that:
 - (a) In June 2025, Council refreshed the line markings at the Barracluff Avenue and O'Brien Street intersection, Bondi Beach.
 - (b) The line marking refreshing did not include Lamrock Avenue and Barracluff Avenue.
 - (c) A raised pedestrian crossing is included in future Local Area Traffic Management project works, along with traffic calming works in O'Brien Street.
2. Refreshes the 'Stop' line marking in Lamrock Avenue and Barracluff Avenue as a matter of priority.
3. Installs a second 'Stop' sign on the central pedestrian island in Lamrock Avenue near the Barracluff Avenue intersection as a matter of priority.
4. Places a variable message board at the Lamrock Avenue and Barracluff Avenue intersection with the advance messaging of 'Stop Sign Ahead' or other appropriate wording, as an interim safety measure from October 2025 to April 2026.
5. Prioritises the Local Area Traffic Management safety upgrades at this location by progressing with the community consultation of possible solutions.

CM/8.9/25.10 Environmental Planning and Assessment (Planning System Reforms) Bill 2025 (A11/0500)

MOTION

Mover: Cr Fabiano

Seconder: Cr Wy Kanak

That Council:

1. Notes with concern the introduction of the Environmental Planning and Assessment Amendment (Planning System Reforms) Bill 2025 and its potential to reduce local planning control and transparency and community confidence in planning decisions for all forms of development, not just housing.

2. Notes with concern the fundamental changes to the *Environmental Planning and Assessment Act 1979* arising from amendments to the objects of the Act and to section 4.15, including significant weakening of requirements to consider cumulative impacts, environmental impacts, site suitability and the public interest in decision-making.
3. Notes that the Bill has been described as ‘the biggest planning reform in 50 years’, yet has proceeded with minimal public consultation and limited engagement with local government.
4. Notes with concern that the proposed Development Coordination Authority centralises powers within the Department of Planning and reduces the independent and specialist input previously provided by agencies such as the Environment Department and Rural Fire Service, with no clear mechanisms to ensure transparent or arms-length decision-making.
5. Acknowledges the critical role that metropolitan councils play in managing housing density, infrastructure capacity, transport networks and environmental sustainability through locally informed, place-based planning processes.
6. Writes to the Premier, the Minister for Planning and Public Spaces, the Member for Coogee and the Member for Vaucluse:
 - (a) Seeking retention of local Community Participation Plans, ensuring meaningful and inclusive community engagement in local planning processes.
 - (b) Highlighting the value of voluntary planning agreements (VPAs) in delivering infrastructure, public benefit, and affordable housing outcomes for local communities—and the significant loss that would occur if councils were prevented from negotiating VPAs.
 - (c) Raising concern about the administrative burden and cost-shifting to councils that will result from the new time frames and referral processes, leading to poorer planning outcomes and reduced accountability.
 - (d) Highlighting broad concerns about governance, environmental assessment and the public interest arising from the Bill, while acknowledging that recent Legislative Assembly amendments—such as the introduction of a 28-day minimum consultation period for targeted assessments, the exclusion of designated development (e.g. coal mines, power stations, concrete works), and the retention of bush-fire-prone-land provisions—represent partial but insufficient improvements.
7. Writes to the President and CEO of Local Government New South Wales (LGNSW) to express concern that the statement issued by LGNSW on 18 September 2025 welcoming these reforms is not consistent with the LGNSW policy platform and was released without consultation with the Board.
8. Advocates through the Southern Sydney Regional Organisation of Councils for a coordinated response to these reforms.
9. Requests staff workshops outlining the likely implications of the Bill for Council, including potential impacts on housing density, infrastructure planning, environmental and social safeguards and community consultation as further information becomes available.

FORESHADOWED MOTION

Mover: Cr Nemesh

Seconder: Cr Stephenson

That Council:

1. Reaffirms its support for the ongoing reform of the NSW planning system, consistent with Council's position expressed in the mayoral minute adopted by Council at its meeting on 15 July 2025, which called for a comprehensive review of the *Environmental Planning and Assessment Act 1979* to reduce complexity, improve efficiency and transparency and strengthen alignment with strategic planning objectives.
2. Acknowledges that the Environmental Planning and Assessment Amendment (Planning System Reforms) Bill 2025 represents a significant and evolving reform package aimed at addressing long-standing challenges in the planning system, particularly the delivery of housing and infrastructure.
3. Notes that the Bill has already passed the NSW Legislative Assembly with amendments and is currently at the Second Reading stage in the Legislative Council.
4. Supports the continuation of the legislative process, including further Parliamentary debate and refinement of the Bill, and encourages the NSW Government and Opposition to work collaboratively to ensure that any final reforms balance the need for housing delivery with the maintenance of strong environmental and community safeguards.
5. Writes to the Premier, the Minister for Planning and Public Spaces and local State Members of Parliament, reaffirming Council's previous advocacy for planning reform and encouraging continued collaboration with local government to deliver effective planning outcomes.

THE MOTION WAS PUT AND DECLARED LOST.

THE FORESHADOWED MOTION THEN BECAME THE MOTION.

THE MOTION WAS THEN PUT AND DECLARED CARRIED.

DECISION

That Council:

1. Reaffirms its support for the ongoing reform of the NSW planning system, consistent with Council's position expressed in the mayoral minute adopted by Council at its meeting on 15 July 2025, which called for a comprehensive review of the *Environmental Planning and Assessment Act 1979* to reduce complexity, improve efficiency and transparency and strengthen alignment with strategic planning objectives.
2. Acknowledges that the Environmental Planning and Assessment Amendment (Planning System Reforms) Bill 2025 represents a significant and evolving reform package aimed at addressing long-standing challenges in the planning system, particularly the delivery of housing and infrastructure.
3. Notes that the Bill has already passed the NSW Legislative Assembly with amendments and is currently at the Second Reading stage in the Legislative Council.
4. Supports the continuation of the legislative process, including further Parliamentary debate and refinement of the Bill, and encourages the NSW Government and Opposition to work collaboratively to ensure that any final reforms balance the need for housing delivery with the maintenance of strong environmental and community safeguards.

5. Writes to the Premier, the Minister for Planning and Public Spaces and local State Members of Parliament, reaffirming Council's previous advocacy for planning reform and encouraging continued collaboration with local government to deliver effective planning outcomes

Division

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

Against the Motion: Crs Fabiano and Wy Kanak.

9. Questions with Notice**CM/9.1/25.10 Council Chambers Future (A25/0945)****QUESTION**

The following questions were submitted by Cr Merten:

1. Given that the September Council meeting resolution on the Council Chambers redevelopment concept options states that 'the Boot Factory in Spring Street, Bondi Junction, is the current Waverley Council Chambers', can the General Manager confirm whether Council has ever resolved to designate the Boot Factory as the permanent Council Chambers?
2. If not, on what basis or authority is the Boot Factory currently being referred to as the 'Waverley Council Chambers?'
3. What are the current plans or proposals, if any, to identify or develop a permanent Council Chambers for Council?
4. Has Council considered or shortlisted any alternative sites or long-term options for a permanent Council Chambers beyond the Boot Factory?
5. What process, consultation and funding considerations will guide future decisions regarding the establishment of a permanent Council Chambers?

General Manager's answer

1. The Cloud Room at the Boot Factory has been used as Council's Chamber's since 4 February 2025. The Cloud Room was intended to be used in the medium-term while the Council Chambers building was to undergo a major refurbishment. Council resolved not to proceed with that project in December 2023. The Boot Factory was confirmed as the current Council Chambers through resolution of Council at the September Council meeting (see resolution CM/7.13/25.09).
2. As the dedicated location where Council meetings are held, the Boot Factory is deemed to be Council Chambers. The building's connection to the Mill Hill Centre, which accommodates Council staff, Waverley Seniors Centre and Norman Lee place courtyard and café, acts as a municipal community hub for Waverley.
3. The Boot Factory will be Council Chambers until such time as Council makes an alternative decision. The current consultation regarding the future use of the Chambers building on Bondi Road includes an option to refurbish the existing building, including the Council Chambers.

4. No decisions have been made for an alternative location to the Boot Factory, at this stage. Should Council wish to consider alternative options, it would occur through the work on the Waverley Property Strategy, the Councillor Strategic Property Review Committee, and ultimately the decision sitting with Council.
5. As discussed above, Council has resolved that the Boot Factory is our designated Council Chambers. Should Council wish to make an alternative decision or investigate other options, it would occur through the work of the Waverley Property Strategy, the Councillor Strategic Property Review Committee, and ultimately the decision sitting with Council.

Sharon Cassidy
Director, Assets and Operations

CM/9.2/25.10 2025 Australian Mayors Summit Against Antisemitism (SF25/4514)

QUESTION

The following question was submitted by Cr Wy Kanak:

Can the Mayor and/or General Manager please explain the costs that allowed the Mayor, Councillors and General Manager to attend the recent Gold Coast conference on antisemitism?

General Manager's answer

Councillors' travel and accommodation was funded by the conference organiser, as approved by the General Manager under the Sponsorship Policy, except for:

- One Councillor who paid for the travel.
- One Councillor who paid for part of the travel and was reimbursed by Council in accordance with the Councillor Expenses and Facilities Policy at a cost of \$95.95.

Not all Councillors attended.

The General Manager's travel and accommodation was funded by Council. The cost was \$1,178.74.

Emily Scott
General Manager

10. Urgent Business

There was no urgent business.

11. Closed Session**CM/11/25.10 Closed Session****MOTION / DECISION**

Mover: Cr Nemesh

Seconder: Cr Lewis

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/6.1/25.10 CONFIDENTIAL MAYORAL MINUTE - General Manager's Annual Performance Review

This matter is considered to be confidential in accordance with section 10A(2)(a) 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 personnel matters concerning particular individuals (other than councillors).

CM/6.2/25.10 CONFIDENTIAL MAYORAL MINUTE - General Manager Reappointment

This matter is considered to be confidential in accordance with section 10A(2)(a) 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 personnel matters concerning particular individuals (other than councillors).

CM/11.1/25.10 CONFIDENTIAL REPORT - Procurement and Adani Considerations

This matter is considered to be confidential in accordance with section 10A(2)(g) 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 advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.

CM/11.2/25.10 CONFIDENTIAL REPORT - Procurement Exemption - Asset Management Specialist Services

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 10.22 pm, Council moved into closed session.

**CM/11.1/25.10 CONFIDENTIAL REPORT - Procurement and Adani Considerations
(A18/0557)**

MOTION / DECISION

Mover: Cr Nemesh
Seconder: Cr Westwood

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)(g) of the *Local Government Act 1993*. The report contains advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.
2. Removes the Adani considerations from Council's Procurement Policy and Procedure and all procurement documents and templates.

Cr Frazer was not present for the vote on this item.

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

**CM/11.2/25.10 CONFIDENTIAL REPORT - Procurement Exemption - Asset Management
Specialist Services (A25/0973)**

MOTION / DECISION

Mover: Cr Nemesh
Seconder: Cr Spooner

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. Approves a procurement exemption to engage Ascentral Asset Services Pty Ltd to undertake asset management specialist services to support the roll-out of the WavOne Asset Management System module, as set out in the report.
3. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

Cr Frazer was not present for the vote on this item.

12. Resuming in Open Session**CM/12/25.10 Resuming in Open Session****MOTION / DECISION**

That Council resumes in open session.

At 10.32 pm, Council resumed in open session.

Resolutions from closed session made public

In accordance with clause 14.21 of the Waverley Code of Meeting Practice, when the meeting resumed in open session the chair announced the resolutions made by Council while the meeting was closed to members of the public and the media.

13. Meeting Closure**THE MEETING CLOSED AT 10.35 PM.**

.....
SIGNED AND CONFIRMED
MAYOR
18 NOVEMBER 2025

MAYORAL MINUTES

CM/6/25.11



WAVERLEY
COUNCIL

Subject: Mayoral Minutes

Author: Mayor of Waverley, Cr Will Nemesh

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/7.1/25.11



Subject: Arts, Culture and Creativity Advisory Committee Meeting - 22 September 2025 - Minutes

TRIM No: A25/0279

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

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

RECOMMENDATION:

That Council notes the minutes of the Arts, Culture and Creativity Advisory Committee meeting held on 22 September 2025 attached to the report.

1. Executive Summary

Council's Arts, Culture and Creativity Advisory Committee (ACCAC) provides input and advice to Council on arts and culture activities in Waverley and related issues. The committee met on 22 September 2025 and the minutes of that meeting are attached to this report.

2. Introduction/Background

The most recent meeting of the ACCAC was held at the Boot Factory Assembly Room on 22 September 2025. This was the final meeting of the current external committee membership and concluded their two-year appointment.

3. Relevant Council Resolutions

Nil.

4. Discussion

Minutes of the ACCAC's meeting dated 22 September 2025 have been endorsed by committee members who were in attendance and are attached to this report for Council's noting.

5. Financial Impact

Nil.

6. Risks/Issues

Nil.

7. Attachments

1. Arts, Culture and Creativity Advisory Committee - 22 September 2025 - Minutes [↓](#)

Arts, Culture and Creativity Advisory Committee Meeting

MINUTES

Monday 22 September 2025 6.30pm to 7.45pm
Assembly Room, Level 1, Boot Factory, Spring Street Bondi Junction

Attendees

Michaela Boland, Alex Bowen, Nerida Campbell, Donna Hewitt, Isabell Hudson, Sam Marshall, Antonia Pesenti, Benjamin Schostakowski, Cr Michelle Stephenson (Chair), Cr Katherine Westwood

Guests

Ben Thompson, Director CC&CE; Jacqui Cowell, Manager Arts and Culture; Chris Bendall, Artistic Director Bondi Pavilion; Lisa Walton, Festivals and Special Projects Producer.

Apologies

Aleema Ash, Cr Paula Masselos

Item		Discussion	When	Who
1	Welcome and apologies	Aleema Ash apology	6.30pm	Chair
2	Bondi Junction Masterplan	Next step: Oct – Nov 2025 will exhibit draft vision to public. Discussion points covered:	6.35pm	Marcel Batrac Project Director

- Elements most important to public including a safe and welcoming area, quiet places and later trading. Also the need to address interchange connection issues, cyclists and pedestrians, variations in demographics, affordable housing.
- Opportunity to utilise Council-owned spaces.

3	Presentation covered: • Festival was a collaborative effort including wider Arts and Culture team, Lisa taking on role of Festival Lead. • Local and non-local audiences. • Audience surveys useful but keen to drive higher participation via competition or other incentive. • Promotion utilising comedians using socials and TV promotions. Use of TikTok as a platform. Broader promotion challenges and cut-through, including new addition of Bondi Festival Markets this year. Challenge of building new audience base through ticket giveaways eg FBi audiences. Positive response to bin corflute promotion across LGA. Good results from using influencers for promotion. Strong media coverage. • Ticket sales and option to increase capacity or extend dates when a show is selling well. • Discussion regarding festival KPI tracking and festival improvements including utilising other spaces in Bondi Pavilion. Noting core program driver: wintertime precinct activation and business engagement, alongside bold / fringe style arts and culture programming. • Business engagement development opportunities via large events, activations, small events, surveys. • Shows that play to festival audiences during festival versus outside of festival dates.	Lisa Walton, Festivals and Special Projects Producer
Bondi Festival 2025 Debrief presentation	6.50pm	

4	2026 Arts and Culture program presentation	Top line points covered for initial feedback noting early stages of finalising programming. Discussion covered: • Curation of local artists exhibition. • Positive committee response to the overall Artistic Plan and the balance of opportunities for audiences. • Theatre hirers and their point of difference in audience offer including local companies as well as Greater Sydney. Sydney Comedy Festival is a good example of a hirer who has now built up a local audience: started with 3 nights and n 2025 built up to multiple weeks. • Parent audiences via Art Express, Onstage and Sydney Festival. • Expanding offer for teens audience. Referencing Parramatta Lanes festival and artists from Greater Sydney. • Create NSW funding investment, two year funding agreement for 2026 and 2027.	Chris Bendall, Artistic Director Bondi Pavilion	7.10pm
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5	General Business	The committee was thanked for their invaluable contribution to the Council and their genuine commitment to arts and culture in Waverley. The committee has provided valuable feedback, insights and input into Council’s program during the term of the committee. Council appreciates the time and great expertise of all committee members. This is the last meeting of the current committee with some members continuing on with the new committee.	Chair	7.30pm
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Meeting closed	7.45pm
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REPORT

CM/7.2/25.11



Subject: Audit, Risk and Improvement Committee Meetings -
12 June 2025 and 28 August 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 meetings held on 12 June 2025 and 28 August 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 meetings held on 12 June 2025 and 28 August 2025 were confirmed by the ARIC at its meeting on 28 August 2025 and 16 October 2025 respectively 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. They are then published on Council's website.

3. Relevant Council Resolutions

Nil.

4. Discussion

Nil.

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 - 12 June 2025 - Minutes [↓](#)
2. ARIC - 28 August 2025 - Minutes [↓](#)



**MINUTES OF THE AUDIT, RISK AND IMPROVEMENT COMMITTEE MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
THURSDAY, 12 JUNE 2025**

Members Present:

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

In Attendance:

Emily Scott	General Manager
Tara Czinner	Director, Corporate Services
Fletcher Rayner	Director, Planning, Sustainability and Compliance
Ben Thompson	Director, Community, Culture and Customer Experience
Kenny Tan	Associate Director, Financial Audit, Audit Office of NSW
Jarrold Lean	Internal Auditor (Partner, Risk Consulting, Grant Thornton Australia)
Mahesha Rubasinghe	Internal Auditor (Director, Risk Consulting, Grant Thornton Australia)
Richard Coelho	Executive Manager, Governance
Teena Su	Executive Manager, Finance
Nik Zervos	Executive Manager, Infrastructure Services (item 5.7)
Kevin Trinh	Chief Information Officer (item 5.9)
Shelby Lee	Acting Executive Manager, People and Culture (item 5.11)
Carol Jones	Manager, Work Health and Safety (item 5.11)
Al Johnston	Committee Secretary

Prior to the commencement of the meeting, the Executive Manager, Infrastructure Services, gave a presentation to the ARIC members on the Seven Ways Streetscape Upgrade litigation.

At the commencement of proceedings at 9.07 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

Apologies were received from:

- Manuel Moncada, Director, Financial Audit, Audit Office of NSW.
- Sharon Cassidy, Director, Assets and Operations.
- Rodhan Haughton, Acting Executive Manager, Major Projects.

2. Declarations of Pecuniary and Non-Pecuniary Interests

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

- 2.1 Sheridan Dudley informed the Committee that her term as chair and member of the City of Ryde's Audit, Risk and Improvement Committee has concluded.

3. Confirmation of Minutes

**ARIC/3.1/25.06 Confirmation of Minutes - Audit, Risk and Improvement Committee Meeting
- 20 March 2025 (A25/0077)**

DECISION

That the Committee confirms the minutes of the meeting held on 20 March 2025 as a true record of the proceedings of that meeting, subject to the following meeting being added to the remaining meeting dates at item ARIC/6.1/25.03:

'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'.

4. Actions from Previous Meetings

ARIC/4.1/25.06 Actions from Previous Meetings (SF25/660)

DECISION

That the Committee notes the status of the actions from previous meetings as of 12 June 2025 attached to the report.

5. Reports

ARIC/5.1/25.06 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:

Integrated Planning and Reporting – Outcome of public exhibition

- Fees and charges:
 - 80 submissions on childcare, no proposed change to fees.
- Budget/Long Term Financial Plan:
 - Internal submission on Sydney Roosters memorandum of understanding (\$30k).
 - Fleet replacement program reduced.
 - Capital expenditure (CAPEX) increased by \$1.9m (endorsed by new CAPEX Committee/Council).
 - Balanced budget for 2025-26.
 - Operating performance ratio is 0.57%
 - Meet Office of Local Government (OLG) benchmarks.
- Integrated planning and reporting documents:
 - 18 external submissions, two internal submissions.
 - Four items of positive feedback
 - Environmental Action Plan.
 - Housing affordability/cost of development.
- Environmental Action Plan:
 - 14 submissions, minor administrative changes made.
- Strategic Asset Management Plan 7:
 - Two submissions; no changes (CAPEX-related).

General Manager Forums

- Hold three per year.
- General Manager supported by the Executive Leadership Team (ELT) to get out and about and talk to staff.
- Online forum for all staff.
- Outdoor face-to-face sessions: Childcare, Resource Recovery, Parks Operations and

Compliance teams.

- Issues raised:
 - Financial sustainability.
 - Uniforms.
 - Skills and Performance Assessment annualisation program.
 - Award negotiations – Four-day working week raised.
 - Childcare Splinter Award.

Early Childhood Education and Care Workers Splinter Award

- The federal government is providing \$3.6 billion to fund a wage increase for the Early Childhood Education and Care (ECEC) workforce through a worker retention payment. Through the worker retention payment, the government intends for all participating providers to receive funding to cover:
 - A 10% wage increase for all eligible staff from 2 December 2024 (this will be back paid upon a successful application).
 - An additional 5% wage increase for all eligible staff from December 2025.
 - A minimum of an additional 20% funding, calculated against the wage increase, to contribute towards eligible on-costs.

EMLT Leadership Program for 2025

- Monthly sessions with the Executive Managers Leadership Team (EMLT) (March–December).
- Focused on leadership development, strategic thinking, peer coaching, driving change.
- Four sessions a year are EMLT Leadership Roundtables (May, August, November and February).
- Purpose is to focus and collaborate on organisational issues.
- End of year meeting with Executive Managers and Manager cohort.
- Three hours with standard agenda items (next meeting).

Employee Engagement Survey 2024

- Based on a core set of questions drawn from the Xref Employee Engagement Survey
- Comprised a total of:
 - 67 agree/disagree questions.
 - Three open-ended questions.
 - 11 general demographic questions.
- Was open for four weeks.
- Achieved a response rate of 37% (compared to a 70% industry average) based on completions of 291 surveys from a targeted population of 793.
- Had a margin of error for the overall sample of 4.2%.

Skills and Performance Assessment Annualisation

- Why we are doing it:
 - Feedback from employees: the 2022 Employee Engagement Survey highlighted that the SAPA process is ‘clunky’ and does not reflect Waverley’s values and behaviours.
 - Inconsistent engagement: assessing employees based on their anniversary date often results in missed or delayed conversations reducing opportunities for regular feedback and development.
 - Disengagement: the current systems cause uncertainty for employees about their progress and goals, contributing to lower engagement levels across the organisation.
- What are the benefits?
 - Consistency: aligns the entire organisation on a unified performance cycle.

- Data-driven insights: consistent data collection across all departments to track organisational goals.
- Improved employee engagement: regular development conversations, focusing on growth rather than only past performance.
- Focus on future-oriented development: shift from a retrospective assessment to combining 12-month reflection and future goal-setting.

ARIC/5.2/25.06 Audit Office of NSW - Amendments to Accounting Standard AASB 13 and Update (SF25/2645)

DECISION

That the Committee:

1. Notes the following matters, as set out in the report:
 - (a) Assessment of the AASB 2022-10 amendments to Accounting Standard AASB 13 – Fair Valuation Measurements.
 - (b) Changes to the Local Government Code of Accounting Practice and Financial Reporting 2024–25.
 - (c) Update on the 2024-25 financial statements audit.
 - (d) Auditor-General’s Report on Local Government 2024.
2. Requests that the executive summary in the financial statements include the operating performance ratio and be carefully worded to give a complete and accurate picture.

DISCUSSION

The Committee discussed the following matters:

- The amendments to fair valuation measurements and whether management is documenting the fair value assessment process or changing the asset carrying values.
- There were no issues identified in the financial statements and the Audit Office of NSW representative expressed the Office’s satisfaction with the paper assessment of the audit.
- The executive summary in the financial statements needs to include the operating performance ratio and be carefully worded to give a complete and accurate picture.
- The Auditor-General’s Report on Local Government, its focus on efficiencies in local government and suggested the Auditor-General be invited to attend a meeting of the Committee.

ARIC/5.3/25.06 Quarterly Budget Review (Q3) (SF24/4957)**DECISION**

That the Committee notes that the Q3 budget review was presented to the Council meeting on 20 May 2025.

DISCUSSION

The Committee discussed the following matters:

- Changes in the amount held in reserves due mainly to the timing of some projects.
- Maturity of the management team in setting and managing budgets and working to improve financial literacy across the team.
- Affordable housing and the process around identifying properties, budget management, strategy, contributions reserve and the cost of the program.

ARIC/5.4/25.06 Budget and Long Term Financial Plan 7 (SF24/4732)**DECISION**

That the Committee:

1. Notes the draft 2025-26 Budget and draft Long Term Financial Plan 7 (LTFP) attached to the report. The Committee considers that Council's financial position is finely balanced and will require prudent management to ensure ongoing financial sustainability.
2. Recognises that the financial projections in the draft documents are based on a number of critical assumptions, including anticipated revenue, expenditure forecasts and economic conditions, that may differ due to unforeseen circumstances and will require very diligent, disciplined financial management to meet those projections if the recommendations of the AEC Financial Sustainability Assessment are to be achieved.
3. Notes that management has identified the following risks affecting the projected outcomes and is striving to mitigate their impact on Council's medium- and long-term financial position:
 - (a) Future Council resolutions not currently budgeted.
 - (b) Operational cost efficiencies not fully realised.
 - (c) Temporary roles extend beyond current term.
 - (d) Workers' compensation premium increases arising from psychological claims, in particular.
 - (e) Unavoidable, adverse capital works cost variations.
 - (f) Grant funding revenue shortfalls.
 - (g) Enterprise bargaining agreement(s) and other employment negotiations increase

employee salary and wages costs above the amount provided for in the LTFP.

- (h) The activity of users in the local government area affects both service and asset demands (costs) and user charge revenue varies significantly from forecast.
 - (i) Revenue constraints arising from Council's current policy for no Special Rate Variation (SRV).
4. Will, within the context of its advisory role, continue to support management and Council through regular monitoring of budget performance, capital project management and progress on achieving the short- and medium-term recommendations in the AEC Financial Sustainability Assessment.

DISCUSSION

The Committee discussed the following matters:

- A clarification that income from voluntary planning agreements increases over the short term but decreases over the long term due to the legislative changes to the NSW Housing State Environmental Planning Policy.
- Council's budget is finely balanced and there is a significant risk that the projected outcomes will not be met as they are dependent on a number of critical assumptions that may not be realised.
- The risks affecting the projected outcomes and management's preparedness to mitigate them as much as possible, including making Councillors aware of the risks and of their financial responsibilities.
- The risk of not meeting the projected outcomes is not shown in the LTFP or the budget report.
- A necessity for the AEC report to be translated into an action plan for the LTFP and the LTFP redesigned to deliver on the Stage 2 of the AEC report.
- A tightening of the budgeting process around capital works and an increase in project management expertise.
- Transparent reporting about the budget and whether it can be achieved.
- A communications strategy for informing the community about the budget, and management's messaging around budgeting and risks.

ARIC/5.5/25.06 Investment Policy - Review (A24/0590)

DECISION

That the Committee notes the draft Investment Policy attached to the report, subject to the amendment to the percentage return on environmental, social and governance investments (ESGs) being reviewed for correctness.

DISCUSSION

The Committee discussed the amendment to the percentage return on environmental, social, and governance investments (ESGs) and queried if the wording should not be 'no less than 0.05% worse to Council'.

ARIC/5.6/25.06 Grants and Tied Funding Procedure (A24/1151)

DECISION

That the Committee:

1. Notes the Internal Grants Procedure and process attached to the report.
2. Requests that the four documents attached to the report be checked for internal inconsistencies with language and process.

DISCUSSION

The Committee requested that the four documents attached to the report be checked for internal inconsistencies with language and process.

ARIC/5.7/25.06 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 the Strategic Asset Management Plan programs, as set out in the report.
2. Considers the Capital Works Program to be an area of high risk for Council that will require improvements in project and program management if the recommendations of the AEC Financial Sustainability Assessment are to be achieved.
3. Receives an update at each meeting on measures taken to improve controls around capital project and program management, including planning, initiation and delivery of projects and their impact on the budget.
4. Recommends that consideration be given to internal audit undertaking a review of capital works project management.

DISCUSSION

The Committee discussed the following matters:

- Project and program management efficiencies recommended in the AEC Financial Sustainability Assessment, including a significant reduction in the capital expenditure budget.
- The impediments to achieving the efficiencies recommended in the AEC report, such as the design process including time frames and design changes, scope and variations, the number of

significant expenditure projects running concurrently and Councillors' expectations.

- The Committee receiving regular update reports on improvements made to controls around capital project and program management and their impact on the budget.
- Undertaking an internal audit review of capital works project management.

ARIC/5.8/25.06 AEC Financial Sustainability Assessment - Final Report (A24/0365)

DECISION

That the Committee:

1. Notes AEC's final Financial Sustainability Assessment Report attached to the report.
2. Receives an update at each meeting on an action plan to address the recommendations of the AEC Report, including a timeline.

DISCUSSION

The Committee discussed the following matters:

- The number of recommendations in the AEC's final Financial Sustainability Assessment Report that are addressed in next year's budget.
- The strategy to deal with competitive neutrality and the \$1.9m deficit in the childcare services budget.
- The level of support the domestic waste charge provides to the budget.
- The achievability of the recommendations being contingent on the support of Councillors.
- The regular presentation to the Committee of an action plan to address the recommendations of the AEC Report, including a timeline.

ARIC/5.9/25.06 Information Management and Technology - Cyber and Work Program Update (A18/0665)

DECISION

That the Committee notes progress on Council's Cyber Program and ICT Modernisation Program, as set out in the report.

DISCUSSION

The Committee discussed the following matters:

- The organisation's resilience against cyber threats.
- Engaging a consultant to undertake an Essential 8 review.

- Appointment of the Head of Engagement, Program and Project Services and an outline of the role.

ARIC/5.10/25.06 Governance Report (SF25/662)**DECISION**

That the Committee:

1. Notes the Governance Report.
2. Requests that the Fraud and Corruption Control Plan be presented to the Committee once it is finalised.

DISCUSSION

The Committee discussed the following matters:

- The reporting of an ICAC referral to the Committee in the coming months.
- Improvements in data breach practices and procedures and an increase in staff awareness of what constitutes a data breach.
- The Fraud and Corruption Control Plan, staff training and the sign-off process. New staff complete mandatory online modules on the Code of Conduct and fraud and corruption control, and receive an induction presentation on these topics. Management is also exploring and deploying more informal awareness strategies, such as items in the staff newsletter.
- The presentation of the Fraud and Corruption Control Plan to the Committee once it is finalised.

ARIC/5.11/25.06 Work Health and Safety Report (A25/0200)**DECISION**

That the Committee:

1. Notes the Work Health and Safety report for February 2025 to April 2025.
2. Notes the Q3 Employee Assistance Program utilisation report attached to the report (Attachment 4).
3. Receives an update on Council's insurance premium strategy at the next meeting.
4. Receives an update on the provision of Converge data to management at the next meeting.

DISCUSSION

The Committee discussed the following matters:

- An update on the two workers compensation claims referred to in the report.
- Management's performance conversation training.
- Trends in the number and cost of workers compensation claims.
- StateCover's assistance with a best practice review of Council's workers compensation practices and procedures and its insurance premium strategy.
- An increase in the amount and type of data provided to management by Converge, Council's employment assistance program provider, which will allow improved analysis of trends and performance.
- The presentation to the Committee of Council's insurance premium strategy and the provision of Converge data to management.

ARIC/5.12/25.06 Complaints and Compliments - Quarterly Report (A25/0121)

DECISION

That the Committee notes the quarterly customer experience dashboard for January 2025–March 2025 attached to the report.

DISCUSSION

The Committee noted management's assertion that most complaints against staff are unsubstantiated.

ARIC/5.13/25.06 Internal Audit Plan 2024-25 - Status Update (SF25/771)

DECISION

That the Committee notes the status of the Internal Audit Plan 2024-25 attached to the report.

DISCUSSION

The Internal Auditor confirmed that the four-year plan will be presented to the next Committee meeting in August 2025.

**ARIC/5.14/25.06 Internal Audit Report - Early Education Centres and Family Day Care
Financial Reporting (SF25/2636)**

DECISION

That the Committee:

1. Notes the internal audit report on Early Education Centres and Family Day Care financial

reporting attached to the report.

2. Receives a report on the number of licenced places and staffing numbers in Council's Early Education and Family Day Care centres to review whether optimal children to staff ratios are being achieved.

DISCUSSION

The Committee discussed the following matters:

- Management advocacy to produce an internal report that addresses long-running issues in this area and provides advice on achieving sustainability.
- Private providers, competitive neutrality and subsidies.
- The summary of care services provided in the report and enrolment and staffing numbers in some centres.

ARIC/5.15/25.06 ARIC Work Program 2025 - Review (SF25/661)

DECISION

That the Committee notes the ARIC Work Program 2025 attached to the report.

ARIC/5.16/25.06 Internal Auditor - Appointment (SF20/3005)

DECISION

That the Committee endorses the appointment of Grant Thornton Australia Limited for the provision of internal audit services.

DISCUSSION

The Committee commented that, in accordance with the Guidelines for Risk Management and Internal Audit for Local Government in NSW, it would prefer to have been consulted on the appointment process prior to management's decision to appoint Council's internal auditor.

The Committee noted the tender process undertaken and endorsed the final selection.

6 Other Business

ARIC/6.1/25.06 ARIC Meeting Dates 2025

The remaining Committee meeting dates for 2025 are as follows:

- 9 am Thursday, 28 August 2025 (Financial Statements).

- 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.
- 9 am Thursday, 16 October 2025.
- 9 am Thursday, 11 December 2025.

ARIC/6.2/25.06 Recruitment of Audit and Risk Manager

The Director, Corporate Services, advised the Committee that management has gone back to market in its search for an audit and risk manager.

7. Meeting Closure

THE MEETING CLOSED AT 12.27 PM.

.....
SIGNED AND CONFIRMED
CHAIR
28 AUGUST 2025



**MINUTES OF THE AUDIT, RISK AND IMPROVEMENT COMMITTEE MEETING
HELD AT THE BOOT FACTORY, SPRING STREET, BONDI JUNCTION ON
THURSDAY, 28 AUGUST 2025**

Members Present:

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

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
Jarrold Lean	Internal Auditor (Partner, Risk Consulting, Grant Thornton Australia)
Richard Coelho	Executive Manager, Governance
Teena Su	Executive Manager, Finance
Rodhan Haughton	Acting Executive Manager, Major Projects (Item 5.9)
Sneha Sabu	Corporate Planning and Reporting Coordinator (item 5.10, 5.11)
Carol Jones	Manager, Work Health and Safety (item 5.12)
Cr Ludovico Fabiano	Waverley Council
Vina Xiao	Governance Officer
Al Johnston	Committee Secretary

Prior to the commencement of the meeting, the Director, Corporate Services, gave a presentation to the ARIC members on an integrated view of risk in the organisation.

At the commencement of proceedings at 9.01 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 none were received.

3. Confirmation of Minutes

**ARIC/3.1/25.08 Confirmation of Minutes - Audit, Risk and Improvement Committee Meeting
- 12 June 2025 (A25/0077)**

DECISION

That the Committee confirms the minutes of the Audit, Risk and Improvement Committee meeting held on 12 June 2025 as a true record of the proceedings of that meeting.

4. Actions from Previous Meetings

ARIC/4.1/25.08 Actions from Previous Meetings (SF25/660)

DECISION

That the Committee notes the status of the actions from previous meetings as of 28 August 2025 attached to the report, subject to amending the comment for item 9 to read as follows:

‘The independent review of internal audit will be coordinated by the soon-to-be-appointed Manager, Audit and Risk, by November 2025.’

5. Reports

ARIC/5.1/25.08 General Manager's Update (SF25/658)

DECISION

That the Committee:

1. Notes the General Manager's verbal update provided at the meeting.
2. Receives a report at a future meeting on the work of Premium Strategies since their engagement by Council as specialist provider of workers compensation insurance.
3. Receives an update report at a future meeting on the risk analysis and strategic review of Council's emergency response plan in relation to acts of terror.

DISCUSSION

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

Integrated Planning and Review (IP&R) Performance Audit 2025–26 (internal review)

Purpose and objectives

- To provide an insight into the effectiveness of six-monthly progress reporting to inform a continuous improvement culture in performance reporting.
- To review effectiveness of six monthly progress reporting across three paradigms – key performance indicators, activity progress and data integrity

Best practice principles of performance reporting

Four documents including two standards on performance reporting and NSW and Victorian Audit Office reports on service performance reporting were considered to develop our approach to performance audit. They include:

- Australian Accounting Standards Board's *Reporting Service Performance Information– Exposure Draft* (2016)
- International Public-Sector Accounting Standards Board's *Reporting Service Performance Information* (2015)
- Victorian Auditor-General's Report, *Reporting on Local Government Performance* (2019)
- NSW Audit Office Report, *Performance Audit Insights: Key Findings from 2014-2018*.

Methodology

Document review:

- Activity and performance measure review.
- Activity/measures grouping by departments and directorates.

Sampling:

- A maximum of 10 activities per department/work area.
- A weighting criterion will be used to inform the selection.
- The overarching criteria – scale of operations.
- Will include all performance measures.

Data source review:

- Manual data review.
- Systemic source/entries review.

Interviews/discussions

- Data gaps addressed through in-depth interviews/discussions with Executive Managers and Managers.

Project phases and timeline

- September 2025 – Sampling; activity and performance selection.
- September 2025 – Communication to relevant departments.
- October 2025 to January 2026 – Activity/KPI – Source data identification and verification.
- January 2026 – Interviews and discussions.
- February 2026 – Report writing.
- March 2026 – Presentation to ARIC.

Work health and safety (WHS) premium reduction strategies

In November 2024, Council entered into a strategic agreement with Premium Strategies, a specialist provider in workers compensation insurance, following endorsement by the Executive Leadership Team (ELT). The objective was to strengthen the management of Council's workers compensation program and ensure sustainable return-to-work outcomes.

Proactive measures supporting employee wellbeing

Manual handling and injury prevention:

- The WHS team is piloting a revitalised manual handling injury prevention initiative.
- Move4Life Champions are leading daily warm-ups for high-risk outdoor teams.
- Leadership has endorsed dedicated start-of-shift time for these sessions to reinforce safety culture.
- Visual manual handling stickers have been placed in all fleet vehicles.
- The Move4Life Committee meets every six weeks to monitor engagement and effectiveness.

Health and wellbeing initiatives:

- Council has implemented the below to promote employee wellbeing and reduce psychosocial risks within Council:
 - Weekly on-site yoga sessions during and after work to ensure accessibility across rosters.
 - Discounted gym memberships through Council's Fitness Passport program.
 - Health and wellbeing expo for outdoor workers, to provide heart health checks and advice from medical professionals for musculoskeletal, podiatry, nutrition and sleep.

Psychosocial safety

Employment Assistance Program

The WHS team is committed to fostering a psychologically safe workplace and continues to ensure:

- The Employee Assistance Program (EAP) is regularly promoted through internal channels including newsletters, inductions, toolbox talks, and promotional posters at Council-hosted sites.
- Managers are provided with EAP business cards to support direct employee engagement.

Psychosocial Risk management

Actions related to Council's Psychosocial Action Plan:

- Council has commenced Psychosocial Safety Training for People Leaders, with over 130 leaders scheduled to complete the program (four sessions already delivered).
- Psychosocial Risk Assessment Workshops will follow; leaders and frontline staff will workshop to identify hazards and co-develop control measures. These controls will be tracked and reviewed for ongoing effectiveness.

Other initiatives

Health monitoring

As part of compliance with the WHS Regulation 2017, the WHS team:

- Conducted individual meetings with 180 employees who completed Council's audiometric testing.
- Provided feedback on results, conducted PPE compliance checks, and reinforced correct use of hearing protection.
- The WHS team also conducted the annual skin checks and flu vaccination program for Council employees to monitor our outdoor workers and promote a healthy workplace.

WHS Committee engagement

The WHS Committee meet quarterly to discuss any WHS issues that have occurred and provide consultation on draft procedures and policies and monitor workplace safety trends. The WHS Committee consists of Executive Management, the WHS team and Health and Safety Representatives throughout Council.

Proposed KPI implementation

To further embed safety culture across all Council operations:

- Monthly safety walk KPIs have been introduced for outdoor teams to facilitate open WHS discussions, raise concerns and promote EAP awareness through our safety walks.
- The WHS team have collaborated with ELT on WHS KPIs for all staff

Service Review Program

Focus for 2025–26

- A review of two profit-making businesses to review profitability and ongoing viability.
- A review of two cost-recovery businesses to assess true cost of service, ensure fees and charges are appropriate and review delivery model to ensure efficiency.
- ELT working on a strategic framework for future review of all other services.

The Committee further discussed the following:

- The IP&R performance audit and the assessment of measurements used, the audit methodology and showing a clear link between method and the delivery of outcomes for the community.
- WHS premium reduction strategies and the importance of personalising risk for each person by incorporating awareness activities into daily business as usual, the safety walks currently conducted were cited as an example. Psychosocial programs provided by Council were also discussed.
- The work of Premium Strategies since their engagement by Council as specialist provider

of workers compensation insurance. The Committee requested that it receive a report on their work at a future meeting.

- The childcare reforms and measures Council is taking to prevent risks that have recently been reported in the media. The Committee noted the safeguards and other measures Council has in place.
- Preparing and responding to antisemitic attacks and other 'acts of terror' and the risk analysis and strategic review of the emergency response plan that officers will be progressing soon. The Committee requested that it receive an update report on the outcome of the review at a future meeting.
- High-density housing and the Bondi Junction Master Plan, which is currently under review by Council's planning department.

ARIC/5.2/25.08 Audit Office of NSW - Audit Status (A24/0933)

DECISION

That the Committee:

1. Notes the verbal update from the Audit Office representative on the status of the audit.
2. Receives a gap analysis report on the findings of the Audit Office's Cyber Security Insights 2025 report and cyber security at Waverley.
3. Receives an outstanding audit recommendations report that includes recommendations and findings from internal audits, external audits and other reports to improve the Committee's oversight of assurance activities.
4. Receives an assurance map showing how management captures assurances from internal audits and external audits and other reports.

DISCUSSION

The Committee discussed the following matters:

- Confirmation that management is on target to meet the year end audit deadline.
- The Audit Office's Annual Report and Audit Work Program 2025-2028, including the Coastal Management audit and Cyber Security Insights 2025 report. The Committee requested that it receive a gap analysis from management on the findings of the cyber security report and cyber security at Waverley.
- The Committee requested that the recommendations and/or findings from the various external audits and reports be added to the outstanding audit recommendations report, so it becomes a 'one-stop-shop' document. The Committee is responsible for overseeing all Council's assurance activities so a consolidated list will improve efficiencies in that area. This would cover both internal control and performance improvement recommendations.
- The Committee also requested that it receives an assurance map to show how assurances from

internal audits, external audits and other reports are captured.

ARIC/5.3/25.08 2024-25 Year-End Budget Performance (A23/0279)

DECISION

That the Committee:

1. Notes the 2024–25 year-end budget performance attached to the report.
2. Notes the implications for the 2025–26 budget after incorporating the carry-overs from 2024–25.

DISCUSSION

The Committee discussed the following matters:

- Lessons learnt on budget management and assessing assumptions and targets so they can be more accurate.
- Clearly identifying funding sources in the statements and management's budgeting approach to grant funding.
- A discrepancy in the operating result surplus figures due to difficulties in budgeting for voluntary planning agreements.
- A communications plan to explain the Council's budgeting philosophy to the community and to minimise any disconnect between what the financial plans show and what we tell the community. The Committee noted the importance of consistent messaging to manage community expectation as to what Council has the financial capacity to achieve.
- Resourcing budget management and improving financial literacy across the organisation is the responsibility of management, not just the Finance team.

ARIC/5.4/25.08 Draft Financial Statements 2024-25 (A24/0933)

DECISION

That the Committee:

1. Notes the draft financial statements 2024-25 attached to the report.
2. Receives a report from the Audit Office of NSW on their policy position regarding the executive summary in the financial statements.

DISCUSSION

The Committee discussed the following matters:

- The role of the executive summary in the financial statements and whether it should be a non-

auditable component or sit in the Council's Annual Report . The Audit Office representative advised that he would report back to the Committee on the Audit Office's policy position.

- The importance of the executive summary in the financial statements to communicate an understanding of local government accounts and their relevancy to the community, as part of a larger communications plan that explains a council's financial position and budgeting philosophy.
- The Committee advised that a best practice example of an executive summary setting out a council's financial position and budgeting philosophy for the community is in Camden Council's financial statements.

ARIC/5.5/25.08 Internal Audit Report - Accounts Receivable (SF25/4078)

DECISION

That the Committee notes the internal audit report on accounts receivable attached to the report.

DISCUSSION

The Committee discussed the following matters:

- Confirmation that management had requested that an audit of accounts receivable be included in the audit plan and had accepted the findings and recommendations.
- The merits of a centralised approach to accounts receivable versus the centre-led approach operated by Council. The Committee discussed that to be effective in a centre-led approach, staff need a culture of support from management across the organisation, including access to the proper tools and training.

ARIC/5.6/25.08 Internal Audit Plan 2025-26 and Four-Year Internal Audit Plan (SF25/771)

DECISION

That the Committee:

1. Endorses the Internal Audit Plan 2025–26 attached to the report.
2. Endorses the Four-Year Internal Audit Plan attached to the report.

DISCUSSION

The Committee discussed the following matters:

- The Committee expressed its satisfaction with the Internal Audit Plan 2025–26 and the Four-Year Internal Audit Plan and briefly discussed the audit methodology, follow-up audits of high-risk items, and the Lifeguard, Early Education, ICT Modernisation Governance and WHS reviews.

ARIC/5.7/25.08 Internal Audit Plans 2024-25 and 2025-26 - Status Update (SF25/771)**DECISION**

That the Committee notes the status of the Internal Audit Plans 2024-25 and 2025-26 attached to the report.

DISCUSSION

The Committee discussed the following matters:

- The fieldwork for the accounts payable audit has been completed and the outcome will be presented to the next meeting.

ARIC/5.8/25.08 Outstanding Audit Recommendations - Status Update (SF25/709)**DECISION**

That the Committee:

1. Notes the outstanding audit recommendations as of August 2025 attached to the report.
2. Receives an outstanding audit recommendations report at the December 2025 meeting that includes recommendations and findings from external and other audits and reports.
3. Receives an outstanding audit recommendations report that identifies for each recommendation that has passed its original due date, the original risk rating and current risk rating.

DISCUSSION

The Committee discussed the following matters:

- To improve its oversight of assurance activities, the Committee confirmed that the outstanding audit recommendations report will include a list of recommendations and findings from internal, external and other audits and reports, as agreed at item ARIC/5.2/25.08, and the report will be presented to the December 2025 meeting.
- The Committee requested that the outstanding audit recommendations report identify for each recommendation that has passed its due date the original risk rating and current risk rating.
- The Committee noted the large number of items that have been closed and discussed the process by which they are closed, including the Executive Leadership Team seeking evidence that the matter has been finalised.

ARIC/5.9/25.08 Capital Works Program - Update (A21/0532)**DECISION**

That the Committee notes, as set out in the report:

1. The completion update on the financial year 2024–25 Capital Works Program.
2. The update on key items by exception for the financial year 2025–26 Capital Works Program.
3. The initial actions proposed to improve controls around capital project and program management.

DISCUSSION

The Committee discussed the following matters:

- The capital works project 'Tunnel 1 Refurbishment' included in the significant projects for 2025-2026, the contingency for the Bronte Surf Club project, asbestos exposures and the hazardous materials register.
- The Committee noted the work being done to make safe and remediate the rock slip that occurred at Bronte on 1 August 2025 and that the Audit Office was due to release a performance audit report on coastal management that may include some worthwhile learnings for Council in this area.

ARIC/5.10/25.08 Internal Audit and Risk Management Attestation Statement 2024-25 (A23/0573)**DECISION**

That the Committee:

1. Endorses the draft Internal Audit and Risk Management Attestation Statement 2024–25 attached to the report.
2. Receives a further report at the October 2025 meeting addressing the following matters:
 - (a) Comments from Directors on how they are satisfied with the compliance on each item.
 - (b) A summary of additional audit and probity activities undertaken by Council in 2024–25.
 - (c) A summary of the process for the sign-off on the statement by the General Manager.

DISCUSSION

The Committee discussed the following matters:

- The process for the sign-off on the statement by the General Manager, noting that this is the first iteration of the statement and the process will be embedded in practice in the future. The Committee requested that a summary of the sign-off process be reported to the next meeting.

- The Committee agreed that the statement should remain as simple as possible and align with the Office of Local Government's template, there being no need for any comment other than whether the task has been complied with or not.
- Regarding the four-year strategic plan and the review of the internal audit function each council term, the Committee agreed they can be marked compliant even though the tasks have not been completed because they are not yet due. This is based on the Committee's interpretation that 'not yet due' does not equate to non-compliance.
- To support the statement, the Committee requested that Directors provide a comment on each line item on how they are satisfied with the compliance. Directors were also requested to provide a summary of additional audit and probity activities undertaken by Council in 2024-25, and that these both be reported to the next meeting.

ARIC/5.11/25.08 Delivery Program 2022-26 - Six-Monthly Progress Report (A23/0573)**DECISION**

That the Committee notes the six-monthly progress report on the Delivery Program 2022–2026, as set out in the report.

DISCUSSION

The Committee expressed its satisfaction with the format, readability and information conveyed in the report but suggested the reference to COVID-19 in the chart on page 201 be removed.

ARIC/5.12/25.08 Employee Assistance Program - Update (A25/0200)**DECISION**

That the Committee:

1. Notes the Converge Employee Assistance Program Q4 utilisation report attached to the report.
2. Receives an industry comparison in the October WHS report.

DISCUSSION

The Committee discussed the following matters:

- The Committee expressed satisfaction with the self-help philosophy of the employee assistance program and commented that it seems akin to a personal enrichment service.
- The Committee was also satisfied with the increased level of information provided by the new service provider and agreed that it should be a useful tool.
- The Committee requested an industry comparison be provided in the next report.

ARIC/5.13/25.08 DRIVES Compliance Audit (A25/0624)**DECISION**

That the Committee:

1. Notes:
 - (a) The results of Council's compliance audits for the Transport for NSW Driver Vehicle System (DRIVES24) under the Terms of Access Agreement, as set out in the report.
 - (b) That no non-compliances, breaches or adverse findings were identified.
 - (c) That it is standard practice at Council for someone internal with appropriate skills and independence to do the audit and there is no need for Grant Thornton to include it in their audit plan unless issues have been identified.
2. Requests that the findings of the audit be added to the outstanding audit recommendations report as agreed at item ARIC/5.8/25.08.

DISCUSSION

The Committee discussed the following matters:

- The review was completed by the Executive Manager, Compliance. The Committee was advised that it is standard practice at Council for someone internal with appropriate skills to do the audit. In short, the Committee recommended that no additional resources should be put into the audit unless issues are identified.
- The Committee requested that the findings of the audit be added to the outstanding audit recommendations report as agreed at item ARIC/5.8/25.08.

ARIC/5.14/25.08 ARIC Work Program 2025 - Review (SF25/661)**DECISION**

That the Committee notes the ARIC Work Program 2025 attached to the report.

6. Other Business

Nil.

7. Meeting Closure

THE MEETING CLOSED AT 12.20 PM.

.....
SIGNED AND CONFIRMED
CHAIR
16 OCTOBER 2025

REPORT

CM/7.3/25.11



Subject: Capital Works Review Committee Meeting - 28 August 2025 - Minutes

TRIM No: SF25/2137

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 28 August 2025 attached to the report.

1. Executive Summary

This report provides information about the Capital Works Review Committee meeting held on 28 August 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 28 August 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 - 28 August 2025 - Minutes [↓](#)

Capital Works Review Committee Meeting



Minutes & Action Items

Date: Thursday, 28 August 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	Dov Frazer
Councillor	Katherine Westwood
Councillor	Keri Spooner (Non-voting)
Councillor	Ludovico Fabiano (Non-voting)
Councillor	Joshua Spicer (Non-voting)
Staff	
Emily Scott	General Manager
Tara Czinner	Director, Corporate Services
Sharon Cassidy	Director, Assets & Operations
Ben Thompson	Director, Community, Culture and Customer Experience
Rodhan Haughton	Acting Executive Manager, Major Projects
Teena Su	Executive Manager, Finance
Lucas Atkinson	Executive Officer
Apologies	
Councillors	
Councillor	Paula Masselos
Staff	
Nikolaos Zervos	Executive Manager, Infrastructure Services

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Item No:	Item	Responsible Officer
	- Expected completion of the Curlewis St Streetscape Upgrade project is in Q4 of the 2025-26 financial year. - Council will not be proceeding with SP2 for the Charing Cross Streetscape Upgrade as per the Council's decision at its meeting on 25 August 2025, and communications are currently being developed. - SAMP Road Infrastructure Renewal and SAMP Building Renewal programs are in early stages and progressing.	
6	Bronte SLSC & Community Facilities Upgrade – Project Update The Committee received and noted the briefing note and progress update on the Bronte Surf Club and Community Facilities Upgrade. Noted: - The PCG Report attached to the briefing note provides a summary of the progress or changes associated with the project. - The temporary facilities have been completed and handed over to Bronte SLSC and Council. - Relocation of Club and Council operations to the new temporary facilities has commenced. - Documentation and designs for the construction certificate and section 4.55 application are currently being finalised. - The value engineering process is currently ongoing. - The S4.55 application completion timeframe has been pushed back to align with the progression of value engineering changes. This will not cause a delay to the overall project program delivery and will ensure the requisite value engineering items can be included in the one S4.55 submission to minimise the need for further approvals. The completed S4.55 application will be presented to the Capital Works Review Committee. - Stage 2 proposal final pricing and S4.55 application will be reported to Council in October. - Council has an established process for capital works discretionary variations. However, the process is currently under review to improve the assessment process.	
7	Any Other Business Nil.	

MEETING CLOSED: 6:45pm

NEXT MEETING: Thursday, 25 September 2025.

REPORT

CM/7.4/25.11



Subject: Strategic Property Review Committee Meeting - 28 August 2025 - Minutes

TRIM No: SF25/2128

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 28 August 2025 attached to the report.

1. Executive Summary

This report provides information about the Strategic Property Review Committee meeting held 28 August 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 28 August 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 - 28 August 2025 - Minutes [↓](#)

Strategic Property Review Committee Meeting



Minutes & Action Items

Date: Thursday, 28 August 2025
Meeting commenced: 7:05pm
Meeting closed: 8:30pm
Venue: Boot Factory, Cloud Room, Level 2, 27-33 Spring Street, Bondi Junction

Attendees	
Councillors	
Councillor	Will Nemesh (Chair)
Councillor	Margaret Merten (Deputy Chair)
Councillor	Michelle Stephenson
Councillor	Keri Spooner
Councillor	Dov Frazer
Councillor	Ludovico Fabiano (Non-voting)
Councillor	Joshua Spicer (Non-voting)
Staff	
Emily Scott	General Manager
Ben Thompson	Director, Community, Culture and Customer Experience
Sharon Cassidy	Director, Assets and Operations
Tara Czinner	Director, Corporate Services
Fletcher Rayner	Director, Planning, Sustainability and Compliance
Andrew Best	Executive Manager, Property and Facilities
Lucas Atkinson	Executive Officer
Apologies	
Staff	
Nikolaos Zervos	Executive Manager, Infrastructure Services (as required)

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Item No:	Item	Responsible Officer
	ground level and level one, and sporting facilities on the top floor. d) Option 4 – Services upgrade and soft fitout of existing building with retainment of current use The Committee unanimously supported the recommendation to Council. Mover: Cr Nemesh Seconded: Cr Spooner	
6	Waverley Surf Clubs – Building Projects and Lease Negotiation Status Updates The Committee received and provided feedback on the briefing note to update the Committee on the status of building projects and lease negotiations with the four Waverley surf clubs. Noted: • Bronte Surf Club ○ Council has recently entered into a short-term license agreement with the Bronte Surf Life Saving Club for their use of the club’s premises within the temporary facilities until it relocates into the new clubhouse building, which is expected to be in April 2027. • Tamarama Surf Club ○ Lease negotiations with the Tamarama Surf Life Saving club are ongoing as outstanding contributions for the project cost for the new Tamarama Surf Club, as per the Heads of Agreement need to be resolved. In addition, the responsibility for reactive and planned maintenance needs to be resolved before the lease can be finalised. • North Bondi Surf Life Saving Club ○ Negotiations on the lease details for the North Bondi Surf Life Saving Club are ongoing as the access and licensing of the forecourt under the new lease needs to be resolved. The use of the forecourt also needs to align with Council’s event and sponsorship policies. • Bondi Surf Bathing Life Saving Club ○ Officers have met with club representatives to discuss the status of the Bondi Surf Bathing Life Saving Club project. The club has recently appointed new members to the PCG, and they are in the process of reviewing the club’s spatial requirements and needs analysis. The PCG is scheduled to meet in late September to discuss the outcomes of the review, and further updates will be provided to the Strategic Property Committee. Committee Recommendation: The Committee recommended that: a) The lease agreement for the Tamarama Surf Club include the full cost recovery for the Tamarama Surf Club project contribution, with interest applied, to be recovered over the lease term within 5 years. b) Officers meet with the Tamarama Surf Club to offer reactive and periodical maintenance services, with costs and on-costs to be recovered under the lease	

Item No:	Item	Responsible Officer
	agreement. c) Council does not offer the North Bondi Surf Life Saving Club a lease or license for the forecourt, and that the current application process for activations is to continue in accordance with Council's existing events application process. The majority of the Committee supported the recommendation to Council. Mover: Cr Nemesh Seconder: Cr Stephenson	
7	Bondi Junction Vision and Master Plan Project Update The Committee received and noted a status update on the Bondi Junction Vision and Master Plan Project.	
8	Any Other Business Nil.	

MEETING CLOSED: 8:30pm

NEXT MEETING: Thursday, 25 September 2025

REPORT

CM/7.5/25.11



Subject: Surf Life Saving Committee Meeting - 13 May 2025 - Minutes

TRIM No: SF25/5727

Manager: Emily Scott, General Manager

Director: Emily Scott, General Manager

RECOMMENDATION:

That Council notes the minutes of the Surf Life Saving Committee meeting held on 13 May 2025 attached to the report.

1. Executive Summary

This report provides information about the Surf Life Saving Committee meeting held on 13 May 2025. The minutes of the meeting are attached to this report.

2. Introduction/Background

On 29 October 2024, Council re-established the Surf Life Saving Clubs Committee to work in collaboration with the surf life saving clubs in Waverley to develop broad and strategic coordination on matters relating to the operation of the Clubs.

3. Relevant Council Resolutions

Nil.

4. Discussion

This report updates Councillors on items discussed at the Surf Life Saving Committee meeting held on 13 May 2025. The minutes, once noted, will be placed on Council's website.

5. Financial Impact

The support provided to facilitate Surf Life Saving Committee meetings is covered in Council's operational budget.

6. Risks/Issues

Nil.

7. Attachments

1. Surf Life Saving Committee - 13 May 2025 - Minutes [↓](#)

Surf Life Saving Committee Meeting



Minutes & Action Items

Date: Tuesday, 13 May 2025
Meeting commenced: 6:00pm
Meeting closed: 7:15pm
Venue: Boot Factory, Cloud Room, Level 2,
 27-33 Spring Street, Bondi Junction

Attendees	
Councillors	
Councillor	Will Nemesh (Chair)
Councillor	Paula Masselos (Deputy Chair)
Councillor	Michelle Stephenson
Councillor	Joshua Spicer
Councillor	Ludovico Fabiano
Councillor	Margaret Merten (Non-voting)
Councillor	Lauren Townsend (Non-voting)
Councillor	Katherine Westwood (Non-voting)
Staff	
Emily Scott	General Manager
Sharon Cassidy	Director, Assets and Operations
Andrew Best	Executive Manager, Property & Facilities
Ben Kusto	Executive Manager, Open Spaces & Recreation Facilities
Marija Torbarina	Administrative Support (Minutes)
External Stakeholders	
Liz Webb	President of Bondi Surf Bathing Life Saving Club
Basil Scaffidi	President of Bronte Surf Life Saving Club
Steve Larnach	President of North Bondi Surf Life Saving Club
Zoe Scott-King	Vice President of Tamarama Surf Life Saving Club
Steven Pearce	Chief Executive Officer, Surf Life Saving NSW
Apologies	
Sandra Fox	President of Tamarama Surf Life Saving Club

Item No:	Item	Responsible Officer
1	Welcome and Acknowledgement of Country The meeting opened at 6:00pm and Acknowledgement of Country was conducted by Councillor Nemesh.	
2	Introductions and Apologies Sandra Fox, President of Tamarama Surf Life Saving Club was noted as an apology.	
3	Declaration of Conflict of Interests Confirmed: No Conflicts of Interest were declared for this meeting.	
4	Context Setting Process – Terms of Reference Noted: The Committee noted the Terms of Reference for the Surf Life Saving Committee. The objective of the Surf Life Saving Committee is to work in collaboration with the Surf Life Saving Clubs in Waverley to develop broad and strategic coordination on matters relating to the operation of the Clubs.	
5	Surf Life Saving Club Updates Noted: Bronte Surf Life Saving Club (BSLSC) • Very strong summer reported. • Record membership numbers with over 850 nippers and over 150 cadets. • After hours rescues reduced. • Challenge of Xmas day at Bronte Beach. • All four surf life saving clubs have re-engaged to meet three to four times annually to share information. North Bondi Surf Life Saving Club (NBSLSC) • Great season reported. • Education, competition and social aspect of the club going well. • Total membership just over 2000, including approximately 700 nippers and 540 patrolling members including 100 SRCs, 400 on long service, plus associate and general members. • 30 rescues performed last season (down by half), 349 first aids, 4000 preventions. • Patrolling members on beach for over 23,000 hours. • Club updating its constitution, noting using Surf Life Saving NSW template. • A five-year strategic plan is currently being drafted. • Lease and licence negotiations are progressing. • Capital works update with focus on updating change rooms. • Club presentation night and end of season event coming up. • Club Annual General Meeting (AGM) to be held second weekend in August.	

Item No:	Item	Responsible Officer
	Bondi Surf Bathers Life Saving Club (BSBLSC) • Very good season reported. • Over 1500 members. • 16 patrols with approximately 20-30 people on each patrol. • Focus on education and life saving courses for members and the public. • A three-year strategic plan is currently being drafted. • AGM and end of season events coming up. Tamarama Surf Life Saving Club (TSLSC) • Over 200 active members, noting membership has increased over the last three years. • Focus on education for new members and ongoing members, with focus also on retention. • Collaboration of Clubs has grown across the season. • 12 patrols with strong team based approach. • Management Committee meeting held with good level of gender diversity and inclusion in the committee. • A strong emphasis on inclusion, particularly through initiatives like inclusive swim programs • Collaborating with clubs on community education programs. • AGM and end of season events coming up. All Clubs thanked and acknowledged Council for its support. Waverley Council Lifeguards thanked and acknowledged for their work and noting positive relationships built with all clubs. Council thanked all Clubs for their strong work and collaboration.	
6	Crown Land Lease Update The Surf Life Saving Committee received an update on Crown Land Lease. Noted: • Officers in discussion with clubs on new leases. • All clubs are currently on short term agreements. • Lease template based on the 2016 Surf Clubs on Crown Lands Lease template as further developed in conjunction with Northern Beaches Council and Surf Life Saving NSW (SLSNSW). • Steven Pearce advised the template has so far enabled 21 surf clubs across NSW to finalise lease discussions and negotiation in record time. • Template distributed so far to Bronte SLSC, Tamarama SLSC and North Bondi SLSC for review and negotiation of final leases. • The timing of negotiations are linked to the redevelopment of Bronte SLSC and Bondi SBLSC buildings noting temporary lease arrangements can be extended.	
7	Surf Life Saving NSW Function Policy The committee discussed the current use policy in place for Surf Life Saving Clubs, established to ensure clubs remain apolitical and non-sectarian in the use of their facilities.	

Item No:	Item	Responsible Officer
	The policy is intended to guide how clubs engage with community groups, including considerations around commercial use and donation-based access. Noted: - Recent situation noted involving Tamarama SLSC. - The incident exposed inadequacies in the existing SLSNSW policy and placed Tamarama SLSC in a difficult position, requiring intervention from SLSNSW. - As a result, a new policy was developed under the guidance of SLSNSW, launched in March, with a scheduled review period in June. - The policy aims to help clubs navigate issues such as political event launches and funding announcements, particularly in politically sensitive periods such as the lead-up to federal elections. - The policy emphasises that if political events are to be held, there must be no perception of Surf Life Saving's endorsement or support of any particular political party. For example, members should not wear identifiable uniforms (such as red and yellow), and clubs must adopt a consistent stance either allowing no political events or making the space available to all parties equally. Actions: - Current Surf Life Saving Club use policy to be circulated to all Councillors. - Policy review to be conducted in June, with outcomes to be presented to Councillors.	SLSNSW SLSNSW / Waverley Officers
8	Sponsorship Policy Update The Surf Life Saving Committee received an update on the Waverley Council Sponsorship Policy. Noted: - Council has endorsed a new Sponsorship Policy. - A detailed presentation to the Committee on the Sponsorship Policy will be arranged prior to the end of financial year. - The Sponsorship Policy is available on Council's website. Actions: - Presentation to the Committee on the Sponsorship Policy to be arranged prior to the end of financial year.	Waverley Officers
9	Any Other Business There was no other business.	

MEETING CLOSED: 6:48pm

NEXT MEETING: Tuesday, 30 September 2025.

REPORT

CM/7.6/25.11



Subject: Annual Report 2024-25

TRIM No: A25/1917

Manager: Emily Scott, General Manager

Director: Emily Scott, General Manager

RECOMMENDATION:

That Council notes the Annual Report 2024-25 attached to the report.

1. Executive Summary

The purpose of this report is to present Council's Annual Report 2024–25 for submission to the Minister of Local Government by 30 November 2025.

The Annual Report comprises four parts. The first three parts are published in one volume. Part 4, the Audited Financial Statements, is published separately. The Audited Financial Statements are presented to Council as a separate report.

2. Introduction/Background

Section 428 of the *Local Government Act 1993* requires that, within five months after the end of each financial year, a council must prepare a report (its annual report) for that year. The annual report highlights achievements in implementing the delivery program and the effectiveness of the principal activities undertaken in achieving the objectives. An annual report must be prepared in accordance with the guidelines under section 406 (which outlines the requirements for Integrated Planning and Reporting) and must contain a copy of the council's audited financial statements prepared in accordance with the Local Government Code of Council Accounting Practice and Financial Reporting published by the Office of Local Government.

A copy of Council's annual report must be published on Council's website and provided to the Minister and such other persons and bodies as the regulations may require by 30 November each year.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 21 October 2025	CM/7.1/25.10	That Council: 1. In accordance with section 419 of the <i>Local Government Act</i> , notes: (a) The audited 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) attached to the report.

		(b) The auditor's report on the 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) included in the attachment to the report. 2. In accordance with section 420 of the <i>Local Government Act</i>, any public submissions on the audited 2024-25 Financial Statements (including General and Special Purpose Financial Statements and Special Schedules) must be referred to the auditor.
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4. Discussion

The Annual Report 2024–25 provides an overview of Council's performance over the past financial year. The Annual Report forms an important component of the Integrated Planning and Reporting (IP&R) Model as it 'closes the loop' in keeping the community informed of achievements in implementing the Delivery Program and Operational Plan.

The Annual Report is a key point of accountability between Council and its community. Its focus is to report on progress of the Delivery Program and Operational Plan as these documents are within Council's responsibility to deliver.

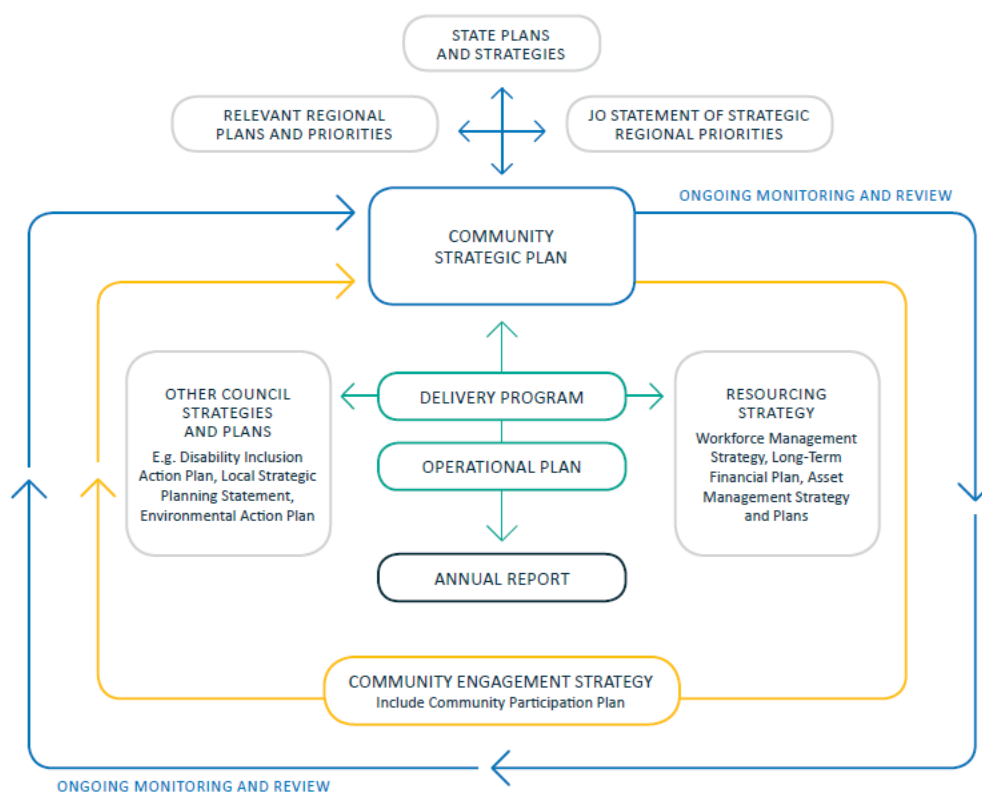


Figure 1. The Integrated Planning and Reporting framework.

The Annual Report 2024–25 is structured around the three themes in the Community Strategic Plan 2022–2032. This is the third and final report based on the Community Strategic Plan 2022–2032, the Delivery Program 2022–26 and the Operational Plan 2024–25.

Of the total 151 actions in the Operational Plan 2024–25, 97% (146) of the actions in the Operational Plan were completed, and 3% (five) are in progress.

Section 428 of the *Local Government Act 1993* requires Council within five months after the end of each year to prepare a report (its Annual Report) for that year. The annual report highlights achievements in implementing the Delivery Program and the effectiveness of the principal activities undertaken in achieving the objectives.

The Annual Report must be prepared in accordance with the guidelines under section 406 (which outlines the requirements for Integrated Planning and Reporting) and must contain a copy of Council's audited financial statements prepared in accordance with the Local Government Code of Council Accounting Practice and Financial Reporting published by the Office of Local Government. A copy of Council's Annual Report must be posted on Council's website and provided to the Minister and such other persons and bodies as the regulations may require by 30 November each year.

5. Financial Impact

The actions in the Operational Plan 2024–25 were included in the budget and work program when the Operational Plan was adopted by Council in June 2024. Funding to implement the Delivery Program over its term is based on the Long Term Financial Plan that supports the Delivery Program. The Annual Report 2024–25 covers the period 1 July 2024 to 30 June 2025 and must be submitted to the Minister for Local Government by 30 November 2025.

6. Risks/Issues

There are three strategic risks associated with the Annual Report: reputational, compliance and performance risks.

Drop in overall performance poses reputational risk for Council. Since reporting on the progress against the Delivery Program and other acts and regulations in the Annual Report is a legislative requirement, not including these requirements in the Annual Report would lead to compliance risk. Not meeting the commitments in the Operational Plan will also lead to performance risks.

To ensure performance is monitored regularly, Council staff undertake a quarterly review of progress, against the Operational Plan. This approach is used to check performance on a regular basis at the leadership level and address any gaps on an ongoing basis, thereby managing reputational and performance risks. Council achieved a 97% completion rate against the Operational Plan in 2024-25. The Report is prepared in accordance with Annual Report Checklist issued by the Office of the Local Government to ensure compliance with legislative requirements.

7. Attachments

1. Annual Report 2024-25 [↓](#)

Waverley Council Annual Report

2024-2025

waverley.nsw.gov.au



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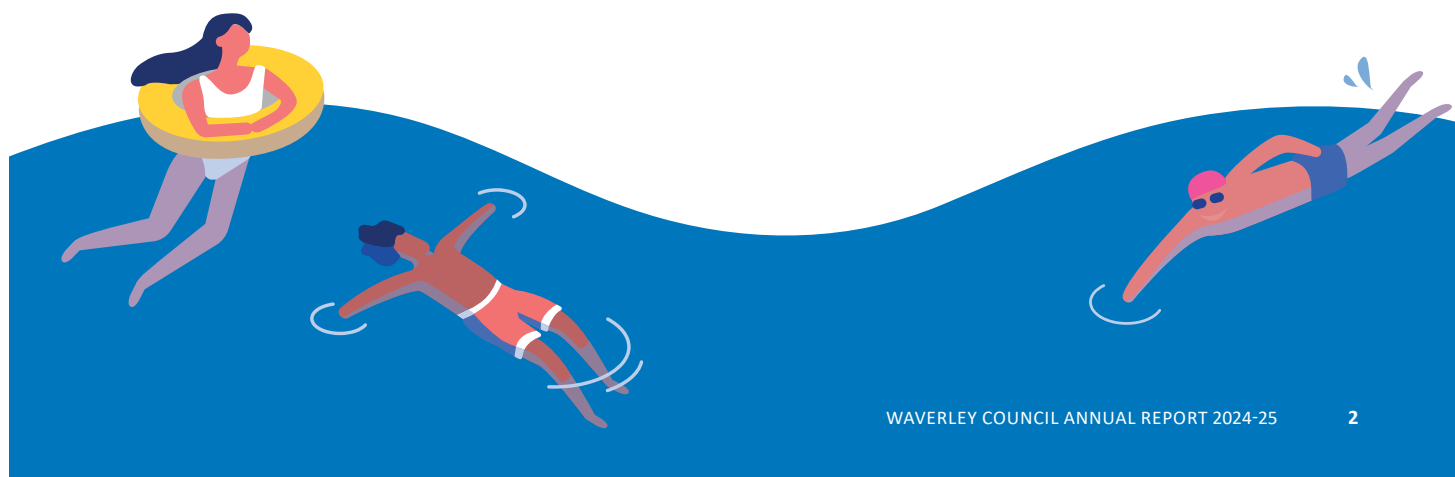
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Acknowledgement and our Reconciliation Vision

We acknowledge the Bidiagal, Birrabirragal and Gadigal people, who traditionally occupied the Sydney coast. We also acknowledge Aboriginal and Torres Strait Islander Elders both past and present.

Our vision for reconciliation is for Waverley to be a vibrant, resilient, caring, and inclusive community where Aboriginal and Torres Strait Islander peoples:

- Practice and celebrate their culture and heritage proudly
- Are honoured for their survival and resilience, and supported to continue to overcome adversity
- Are respected and acknowledged as First Nations peoples with the right to determine their own futures.

Waverley Council will continue to value and protect our environment with respect to Aboriginal and Torres Strait Islander peoples' intrinsic relationship with the land and waters.

Preface

Purpose of this Annual Report

This Annual Report documents Council’s performance during the 2024–25 financial year in relation to the principal activities detailed in the Delivery Program 2022–26 and the Operational Plan 2024–25.

The Annual Report is made up of four parts:

PART
01
Is an
overview
of Council

PART
02
Provides details
of Council’s
performance
against the
Delivery Program
2022–26

PART
03
Provides
additional
reporting
information
required by
legislation

PART
04
Contains
Council’s
audited
financial
statements

The first three parts are published in one volume.
Part four is published separately.

This report is prepared in accordance with Section 428 of the *Local Government Act 1993* and the Office of Local Government Integrated Planning and Reporting Guidelines for Local Government in NSW.



Our Performance Snapshot

The Waverley Community Strategic Plan 2022–2032 is built around three themes.

THEME

1

People

THEME

2

Place

THEME

3

Performance

The Delivery Program and the Operational Plan are structured around these themes. Sitting beneath the themes are the strategies Council will implement to move in the direction set out in Waverley Community Strategic Plan 2022–2032 and Council’s reporting tracks progress in delivering these. Below is a summary of overall progress in implementing the actions in the Operational Plan 2024–25.

Of the total 151 actions in the Operational Plan 2024–25, 97% (146) of the actions in the Operational Plan were completed, and 3% (five) are in progress.

Summary of progress

Completed	97%
In Progress	3%
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed/on hold – impacted by unforeseen conditions	—



Table 1. Summary of Progress

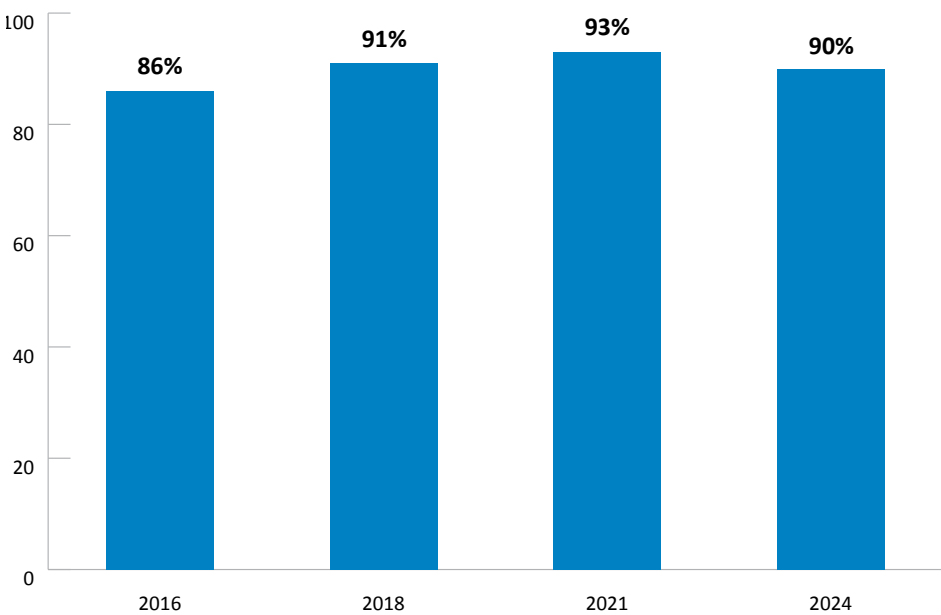
THEMES	COMPLETED	IN PROGRESS	IN PROGRESS – IMPACTED BY UNFORESEEN CONDITIONS	DELAYED	DELAYED – IMPACTED BY UNFORESEEN CONDITIONS
Total	97%	3%	0%	0%	0%
People	100%	0%	0%	0%	0%
Place	92%	8%	0%	0%	0%
Performance	100%	0%	0%	0%	0%

Community Survey 2024

In 2024, Council engaged Micromex Research to undertake a community survey to measure community satisfaction with services offered by Council.

The overall community satisfaction with Council’s performance was 90% in 2024, which is on par with 2021 and Micromex Metro Benchmark.

Overall
Community
Satisfaction
with Council’s
Performance



A Message from our Mayor

This annual report celebrates Council's success over the past year while laying the foundation for an even stronger and more connected Waverley for tomorrow.



We have adopted a back-to-basics approach focused on upgrading and maintaining critical infrastructure, allocating \$58.9 million for capital works. This includes \$1.8 million for the renewal of sealed roads and \$962,000 to repair footpaths. Longer term, we have committed \$483 million to capital works expenditure over the next decade.

Across Waverley, we are making improvements to streetscapes, from the revamp of Charing Cross and the planned uplift at Rose Bay North shops and North Bondi Terminus, to the improved substations, lighting and paving at Bondi Park.

We have been busy updating and upgrading a number of parks and playgrounds, with the recently completed works at Sir Thomas Mitchell Reserve and Scott Street Reserve receiving rave reviews from local children.

There are also a host of significant projects underway, including the development of a Strategic Vision and Masterplan for Bondi Junction – a comprehensive roadmap to help reshape this vital but underutilised precinct into a thriving civic and cultural hub.

Work has begun on the landmark restoration of Bronte Surf Lifesaving Club, delivering a state-of-the-art multi-purpose building with enhanced lifeguard operational facilities and public amenities.

And as part of our commitment to return more Council assets to the public for your enjoyment, we will make historic Bronte House accessible all year round and turn the old caretaker's cottage at Waverley Cemetery into a writers' retreat. We are also exploring options to make the disused Council Chambers a multipurpose community recreation and sports facility.

Council is committed to re-enlivening Waverley through events and activations, demonstrated by the return of New Year's Eve to Bondi Beach for the first time in a decade. In addition, we are investing in new community events, from street parties to pop-up celebrations.

Building on this, in a move to bring more vibrancy to the broader Waverley area, Council has relaxed regulations surrounding outdoor dining and introduced extended trading hours in commercial to make it easier for local businesses to thrive. This decision recognises the important role of businesses owners in activating our streets and creating an exciting atmosphere for locals and visitors alike.

In response to the scourge of antisemitism, Council has taken a proactive stance in promoting social cohesion and challenging hatred in all its forms.

A Message from our Mayor continued

Council's Strategy to Combat Antisemitism is a framework to foster safe and inclusive communities. Strengthening this progress, we developed the Model Antisemitism Strategy – a blueprint that local governments nationwide can adapt to confront antisemitism in their own communities.

I encourage you to reflect on the progress made for our community over the past year and on the enduring foundations we are establishing for future generations.

While important work remains, through continued collaboration we can cement Waverley's status as the best place in Sydney to live, work and visit.

**William Nemesh,
Mayor of Waverley**



A Message from our General Manager

This annual report provides an overview of the collective achievements delivered by our staff, community partners, contractors and volunteers, guided by our Strategic Plan – a key planning framework informed by extensive community consultation.

This 10-year roadmap represents an aspirational vision for Waverley, and the priorities and the strategies in place to make it a reality. Affordable housing, sustainable development, parking, and traffic and pedestrian safety were some of the high priorities identified, along with support for local businesses and growth of our nighttime economy.

A key objective is to deliver quality, efficient services and provide an improved customer experience. Our Customer Experience Strategy is a four-year action plan to transform our organisational structure and boost our capabilities as a service provider. A recent example of our efforts in this area is “Easy As”, a user friendly, one-stop approach to apply for a range of services and permits online. Similarly, we streamlined our online booking system for Council venues, allowing users to browse availability in real time.

A touchstone of Council’s efficiency is our financial sustainability. Our latest budget has a forecast operating surplus of \$23.8 million, which will fund capital works and loan repayments. While exercising fiscal discipline within the principles of a balanced budget, Council still prioritises expenditure in areas that matter most to our community, like the allocated \$483 million over 10 years toward capital works.

Sustainability remains a priority, with Council committed to achieving net zero emissions by 2030. We are already recording annual emission reductions and have approximately halved natural gas consumption over the past four years. By continuing to increase the uptake of solar and renewables, 65 per cent of houses and 15 per cent of apartments in Waverley will be solar powered by 2035. All existing homes and businesses are also set to become 20 per cent more energy efficient by this time. Our newly adopted Environmental Action Plan provides a robust framework for these targets.

Council remains committed to fostering a vibrant community through diverse activities and programs. For young families, our library offers opportunities for learning and connections. At the Mill Hill centre, residents aged 60 and above have a range of programs available to them, including language classes, exercise and technology help. Our Death Café is an example of Waverley supporting and creating a supportive and caring community.

I would like to emphasise my appreciation of our advisory committees, who bridge the gap between Council and the community, working to solve issues across the LGA. I am also deeply grateful to our dedicated volunteers, whose tireless efforts we all benefit from.

I hope this report provides a solid overview of how Council is working to build the best Waverley possible. While I am proud of the collective efforts and achievements of all our staff, I acknowledge there is always more work to do. I encourage our residents to keep engaging with us, so we can better manage and understand our community expectations.

Emily Scott,
General Manager of Waverley Council



Part 1

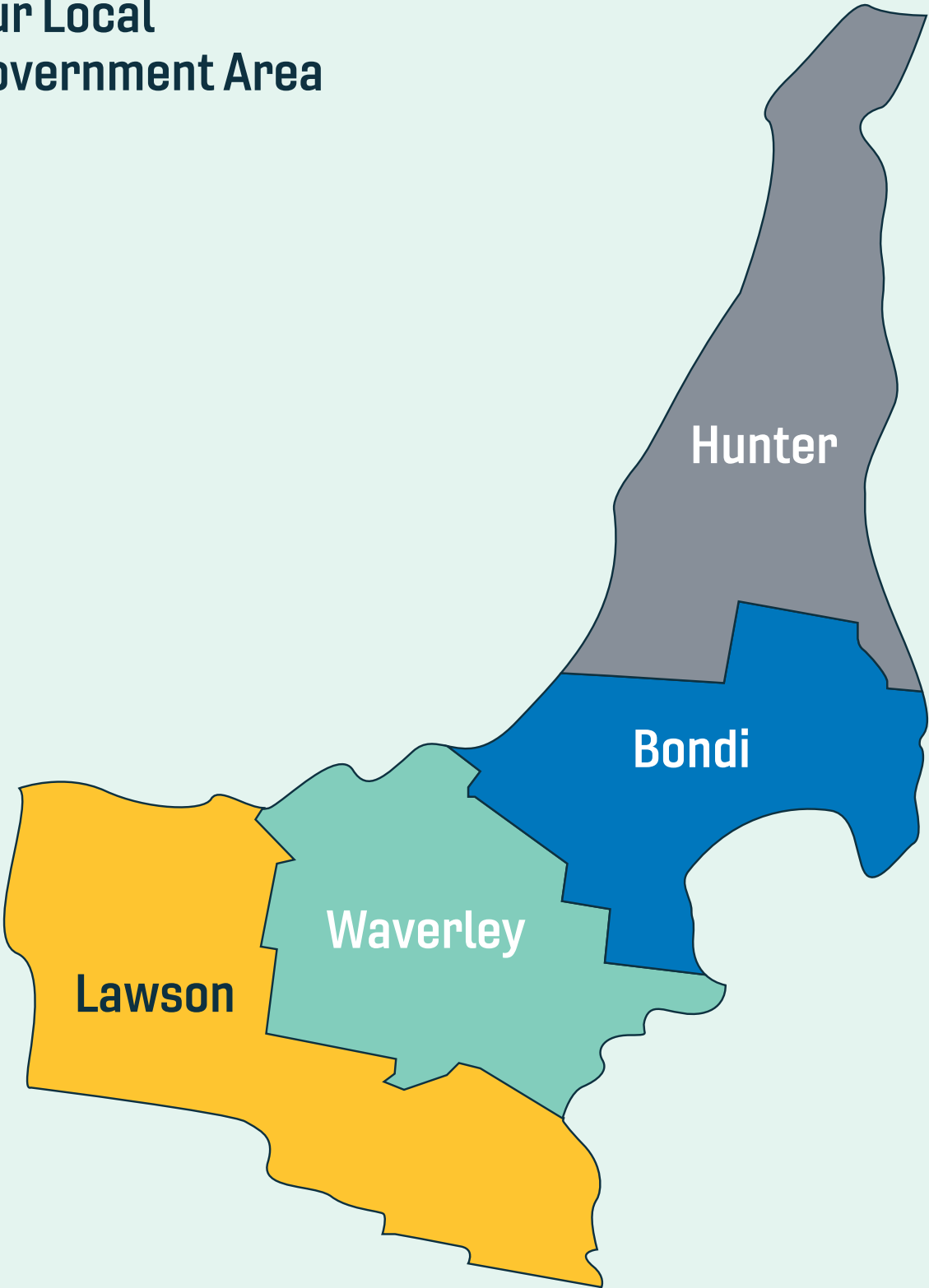
Waverley Council Overview

An aerial photograph of Waverley, Australia, showing a vibrant coastal scene. On the left, a turquoise beach curves along a rocky shore with waves crashing against the rocks. The water transitions from a light turquoise near the shore to a deeper blue further out. To the right of the beach, a dense residential area with various houses and buildings is visible, nestled on a hillside. The sky is a clear, bright blue. A white rectangular box with rounded corners is centered over the image, containing the title and a paragraph of text.

Our Community Vision

Waverley is a vibrant and resilient community. We take care of each other, our natural environment and local places. Our community is empowered to collaborate for a sustainable and connected Waverley for future generations.

Our Local
Government Area



Getting to Know Waverley



Our Local Government Area¹



9.2km²



SUBURBS

Bondi Beach	North Bondi	Queens Park	Vaucluse
Bondi Junction	Bronte	Rose Bay	Waverley
	Dover Heights	Tamarama	

ATTRACTIONS

Bondi, Bronte and Tamarama Beaches	Waverley Cemetery	Margaret Whitlam Recreation Centre	Page Reserve
Bondi Pavilion	The Coastal Walk		
Bronte House	Bondi Junction	Bronte Gully and Dudley	



31,775²
Dwellings



38,710³
Registered businesses

Population

68,605⁴ → **80,100⁵**
Total population BY 2031 Projected population



7,420⁶ persons per sq km
Population density



Resident Ages

0–14 years	15.7%
15–24 years	9%
25–64 years	62.2%
over 65 years	12.9%



279⁹
Aboriginal and Torres Strait Islander People



28,307¹⁰
Overseas born residents



11,009¹¹
Jewish community
16% of our total population



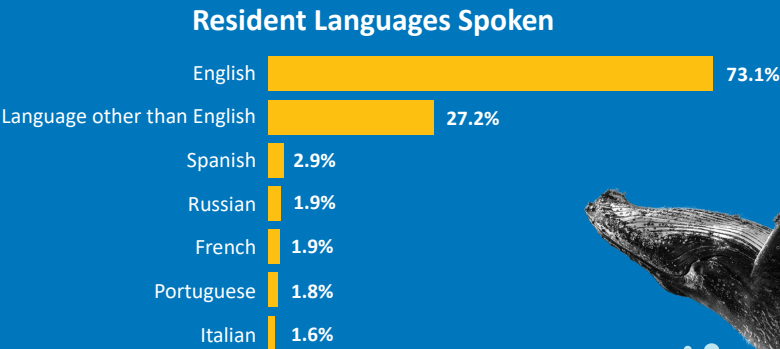
Sources: 1, 2, 4, 6, 7, 8, 9, 10, 11 ABS Census 2021; 3 Australian Business Registry Data; 5 Department of Planning and Environment

WAVERLEY COUNCIL ANNUAL REPORT 2024-25

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Getting to Know Waverley

Languages we speak at home¹²



Education

17¹⁴
SCHOOLS
Including primary and secondary schools



73%¹⁵
of residents aged over 15 years have completed year 12 schooling or equivalent



44.5%¹⁶
of residents aged over 15 years have a Bachelor or higher degree, compared to 24.1% for Greater Sydney



20%¹⁷
of young people aged 15–24 years attended an educational institution, including high school and/or a higher education facility, such as TAFE or university

Housing

2.3¹⁸
PEOPLE
Average household size



49%¹⁹
Renting households

\$670²⁰
Median weekly rent

29.9%²¹
Single person households

Economy



\$5.07 **BILLION**²²
Gross regional product



OVER
29,459²³
Jobs in Waverley



OVER
\$2,854 ^{per week}²⁴
Median total income

HIGH EMPLOYMENT SECTORS

Retail trade	Healthcare and Social Assistance	Scientific and Technical Services	Services and Education and Training	Accommodation and Food	Professional
--------------	----------------------------------	-----------------------------------	-------------------------------------	------------------------	--------------

Sources: 18, 19, 20, 21, 24 ABS Census 2021; 13 ABS Census 2016; 15, 16, 17, 22, 23 Id Profile; 14 Department of Education, The Association of Independent Schools of NSW and Council data

Our Mayor and Councillors

Waverley Council is made up of four wards – Bondi, Lawson, Waverley and Hunter – each electing three councillors.

Twelve Councillors were elected by residents and ratepayers for a four year term on 14 September 2024. The position of Mayor and Deputy Mayor are elected by Councillors for a two-year period. Councillor Will Nemesh was elected as the Mayor and Councillor Keri Spooner as the Deputy Mayor in September 2024.

The responsibilities of Councillors are defined in the Local Government Act 1993 and include:

- Playing a key role in the creation and review of the Council's resources for the benefit of the area
- Reviewing performance, delivery of service, management plans and revenue policies of the Council
- Representing the interests of residents and ratepayers
- Providing leadership and guidance to the community
- Facilitating communication between the community and the Council.

Council meetings and decision making

Ordinary Council meetings are held on the third Tuesday of the month. Extraordinary Council meetings are called at short notice from time to time to address particular issues. The two Council Committees are the Finance, Operations and Community Services Committee and the Strategic Planning and Development Committee, which are held on the first Tuesday of the month.

Residents are welcome to attend and speak at these meetings. The meetings are also live streamed. Agendas and minutes are available on Council's website.

Advisory Committees

Council convenes and/or supports the following advisory and consultative committees:

- Access and Inclusion Advisory Panel
- Arts, Culture and Creativity Advisory Committee
- Audit, Risk and Improvement Committee
- Capital Works Review Committee
- First Nations Advisory Committee
- Floodplain Management Committee
- Multicultural Advisory Committee
- Resident Parking Scheme Review Committee
- Surf Life Saving Club Committee
- Strategic Property Review Committee
- Sustainability and Transport Expert Advisory Panel
- Traffic Committee.



OUR MAYOR AND COUNCILLORS - FROM 14 SEPTEMBER 2024

From September 2024

Bondi Ward



Dominic Wy Kanak
Greens

REPRESENTED COUNCIL ON:

- First Nations Advisory Committee (Deputy Chair)



Margaret Merten
Australian Labor Party

REPRESENTED COUNCIL ON:

- Resident Parking Scheme Review Committee
- Strategic Property Review Committee (Deputy Chair)
- Sustainability and Transport Expert Advisory Panel (Deputy Chair)
- Capital Works Review Committee (Deputy Chair)



Michelle Stephenson
Liberal Party of Australia

REPRESENTED COUNCIL ON:

- Strategic Planning and Development Committee (Chair)
- Arts, Culture and Creativity Advisory Committee (Chair)
- Floodplain Management Committee (Chair)
- Resident Parking Scheme Review Committee (Chair)
- Surf Life Saving Committee (Deputy Chair)
- Strategic Property Review Committee

OUR MAYOR AND COUNCILLORS - FROM 14 SEPTEMBER 2024

Hunter Ward



Steven Lewis
Independent

REPRESENTED COUNCIL ON:

- Strategic Planning and Development Committee (Deputy Chair)
- Multicultural Advisory Committee (Deputy Chair)



Dov Frazer
Liberal Party of Australia

REPRESENTED COUNCIL ON:

- Traffic Committee (Chair)
- Multicultural Advisory Committee
- Resident Parking Scheme Review Committee (Deputy Chair)
- Strategic Property Review Committee
- Capital Works Review Committee



William Nemesh
Mayor
Liberal Party of Australia

REPRESENTED COUNCIL ON:

- Floodplain Management Committee (Deputy Chair)
- Multicultural Advisory Committee (Chair)
- Surf Life Saving Committee (Chair)
- Strategic Property Review Committee (Chair)
- Capital Works Review Committee (Chair)
- Waverley Business Forum (Chair)

OUR MAYOR AND COUNCILLORS - FROM 14 SEPTEMBER 2024

Lawson Ward



Katherine Westwood
Liberal Party of Australia

- REPRESENTED COUNCIL ON:
- Finance, Operations and Community Services Committee (Chair)
 - Arts, Culture and Creativity Advisory Committee
 - Sustainability and Transport Expert Advisory Panel (Chair)
 - Capital Works Review Committee



Lauren Townsend
Liberal Party of Australia

- REPRESENTED COUNCIL ON:
- Access and Inclusion Advisory Panel (Deputy Chair)
 - First Nations Advisory Committee (Chair)
 - Sustainability and Transport Expert Advisory Panel



Paula Masselos
Australian Labor Party

- REPRESENTED COUNCIL ON:
- Finance, Operations and Community Services Committee (Deputy Chair)
 - Arts, Culture and Creativity Advisory Committee
 - First Nations Advisory Committee
 - Surf Life Saving Committee (Deputy Chair)
 - Capital Works Review Committee

OUR MAYOR AND COUNCILLORS - FROM 14 SEPTEMBER 2024

Waverley Ward



Joshua Spicer
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Traffic Committee
(Deputy Chair)

Access and Inclusion
Advisory Panel (Chair)

Audit, Risk and
Improvement Committee

Surf Life Saving Committee



Keri Spooner
Deputy Mayor,
Australian Labor Party

REPRESENTED COUNCIL ON:

Access and Inclusion
Advisory Panel

Floodplain Management
Committee

Strategic Property Review
Committee



Ludovico Fabiano
Greens

REPRESENTED COUNCIL ON:

Access and Inclusion
Advisory Panel

First Nations Advisory
Committee

Surf Life Saving Committee

Sustainability and Transport
Expert Advisory Panel

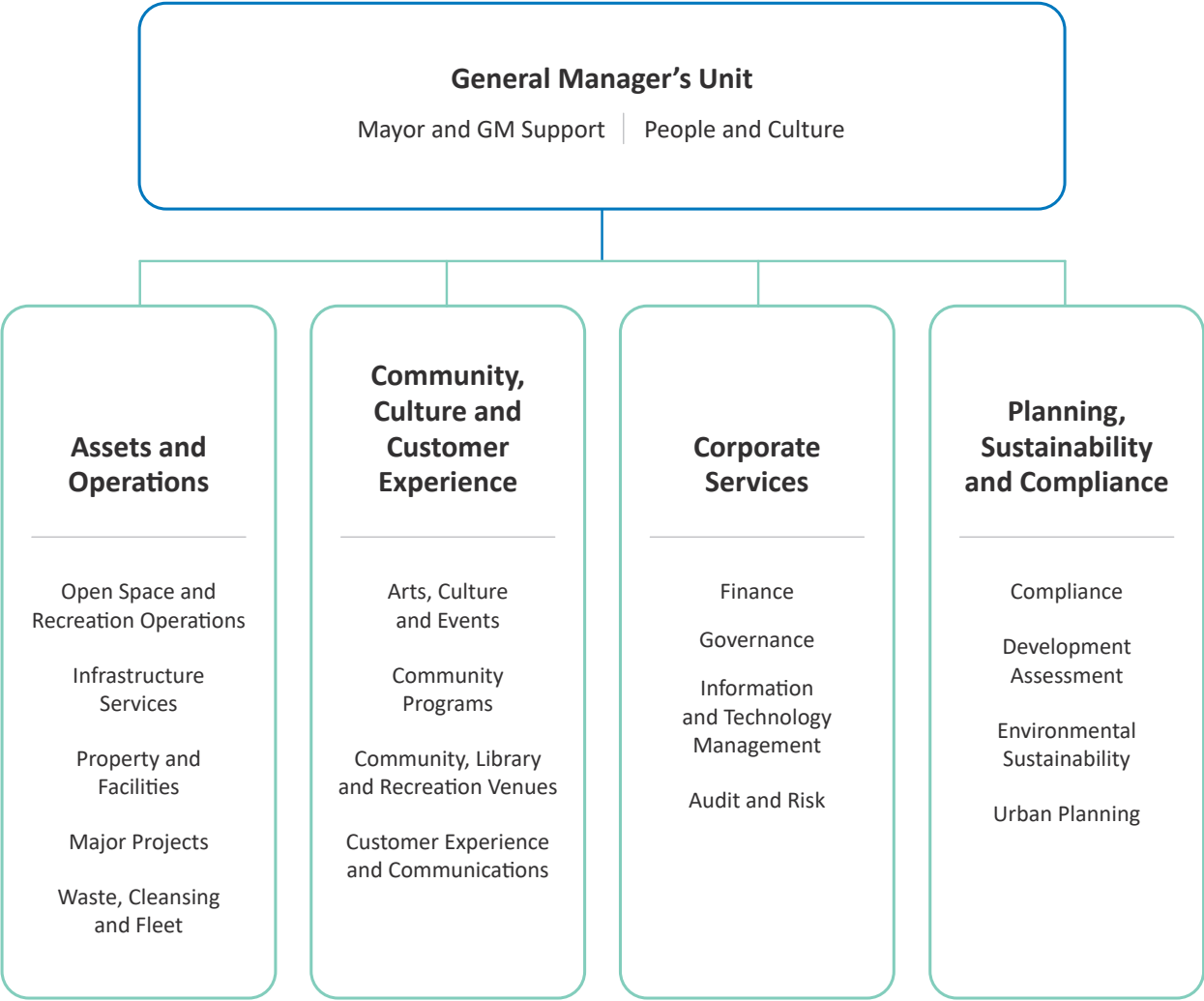
Waverley Business Forum
(Deputy Chair)

Our Council Vision and Values

We keep our community
at the centre and we
strive for excellence

CARE
RESPECT
INTEGRITY
INNOVATION
COLLABORATION

Organisational Structure





Waverley 2035

Following each Council election, it is our responsibility to review our Community Strategic Plan (CSP). In 2024, Council started community engagement to inform the preparation of the new Waverley CSP which Council adopted in June 2025. This plan sets out the Waverley community’s vision for the next 10 years. The priorities our community identified guided Council in developing

objectives, strategies and measures for the CSP. The new Plan and related documents will be implemented from 1 July 2025.

However, this Annual Report is based on the last iteration of our Community Strategic Plan, Waverley 2032 which is structured around three themes.

THEME

1

People

Our People theme focuses on a cohesive and connected Waverley community

THEME

2

Place

Our Place theme focuses on the natural and built environment

THEME

3

Performance

Our Performance theme focuses on Waverley being a well governed, transparent and financially sustainable organisation

Theme 1: People

Waverley aims to build a strong, socially connected and resilient community that can flourish no matter what challenges are faced. We will work in partnership with others to support quality of life and wellbeing, creating opportunities for people to come together, be safe and belong. We value our diversity, fostering meaningful connections to Aboriginal and Torres Strait Islander people and culture and strengthening our approaches to inclusion and accessibility. We will strive to improve affordable housing and equitable access to affordable community facilities, programs and services, along with opportunities for social development. We will continue to provide a wealth of cultural programs for our community and visitors, conscious that our local area holds a unique place in the public imagination – an iconic part of Australian culture. We continue to recognise the importance of culture and the arts to social cohesion, lifelong learning, and innovation.

Theme 2: Place

We facilitate architectural design excellence in building infrastructure, functional public spaces and walkable streets in Waverley. Being one of the most densely populated areas in Australia, community-led, place-based planning and design is critical. Council aspires to be a frontrunner and advocate for balanced development in Waverley. Our community has strong environmental values, and healthy, active lifestyles, and we are committed to reflecting this in Council strategies. Improving all modes of transport makes Waverley more accessible, safe, connected and sustainable. We are committed to enabling people

to get around more easily on foot, by bicycle and public transport to reduce traffic congestion and parking pressures.

To ensure we are meeting community expectations, we are focusing on improving roads, footpaths, parks and playgrounds, and being better prepared for climate changes and potential flooding. We aspire to be at the forefront of sustainability to create resilient communities, sustainable buildings, healthy coasts and bushland, conserve energy and water resources. We recognise that any waste sent to landfill has long-term environmental impacts. We aim to progress Waverley to be a zero waste community.

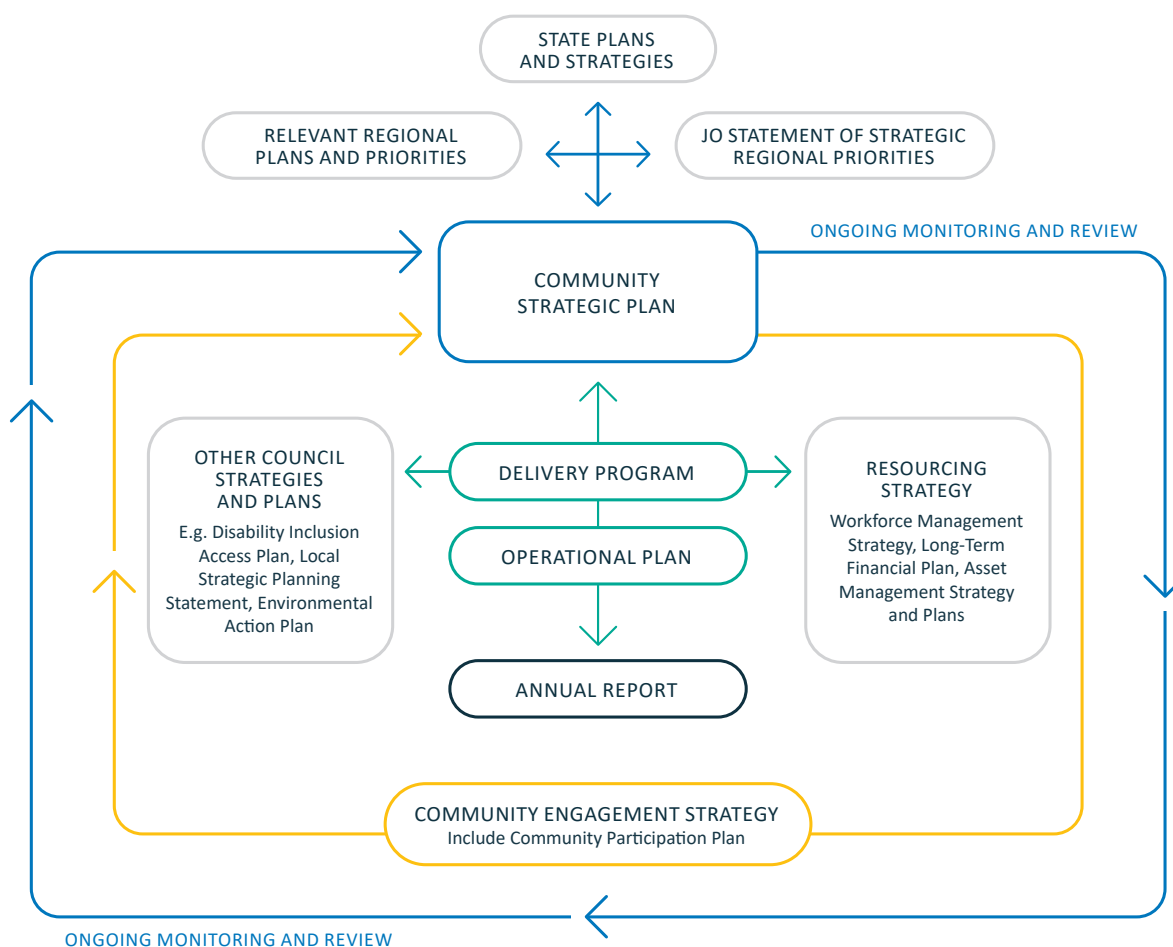
Theme 3: Performance

We will continue to make Waverley an ethical Council that delivers efficient services to the community, on a basis of strong financial sustainability and accountability. Councillors represent and make decisions on behalf of all residents and ratepayers of Waverley, informed by thorough community engagement, strategic focus, and based on data and analysis. We will continue to improve the services we offer our community by building our internal systems, processes, capacity and capability. We are committed to creating a prosperous and sustainable local economy, particularly as the State Government has identified Bondi Junction as a commercial centre linked to the Sydney global economy. We want to protect and enhance our neighbourhood villages while encouraging and supporting the creative and visitor economy.



All councils in NSW are required to conduct their business based on an Integrated Planning and Reporting framework.

The framework requires Council to take a long-term approach to decision making which considers the Quadruple Bottom Line, social, economic, environmental, and civic leadership, and the Social Justice Principles of equity, access, participation, and rights. The diagram below shows the framework hierarchy:



OUR PLANNING FRAMEWORK

Community Strategic Plan

Waverley 2032 (2022–2032) is Waverley’s fifth Community Strategic Plan. Waverley Together (2006–2018), the first strategic plan, was adopted in 2006 as a blueprint to guide Council and the community over a 12- year period. The second iteration, Waverley Together 2 (2010–2022), was adopted in 2010 after extensive community consultation. The third iteration, Waverley Together 3 (2013–2028), was a revision and expansion of Waverley Together 2 and was adopted in 2013. The fourth iteration Waverley Community Strategic Plan 2018–2029 was adopted in 2018.

Under the *Local Government Act 1993*, all councils in New South Wales are required to prepare a Community Strategic Plan. The Community Strategic Plan must identify the community’s main priorities and aspirations for the future. The Community Strategic Plan should be prepared and delivered in partnership with Council, state agencies, community groups and individuals. It should address a broad range of issues that are relevant to the whole community. It is the responsibility of Council to report to the community on the progress toward achieving the priorities and desired outcomes in the Community Strategic Plan regardless of Council’s influence over them. The preparation of the Community Strategic Plan is based on the Integrated Planning and Reporting framework.

Resourcing and delivering the plan

The Community Strategic Plan is the highest-level plan that identifies the community’s main priorities and aspirations for the future, and the broad strategies for achieving these. While Council has a custodial role in initiating, preparing, and maintaining the

plan on behalf of the residents of Waverley, it is not wholly responsible for its implementation. Other partners such as State and Federal Governments and community groups have a role in delivering the long-term community outcomes of this plan. Waverley Community Strategic Plan 2022–2032 has a long-term outlook and covers 10 years. It is reviewed every four years in line with the election cycle and addresses social, environmental, economic, and civic leadership matters in an integrated manner.

Waverley 2026, the Delivery Program (2022–2026) is where the community’s goals in the Community Strategic Plan are systematically translated into actions that the Council will deliver. The Delivery Program is the elected Council’s statement of commitment to the community. Priorities and activities are set to the goals and strategies in the Community Strategic Plan, and appropriate methods to measure the success of the Delivery Program are identified.

The annual Operational Plan sits under the Delivery Program. It lists all the actions that the Council will undertake and the annual operating budget to be applied during the year to achieve its strategic goals. To carry out the activities in the Delivery Program, the Resourcing Strategy sets out how time, money, assets, and people will be allocated. Council has prepared three resourcing strategies to support the delivery of the Community Strategic Plan. It consists of:

- Long-Term Financial Plan
- Strategic Asset Management Plan
- Workforce Management Plan.





External Bodies Exercising Waverley Council Functions

In accordance with a direction issued by the Minister for Planning on the 22 June 2018, the Waverley Development Assessment Panel was re-named the Waverley Local Planning Panel (WLPP).

The Waverley Local Planning Panel determines significant development applications (DAs) in the Waverley LGA. This includes DAs where there are more than ten objections, conflict of interest, or a variation to a development standard in the Waverley Local Environmental Plan 2012 by 10% or more. The WLPP also provides advice to Council on planning proposals.

The WLPP is directed to exercise its function by the Minister for Planning in the Local Planning Panels Direction – Development Applications and in the Local Planning Panels Direction – Planning Proposals. WLPP is made up of a pool of planning experts and meets monthly. Councillors are no longer involved in the decision-making process for determining DAs, allowing them more time to focus on strategic planning issues, such as the planning controls that underpin DA decisions. WLPP meets on the last Wednesday of the month. Meetings are held at Council Chambers. In 2024–25, the panel had 11 meetings.

Partnerships and Cooperation

Council is a member of the Southern Sydney Regional Organisation of Councils (SSROC), an association of local councils in the south-eastern area of Sydney. SSROC provides a forum for the councils to deal with issues they have in common, particularly those that cross boundaries. Issues under consideration include planning, environment, transport, community development, urban design, sustainability, and local government management.

Waverley Library has a collaborative partnership with five SSROC libraries to purchase materials. Council's Library Services share a document delivery van with all Sydney metropolitan area libraries.

Council is a member of the Sydney Coastal Councils Group, which includes councils located on Sydney's coastline and aims to promote coordination on issues relating to the urban coastal environment and waterways.

Council, in conjunction with Woollahra Municipal Council and Randwick City Council, runs the three-Council Regional Environment Program, which undertakes significant projects to achieve meaningful reductions in energy, water and waste across the Eastern Suburbs, including Solar my School, enabling the uptake of electric vehicles and Compost Revolution.

Council and Woollahra Municipal Council partners to share a joint State Emergency Facility located under Syd Einfeld Drive State Emergency Service facility to serve their communities jointly.

Council partners with 17 community organisations to provide services to the Waverley area and regionally through funding and/or subsidised accommodation. These include children's services, youth services, outreach and homelessness services, housing, drug and alcohol, and domestic violence support.

Council jointly coordinates the Eastern Sydney Aged and Disability Interagency with Randwick City Council. Council is an active member of the Eastern Sydney Prevention of Abuse Collaborative, in partnership with NSW Ageing and Disability Commission. Council is an active member of the Eastern Sydney Suburbs Homelessness Assertive (outreach) Collaboration ESHAC and coordinates the regional Street Count. Waverley partners with Randwick Council to coordinate the Eastern Sydney Youth Services Network.

Council partners with the Bondi and Districts Chamber of Commerce to support and enhance opportunity for local small businesses.

Council partners with Central Sydney Public Health Network and South East Sydney Local Health District on death literacy initiatives and to support a compassionate community network.

Council is a member of Resilient Sydney which is a collaboration of 33 Metropolitan councils, committed to collective action to address city wide risks and build stronger, more resilient communities.

Our Financial Snapshot

In the 2024-25 financial year, Council has maintained its focus on delivering its strategic priorities, including its ICT modernisation program implementation, asset maintenance and renewal, and environmental sustainability program.

Council achieved a net operating result for the 2024-25 financial year of \$11.4M surplus (2023-24: \$12.6M surplus) and before depreciation, an operating surplus of \$33.8M compared to the previous year’s operating surplus of \$33.6M.

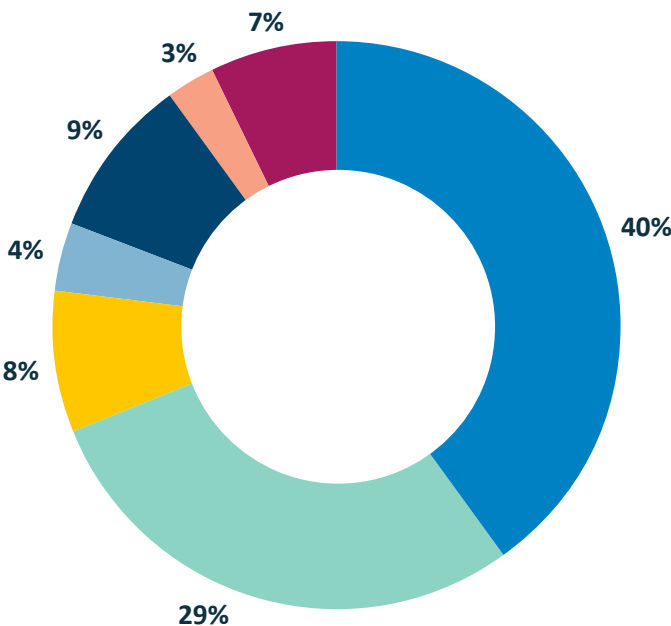
Council invested \$54.4M to renew/upgrade its assets including expanding its Affordable Housing portfolio through a unit block building acquisition. These investments are funded from the 2024-25 operating surplus and Reserves fund.

Income Statement

Council’s total income increased by 6.9% (\$11.9M) compared to the previous year, reporting a total of \$184.2M. The increase is primarily attributable to the rates peg increase and an increase in income from services provision.

The following figure shows the 2024-25 income sources.

Income from continuing operations (\$ ‘000)



REVENUE SOURCES	AMOUNT \$'000	%
Rates and annual charges	73,603	40
User charges and fees	53,322	29
Other revenues	15,164	8
Grants and contributions provided for operating purposes	7,498	4
Grants and contributions provided for capital purposes	16,122	9
Interest and investment income	5,942	3
Other income	12,554	7

OUR FINANCIAL SNAPSHOT

Expenses

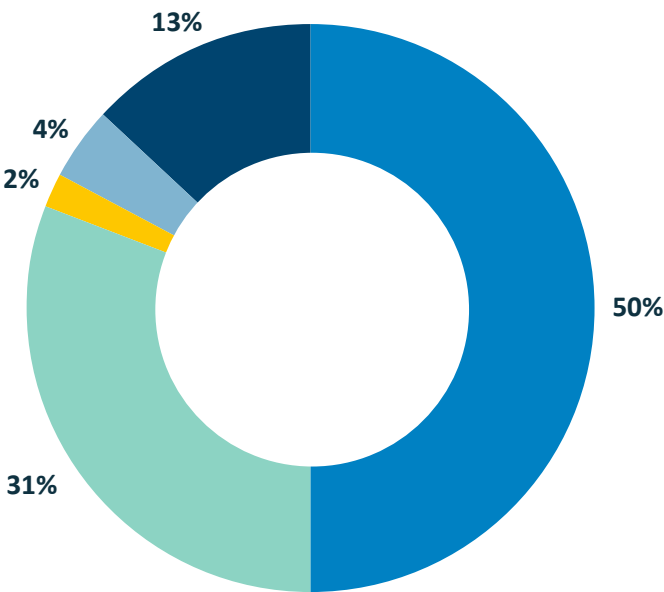
Council’s expenses from operations, including depreciation, amounted to \$172.9M. This represents an increase of 8.2% (\$13.2M) compared to the previous year, primarily driven by employee costs and infrastructure asset’s residual value write off due to assets renewal/upgrade works.

The following figure shows the 2024-25 expense allocations.

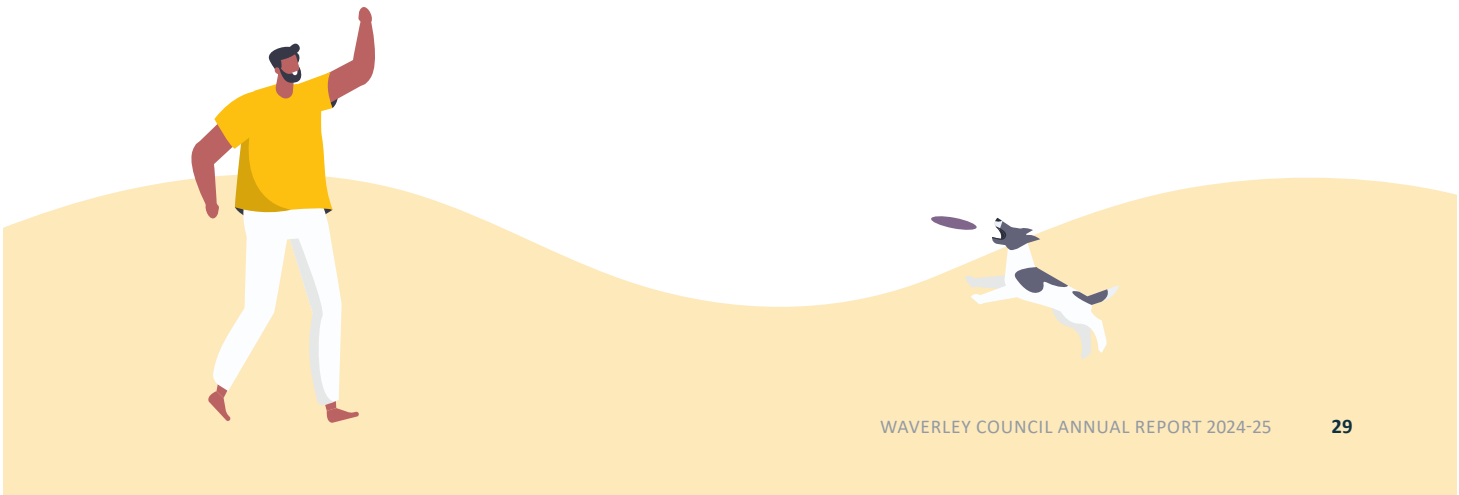
Council achieved an operating surplus of \$11.4M (2023-24: \$12.6M). When excluding capital grants and contributions, it reported an operating deficit of \$4.8M for the 2024-25 financial year compared with a deficit of \$3.9M for the 2023-24 financial year.

The figures below display the financial and infrastructure assets performance measures and how they compare with the local government benchmark.

Expenses from continuing operations (\$ ‘000)



EXPENSES	AMOUNT \$'000	%
Employee costs	86,877	50
Materials and services	53,010	31
Borrowing costs	71	0
Other expenses	3,658	2
Net loss from the disposal of assets	6,795	4
Depreciation	22,441	13



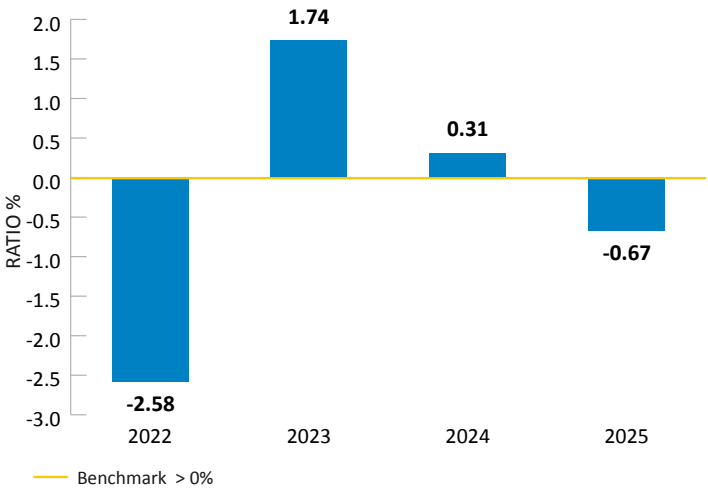
OUR FINANCIAL SNAPSHOT

Financial Performance Indicators

Operating performance ratio

This ratio measures Council’s achievement in containing operating expenditure within operating revenue.

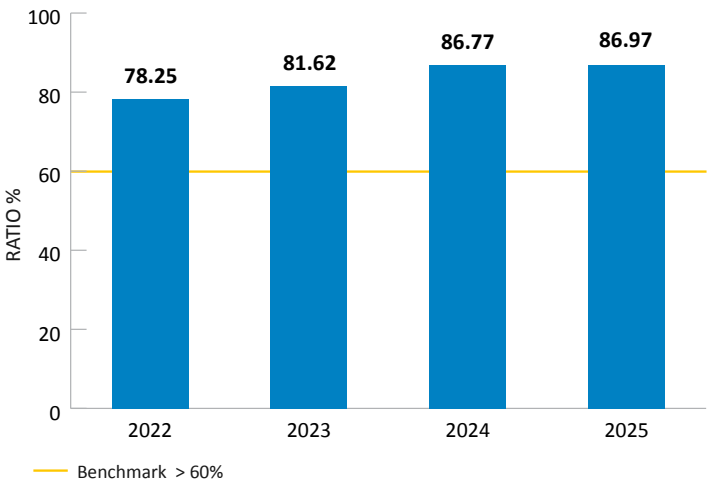
In 2024–25, Council’s operating performance ratio of -0.67% compares unfavourably with the industry benchmark of 0.00%.



Own source operating revenue ratio

This ratio measures fiscal flexibility. It is the degree of reliance on external funding sources such as operating grants and contributions.

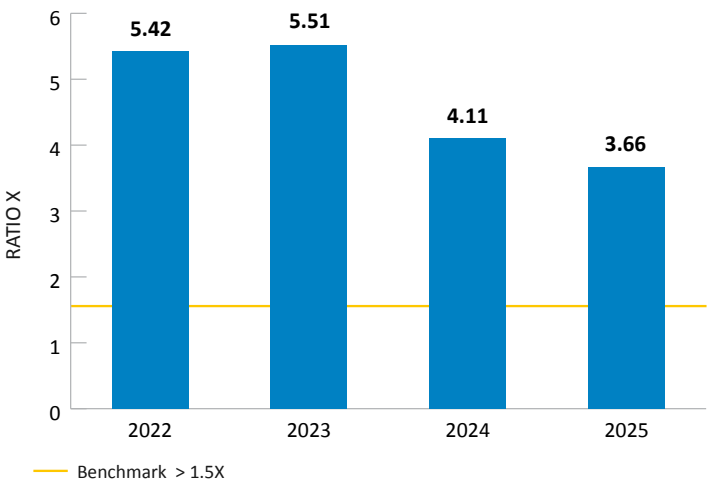
The ratio compares well with the industry benchmark of greater than 60.00%, it shows Council is less reliant on external funding sources to carry out its services and activities.



Unrestricted current ratio

This ratio assess the adequacy of working capital and its ability to satisfy obligations in the short term for the unrestricted activities of Council.

Council’s liquidity remains strong with sufficient liquid assets on hand to meeting short term obligations as they fall due. It compares well with industry benchmark of 1.50x.

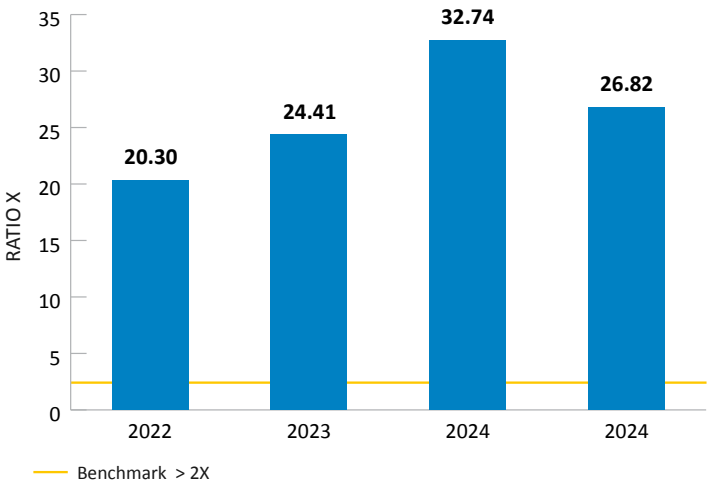


OUR FINANCIAL SNAPSHOT

Debt Service Cover Ratio

This ratio measures the availability of operating cash to service debt including interest, principal, and lease payments.

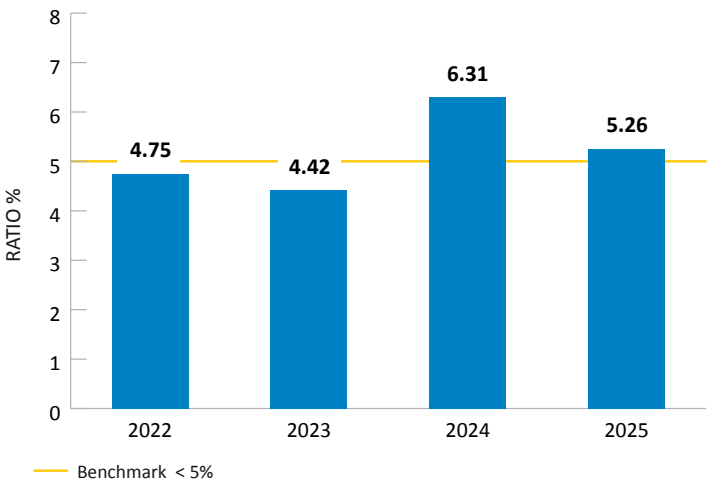
This ratio shows that Council has strong capacity to repay additional debt and provides a favourable comparison with the industry benchmark of greater than 2.00x.



Rates and annual charges outstanding percentage

This ratio assesses the impact of uncollected rates and annual charges on Council’s liquidity and the adequacy of recovery efforts.

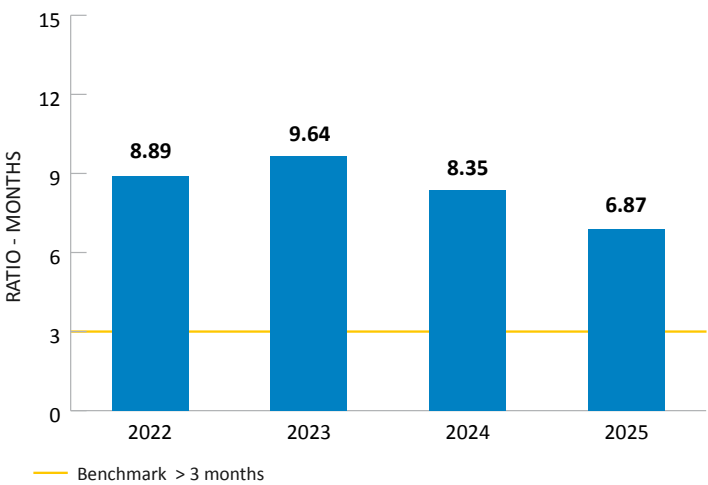
This ratio has improved from the previous year by 16.64% to 5.26%. It is unfavourable when compared to the industry benchmark of 5.00%



Cash Expense Cover Ratio

This liquidity ratio indicates the number of months a Council can continue paying for its immediate expenses without additional cash inflow.

This ratio compares favourably with the industry benchmark of greater than three months.



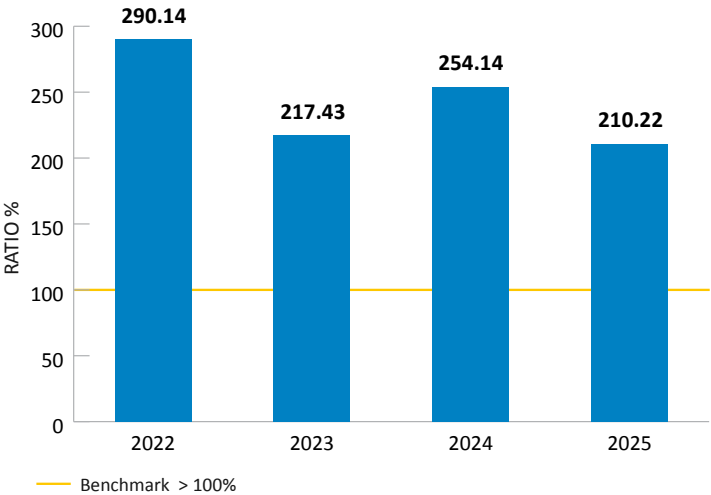
OUR FINANCIAL SNAPSHOT

Infrastructure Asset Performance Indicators

Buildings and Infrastructure Renewals Ratio

This ratio assesses the rate at which assets are being renewed relative to the rate at which they are depreciating.

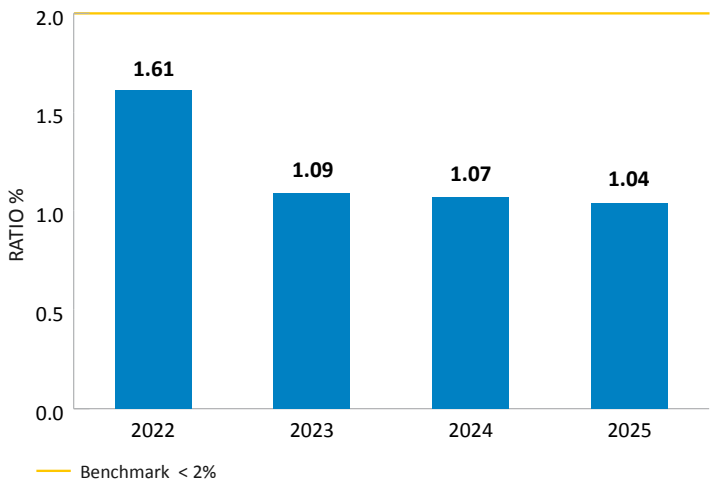
Council’s infrastructure assets upgrades and renewals are carried out as per its Strategic Asset Management Plan (SAMP) to ensure the assets are kept to the agreed community satisfaction level.



Infrastructure backlog ratio

This ratio shows what proportion the backlog is against the total value of a Council’s infrastructure.

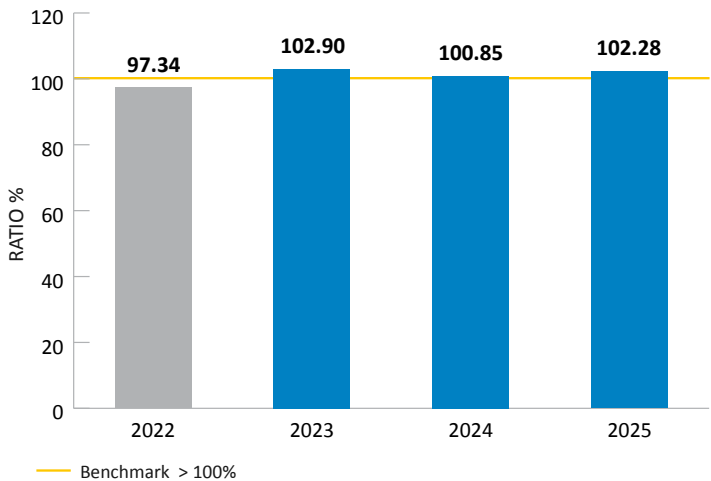
This ratio shows that Council has a small proportion of infrastructure backlog, and it compares favourably with the industry benchmark of less than 2%.



Asset Maintenance Ratio

This ratio compares actual vs. required annual asset maintenance. A ratio above 1.0 indicates Council is investing enough funds to stop the infrastructure backlog growing.

This ratio compares well with the industry benchmark of 100%. It indicates Council’s spending on asset maintenance is sufficient to stop the infrastructure backlog from growing.

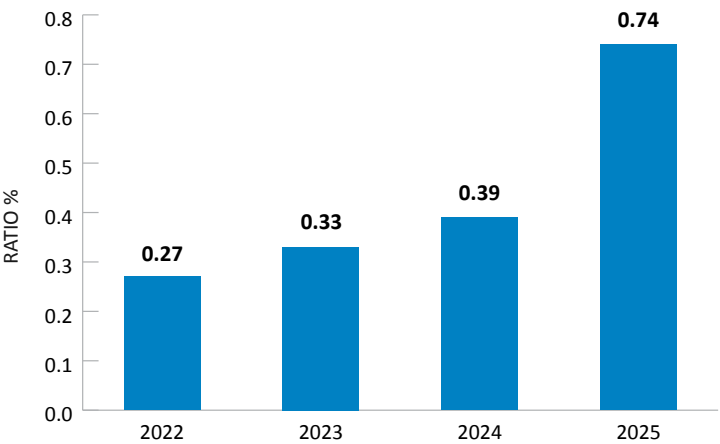


OUR FINANCIAL SNAPSHOT

Cost to bring assets to agreed service level

This ratio provides a snapshot of the proportion of outstanding renewal works compared to the total value of assets under Council’s care and stewardship.

This ratio shows that Council has a reasonable proportion of outstanding infrastructure upgrade/renewal works to bring assets at agreed service levels, as compared to the total value of its assets



Balance Sheet

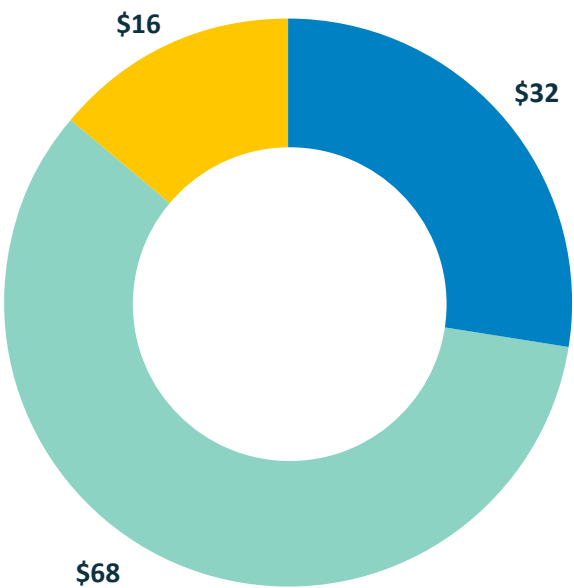
Council’s net assets increased by \$90.1M to \$1.6B compared to the previous year’s \$1.5B. The increase is attributed to the investment in infrastructure assets renewal and upgrade, plant and office equipment (\$54.4M) and asset market value increase (\$78.7M) through a revaluation process in the 2024-25 financial year. The revaluation process is a requirement under the Local Government Reporting Guidelines and Accounting Standards.

Cash, Cash Equivalents and Investments

Cash, Cash Equivalents and Investments totalled \$116.5M as of 30 June 2025, a reduction of \$5.6M from the 2023-24 closing balance of \$122.1M, predominantly as a result of the investment to renew/upgrade Council’s infrastructure assets, including an acquisition of a unit block building for the Affordable Housing program.

The following chart illustrates the allocated cash and cash investments as of 30 June 2025.

Cash and cash investments (\$m)



EXPENSES	AMOUNT \$M
Externally restricted	32
Internally restricted	68
Unrestricted	16

OUR FINANCIAL SNAPSHOT

Financial Result and Outlook

The decline in operating result (due to expenses growing faster than income) and the requirement for infrastructure assets renewal/upgrade reflects Council’s broader challenges.

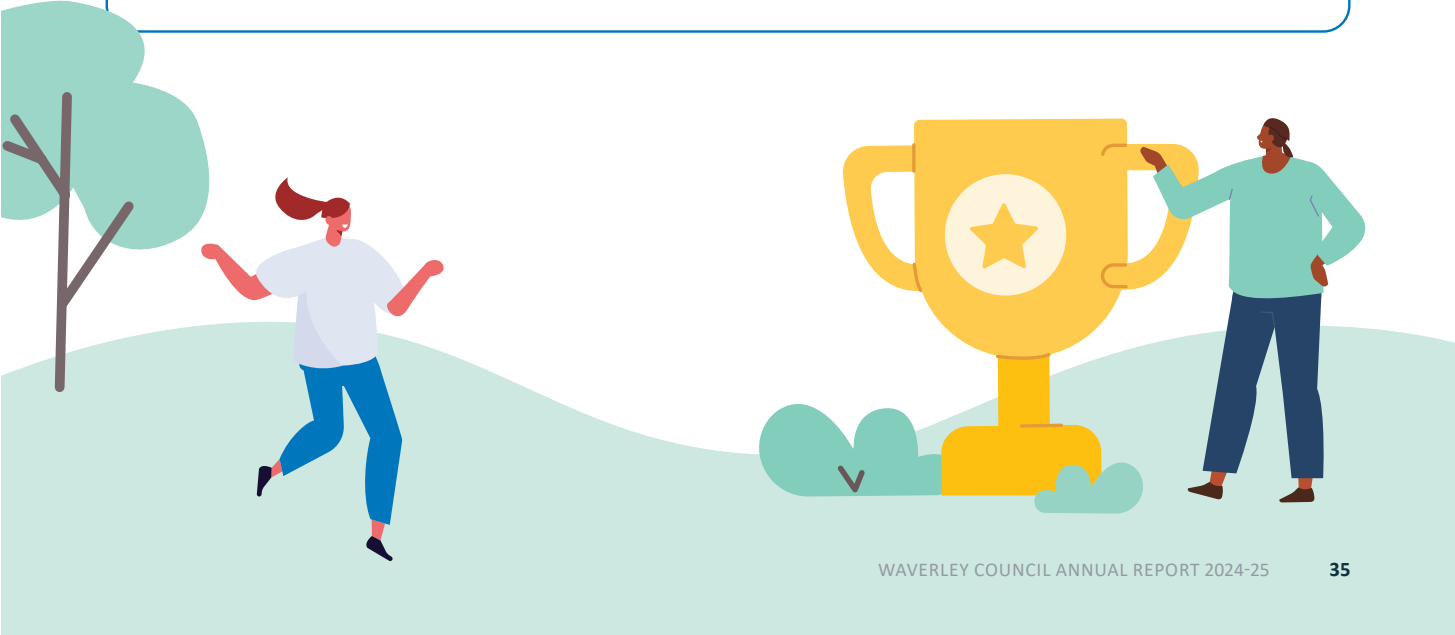
Council is in a finely balanced financial position and is actively addressing cost control and targeted revenue strategies to ensure its financial sustainability for the provision of current and future services, infrastructure asset maintenance, renewal/upgrade to meet the community’s needs over the short, medium and long term.



Awards Received

Council received multiple awards in recognition of environmental excellence, and infrastructure. The awards included:

TYPE	CATEGORY	PROJECT/LOCATION
Australian Institute of Architects	NSW Architecture Awards – Award for Interior Architecture	Boot Factory and Mill Hill Centre Precinct
Australian Institute of Architects	NSW Architecture Awards – The Milo Dunphy Award for Sustainable Architecture	Boot Factory and Mill Hill Centre Precinct
Australian Institute of Architects	Sustainability Commendation for the Boot Factory- Australian Interior Design Awards	Boot Factory
Australian Institute of Architects	Sustainability Commendation for the Mill Hill Centre- Australian Interior Design Awards	Mill Hill Centre
Local Government Professionals Australia, NSW Excellence Awards	Community Partnerships Population under 150,000	The Waverley Repair Cafe
Local Government Professionals Australia, NSW Excellence Awards	Environmental Leadership Highly Commended	Bondi Junction Circular Economy Roadmap
Local Government Week Awards	RH Dougherty, Excellence in Communications	Summer Safety Campaign
Planning Institute of Australia	Improving Planning Processes	New Flood Planning Development Control Plan
LG Professionals Australia	Finalist- NSW Excellence Awards	Death Café/ Death Literacy program



Grants and Donations Awarded

In 2024-25 Council awarded a range of community and small grants and donations amounting to \$514,564

GRANT/DONATION AWARDED	AMOUNT (\$)
Total Grants / Donations	
Community Grants*	313,364
Waverley Action for Youth Services Inc.	92,141
Wayside Chapel (Norman Andrew's House)	51,600
Bondi Beach Cottage Inc.	20,640
Australian Kiteflyers Society	20,640
Randwick Waverley Community Transport	20,305
Bondi Toy Library	21,280
The Junction Neighbourhood Centre	20,216
Eastern Area Tenants Service (EATS)	20,206
Wairoa School	20,216
Waverley Randwick Philharmonic Society	5,320
Waverley Bondi Beach Band Inc.	5,320
Waverley Historical Society	5,160
City East Community College	5,160
North Bondi Playgroup	5,160
* Community Grants are provided to enable the delivery of services that support the needs of children, women, and families; young people and their families; tenants and people who are homeless; people with disability and older people; neighbourhood centres and outreach services.	
Surf Club Grants	85,120
Tamarama Beach Surf Club	21,280
North Bondi Surf Club	21,280
Bondi Beach Surf Clubs	21,280
Bronte Beach Surf Club	21,280

GRANTS AND DONATIONS AWARDED

Small grants support a range of projects including community projects, cultural projects, and environmental projects.

RECIPIENT	PURPOSE	AMOUNT (\$)
Total Small Grants		116,080
Arts		
Head On Foundation	Head On Portrait Awards 2025	5,000
Luis Zecena	Winds of Sumpango at Bondi	5,000
Daniel Wilkinson	Hot and Delicious Short Films	4,500
Eliane Morel	The Australian Crawl – A Musical	4,500
The Prankqueans Inc	Bondi Bloomfest	4,500
Community		
Bondi Skate Riders Club	Bondi Bowl Bash	5,000
Dover Heights Shule Inc	Chanuka in the Park	5,000
Frank Dasent	Wayside Music Program	5,000
Sebastien Fava Verde	Bondi Beats 2025	5,000
Gabriel Pallo/ Vaucluse Diamond Bay Precinct	Vaucluse Diamond Bay Community Fair	5,000
Community Health Support	AED Initiative – Public Defibrillators	4,980
B’Nai B’rith Courage to Care NSW Inc	Courage to Care	4,500
Cait Scullin	Tasty Trails	4,500
Dance for Parkinsons	Motion and Music for Wellbeing	4,500
Junction Neighbourhood Center	Return to the Waverley Community Hub	4,500
Kids Giving Back	Breakfast for All	3,300
Centre 360 Youth and Family	Young Minds for the Future	3,200
Huseyin Baris Atayman	Fathers of Bondi Gen 2024	2,500
Inala	Inclusive Arts	2,500
COA Sydney	Art room Sink	2,400
South Eastern Sydney Local Health District	Ageing with Confidence Forum	1,200
Marion Burgess	Waverley Park Shared Garden	500
Creative		
Sculpture by the Sea	Sculpture by the Sea 2024	20,000
Waverley Public School P&C Association	Street Appeal Project	5,000
Environment		
Dive Centre Bondi	Dive Against Debris	4,000

Grants Received

In 2024–25, Council received a range of grant funding including:

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
Office of the Local Government	Financial Assistance Grants	1,243,209
Transport for NSW	Active Travel to School- Road Safety and Traffic Calming	851,710
Transport for NSW	Get NSW Active- Curlewis Street streetscape upgrade	495,557
Transport for NSW	Active Travel to School- Traffic Control Devices	390,414
Office of the Local Government	Financial Assistance Grants	372,573
Department of Infrastructure, Transport, Regional Development, Communications, Sports and the Arts	Road to Recovery Grant	361,163
NSW Department of Education	Salary Grant – Early Education Centre	225,826
Transport for NSW	Traffic Route Lighting Subsidy Scheme	204,000
State Library of NSW	Library per Capital Grant	203,530
Transport for NSW	Sydney Traffic & Safety Programs- 40km/hr speed zone review- signage	187,106
Australian Government Department of Health, Disability and Ageing	Program Grant – Seniors	184,422
State Library of NSW	Library Infrastructure Grant- Waverley Library Refurbishment	179,011
Transport for NSW	Regional Road Block Grant – Regional Road Management	175,000
Department of Education, Australian Government	Education Grant – Early Education Centre	140,978
Department of Climate Change, Energy, the Environment and Water	Open Streets Program – Gould Street Party	135,345
NSW Department of Communities and Justice	Community Building Partnership Program- Scott Street Reserve	120,000
Transport for NSW	Road Safety Program (Federal & State Stimulus Project)- York Road Slip Lane	108,190
Transport for NSW	Block Grant Traffic – Traffic Management	102,000
Transport for NSW	Walking Strategy- Get NSW Active Program	98,950
Department of Finance	Essential Service Levy Grant	90,000

GRANTS RECEIVED

Grants Received continued

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
NSW Department of Planning	Local Roads and Community Infrastructure Grant Phase 2- Old SH Pedestrian Crossing Upgrades	87,167
NSW Premier's Department	Local Small Commitments Allocation – Vaucluse; Install, operate and maintain Electric Vehicle (EV) charging stations	87,127
Office of Sport	Surf Club Facility Program- Bronte Surf Club & Community Facilities and Bondi Bathers Surf Life Saving Club	86,306
Transport for NSW	Permit Plug and Play Pilot Program	84,221
NSW Premier's Department	Local Small Commitments Allocation – Coogee; Install, operate and maintain Electric Vehicle (EV) charging stations	82,422
Transport for NSW	Bicycle Strategy- Get NSW Active Waverley Cycling Strategy and Action Plan	77,556
NSW Environment Protection Authority (EPA)	Local Government Waste Solutions Fund - Pathway to a Circular Bondi Junction Precinct	72,930
Transport for NSW	Local Government Road Safety Program - Bicycle Safety/Safe Systems/Pedestrian Safety	72,811
Transport for NSW	Flood Study Risk Grant	72,051
Department of Climate Change, Energy, the Environment and Water of Australia	Coastal Management Program Stage 2 studies	65,000
NSW Premier's Department	Drive Electric NSW EV Kerbside Charging	62,937
Library Council of NSW	Local Priority Grant	57,625
NSW Premier's Department	NSW Social Cohesion Grants- Culture Waves Project	56,786
NSW Premier's Department	Local Small Commitments Allocation Grants Program- Sir Thomas Mitchell	48,000
Transport for NSW	Bus Route Subsidy- Maintain Public Roads Used by Bus	44,866
NSW Department of Education	The Elsa Dixon Aboriginal Employment Grant (NSW Social Cohesion Grants Local Government Round 3)	41,675
Department of Climate Change, Energy and the Environment and Water	Drive electric NSW EV fleets incentive	41,466
Museum and Galleries of NSW	Dobell Exhibition Grant	40,000
Transport for NSW	Get NSW Active- Adelaide and Grafton Street Shared Path	38,950
NSW Environmental Protection Authority EPA	Illegal Dumping Pre Program- Waste's Illegal Dumping project	37,328

GRANTS RECEIVED

Grants Received continued

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
Australian Government Department of Health, Disability and Ageing	Program Grant- Sector Support and Development	30,092
Department of Planning, Housing and Infrastructure	Places to Roam Community Gardening Grant	23,000
Australian Indigenous Australians Agency	Ruby Hunter Grant- Aboriginal Naidoc Performance	16,000
Creative Australia	Australian Cultural Fund	15,000
Office of Local Government	Education Grant – Salary Grant	13,094
NSW Department of Planning	Library Special Purpose Grant	12,500
Office of Sport	Surf Club Facility Program- Bondi Bathers SLSC	6,306
Department of Climate Change, Energy, the Environment and Water	Saving our Species Program	5,000
NSW Department of Communities and Justice	Program Grant- Youth Week	3,366
NSW Department of Planning	Strong Start Cadetship Program	1,116
Transport for NSW	Get NSW Active – Sydney Einfeld Drive Bike Parking	823
Department of Communities and Justice	Anzac Community Grants Program	750

Part 2

Delivery Program Achievements



Theme 1: People

Our People theme focuses on a cohesive and connected Waverley community

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We value our diversity, fostering meaningful connections to Aboriginal and Torres Strait Islander people and culture and strengthening our approaches to inclusion and accessibility.

We will strive to improve affordable housing and equitable access to affordable community facilities, programs and services, along with opportunities for social development.

We will continue to provide a wealth of cultural programs for our community and visitors, conscious that our local area holds a unique place in the public imagination – an iconic part of Australian culture. We continue to recognise the importance of culture and the arts to social cohesion, lifelong learning, and innovation.

● THEME 1: PEOPLE

Repair Cafe



People: Key Highlights

Mark and Evette Moran Nib Literary Award

The Mark and Evette Moran Nib Literary Award celebrates the most compelling research-based literature published annually. It recognises nominated works that best fulfil the criteria of literary merit, quality research, readability and value to the community.

Council administers the Mark and Evette Moran Nib Literary Award with the generous support of principal sponsors Mark and Evette Moran, and the ongoing commitment of community partner Gertrude and Alice Bookshop and Café.

Melissa Lucashenko won the 2024 Mark and Evette Moran Nib Literary Award for her novel *Edenglassie* (UQP), along with the generous \$40,000 prize. The winning book was chosen from 175 nominations by a panel of esteemed judges.

Singer-songwriter Deborah Conway was awarded the \$4,000 Nib People's Choice Prize for her candid memoir, *Book of Life*. Both Lucashenko and Conway received the \$1,500 Alex Buzo Shortlist Prize, along with other finalists: *Reaching Through Time* by Shauna Bostock, *Donald Horne* by Ryan Cropp, *Wifedom* by Anna Funder, and *What the Tree See* by Dave Witty.



Nib Literary Award finalists

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Artist Bronte Leighton-Dore with her winning work - *Silent Meeting, a blue sky, South Coast*

Waverley Art Prize

Bronte Leighton-Dore was announced as the winner of the 38th annual Waverley Art Prize for her painting *Silent Meeting, a blue sky, South Coast*.

The art prize is presented in partnership with the Waverley Woollahra Art School, the longest running artist-run initiative in Waverley.

Highly Commended mention also went to Christopher Zanko for *Midday Brick House*, a wood relief carving that captures the essence of a brightly illuminated day, where the sun's rays saturate the brick façades of a home, casting an almost ethereal aura of warmth.

The Mayor's Prize of \$2,000 went to Sophie Bray for her work *Alone with a thousand eyes* and Highly Commended went to Jasmine Mowbray for *Arcadia*. The Local Prize of \$1,500 went to Lisa Patroni for her work, *Geometry of Echoes*.

The Waverley Art Prize was established in 1986 and has a long history as a painting and drawing prize, with an illustrious alumni of previous winners. This year, 419 entries were received with 38 finalists.

A Community Conversation on End-of-Life

In August 2024, the Dying to Know event was held at the Margaret Whitlam Centre in Waverley. It was an opportunity for community members to hear from a specialist panel on end-of-life issues and to ask questions. Member of Parliament Allegra Spender opened the event, and the panellists were:

- Dr Linda Sheahan, Clinical Stream Director Palliative and End of Life Care for South East Area Health Service, and Clinical Ethics Consultant - and lead for the SESLHD Clinical Ethics Support Service
- Anita McBride, Community Development Specialist, Metropolitan Memorial Park
- Yvonne Coburn, National Champion, Palliative Care Australia
- Dr Patrick Bolton, Complex Care Physician and Medical Lead for Voluntary Assisted Dying, Southeastern Sydney, Local Health District.

Key points discussed included the importance of GP's role in planning end-of-life care, how to access

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palliative care earlier, and how earlier information improves the palliative care journey as a whole.

Every month, Council staff run Death Cafés at the Mill Hill Centre. The first Death Café was held in 2025, with end-of-life doula and preparedness coach Kelly McDonnell and Angela Mizinska discussing what a death café is and why they are so important within our community.

Death Café events allow community members to come together to share their experiences with death and dying, discuss end-of-life planning openly, and ask questions they find it difficult to ask in everyday life.



Dying to Know event

Reconciliation Action Plan Implementation

The range of initiatives implemented include:

- NAIDOC week events were held in July 2024, including the Ruby Hunter tribute concert and NAIDOC in the Park in collaboration with Randwick Council and Centennial Parklands
- An Aboriginal Heritage Study has commenced, following a recommendation from the Reconciliation Action Plan Advisory Committee. The Gujaga Foundation is leading the study in collaboration with Elders, traditional custodians and leading academicians, including Dr Paul Irish. The study will provide a strategic approach for the conservation and management of Aboriginal cultural heritage within Waverley, including recommendations on how it can be effectively integrated into Council's current land use planning process and preparation of Plans of Management
- Two Aboriginal trainees continued their work with Council in Customer Service and the Open Spaces

team. One of these trainees was awarded as the Regional Winner of the 2025 Aboriginal and Torres Strait Islander Student of the Year for the Central and Northern Sydney Region. A further six trainees were employed early 2025, working in Community Programs, Arts and Culture, Library and Open Spaces.

- An art exhibition was held in Waverley Library with the work of Aboriginal students from Waverley College who worked with Council on a National Reconciliation Week art project
- Forty Council officers attended an Aboriginal Cultural Protocols training session with local traditional owners, to complement the Waverley Aboriginal Cultural Protocols document
- The third annual Dawn Reflection was held on 26 January 2025, to recognise the ongoing contribution and survival of Aboriginal and Torres Strait Islander peoples. The crowd respectfully experienced a Welcome to Country, smoking ceremony and cultural performances at Bondi Beach.

Volunteer Expo

The Waverley Volunteer Expo was held on 28 September 2024 at the Bondi Pavilion, attracting more than 25 stall holders from various volunteer groups across the community. This activity showcased the various volunteer opportunities available in the community, the benefits of volunteering, and provided an opportunity to connect with people and organisations.

Children, Youth and Family Services

Access to quality and affordable, high quality early education and care

Two hundred and twenty-one families participated in Council's Early Education Centres and Family Day Care community survey, with 72 per cent of families indicating their motivation for enrolment is reputation, while 97 per cent of families rated their overall experience 'excellent' or 'good'. Families described their experience with Council services as caring, community, quality, friendly and professional.

Targeted early intervention 0-5 years

Council's Family Support service continued to receive funding from the Department of Communities and Justice (DCJ). This year, the service received 400

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requests for information, advice and referrals. Thirty-five parents participated in the 'Tuning into Kids' Program. One hundred and forty-five parents attended workshops, including Setting Boundaries, Navigating Sibling Relationships, Meltdowns & Tantrums and the Starting School Forum. Playgroup in the Park attracted 214 participants. The Family Support Newsletter has a circulation of 1,000 subscribers.



Local kids playing

Waverley Youth Summit

The summit was held on 15 November 2024 with 33 primary and secondary students from eight local schools to identify their priorities for the Waverley Community Strategic Plan and how Council could better connect with them. This information has contributed to the development of the Waverley Community Strategic Plan and is guiding the development of new youth-focused initiatives.



Youth Week Beach Bash

Youth Week

An organising committee of 14 young people co-designed the 'Bondi Beach Bash' 2025 event for the annual celebration of Youth Week at the Bondi Pavilion in April 2025. Four hundred young people attended this under-18's event, during which young and emerging bands, MCs and DJs showcased their

talent. Young people supported by WAYS Youth & Family ran a food stall, and headspace Bondi Junction and Waverley Library provided fun, interactive and social activities.

Eastern Sydney Youth Services Network (ESYSN)

The ESYSN met six times during the year, engaging with 32 service organisations. The network connected youth services providers with best practice resources, training, referral pathways and collaborative opportunities that assisted young people in accessing accommodation, disability supports, health and mental health services and early intervention programs that addressed the priority needs of young people identified in annual planning.

Transition to high school for vulnerable and at-risk students

The project delivered two forums in partnership with the NSW Department of Education and ESYSN member services. Eighty-five people, including school executives and learning support staff as well as youth and family services based across the Eastern Suburbs region, attended the Schools and Services Networking Forum held in May 2025. The project's impact in 2024 resulted in successful high school transitions for 95% of the participating Year 6 students across 30 primary schools. One hundred and twenty people attended the Online Transition Planning Forum in August 2024.

Parenting information

A seminar session providing information about adolescent development, strategies for effective communication and behaviour management, and further parent support pathways was delivered in partnership with WAYS Youth & Family in October 2024. The session was attended by 29 parents who indicated 93 per cent to 100 per cent satisfaction with having learned relevant information to assist their parenting of teenage children.

Arts and Culture Programs

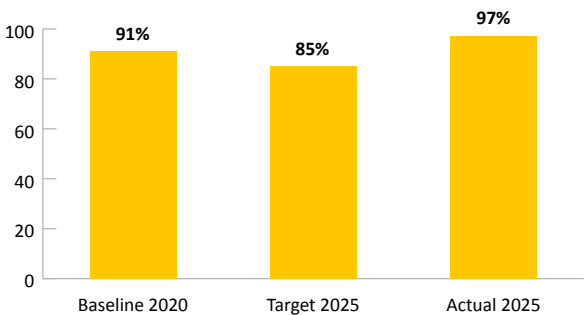
Programs delivered included Bondi Festival 2024, Waverley Art Prize 2024, Festival of the Winds, Sydney Jewish Writers Festival, Carols by the Sea, magic-realist musical theatre piece The Birth and Death of Stars, Bondi WAVE program and concert, New Year's Eve at Dudley Page, Boot Factory Big Opening Bash weekend, The Whale in partnership with Sydney Festival, Rising Youth Makers Market at the Boot Factory, Global Table, Garry Starr, An Evening without Kate Bush (Mardi Gras Programming), music event

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highlights with luminaries including Tim Freedman, Ben Lee, Odette, Grace Knight and Unknown Paths, NT Live theatrical cinema screenings, Youth Week Bondi Bash, Sunshine Singers, Poetica - A Night at the Chelsea Hotel, and an expanded Local Creative Collaborations program.

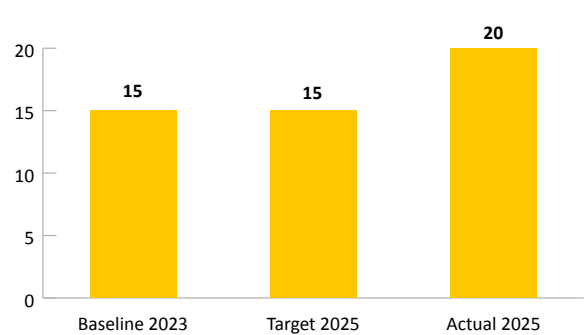
Council also delivered multiple author talks in the Talks and Ideas program, including powerhouse authors Rachel Coopes, Kate Granville, Zoe Foster Blake, Michael Klim, Gina Chick, Brooke Boney and Kumi Taguchi.

Positive community and stakeholder feedback for evaluated events



Of the total responses received for evaluated events, 97% were positive in 2025, a 6 percentage point increase from the baseline year and above the set target of 85%.

Number of new arts and events sector partnerships to facilitate growth for our cultural and creative sector



Council established 20 new partnerships in 2025 against the target and baseline of 15 partnerships.

Creative Library Programs

The Library organised 1,482 programs that engaged 29,230 community members. Highlights included John Zubrincki Author Talk as part of History Week, Elana Benjamin Author Talk, In Conversation with Indira Naidoo on Indian-Jewish Food, Understanding Arthritis talk by university professor Paul Bird, Dervla McTiernan author talk and the Elioth Gruner art lecture by Steven Miller. Technology programs included two lectures by university academics, classes in graphic design, filmmaking, AI driven art and design

using AI, website creation, avoiding fake news and the Library’s 60th birthday celebration.

The Children’s Library team continued to hold regular Story Times (including bilingual sessions in Mandarin, Russian and Turkish), Rhyme Times and school holiday activities, as well as introducing new children’s ‘Tech Tuesday’ and ‘Crafternoon’ programs, and two very popular ‘Pride Youth’ pop-up activities during Higher Secondary Certificate (HSC) study times. Technology programming included one-on-one Tech Help sessions, virtual reality activities, and a tech seminar series focused on scam awareness, online dating and tech development. The Family History Digitisation Station remained popular, with new recording devices added to the service. Other Library sessions included collage making, Green Thumb, Bad Movie Club, HSC talks, and craft workshops (e.g., jewellery making). A large chess set was also made available to customers in the main foyer during the weekend and holidays.

In addition, the team introduced monthly activities at the new Boot Factory venue, including a collaboration with Road Safety was held in June 2025. Students from the Rose Bay Integrated Education Facility also visited weekly, and the team delivered several youth events including a popular stall at the Bondi Beach Bash.



Waverley Library

2025 Waverley Youth Art Prize

The Waverley Youth Art Prize provides a platform to celebrate and recognise the talents of emerging artists aged 9 to 18 who live, study or spend time in Waverley. This year marks 40 years of the Waverley Youth Art Prize, and to celebrate, young artists were asked to interpret the theme ‘celebration time’ in their artwork.

The judging panel included Luke Kennedy, who created the North Bondi mural above Wally Weekes pool and also won the Art Prize in 2003, and Archibald Prize winner Fiona Lowry, who is also a former Youth Art Prize winner.

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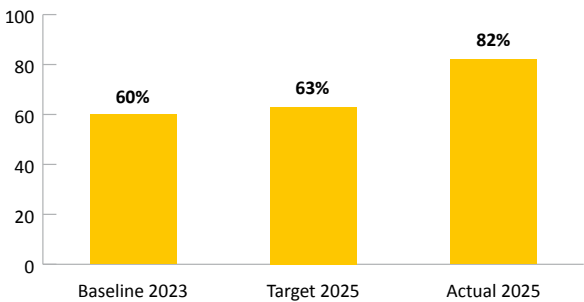
2025 Waverley Youth Art Prize

The full list of winners includes:

ARTIST NAME	ARTWORK TITLE	RESULT
Poppy Michael and Stella Michael	The Aftermath	Best Three-Dimensional Creation
Lior Kaunitz	Wombat	Best New Media Artwork
Emily Johanna Liyanage	A stroll between seasons	The Mayor’s Prize Highly Commended
Wendy Wei	Australia’s Brushstroke	The Mayor’s Prize Winner
Lexi Smith	The Smallest Celebration	Best Interpretation of the Theme
Age category prizes		
Junior Category (9-12)		
Marlow Emmanuel Haskas	Freddy	1st prize
Lilee Corkill	Sunrise Over the Ocean	2nd prize
Clair Chen	Future House	3rd prize
Samuel Ren	It’s Quiet Christmas Night	Highly commended
Intermediate Category (13-15)		
Lavender Chow	Off Duty Lifeguard	1st prize
Avery Chen	Grandparents’ Golden Wedding Anniversary	2nd prize
Alex Ryan	Blue with Flowers	3rd prize
Celine Wang	Birthday Celebrations	Highly commended
Senior Category (16-18)		
Maggie Edwards	Corner of the QVB	1st prize
Charlotte Birbeck	Celebration of Sound	2nd prize
Angelina Wu	Awakening the Dragon	3rd prize
Sylvia Zhang	Gala of the Deep	Highly commended

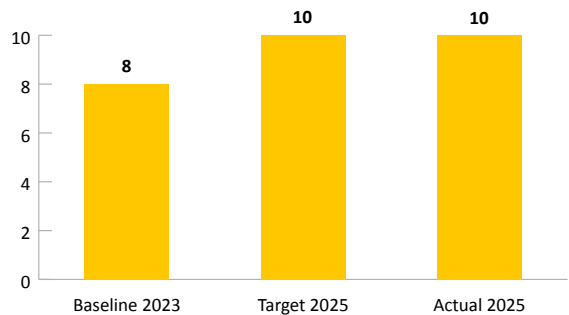
THEME 1: PEOPLE

Increased participation/attendance at arts and culture and events programs and activities



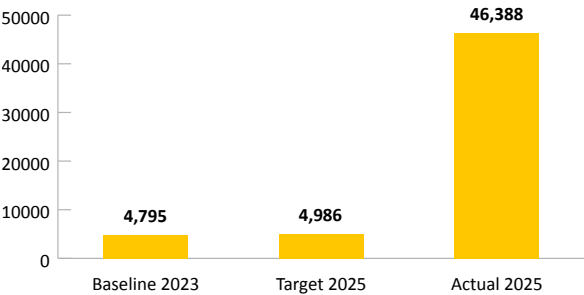
Participation/attendance at arts and culture and events programs and activities increased to 82% in 2025 as against the baseline of 60%.

Number of cultural grants supported by Council



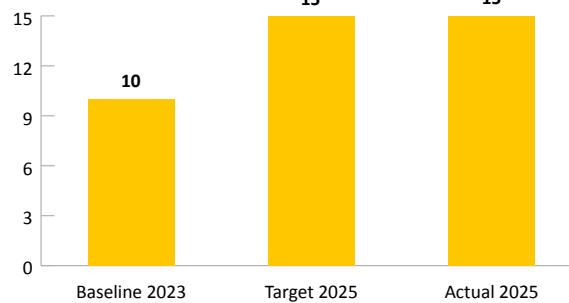
Council supported 10 cultural grants in 2025, against the baseline of 8 in 2023.

Increased reach for arts, culture and events communications



There are 46,388 enews subscribers to arts, culture and events communication channels in 2025 as against the baseline of 4,795.

Number of engagements with/of local creatives and suppliers



In 2025, there were 15 engagements with/of local creatives and suppliers in line with the set target and above the baseline of 10.

Local Creative Collaborations Program

Fourteen applications were assessed for the Local Creative Collaborations Program, with six projects successful in being allocated program support (funding and venue access). The first project titled When the Entropy Hits was launched in June 2025 by local performer Harriet Gillies.

The program facilitates in-kind and cash support to artists and creative teams to develop work at Bondi Pavilion and present it to the local and artistic community in a meaningful and enriching way. This program places local artists at the forefront at Bondi Pavilion.

Social Cohesion Roundtable

In response to growing concerns about social cohesion and the rise in antisemitic attacks, the Mayors of three major Sydney Councils (Waverley, Inner West and Liverpool) hosted a Mayoral Roundtable in February 2025 to bring together local government leaders on this important issue. Twenty-two mayors attended this roundtable and issued a joint statement committing to working together in the future. This roundtable demonstrated the critical role of local government in safeguarding the wellbeing and resilience of communities and strong leadership.

The roundtable was a platform for Mayors to collaborate on solutions to ensure everyone feels safe and secure. The focus will be on proactive measures to strengthen social cohesion, foster unity and address community concerns.

THEME 1: PEOPLE



Mill Hill Welcome Back Soiree

Strategy to Combat Antisemitism

In March 2025, Council launched its Strategy to Combat Antisemitism – a first-of-its-kind initiative at the local government level to address and prevent antisemitism in the community.

This strategy provides a clear, structured approach to combating antisemitism by:

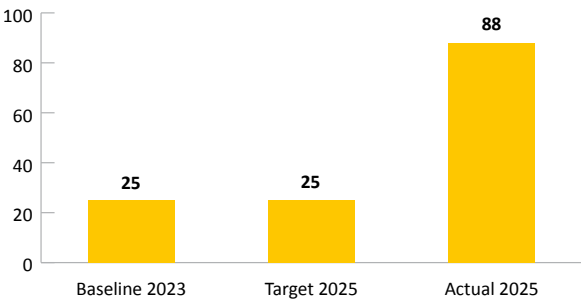
- Strengthening community resilience against hatred and extremism
- Enhancing public safety measures
- Promoting education and awareness initiatives
- Encouraging interfaith and intercultural dialogue
- Partnering with key stakeholders, including community groups, law enforcement, and government bodies.

Mill Hill 60+

The Waverley Community and Seniors Centre relocated back to the newly refurbished Mill Hill Centre, following three years of operation at the Waverley Library. To celebrate, a well-attended Welcome Back Soiree was held and a dance group performed at the opening day launch of the Boot Factory – Mill Hill reopening. The new Mill Hill 60+ program calendar has been expanded, providing a range of fitness, social and learning activities with more than 900

people attending each month.

Number of activities that promote community connection organised



88 activities that promote community connections were organised in 2025 as against the baseline year of 25.

Waverley Community Living Program

The Waverley Community Living Program (WCLP) collaborated with the Council for Intellectual Disability to deliver inclusive employment ambassador training to WCLP staff, promoting best practice to support other departments in Council. Staff supported a WCLP participant to volunteer at the Waverley Community and Seniors Centre every week, and a short term job opportunity was created with a former participant to help explore and progress inclusive employment options.

THEME 1: PEOPLE

Culture Waves Program

The Culture Waves Program was an initiative funded by the NSW Department of Premier and Cabinet, through the NSW Social Cohesion Grants for Local Government program.

Over Terms 1 and 2, 23 high school students aged 14-18 from across Waverley came together to take part in this youth leadership program exploring cultural identity, inclusion, and community connection through storytelling and event design.

Participants engaged in conversations and activities on various intercultural topics through seven group workshops and four individual mentoring sessions with volunteer mentors to develop new skills and create Culture Fest. Culture Fest was a youth-led celebration of the diverse cultures shaping our community.

Ten mentors were recruited for the program, who provided support around sharing stories, finding strength, building support networks and creating positive change.

Waverley Community Awards 2025

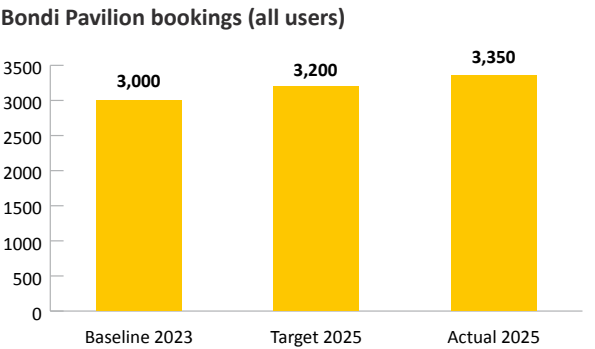
The Waverley Community Awards recognise the people and groups in our community who are passionate about making a difference and dedicated to making Waverley a special place to live. Held every two years, these awards connect our community by celebrating a shared spirit of generosity and a desire to help others.

In 2025, the awards were held at the Bondi Pavilion on May 22nd. The recipients included:

RECIPIENT	AWARD
Chiara Di Giorgio	Second Nature Award
David Gellert	Youth Award
Trent Knox	Community Life Award
Bronte Gully Bushcare Group	Working Together Award
Tamera Lang	Strengthening Community Award
Lifeline Bondi Volunteer Telephone Crisis Support Team	Working Together Commendation
Carrie Furneaux	Strengthening Community Commendation

Bondi Pavilion Utilisation

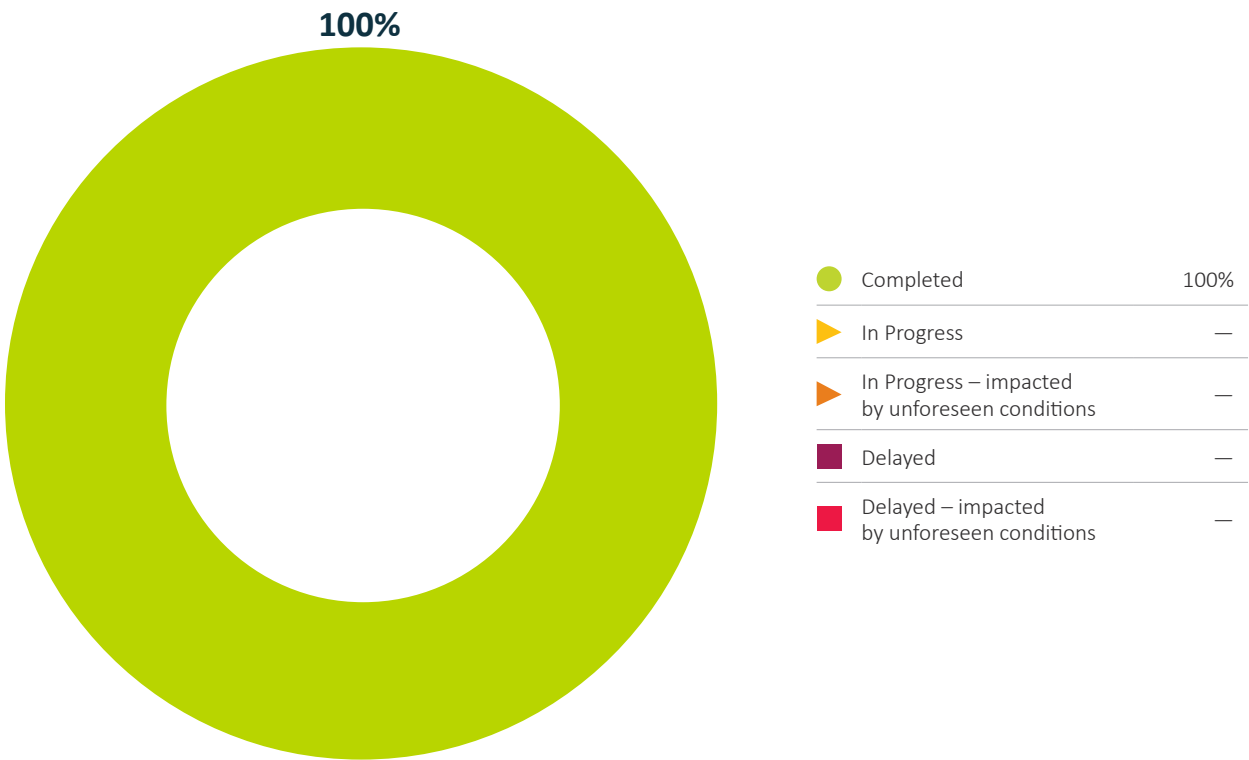
Awareness and utilisation of the Pavilion remained high with more than 10,000 venue hire enquiries resulting in 3,350 booked sessions over the 12-month period. In addition to Council-run programs, activities included regular community hirers, large scale annual events and a range of casual hirers utilising the venue for health and fitness sessions, private functions, meetings, conferences, theatre and music performances, talks, workshops, corporate events and festivals. Implementation of the new venue booking platform Bookable was completed with hirers now able to view, book and pay for venue hire online, significantly improving the customer experience for booking hireable spaces.



Bondi Pavilion bookings increased to 3,350 in 2025, a 3.5% increase in bookings since 2023.

THEME 1: PEOPLE

People:
Progress Summary



Of the 39 actions in the People theme of the Operational Plan 2024–25, 100% (39) were completed.



Theme 2: Place

Our Place theme focuses on the natural and built environment

We facilitate architectural design excellence in building infrastructure, functional public spaces and walkable streets in Waverley. With the highest population density in Australia, community-led, place-based planning and design is critical. Council aspires to be a frontrunner and advocate for balanced development in Waverley.

Our community has strong environmental values, and healthy, active lifestyles, and we are committed to reflecting this in Council strategies. Improving all modes of transport makes Waverley more accessible, safe, connected and sustainable. We are committed to enabling people to get around more easily on foot, by bicycle and public transport to reduce traffic congestion and parking pressures.

To ensure we are meeting community expectations, we are focusing on improving roads, footpaths, parks and playgrounds, and being better prepared for climate changes and potential flooding. We aspire to be at the forefront of sustainability to create resilient communities, sustainable buildings, healthy coasts and bushland, conserve energy and water resources. We recognise that any waste sent to landfill has long-term environmental impacts. We aim to progress Waverley to be a zero waste community.



Place: Key Highlights

Solar My Suburb

The Regional Environment Program of Waverley, Woollahra and Randwick Councils (3-Councils) has been running Solar My Suburb, an initiative to assist community organisations and clubs to transition to solar power, with support provided from start to finish.

Solar My Suburb helps the organisations by providing a free independent solar assessment, advice and guidance to access grants and funding opportunities, support to compare and select a quality system from a trusted installer and assistance to promote the organisations’ success to inspire further updates in the community.

More than 40 organisations are participating in the Solar My Suburb program across the three councils with 21 successfully installing solar. Collectively, this represents 584kW installed. In Waverley, 14 organisations are part of the Solar My Suburb program, with six sites installing solar including: North Bondi Surf Life Saving Club, Nefesh Synagogue, Tamarama Surf Life Saving Club, St Mary’s Childcare, Independent Community Living Australia, and Jubilee Church. These six sites in the Waverley LGA are collectively

saving approximately 532 tonnes of CO2 and \$287,000 on electricity bills per year, allowing for greater reinvestment into the community.

FOGO Service Trial

The project plan for the FOGO trial was successfully implemented, with the delivery of a starter pack to all households in the trial. The project was uploaded to the Have Your Say section of Council website for community feedback, and Council officers delivered 12 engagement sessions across 13 streets that are part of the trial. Since the start of the trial, the Waverley community has diverted nearly 60 tonnes of FOGO from landfill. Other waste streams continue to be monitored.



FOGO - Food organics and garden organics

THEME 2: PLACE



Curlewis Street and Charing Cross precinct upgrades

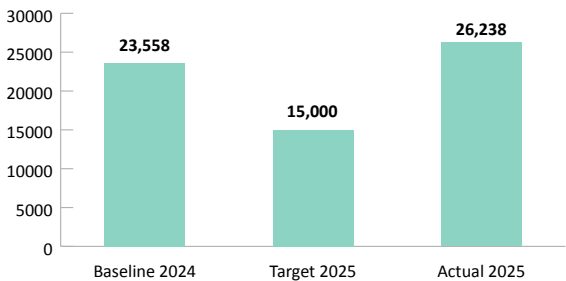
Recycling and Waste Collection

Council partnered with the City of Sydney and Woollahra Councils to deliver our scheduled recycling drop-off events for problem waste items. Problem waste recycling stations remain active within the Library and Customer Service Centre. Nearly 2.3. tonnes of e-waste have been collected since July 2024. More than 400 Waverley residents attended the August and November 2024 Recycle It Saturday events dropping off a range of items, including over 3,000 kg of e-waste.

Curlewis Street and Charing Cross Precinct Upgrades

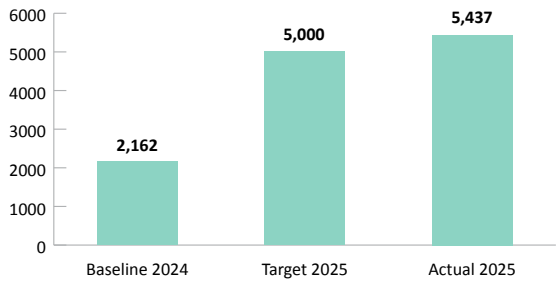
The upgrade of Curlewis Street, between Campbell Parade and Glenayr Avenue, was completed. This section of the project delivered a net increase of 29 new street trees and approximately 750m2 of new soft landscaping areas, 100m of new stormwater drainage network, new storage cells allowing infiltration to the soil underneath, a new permeable bike path, and a new raingarden area near Gould Street. The Charing Cross preliminary early works undergrounding with completion expected in 2025-26. The Charing Cross civil works commenced early 2025 with completion scheduled for 2025-26.

Road renewed/treated program (m2)



26,238 m2 of road was renewed/treated in 2025 as against the set target of 15,000 m2 and baseline of 23,558 m2.

Footpath renewed (m2)



5,437 m2 of footpath was renewed/treated in 2025 as against the set target of 5,000 m2 and baseline of 2,162 m2.

THEME 2: PLACE



Council presentation on the EAP in the new Boot Factory

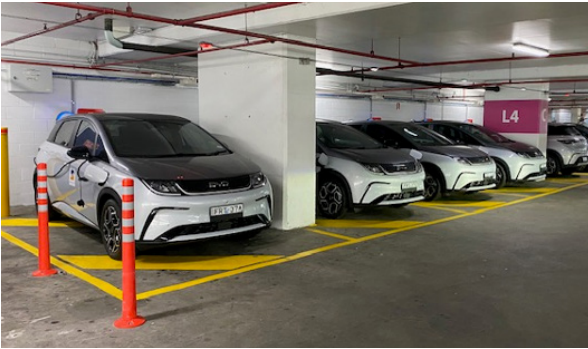
Council has significantly reduced our emissions over the last decade by reducing energy consumption and purchasing 100% renewable electricity. This is supported by the electricity grid having significant increases in renewable energy each year. The bulk of Council’s emissions now are from our fleet, which is progressively transitioning to electric. In 2024-25, most of Council’s operational passenger vehicles became electric with new EV chargers installed at the Library.

The EAP outlines a pathway for emissions reductions in the community, including increased use of renewable energy and active transport, electrification of transport, and removal of gas appliances.

Environmental Action Plan - 2025– 2035

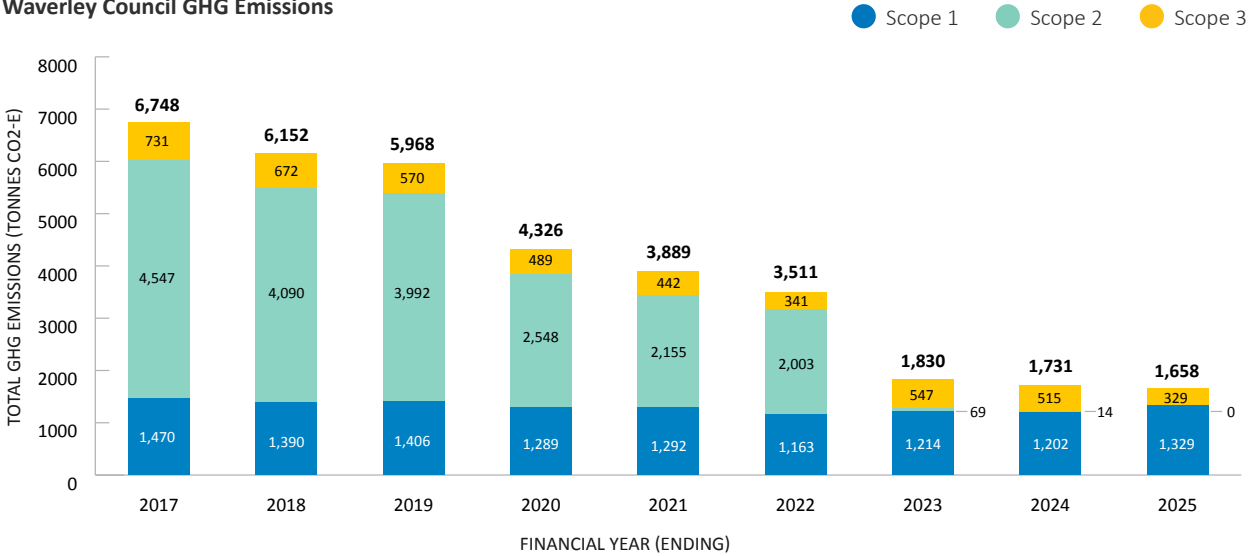
In June 2025, Council adopted the next iteration of the Waverley Environmental Action Plan (EAP). The Plan was developed following extensive community consultation. The Plan maintains Council’s ambitious targets in the areas of greenhouse gas emissions, water, circular economy and urban ecology, not just for Council but for the entire community.

Key targets are the net zero emissions by 2030 for Council and by 2035 for the broader community.



Council’s electric vehicle (EV) fleet in Bondi Junction

Waverley Council GHG Emissions



Scope 1 (in blue) represent emissions sources directly controlled by Council, such as fuel and gas for fleet and plant operations
Scope 2 (in green) represent emissions indirectly sourced through electricity generation.
Scope 3 (yellow) represents indirect emissions generated through Council authorised activities, but not owned or controlled Council, for example staff transport, and leased sites. Currently calculated as a factor of Scope 1 & 2 emissions.

THEME 2: PLACE

Strategic Asset Management

Following the delivery of the Strategic Asset Management Plan (SAMP6) program, Council developed its seventh Strategic Asset Management Plan (SAMP7). The suite of documents outlines the objectives, strategy, and plans for managing its asset portfolio over the 11-year period from 2025 to 2036.

The strategic plans outline Council’s resourcing requirements to deliver operations, maintenance, renewal, upgrades, expansion and disposals required for its assets to meet community and technical demands over the planned period.

Council adopted SAMP7 in June 2025, and the Plan incorporates key updates such as:

- The Asset Management Policy document establishes Council’s Five Core Asset Management Objectives and decision-making principles
- The Asset Management Strategy establishes Council’s approach to asset lifecycle management, the climate change scenario, asset hierarchy, asset information management, as well as the apportionment of capital and operational expenditure within the 11-year Plan
- The Asset Management Plans establish Council’s current state and expenditure plan for each of the eight asset classes. Council’s refreshed asset information, hierarchy, and data have been used to develop the degradation profiles for each asset class and to assess the impact of the current funding plan.

The SAMP7 program targets the delivery of the long term financial plan, the implementation of the asset management system, improving data accuracy for decision-making, and moving Council towards planned and preventive asset management approaches.

Syd Einfeld Drive Bike Parking

In August 2024, Council opened the Syd Einfeld Drive Bike Parking facility with secure storage for up to 51 bikes next to Bondi Junction Train Station and Bus Interchange.

The parking facility, located beneath the Syd Einfeld Drive overpass, is the first of its kind in Bondi Junction. It offers a new level of security, accessible only to cyclists using pre-registered Opal cards (for free). Bike riders can register their Opal cards for use on the Bike Shed page on the Opal website.

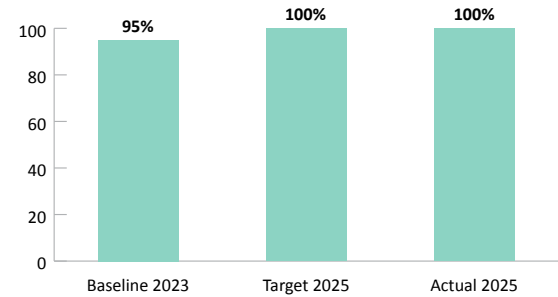
The \$277,000 for the project was funded by Transport for NSW’s Active Transport Walking and Cycling Program.

Health and Safety

There were 492 food safety inspections completed during the reporting period. There were also 117 food related customer requests investigated, including 24 alleged foodborne illness cases. The Sushi Food Safety project was nominated for the NSW Food Authority Champion Awards and was presented at both the NSW Annual Food Conference and the National Environmental Health Conference.

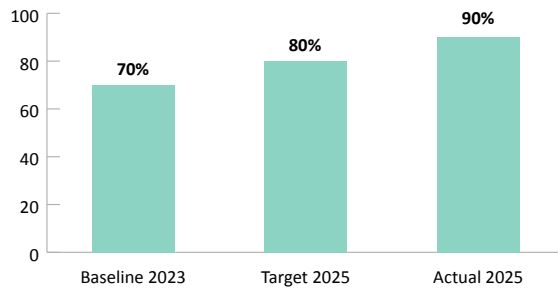
Other programs implemented include the Joint NSW Health swimming pool water quality monitoring program, implementation and completion of underground petrol storage systems and vapour recovery program, beauty and skin penetration inspection program and inspection of temporary food stalls operating at Bondi Beach markets, temporary fairs and events, i.e. Festival of the Winds.

Percentage of food premises inspections conducted as scheduled



100% of food premises inspections were conducted as scheduled in 2025 in line with the set target.

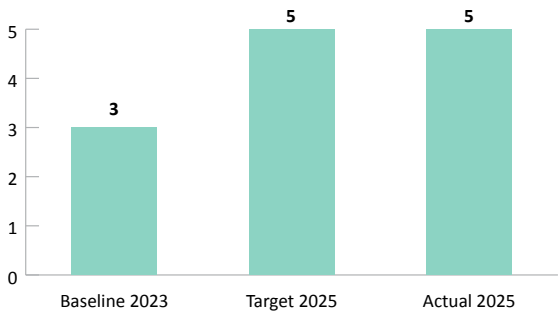
Percentage of noise related complaints completed within 7 days



90% of noise related complaints were completed within 14 days above the set target of 80%.

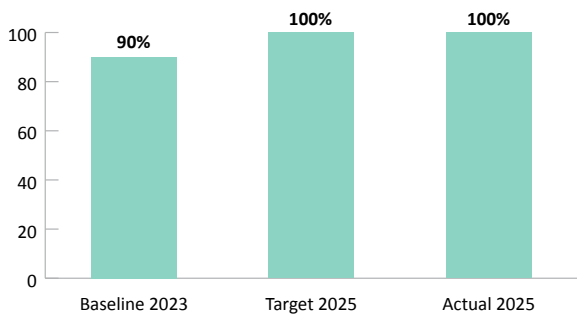
THEME 2: PLACE

Frequency of daily patrols in dog-on-leash areas



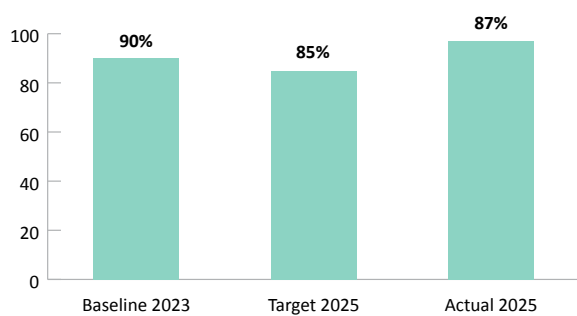
The frequency of daily patrols in dog-on-leash areas have increased to five times as against the baseline of three times.

Percentage of dog attacks reported within timeframes



100% of dog attacks are reported within timeframes.

Percentage of residential and commercial areas monitored twice weekly



97% of residential and commercial areas are monitored twice weekly as against the set target of 85% and baseline of 90%.

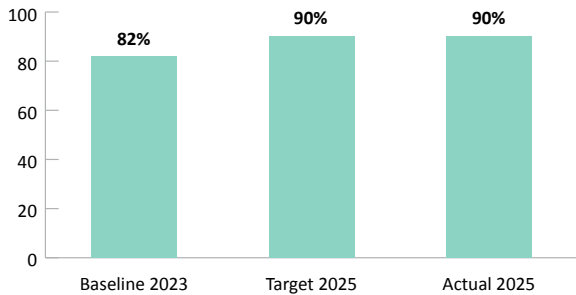
Building Certification

In the 2024-25, Council received 98 building certification applications (Building Information Certificates, Complying Development Certificates and Construction Certificates). Of these, 60 were approved, eight cancelled, 24 deferred, one refused, three withdrawn, and two are still under assessment.

Fire Safety

In 2024-25, Council’s Fire Safety team received 126 referrals seeking technical expertise input. All requests have been completed.

Percentage of fire safety assessments submitted on time



90% of the safety assessments were submitted on time in line with the target and above the baseline of 82%.

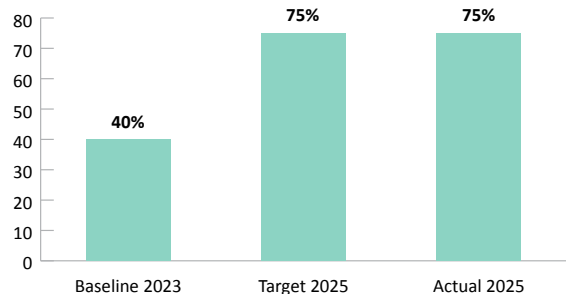
Illegal Building Complaints

In 2024-25, Council received a total of 780 complaints, relating to the following themes:

- Asbestos related sites: 7
- Condition of the existing building: 159
- Construction hours of operations: 108
- Dangerous work practices: 62
- Illegal work: 355
- Unauthorised use: 82
- Structurally unsafe buildings: 7

A total of 764 cases were finalised and the remaining 16 are under investigation.

Percentage of asbestos and sewage complaints completed within 14 days



75% of asbestos and sewage related complaints were completed within 14 days in line with the set target of 75%.

THEME 2: PLACE



The Boot Factory, photo by: Peter Bennetts

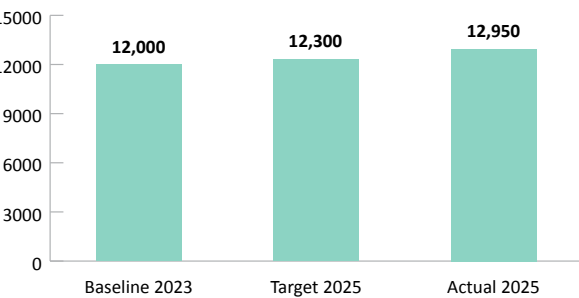
The Boot Factory and Mill Hill Centre Win Major Design And Sustainability Prizes

The Boot Factory and Mill Hill Centre on Spring Street in Bondi Junction were reopened in November 2024 as a vibrant community space, including a redesigned Normal Lee Place.

Archer Office, the architects chosen by Council to work on the restoration, and the project have recently been recognised with four awards/commendations, including the following for the transformative work on the Boot Factory and Mill Hill Centre:

- Award for Interior Architecture - NSW Architecture Awards
- The Milo Dunphy Award for Sustainable Architecture - NSW Architecture Awards
- Sustainability Commendation for the Boot Factory - Australian Interior Design Awards
- Sustainability Commendation for the Mill Hill Centre - Australian Interior Design Awards

Community Venues bookings (all users)



Community venue bookings increased to 12,950 in 2025 as against the set target of 12,300 and baseline of 12,000.

Affordable Housing Portfolio

In March 2025, Council acquired a six-unit apartment block at 49 Mitchell Street, Bondi Beach. This is a win for the community, gaining additional high-quality housing in an accessible location, funded from developer contributions through Council’s affordable housing reserve. The property will add to Council’s portfolio of 24 units let at affordable rents to Waverley households on low to moderate incomes.



49 Mitchell St, Bondi Beach

THEME 2: PLACE

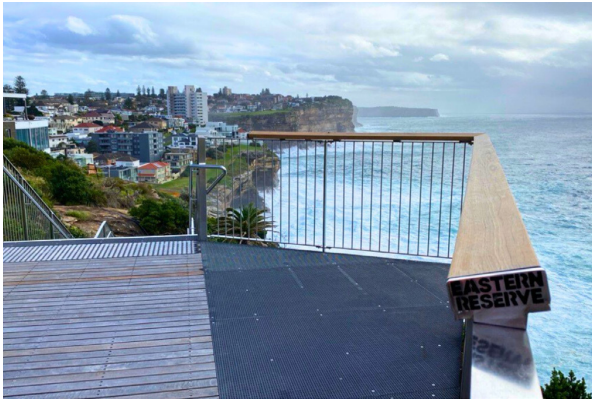
Recent Upgrades in Waverley

Upgrades to the coastal boardwalk at Dover Heights

The Dover Heights section of the Eastern Reserve clifftop boardwalk is complete. This project was co-funded by the NSW State Government and Waverley Council.

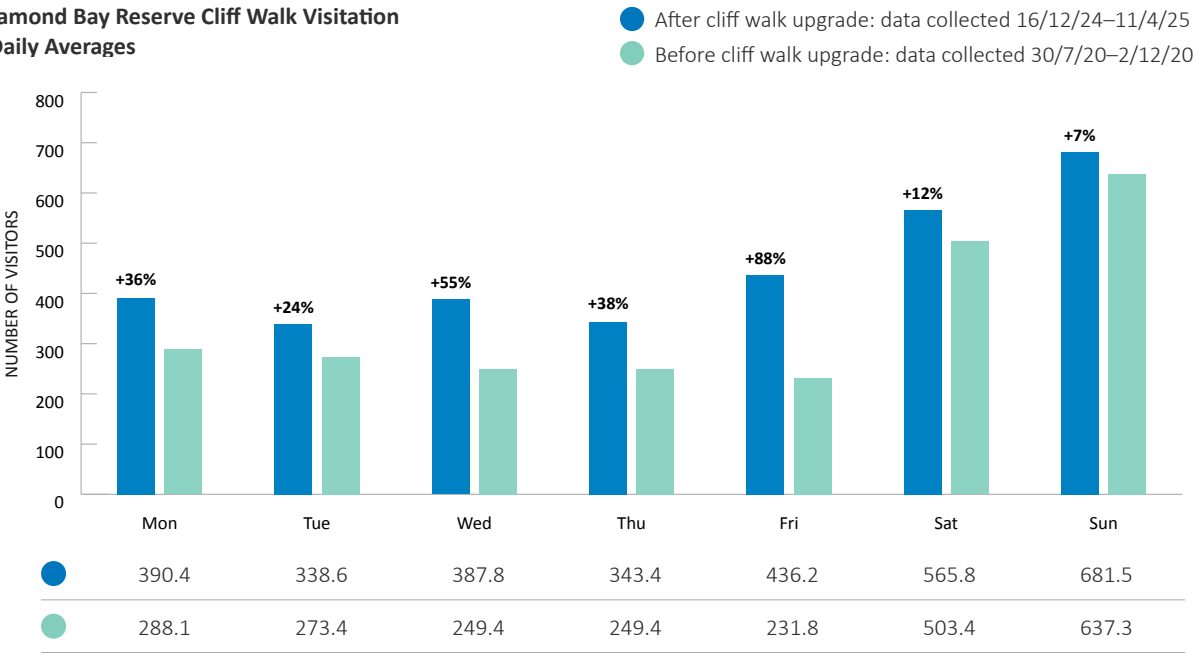
The boardwalks form part of a larger project to improve the safety and usability of the clifftop walking trail, ensuring the community’s access to our clifftop parks with spectacular views is maintained for generations to come.

Upgrades included improved viewing platforms, stairs, balustrades and handrails, upgraded seating on viewing platforms, main entry upgrades, new fencing, stormwater upgrades and accessibility upgrades to viewing opportunities at key entrances.



Upgrades to the coastal boardwalk at Dover Heights

Diamond Bay Reserve Cliff Walk Visitation
- Daily Averages



Since its completion, the boardwalks saw a 48% average increase in visitation during the week and a 9.5% increase on weekends

THEME 2: PLACE



Repairs on the coastal walk beneath Marks Park

Repairs are underway on the coastal walk beneath Marks Park

Following extreme coastal weather and natural erosion in April 2024, a cliff collapse occurred below Marks Park on the Bondi coastal walk, taking some of the walkway with it. Reconstruction work is underway and is expected to be completed in 2025, weather permitting. Work has progressed in two stages, the first being stabilisation of the cliff face, which is complete, and reconstruction of the footpath and safety balustrades, which is currently underway.



Scotts Street Reserve

Upgrade to Scott Street Reserve

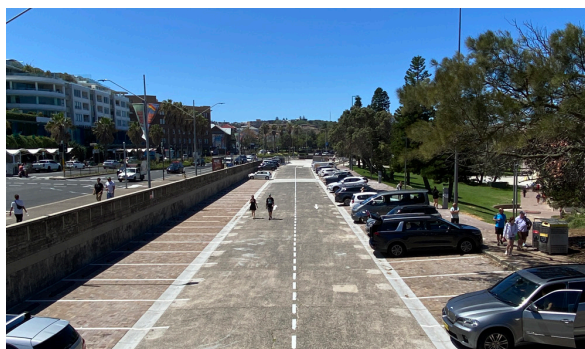
Upgrade works at Scott Street Reserve Playspace were completed to improve the play experience at the playground in accordance with Council's Play Space Strategy. Works included the installation of new play equipment, softfall safety surfaces, new furniture, landscaping and new footpaths to improve accessibility.



Sir Thomas Mitchell Reserve Playground

Upgrade to Sir Thomas Mitchell Reserve Playground

Council commenced an upgrade to the playground at Sir Thomas Mitchell Reserve to improve the play experience at the playground in accordance with Council's Play Space Strategy. Works included installing of new play equipment, softfall safety surfaces, new furniture, landscaping and new footpaths and stair access to improve accessibility. The playground is expected to be open to the public in August 2025.



Bondi Beach Park Drive

Bondi Park Lighting and Electrical and Park Drive Upgrades

Council continued to upgrade the lighting and electrical infrastructure at Bondi Park. This year's program was aligned with the carparking and footpath upgrades in Parks Drive, coupling improved lighting with new footpaths, re-levelled carparking spaces and drainage improvements. The project included the installation of two new substations to help power all the park lighting, outdoor event spaces, electric vehicle charging station, pavilion, surf clubs, toilets, and other park building needs now and into the future. The new substations now supply enough power for Council to continue installing park lighting and additional electric vehicle charging stations next year.

THEME 2: PLACE

Vibrant vision progresses:
Bondi Junction Master Plan

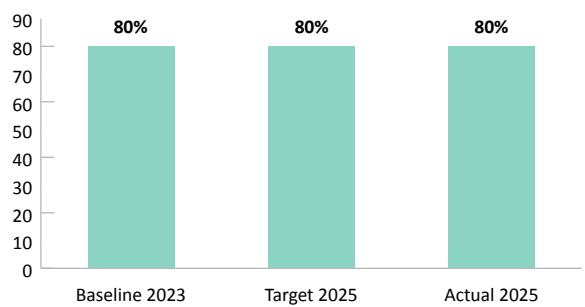
Council’s reshaping of the Bondi Junction town centre has reached a new milestone with the appointment of the urban design and planning consultancy. The company will deliver the Bondi Junction Strategic Vision and Master Plan.

The project will shape the future of one of Sydney’s most significant town centres, setting a clear long-term direction for land use, transport, public space, and community outcomes.

The project will be delivered in stages, beginning with a strong focus on community and industry consultation to better understand the current and future needs of residents, businesses and visitors. The Master Plan will ensure Bondi Junction continues to thrive as an energetic, accessible and resilient centre for decades to come.

Council will provide regular updates as the project progresses, with formal community consultation to commence later this year.

Percentage of applications that meet LEP and DCP are determined within 40 working days after notification



80% of applications that meet LEP and DCP were determined within 40 working days after notification.

Council Signs MoU with Share Bike Operator

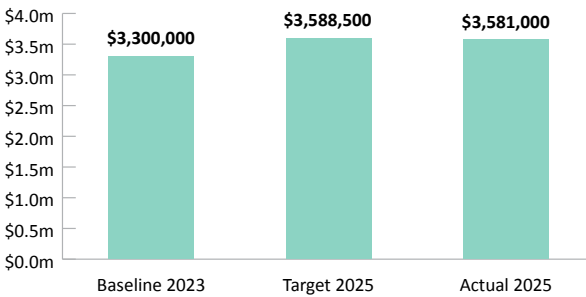
Council has signed Memorandums of Understanding (MoUs) with sharebike providers, Lime, Hellobike and Ailo agreeing to take clear action to better manage and regulate their share bikes, contribute to the provision of parking infrastructure and establish parameters on how and where bikes can be ridden and parked. Shared e-bikes ridden dangerously and dumped on footpaths have become a safety issue within the Waverley Local Government Area (LGA).

The agreement sets a maximum number of share bikes at any one point in time within Waverley LGA. The agreement provides for designated parking

locations and restricted parking zones. Parked e-bikes deemed to be obstructing public access must be relocated within three hours of being identified; otherwise Council may impound the e-bike and issue a fine to the operator.

The agreement commenced on 30 June 2025 for a period of 24 months, starting with a six-month trial period using designated areas on footpaths and potential on-street spaces. The sharebike providers will contribute towards the cost of the new infrastructure.

Revenue generated from Council’s car parks



Revenue generated from Council’s car parks increased to \$3,581,000 from the baseline year of \$3,300,000.

Electric Vehicle Charging

In November 2023, Waverley, Woollahra and Randwick Councils endorsed the ‘Leading the Charge: Electric Vehicle Infrastructure Strategy’, outlining the vision and infrastructure required to meet the growing number of EVs on our roads.

Over the past year, Waverley, Woollahra and Randwick Councils have helped expand the network from 75 charging spaces to more than 300, providing our community with more choice and convenience.

Different types of chargers have been installed in different locations, with slower (AC) chargers in residential areas and faster (DC) chargers at shopping centres, beaches and other high turnover areas.

In 2024-25, EV charging was made available in several new locations, including Barracluff Street, Francis Street, Marks Park, Waverley Oval and Bronte Beach.

These new chargers are required to help the large percentage of residents living in multi-unit dwellings (60 per cent) or renting (50 per cent), where home charging is less available. Public charging helps to bridge this gap, while also cutting emissions and creating quieter, healthier suburbs.

THEME 2: PLACE



Regen Sydney with community members in the Boot Factory

The EV rollout is funded by the NSW Local Small Commitments Allocation Grants (LSCA), the NSW Government Kerbside Charging Grants, Council and private sector investment.

Second Nature Program

Council participated in the development and launch of a new Resilient Sydney strategy, working collaboratively to support thriving communities through place-based resilience.

Council also appointed our first Thinker in Residence, Regen Waverley, to foster the development of a cross-sector community of practice focused on co-creating a neighbourhood scale social and Ecological Resilience.

Through the Second Nature engagement program, 20 newsletters and more than 60 educational events were held, reaching 3,500 community members on Waverley's Environmental targets, topics and actions.

Improving Circularity in Bondi Junction and Beyond

Funded by the NSW Environmental Protection Authority, Council worked with leading local

businesses to develop a Circular Economy Roadmap for Bondi Junction, implementing nine pilot projects to embed circular economy practice through improved materials recovery and reuse. The project included an online directory and awareness campaign to guide consumers to businesses offering repair, reuse and recycling services, establishing a volunteer-led Repair Cafe and community, partnering with End Food Waste Australia to demonstrate cost savings for food businesses, and profiling sector based opportunities through business networking nights with Sustainable Salons and Too Good to Go.

Enhancing Climate Resilience

The Love our Coast campaign, which culminated in the Marine BioBlitz in March 2025, raised awareness of the impact of climate change on our marine biodiversity through expert talks, films and scientific collaborations. Projected climate impacts were included in the Environment Action Plan and the Strategic Asset Management Plan which Council adopted in June 2025. The impacts of climate change were presented to employees and the community through a systems thinking game. Council has also progressed the development of a Waverley Beaches

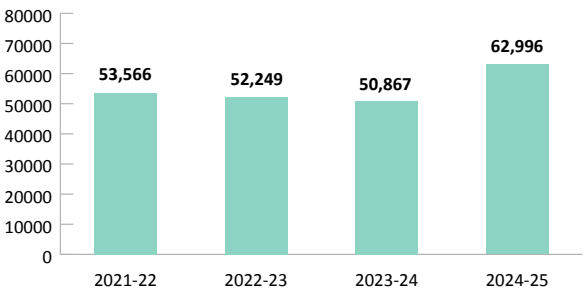
THEME 2: PLACE

Coastal Management Program, commencing seawall condition assessments and geotechnical studies to determine the best way to mitigate risks associated with coastal inundation and erosion, sea level rise and other coastal hazards in the years to come.

Beach Quality Report

The NSW Government’s Beachwatch program monitors and reports on water quality at three swimming sites in the local government area, with the performance of these sites reported annually in the State of the Beaches report. In 2024-25, Bondi, Tamarama and Bronte beaches received Good Grade ratings, meeting Council’s Water Quality target.

Council Potable Water Use



Council slightly exceeded its water consumption target of 62,000 kl in 2024-25.

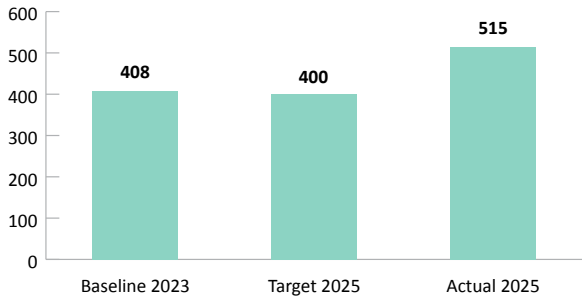
Planting and Protecting Trees and Vegetation

Council has continued to progress actions to protect, restore and manage public and private trees and green spaces towards our targets of 20 per cent canopy cover and 15 per cent shrub and ground cover by 2032. Achievements included planting 515 street trees, increasing the number of trees on the significant tree register to 121, supporting 74 new habitat gardens on private land through the Living Connections program and restoring native plants at more than 80 abandoned gravesites through the volunteer Cemetery Gardening Program. Council continued to conserve and maintain Eastern Suburbs Banksia Scrub (ESBS) at York Road and the remaining Acacia terminalis subspecies Eastern suburbs plants that are found in Dover Heights. A submission was sent to the Department of Planning to deter illegal tree and vegetation clearing and increase enforcement mechanisms for Council officers.



A Waverley Cemetery Gardening volunteer

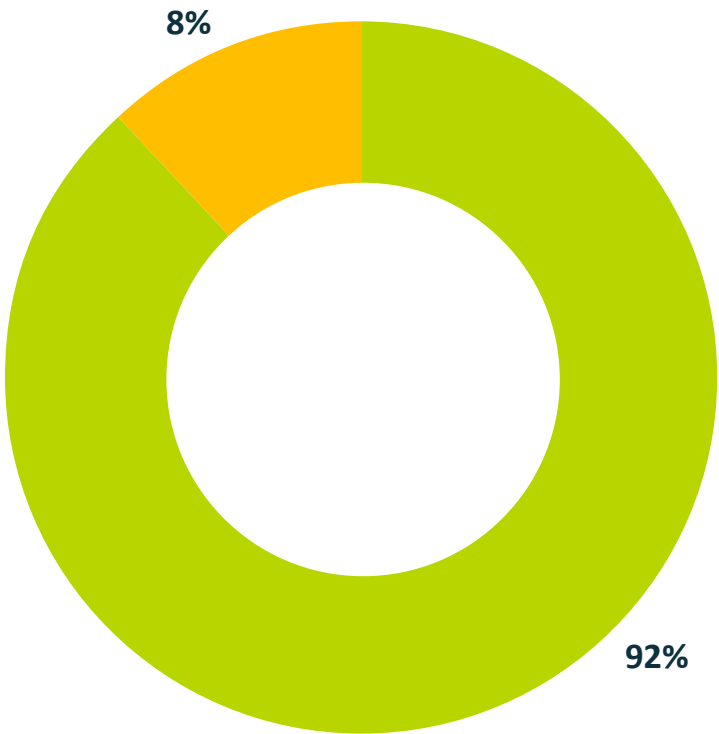
Number of trees planted



515 street trees were planted during the year exceeding the target of 400 trees and baseline of 408 trees.

THEME 2: PLACE

Place: Progress Summary



Completed	92%
In Progress	8%
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed – impacted by unforeseen conditions	—

Of the 65 actions in the Place theme of the Operational Plan 2024–25, 92% (60) were completed and 8% (5) are in progress.



Theme 3: Performance

Our Performance theme focuses on Waverley being a well governed, transparent and financially sustainable organisation

We will continue to make Waverley an ethical Council that delivers efficient services to the community, on a basis of strong financial sustainability and accountability. Councillors represent and make decisions on behalf of all residents and ratepayers of Waverley, informed by thorough community engagement, strategic focus, and based on data and analysis. We will continue to improve the services we offer our community by building our internal systems, processes, capacity and capability.

We are committed to creating a prosperous and sustainable local economy, particularly as the State Government has identified Bondi Junction as a commercial centre linked to the Sydney global economy. We want to protect and enhance our neighbourhood villages while encouraging and supporting the creative and visitor economy.

THEME 3: PERFORMANCE



Performance: Key Highlights

2024 Brightest and Best Business Awards

In November 2024, the Brightest and Best Awards celebrated the most outstanding businesses in the community. The awards were a celebration of the spirit that makes Waverley a special place. Every entry was carefully judged, with winners selected based on their outstanding achievements in their respective industries.



Brighest and Best Business Awards Winners

151 entries were received and the winners were:

AWARD CATEGORY	WINNING BUSINESS
Retail and E-Commerce	WEST 14TH
Childcare and Education	The Rhythm Village
Professional Services	Bondi Bike Shop
Construction and Trade	Proximity Plumbing
Healthcare & Medical	Summit Physio & Sports Medicine
Sustainability Excellence	The Travel Corporation
Creative & Digital	Believe Advertising & PR
Tourism and Leisure	The Blue Hotel Bondi
Hospitality and Entertainment	Divide 8 Pizza
Beauty and Wellbeing	Blow Bar Co
Fitness and Nutrition	AGOGA
Young Entrepreneur of the Year	NALUKA
Business Woman of the Year	Immersia Freediving

THEME 3: PERFORMANCE

Oxford Street Mall
Nighttime Activation

Council voted to extend the operating hours of Oxford Street Mall to 3am with the aim of activating late night activity and making it even safer for our community.

According to the Transport for NSW’s (TfNSW) Safer Cities Survey Report, people feel safer in activated public spaces that are well-lit and highly used. Around 51% of participants in the TfNSW survey said they would be more likely to go out at night alone if they felt safer.

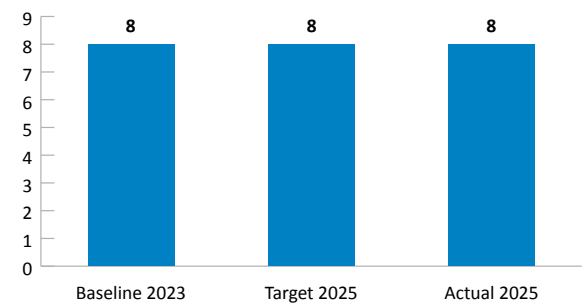
Precinct Engagement

Precincts continued to be engaged on strategic issues such as the Community Strategic Plan, the Strategic Asset Management Plan, the Bondi Junction Masterplan, Ruthven Street Improvements, Bronte Park and Beach Christmas Day Consultation, Bronte House Future Usage and Public Access, Footpath Seating Policy and Guidelines, proposed changes to the Waverley Development Control Plan, Planning Agreement Policy Amendments and the Petitions Policy.

During the year, 60 Precinct meetings and four Combined Precincts meeting were held.

Precinct feedback continued to be very positive about the effectiveness of engaging through online, face- to-face and hybrid meetings as they allow greater participation from a wider group of people.

Number of community engagement channels to reach diverse segments of community



Council has maintained 8 engagement channels to reach diverse segments of the community in line with the baseline and target of 8.

Art Deco Architecture Walk

Council developed and printed an Art Deco (Architecture) walk offering place-based experience for visitors. The walk aligned with Souter’s Bondi exhibition at Bondi Pavilion, which was held from May to June 2025, and coincided with global celebrations of the 100th anniversary of Art Deco. It was made available online with initially over 250 flyers being printed. The walk was well-received with more than 500 additional flyers printed.



Bondi Art Deco Architecture Walk

Psychosocial Strategy

A gap analysis of the draft Managing Psychosocial Hazards at Work Procedure against the SafeWork Australia model code of practice for managing psychosocial hazards was completed and presented to the Audit, Risk and Improvement Committee in March 2025. Internal consultation of the Managing Psychosocial Safety Hazards at Work Procedure was completed in April 2025, and the Consultative Committee endorsed the Plan in June 2025. Face-to-face bullying and harassment training sessions were organised. One hundred and thirty people leaders attended the StateCover Psychosocial Safety Training. StateCover held feedback sessions with outdoor workers to develop the 2025 wellbeing plan to encourage employee engagement. The draft Wellbeing Strategy is prepared following StateCover feedback sessions.

THEME 3: PERFORMANCE

Health and Safety Wellbeing Programs

Health and safety wellbeing programs and activities delivered include:

- Health Expo for outdoor staff included heart health checks and information on nutrition, mental wellbeing, healthy ageing and sleep information
- Noise testing was arranged to support SafeWork NSW legislation for audiometric testing in the workplace and to build a base for workgroups that are required to be tested under this legislation
- Toolbox talks were organised for outdoor workforce for asbestos management process and initial discussions commenced for Identification training for asbestos.

- Risk assessment was undertaken for multiple projects including the Angel Ring project, Lifeguard Challenge, the new Side by Side vehicles and the safe transport of 240l bins ensuring safety of workers and reduction in future injuries
- Skin check and flu vaccination program was offered to outdoor and indoor workers in May 2025
- Onsite Employee Assistance Program debrief sessions for a critical incident response was organised in January and March 2025
- Audiometric testing result project with outdoor staff, providing test results and checking personal protection equipment was completed in June 2025
- Buggy Monitoring Project was organised to ensure employees are implementing the training provided, wearing seat belts and driving safely in May 2025.

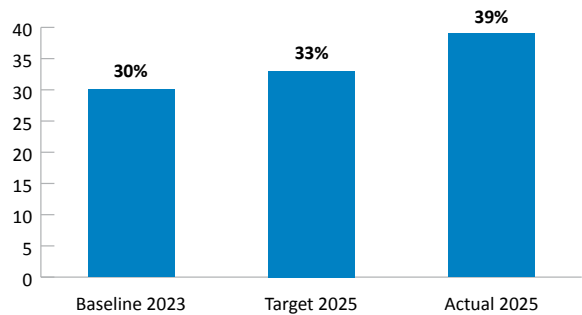
Waverley Library Strategy Implementation

Implementation of the refurbishment plans supported by the Public Library Infrastructure Grant was progressed, including planning for the introduction of customer service pods, automated returns shelving, sound minimisation installations and upgrades to furniture on level one.

Weekend opening hours were extended to 9.30 am-5 pm on Saturday and Sunday in response to community feedback, with visitation increasing up to three hundred per cent across weekends.

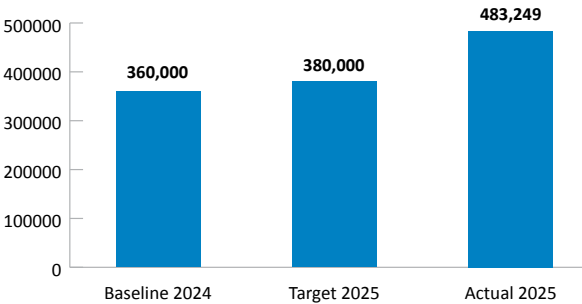
Staff resources were enhanced to further support the implementation and promotion of the library membership plan, with membership increasing by 17 per cent over the year.

Library Membership (% of population)



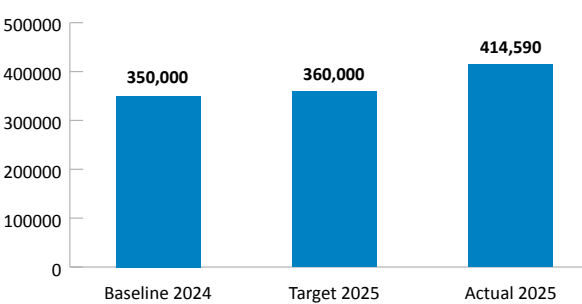
Library Membership increased to 39% of the population in 2025, an increase of 6 percentage points from the set target of 33% and 30% from the baseline of 2023.

Library Visitation



Library visitation increased to 483,249 in 2025, 27% above the set target and 34% above the baseline.

Library circulation (loans)



Library circulation increased to 414,590 in 2025, 15% above the set target and 18% above the baseline.

● THEME 3: PERFORMANCE



Community Strategic Plan 2025-35 and Workforce Management Strategy 2025-29

Service Reviews

Financial sustainability and Lifeguard Services reviews were completed. The financial sustainability review assessed the long-term sustainability of Council's current financial settings and direction, identified key drivers and determinants of future sustainability and facilitated the development of an improved sustainable long-term financial plan. Council also reviewed its Asset Management Strategy and undertook a detailed review of the current structure of the waste budget.

Council reviewed its Lifeguard services to enhance the effectiveness and efficiency of its Lifeguard Services and beach safety operations. Current practices were analysed and benchmarked against relevant mandated requirements and legislation, and provided actionable recommendations for change.

Integrated Planning and Reporting Documents

Following the local government election in 2024, Council commenced the community consultation in October 2024 to ensure all segments of our community are engaged. Council continued the community consultation and engagement program until March 2025. More than 380 community members were engaged on the vision and priorities for Waverley. Based on the community feedback received, the Waverley Community Strategic Plan 2025-2035, the Long Term Financial Plan 7, the Strategic Asset Management Plan and other

associated documents were drafted and placed on public exhibition from 1 May 2025 to 28 May 2025. Council considered the community feedback received during the exhibition period and adopted the documents on 17 June 2025.

Workforce Management Strategy

Our Workforce Strategy (2025–2029) focuses on attracting, retaining, and developing a high-performing workforce aligned with our Community Strategic Plan (CSP), Delivery Program (DP), Operational Plan (OP), and Long-Term Financial Plan (LTFP). This strategy addresses the challenges posed by rapidly evolving technology, workforce shifts, and financial sustainability. Ensuring a customer-centred approach, sustainable practices and Waverley's commitments to diversity, reconciliation, and accessibility are embedded in everything we do.

Youth Entrepreneurship Program

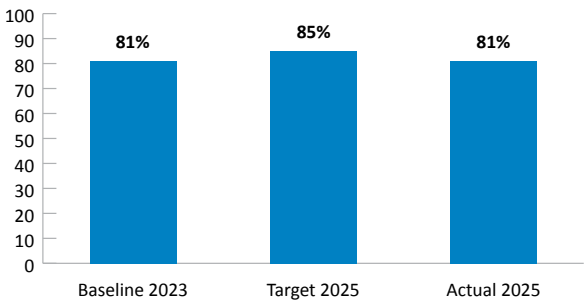
In April 2025, the Youth Entrepreneur program was delivered for St Clares College students. With mentoring from local business owners, Year 10 and 11 students developed problem-solving, teamwork and business skills, successfully creating and pitching their start-up proposals. This program was delivered in collaboration with the NSW Regional Industry Education Partnerships, St Clares College, XperientialAI, Bondi Innovation, and Bondi and Districts Chamber of Commerce.

THEME 3: PERFORMANCE

Customer Service Centre – Service Levels

MEASURES	BASELINE	TARGET 2024	ACTUAL 2025
Customer complaints management	81% complaints closed within SLA (2023)	85% complaints closed within SLA	81% complaints closed within SLA
Contact Centre - Average call handling time	3 min 39 secs (2023 Annual average result)	<3 min 30 sec (80%)	4 min
Front Counter - Average wait time	4 m 10 sec (88% < 5 mins) (Annual average result)	<5 mins (80%)	3 min 17 secs (91% < 5 mins)
Front Counter - Average service time	7 min 38 secs (2023 Annual average result)	<7 mins 30 sec (80%)	7 min 56 secs
Contact Centre - First Call Resolution	7% transfer rate (2023)	Transfer rate (<10%)	Transfer Rate <5%

Customer complaints management



81% of complaints received were closed within the SLA. This is in line with the baseline year and slightly lower than the set target

ICT Modernisation at Waverley

In March 2025, Council began our ICT Modernisation Initiative – the WavOne Program to move Council’s finance, asset management, HR, and payroll systems into an integrated platform. This new system will connect information across the organisation, making everyday tasks faster, more accurate, and more transparent. Over the next five years, Council will invest \$12 million to improve our systems, strengthen security, manage our operations, and make it easier for staff to deliver great customer service. In 2024–25, \$2.5 million supported projects to boost cyber security, enhance privacy and records management, improve customer service performance, and upgrade systems. The initiative will reduce paperwork, give staff better tools, and provide managers with real-time insights to improve decisions and community outcomes over time.

Commercial Centre Occupancy Audit

Council conducts an audit twice a year to measure occupancy trends and the industry mix at ground level across each commercial centre.

The audits identify vacancy trends in Waverley’s commercial areas for better understanding and planning to meet the needs of business owners, residents, and visitors. The audit measures all areas in Waverley zoned for commercial purposes as defined under the Environmental Planning Instruments.

The designated study areas are:

- Bondi Junction
- Bondi Beach
- Bondi Road
- Charing Cross
- Macpherson Street (Bronte)
- Bronte Beach
- Rose Bay.

Occupancy Audit Summary

The following information is a summary of information for all of Waverley as of February 2024.

Occupancy rates

COMMERCIAL CENTRE	OCCUPANCY % OCTOBER 2023	OCCUPANCY % FEBRUARY 2024	OCCUPANCY % AUGUST 2024	OCCUPANCY % FEBRUARY 2025
Bondi Junction	86.2	88.7	90.2	89.2 ↓
Bondi Beach	91.7	90.5	90.3	94.7 ↑
Bondi Road	90.7	94.3	93.8	93.6 ↓
Bronte Beach	100	100	100-	100 -
Charing Cross	95.1	96.1	94	95.0 ↑
Macpherson Street	90.7	89.5	93.9	95.8 ↑
Old South Head Road	88.8	89.8	91.7	94.3 ↑
Waverley Total	89.7	90.8	91.4	92.6 (1.2%↑)

The occupancy rate excludes properties that are for lease, empty and premises that are awaiting development application (DA) approval.

Vacancy

TYPE OF PROPERTY	FOR LEASE	VACANT	SUBJECT TO DA	TOTAL OCCUPIED BUSINESSES
February 2025 Audit (with % change from previous audit)	40 (↓7.0%)	20 (↑42.9%)	28 (↓41.7%)	1,107 (↓0.3%)
August 2024 Audit	43	14	48	1,110

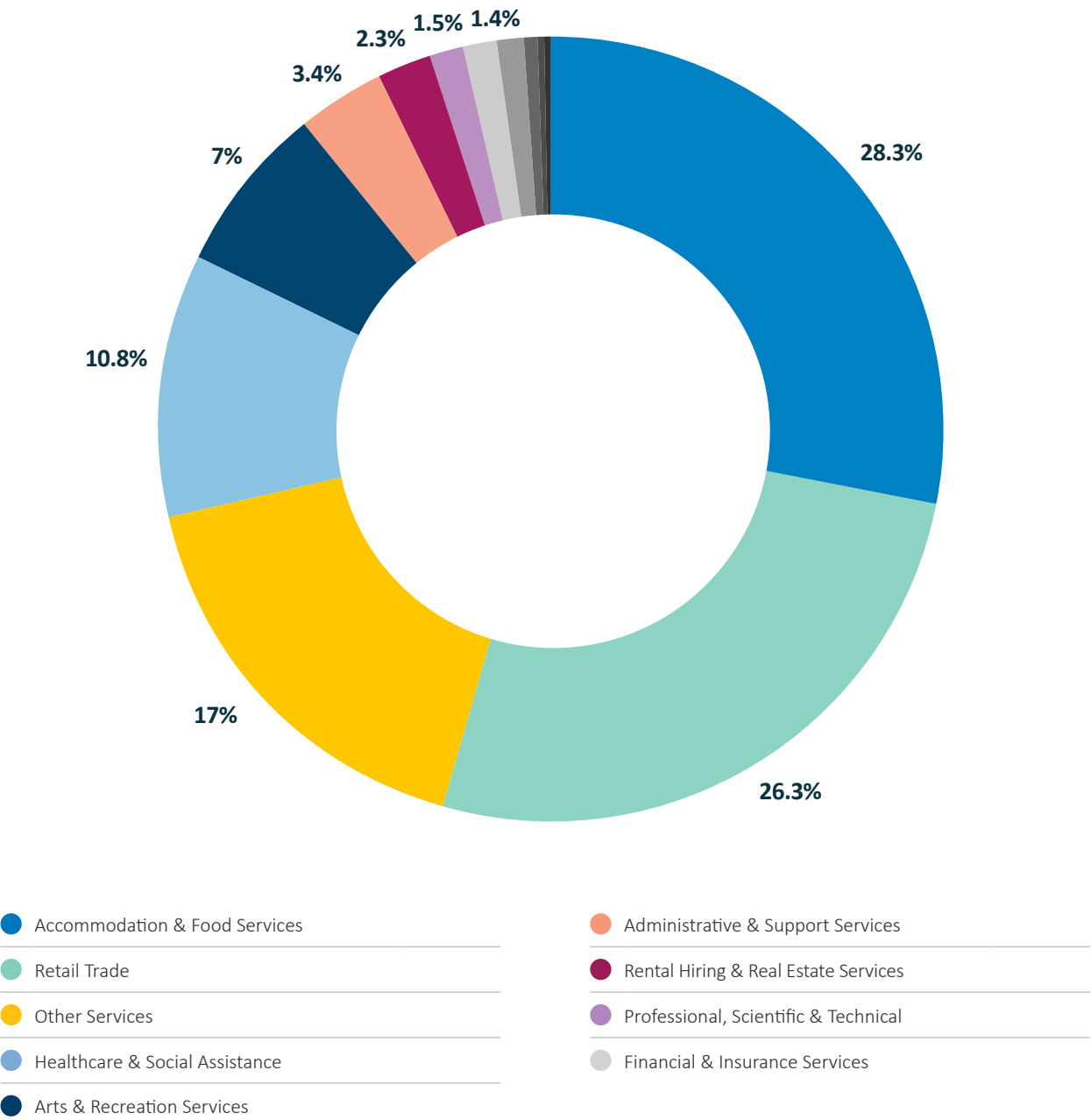
THEME 3: PERFORMANCE

Summary of Commercial Centres

Industry Mix

Top 3 Industries

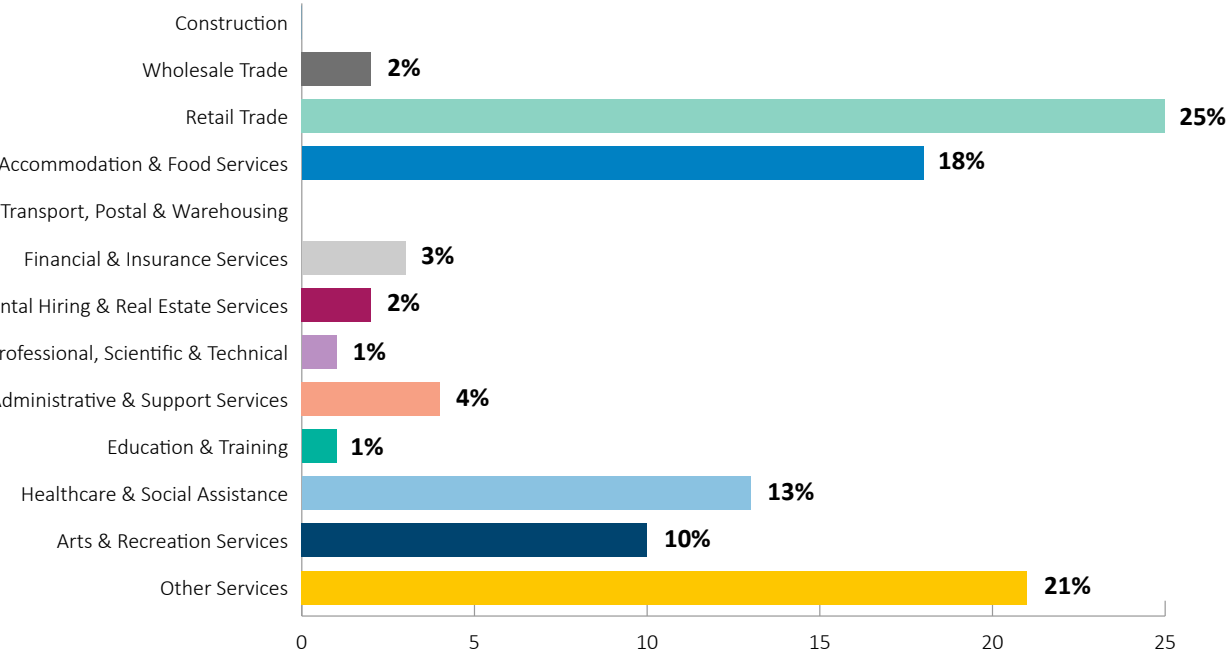
- 1. Accommodation and Food Services - 28.3%
- 2. Retail Trade - 26.3%
- 3. Other Services - 17%



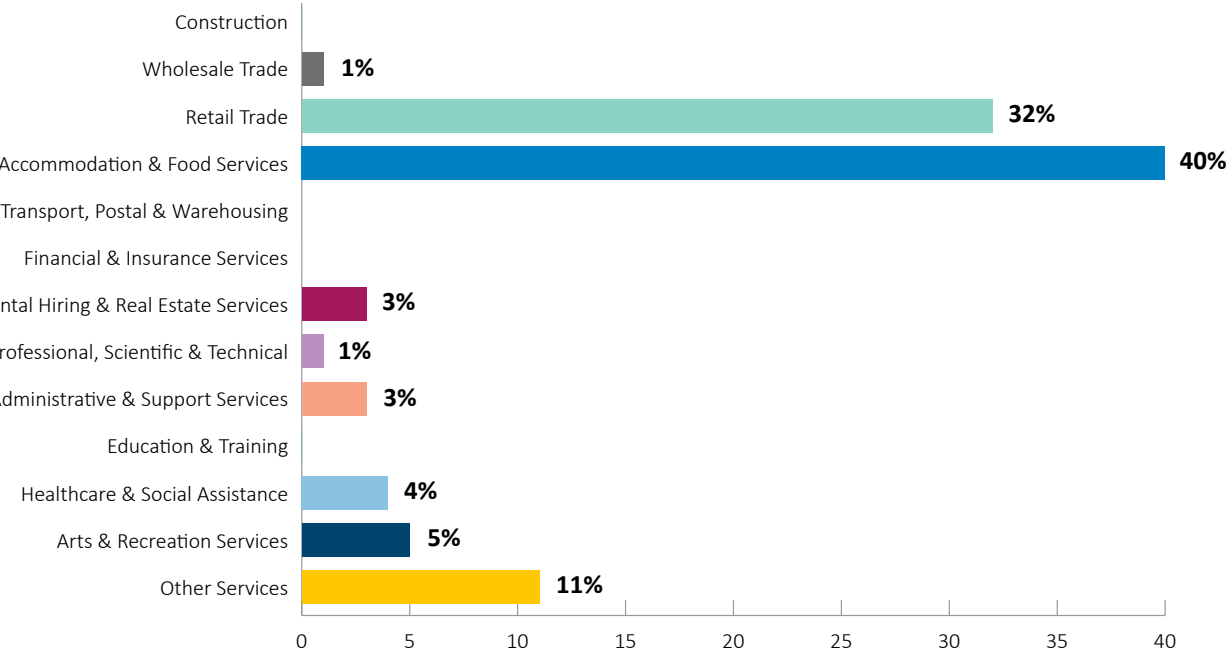
THEME 3: PERFORMANCE

Tenancy Mix

Bondi Junction



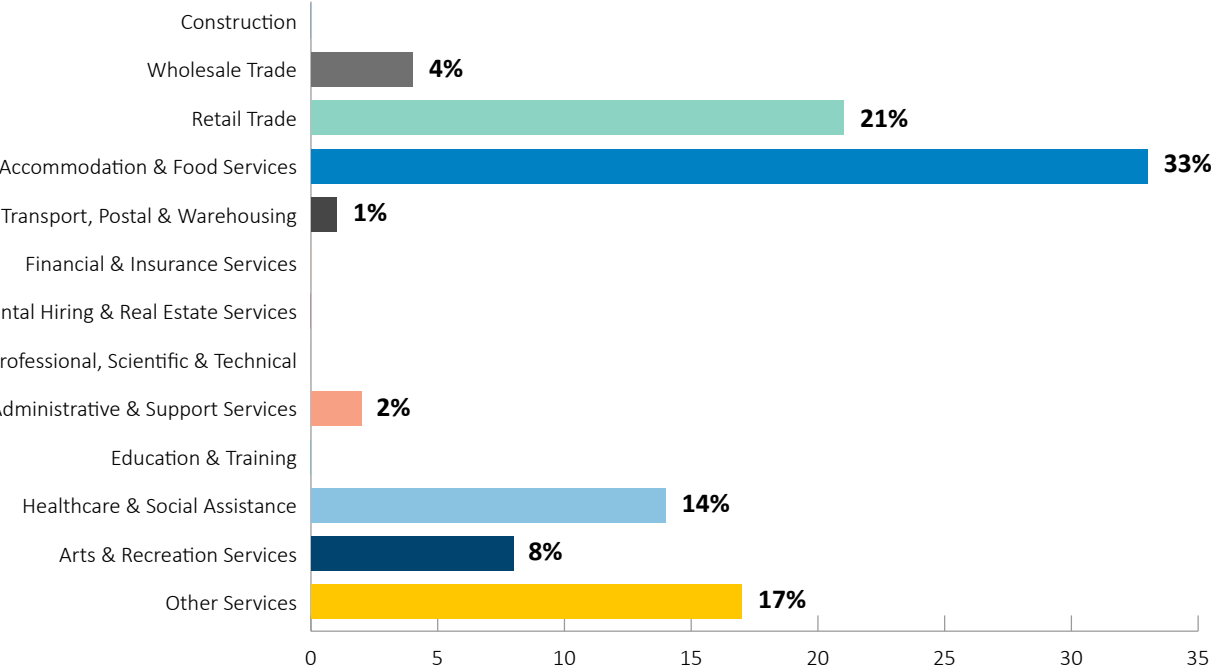
Bondi Beach



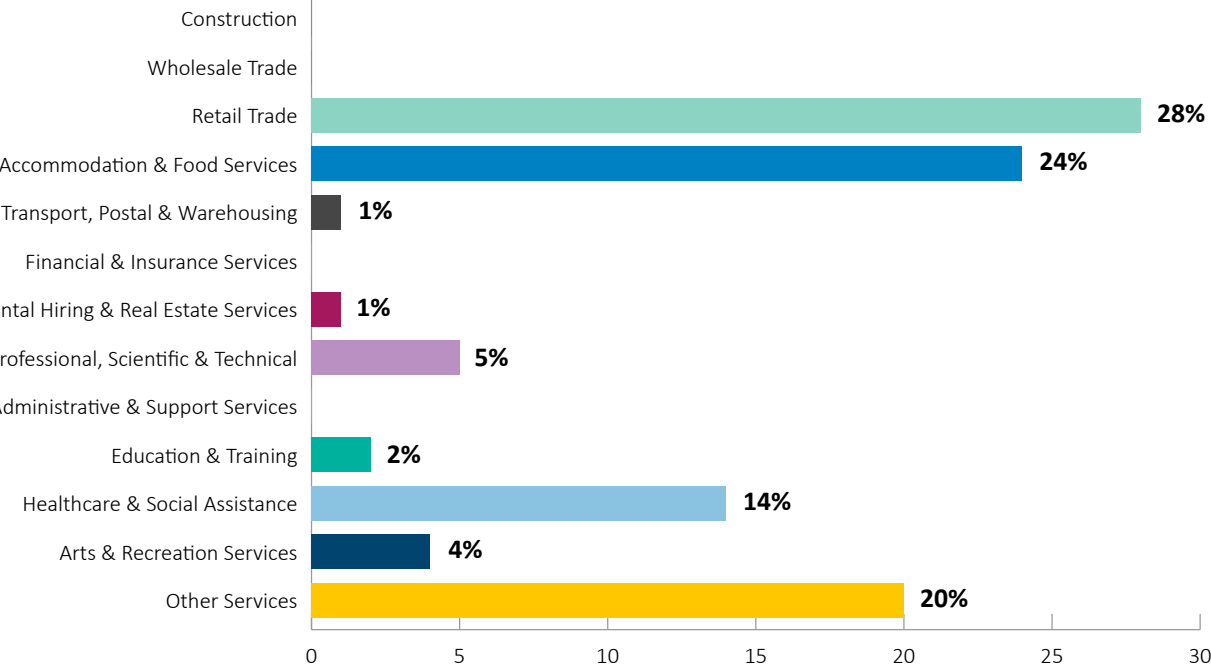
THEME 3: PERFORMANCE

Tenancy mix

Bondi Road



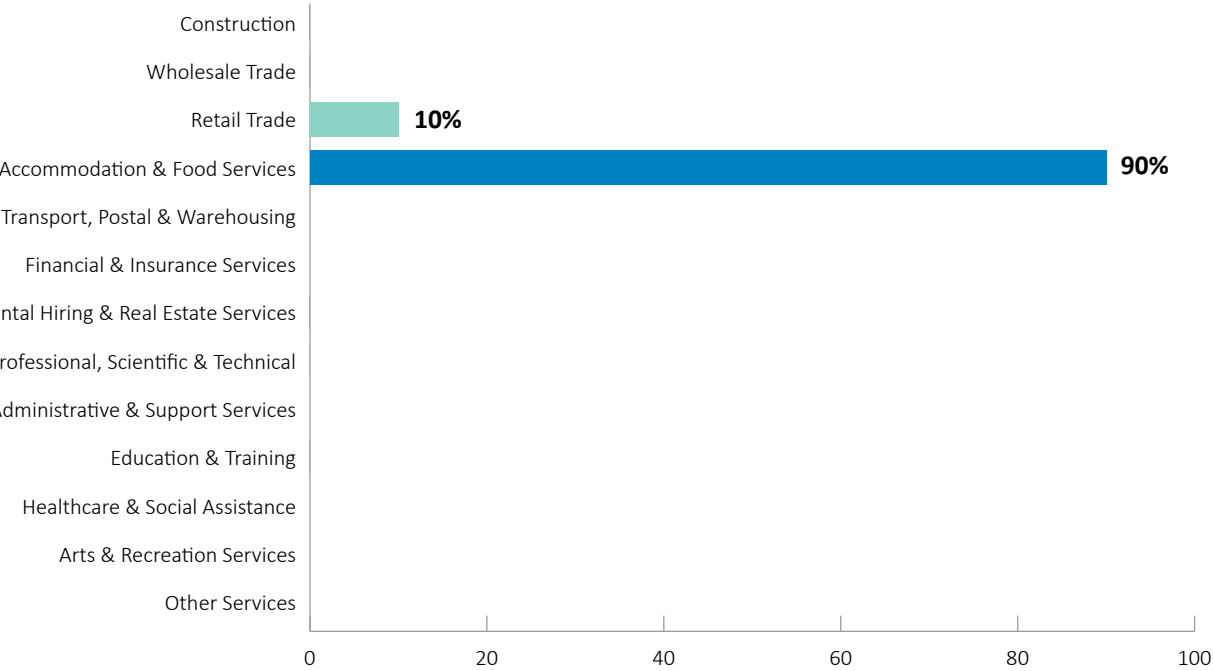
Charing Cross



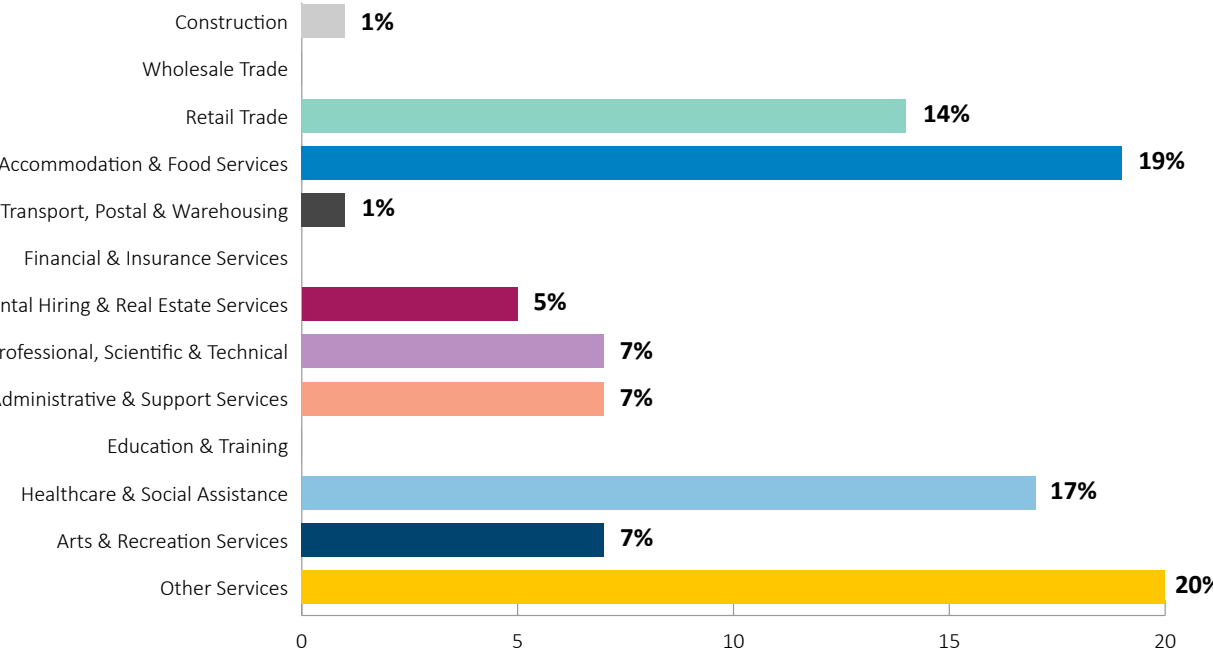
THEME 3: PERFORMANCE

Tenancy mix

Bronte Beach



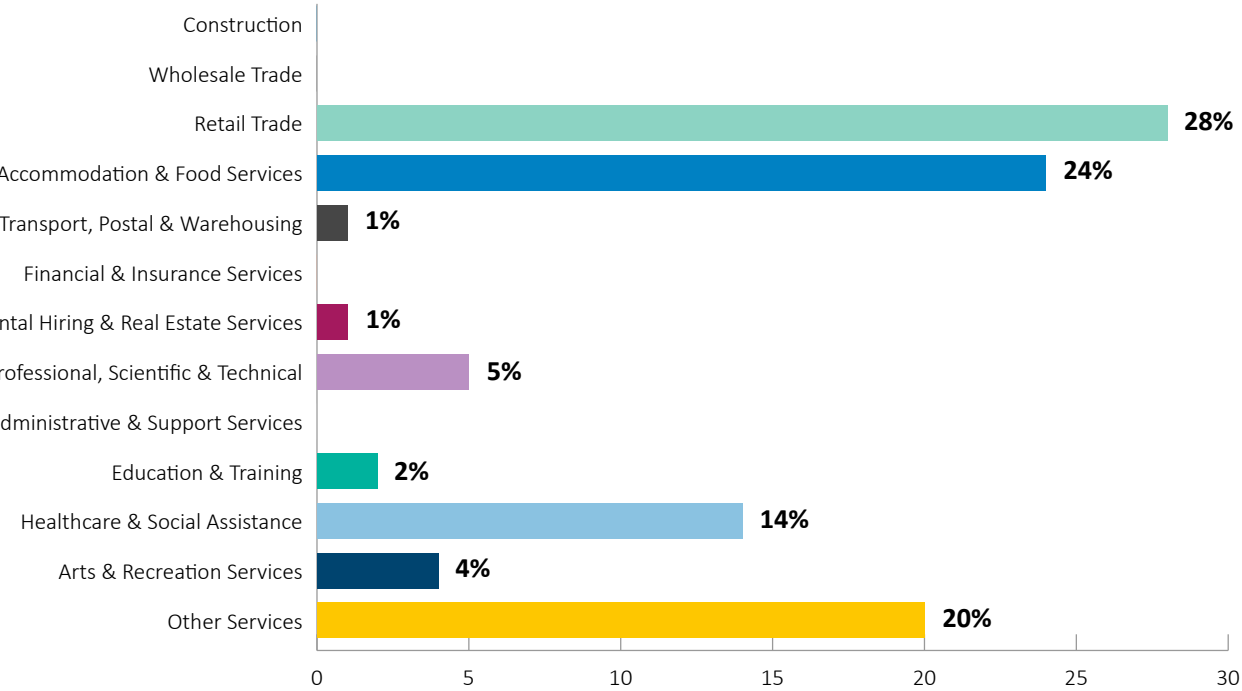
Old South Head Road



Please note: The commercial centre on Old South Head Road in Rose Bay falls under the jurisdiction of two councils. Council is responsible for auditing businesses on the eastern side of the road only.

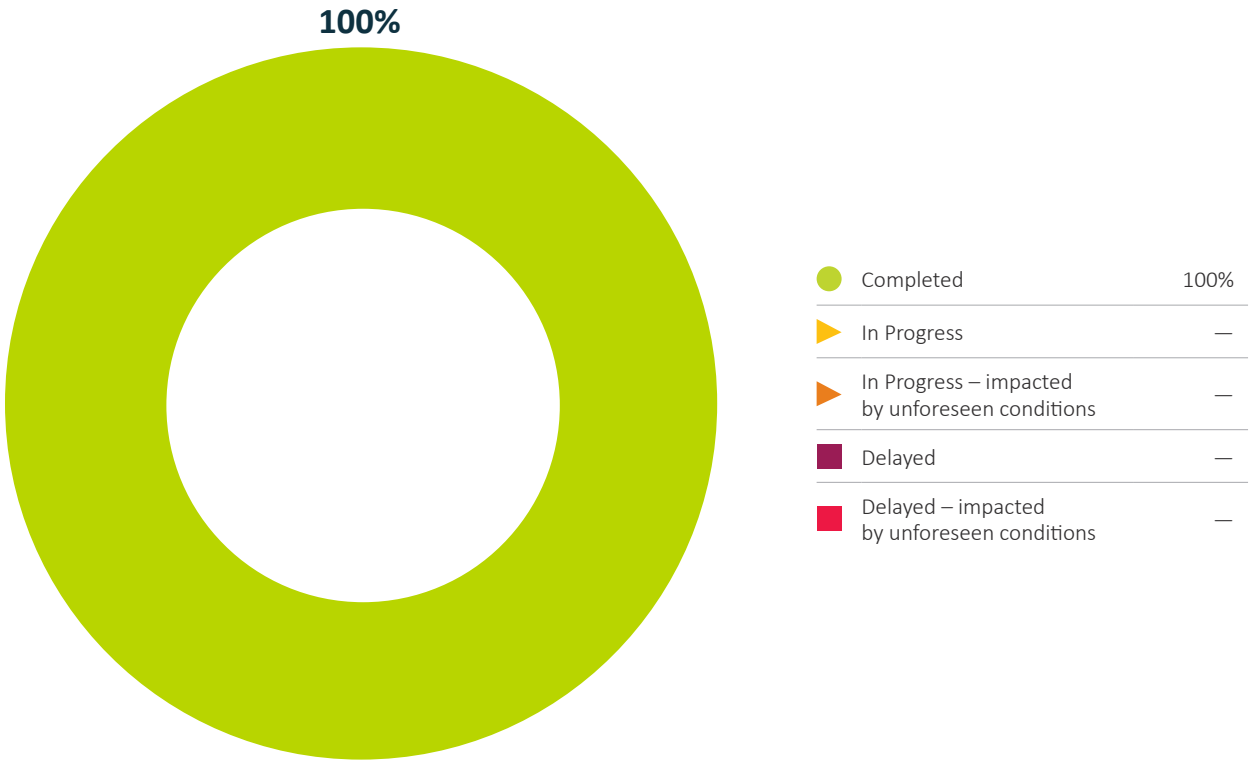
Tenancy mix

Macpherson Street



THEME 3: PERFORMANCE

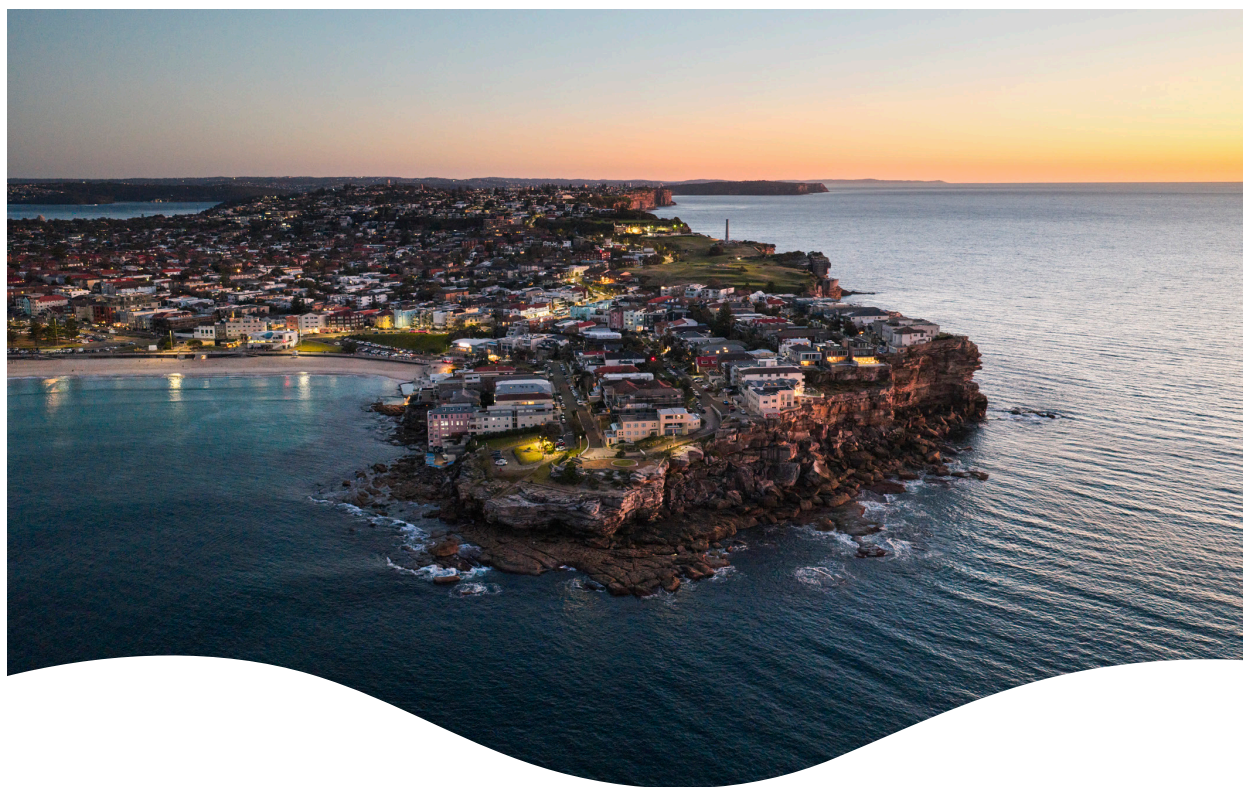
Performance: Progress Summary



Of the 47 actions in the Performance theme of the Operational Plan 2024–25, 100% (47) actions were completed.

Part 3

Meeting our Additional Legislative Requirements



Amount of Rates and Charges Written Off

The following rates and charges were written off during the year.

DESCRIPTION	RATES (\$)	WASTE & OTHER CHARGES (\$)	EXTRA CHARGES (\$)	TOTAL (\$)
Rates for 2023-24 financial year as per council resolution 7 October 2008 (32-48 Denison Street)	170,406.43	140.79	—	170,547.22
Postponed 2018-19 rates and interest charges	718.52	—	377.43	1,095.95
Subtotal	171,124.95	140.79	377.43	171,643.17
Pension rebate Government Abandonment Section 575 (<i>Local Government Act</i>)	233,132.58	141,117.39	—	374,249.97
Pension Council Abandonment Section 582	74,848.75	—	—	74,848.75
Subtotal	307,981.33	141,117.39	0.00	449,098.72
Grand Total	479,106.28	141,258.18	377.43	620,741.89

Mayoral and Councillor Fees, Expenses and Facilities

MAYORAL AND COUNCILLOR FEES AND EXPENSES	AMOUNT (\$)
Mayoral fees	45,658
Councillor fees	256,798
Office equipment and maintenance	42,009
ICT Usage (mobile and landline)	13,131
Conference and seminars	31,617
Professional development	71,131
Interstate visits	–
Overseas visits	–
Spouse expenses	–
Provision for childcare	972
General expenses (Maintenance, postage, travel, stationary)	275,622
Total	736,938

In accordance with the Councillor Expenses and Facilities Policy, the following Councillors purchased equipment from Council at the end of the previous term at the written down value of zero:

- Cr Sally Betts
- Cr Angela Burrill
- Cr Ludovico Fabiano
- Cr Leon Goltsman
- Cr Michelle Gray
- Cr Tony Kay
- Cr Elaine Keenan
- Cr Will Nemesh

Cr Paula Masselos bought back equipment at a value of \$104.

Councillor Training and Ongoing Professional Development

The following councillors completed an induction training course, induction refresher course or supplementary induction course during the year:

- Cr Will Nemes (Mayor)
- Cr Keri Spooner (Deputy Mayor)
- Cr Ludovico Fabiano
- Cr Dov Frazer
- Cr Steven Lewis
- Cr Paula Masselos
- Cr Margaret Merten
- Cr Joshua Spicer
- Cr Michelle Stephenson
- Cr Lauren Townsend
- Cr Katherine Westwood
- Cr Dominic Wy Kanak.

Nineteen professional development courses, events and activities were delivered as part of the ongoing professional development program.

The following Councillors participated in ongoing professional development program during the year:

- Cr Will Nemes (Mayor)
- Cr Keri Spooner (Deputy Mayor)
- Cr Ludovico Fabiano
- Cr Dov Frazer
- Cr Steven Lewis
- Cr Paula Masselos
- Cr Margaret Merten
- Cr Joshua Spicer
- Cr Michelle Stephenson
- Cr Lauren Townsend
- Cr Katherine Westwood
- Cr Dominic Wy Kanak.

General Manager and Senior Staff Remuneration

In 2024-25, Council employed five senior staff as identified under the Local Government Act 1993.

The five staff included the General Manager, and four Directors. Please note that there were multiple acting arrangements during the reporting period. Therefore, the amount includes payments made during acting arrangements (more than five days of acting).

POSITION	TOTAL REMUNERATION INCLUDING ALL BENEFITS (\$)
General Manager’s Remuneration	459,440
Senior Staff Remuneration	1,238,893
Total	1,698,333

The total remuneration includes:

- I. The total value of the salary component of their packages
- II. The total amount of any bonus payments, performance payments or other payments made that do not form part of the salary component of their packages
- III. The total amount payable by Council by way of the employer’s contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor
- IV. The total value of any non-cash benefits for which any of them may elect under the package V. The total amount payable by Council by way of fringe benefits tax for any such non-cash benefits organisation.

Overseas Visits by Council Staff

In 2024-25, there were no staff overseas visits.

Statement of Persons performing paid work

Below are the details of total number of persons who performed paid work for Council on 4 December 2024 including the number of persons directly employed by the council.

576 people were recruited on a permanent full-time basis

47 people on a permanent part-time basis

92 people on a casual basis

62 people under a fixed-term contract

5 senior staff were employed by the council for the purposes of the *Local Government Act 1993*

20 people were engaged by the Council, under a contract or other arrangement with the person’s employer, that is wholly or principally for the labour of the person

6 people were recruited under a contract or other arrangement with the person’s employer, as an apprentice or trainee.

Report on Infrastructure Assets

As at 30 Jun 2025

ASSET CATEGORY	ESTIMATED COST TO BRING ASSETS TO SATISFACTORY STANDARD \$'000	ESTIMATED COST TO BRING TO THE AGREED LEVEL OF SERVICE SET BY COUNCIL \$'000	2024/25 REQUIRED MAINTENANCE \$'000	2024/25 ACTUAL MAINTENANCE \$'000	NET CARRYING AMOUNT \$ '000	GROSS REPLACEMENT COST (GRC) \$'000
Buildings	3,483	3,483	5,847	6,432	293,618	388,280
Sub-total	3,483	3,483	5,847	6,432	293,618	388,280
Other structures	610	610	49	60	27,650	37,989
Sub-total	610	610	49	60	27,650	37,989
Roads						
Sealed roads	328	328	1,659	1,669	206,018	370,816
Footpaths	561	561	5,828	5,808	58,877	87,976
Kerb and gutter	62	62	2,916	2,860	30,158	39,865
Other road assets	1,058	1,058	—	—	84,756	123,242
Sub-total	2,009	2,009	10,403	10,337	379,809	621,899
Stormwater drainage						
Stormwater drainage	—	—	502	577	22,763	29,721
Stormwater conduits	631	631	—	—	76,750	108,273
Sub-total	631	631	502	577	99,513	137,994
Open space/ recreational assets						
Open space & recreational assets	3,256	3,542	6,254	6,175	130,961	206,136
Sub-total	3,256	3,542	6,254	6,175	130,961	206,136
Total — all assets	9,989	10,275	23,055	23,581	931,551	1,392,298

REPORT ON INFRASTRUCTURE ASSETS

Report on Infrastructure Assets continued

Key

1	Excellent / very good	No work required (normal maintenance)
2	Good	Only minor maintenance work required
3	Satisfactory	Maintenance work required
4	Poor	Renewal required
5	Very poor	Urgent renewal/upgrading required

ASSETS IN CONDITION AS A PERCENTAGE OF GROSS REPLACEMENT COST

ASSET CATEGORY	1	2	3	4	5
Buildings	43.5%	28.5%	18.1%	6.3%	3.6%
Sub-total	43.5%	28.5%	18.1%	6.3%	3.6%
Other structures					
Other structures	58.7%	9.0%	23.3%	9.0%	0.0%
Sub-total	58.7%	9.0%	23.3%	9.0%	0.0%
Roads					
Roads	7.2%	21.5%	70.8%	0.5%	0.0%
Footpaths	13.6%	66.9%	15.9%	3.6%	0.0%
Kerb and gutter	51.0%	34.8%	13.4%	0.8%	0.0%
Other road assets	26.6%	43.9%	25.1%	4.4%	0.0%
Sub-total	14.8%	33.2%	50.3%	1.7%	0.0%
Stormwater drainage					
Stormwater drainage	30.2%	66.0%	3.8%	0.0%	0.0%
Stormwater conduits	20.3%	60.2%	17.0%	2.1%	0.4%
Sub-total	22.4%	61.4%	14.2%	1.6%	0.4%
Open space/ recreational assets					
Open space & recreational assets	30.3%	23.3%	38.1%	8.1%	0.2%
Sub-total	30.3%	23.3%	38.1%	8.1%	0.2%
Total — all assets	27.0%	32.6%	35.2%	4.1%	1.1%

Report on Infrastructure Assets continued

Explanation of the two estimated costs

Estimated Cost to Agreed Level of Service:

- This cost indicates bringing Council assets that have reached the intervention level agreed by the community to an agreed condition. This condition varies with each asset class and subclass.
- Council has a range of asset condition service levels that are agreed upon., e.g. road assets to be 80% in conditions 1 & 2 with the remainder across conditions 3, 4 & 5.
- This cost provides a meaningful snapshot of the proportion of outstanding renewal works compared to the total suite of assets that the Council has under its care and stewardship.
- Cost to Agreed Level of Service is different from Cost to Satisfactory as it is a measure that does not set a minimum condition standard of 3. Allowing assets to be more accurately represented through their asset lifecycles, whilst reporting on the cost to meet the “Agreed Levels of Service”.

Estimated Cost to Satisfactory Standard:

- The level of satisfactory condition is set at condition 3 for all asset classes. This requires all assets to be strictly maintained at a level of condition 3 and above.
- In determining the cost, Council estimates the amount required to be spent on existing infrastructure only. We take the replacement value of Condition 4 & 5 assets back to Condition 3 or “Satisfactory”, the expected cost to bring the assets up to Condition 3.
- This cost does not take into account the cost to bring assets back to conditions 1 and 2. Utilising asset condition valuation percentages, we estimate the cost to match the minimum condition of 3.



Government Information

(Public Access)

The Government Information (Public Access) (GIPA) Act 2009 requires councils to prepare an annual report on their obligations under the Act.

The tables below summarise the access applications received by Council in 2024–25.

Six applications (including withdrawn applications but not including invalid applications) were received during the year. One application was refused partly. A review was carried out under section 7(3) of the

GIPA Act (authorised proactive release of government information), and various information was made publicly available on Council’s website.

Schedule 2 Statistical information about access applications to be included in annual report.

Table A: Number of applications by type of applicant and outcome*

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/ DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Media	0	0	0	0	0	0	0	0	0	0.00%
Members of Parliament	0	0	0	0	0	0	0	0	0	0.00%
Private sector business	0	0	0	0	0	0	0	0	0	0.00%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0.00%
Members of the public (by legal representative)	3	1	0	1	0	0	0	0	5	18.52%
Members of the public (other)	8	5	3	1	4	0	0	1	22	81.48%
Total	11	6	3	2	4	0	0	1	27	
% of Total	40.74%	22.22%	11.11%	7.41%	14.81%	0.00%	0.00%	3.70%		

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

GOVERNMENT INFORMATION (PUBLIC ACCESS)

Table B: Number of applications by type of application and outcome*

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/ DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Personal information applications*	0	0	0	0	0	0	0	0	0	0.00%
Access applications (other than personal information applications)	9	5	3	1	4	0	0	1	23	85.19%
Access applications that are partly personal information applications and partly other	2	1	0	1	0	0	0	0	4	14.81%
Total	11	6	3	2	4	0	0	1	27	
% of Total	40.74%	22.22%	11.11%	7.41%	14.81%	0.00%	0.00%	3.70%		

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

REASON FOR INVALIDITY	NO OF APPLICATIONS	% OF TOTAL
Application does not comply with formal requirements (section 41 of the Act)	6	100.00%
Application is for excluded information of the agency (section 43 of the Act)	0	0.00%
Application contravenes restraint order (section 110 of the Act)	0	0.00%
Total number of invalid applications received	6	100.00%
Invalid applications that subsequently became valid applications	6	100.00%

GOVERNMENT INFORMATION (PUBLIC ACCESS)

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

	NUMBER OF TIMES CONSIDERATION USED*	% OF TOTAL
Overriding secrecy laws	0	0.00%
Cabinet information	0	0.00%
Executive Council information	0	0.00%
Contempt	0	0.00%
Legal professional privilege	1	100.00%
Excluded information	0	0.00%
Documents affecting law enforcement and public safety	0	0.00%
Transport safety	0	0.00%
Adoption	0	0.00%
Care and protection of children	0	0.00%
Ministerial code of conduct	0	0.00%
Aboriginal and environmental heritage	0	0.00%
Privilege generally- Sch 1(5A)	0	0.00%
Information provided to High Risk Offenders Assessment Committee	0	0.00%
Total	1	

* More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

GOVERNMENT INFORMATION (PUBLIC ACCESS)

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act.

	NUMBER OF TIMES CONSIDERATION USED*	% OF TOTAL
Responsible and effective government	1	10.00%
Law enforcement and security	0	0.00%
Individual rights, judicial processes, and natural justice	7	70.00%
Business interests of agencies and other persons	2	20.00%
Environment, culture, economy, and general matters	0	0.00%
Secrecy provisions	0	0.00%
Exempt documents under interstate Freedom of Information legislation	0	0.00%
Total	10	

Table F: Timeliness

	NUMBER OF APPLICATIONS	% OF TOTAL
Decided within the statutory timeframe (20 days plus any extensions)	10	90.91%
Decided after 35 days (by agreement with applicant)	0	0.00%
Not decided within time (deemed refusal)	1	9.09%
Total	11	

GOVERNMENT INFORMATION (PUBLIC ACCESS)

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	DECISION VARIED	DECISION UPHELD	TOTAL	% OF TOTAL
Internal review	2	0	2	66.67%
Review by Information Commissioner*	1	0	1	33.33%
Internal review following recommendation under section 93 of Act	0	0	0	0.00%
Review by NCAT	0	0	0	0.00%
Total	3	0	3	
% of Total	100.00%	0.00%		

* The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	NUMBER OF APPLICATIONS FOR REVIEW	% OF TOTAL
Applications by access applicants	4	100.00%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0.00%
Total	4	

Table I: Applications transferred to other agencies.

	NUMBER OF APPLICATIONS TRANSFERRED	% OF TOTAL
Agency-Initiated Transfers	0	0%
Applicant- Initiated Transfers	0	0%
Total	0	

Compliance with the Companion Animals Act and Regulation

The statement on activities relating to enforcing and ensuring compliance with the Companion Animals Act and Regulation for this year include:

Thirty-two dog attacks were reported during the year. Three dangerous dog declarations and six menacing dog declarations were issued. Council spent \$23,723 on companion animals' management. The money is used for pound fees and charges, rehoming of impound dogs and cats and equipment for Rangers. The lodgement of the companion animal pound data was completed and returned to the Office of the Local Government on 27 July 2025.

Council Rangers, along with Customer Service staff provide ongoing public education in relation to responsible dog ownership. This includes training sessions on registration, microchipping, and control of animals in public. In 2024, training days were organised at Barracluff Park and Bronte Park, encouraging dog owners to bring their pets to the park for free obedience training and education of rules and regulations.

Rangers undertake daily patrols of popular dog walking areas and speak with owners to ensure responsible dog ownership. Council provides responsible pet ownership information at: waverley.nsw.gov.au/residents/pets.

Strategies are in place for complying with the requirement under section 64 of the *Companion Animals Act* to seek alternatives to euthanasia for unclaimed animals.

Education of dog owners includes responsible dog ownership when in public and when at home, legislative requirements regarding dogs in public and prohibited areas and enforcement action that could be taken, possible outcome of a dog attack and enforcement powers of a Rangers under the *Companion Animals Act*. Other strategies include working with Council's pound to enhance rehoming opportunities, track outcomes and to identify areas of improvement.

Council provides off leash parks at the following locations. :

1. Diamond Bay Reserve, Vaucluse
2. Raleigh Reserve, Dover Heights
3. Hugh Bamford Reserve, Dover Heights
4. Dickson Park, Bondi
5. Waverley Park, Bondi Junction
6. Queens Park (managed by Centennial Parklands).
7. Varna Park, Waverley
8. Tamarama Park, Tamarama.

Council provides timed off-leash areas at Marks Park, Tamarama, Bronte Park, Bronte and Barracluff Park, North Bondi.

Amount Incurred in Legal Proceedings

Planning Matters

Council spent \$686,436.30 (incl GST) on legal appeal proceedings for planning matters. Under the provisions of the *Environmental Planning and Assessment Act 1979*, Council received an amount of \$266,776.88 as Section 8.15 costs recovered to Council under the *Environmental Planning and Assessment Act 1979*. Of the 27 planning appeals lodged in the Land and Environment Court against Council, 25 appeals were finalised, and three appeals were discontinued. Of these 27 planning appeals, 22 of these involved amendments being made and subsequent agreements being reached (via section 34 or section 34AA). Three planning appeals proceeded to hearing, one was dismissed by the Court and two were upheld.

Building Compliance

Council spent \$76,313 on building compliance proceedings and \$27,720 was recovered. Of the 18 appeals pertaining to breaches, 17 were finalised and one is ongoing.

Environmental Health

Council spent \$2,309 on environmental health (illegal dumping) related cases. All the three cases were finalised.

Animal Control

Council spent \$27,993 for legal proceedings related to companion animals, health and safety matters and regulatory control. All cases were finalised, \$4,340 were recovered as costs to Council.

Civil Enforcement

Council spent \$8,772 on civil enforcement proceedings. Of the two appeals, one appeal is finalised, and one is ongoing.

Construction and Infrastructure

Council spent \$784,721 on construction and infrastructure related legal matters. The matter was settled out of court.



Progress Against Equal Employment Opportunity (EEO) Management Plan

ACTIVITY	MEASURES	PROGRESS COMMENTS
Continue to deliver Disability Awareness training for all Council staff, including training on dignity of risk	All people leaders are trained	Mental Health Ambassador Program Disability Awareness E- learning training for staff, supervisors and managers was developed and made available for staff. Staff intranet resources were updated. Inclusive employment initiative was explored, and training for staff trialled
Continue to provide learning and development opportunities to support staff to apply access and inclusion principles and practices into their job responsibilities, including use of inclusive communications	Staff apply access and inclusion principles and practices into their job responsibilities. Staff feel comfortable to discuss reasonable adjustments and flexible work requests.	Council staff is preparing a neuro-affirming workplace covering topics such as Inclusive Workplace Practices and Culture, Helping People who hoard, Reframing Autism, Supported Decision Making, Sexualised Behaviours of Concern and Intellectual Disability, Care in transit – Designing for Passengers, Transport Operators and Homelessness, Managing Psychosocial Hazards and Person Centred Aged Care modules
Employ, develop, and support Aboriginal people through the creation of employment opportunities.	Continued participation in the Elsa Dixon Aboriginal Employment Program.	Council recruited eight school-based trainees across multiple departments
Develop and deliver training and initiatives to promote diversity and inclusion and reporting of unsafe practices.	Council provides a safe and healthy workplace. Staff understand unconscious bias. Staff are aware how to report unsafe practices.	Staff completed Conflict Resolution training, including how and when to raise concerns. Council's health and wellbeing support program is promoted to all staff. Any employee allegations of bullying and harassment are escalated to the People and Culture team and are promptly investigated. Inclusion is embedded in Council values and linked to recognition and award program. In May 2025, Council staff attended the Rose Bay Secondary College careers fair with the aim of increasing the range and diversity of school leavers being attracted to traineeships or apprenticeships

PROGRESS AGAINST EQUAL EMPLOYMENT OPPORTUNITY (EEO) MANAGEMENT PLAN

Progress Against EEO Management Plan continued

ACTIVITY	MEASURES	PROGRESS COMMENTS
Continue to promote a culture that encourages women to apply for leadership roles.	Women at all levels of the organisation believe they have equal opportunity as their male counterparts for promotion.	Currently 43% of our manager cohort are female
Attract and promote women in non-traditional roles through website and other media.	Increased number of women applicants through targeted campaigns. Success stories published.	Staff achievements were showcased in our Staff Newsletter
Develop support mechanisms for ageing/mature staff and linking them to resources, including retirement planning.	External information and support are promoted to staff.	Council supports the ongoing employment of older workers and transition to retirement plans, including extended leave, job-share, access to superannuation and retirement information sessions
Develop systems that provide for knowledge sharing and mentoring to support succession planning and phased retirement	Staff are supported to discuss transition to retirement options.	Council's Higher Duties policy supports succession planning by providing an avenue for staff to step into a senior role, allowing the usual job holder extended leave or reduced hours
Embed Council's Values into key programs including induction, performance management and leadership programs.	Staff are rewarded and held accountable for demonstrating behaviour consistent with Council Values.	Inclusion is embedded in Council values and linked to recognition and award program. The Staff Skills and Performance Assessment is also linked to Council's Values
Review Council's Recruitment Framework and end to end recruitment practices to ensure alignment to our diversity and non-discriminatory recruitment objectives.	Staff confidence in Council's recruitment practices is increased.	The recruitment framework including overarching policy, advertising channels and associated processes was comprehensively reviewed. Further enhancements to improve accessibility for candidates within the system were also adopted, including a dedicated project aimed at streamlining the application process and improving the overall candidate experience. Following this review, a detailed report outlining recommended incremental improvements was prepared for the Executive Leadership Team
Review and implement an action plan to address the relevant recommendations contained under Respect@Work Harassment National Inquiry Report 2020.	Initiatives implemented to address Council's positive duty to eliminate sexual harassment.	Council has developed a mandatory Bullying and Harassment Policy and Gender based Harassment Policy for all staff

Progress Report - Disability Inclusion Action Plan (DIAP)

Focus Area 1

Inclusive Attitudes and Behaviours

Outcome Statement 1

Council values and supports inclusive attitudes and behaviours across Council and the community.

1.1

Provide community awareness raising activities to support inclusive attitudes and behaviours

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.1.1. Continue to deliver a community awareness program to promote inclusive attitudes and increase understanding of hidden disability and codesign some initiatives with people with disability	Initiatives developed and promoted ≥ 2	Codesign story telling project is in progress. People with disability participated in multiple high-profile Council promotions such as Mardi Gras and Bondi Festival launch
1.1.2. Continue to increase the visibility of people with disability in Council publications and communications	Positive image library expanded	Council continues to incorporate inclusive imagery within publications and promotions

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

1.2 Increase organisational understanding, knowledge and skills to apply access and inclusion principles and practices in their key job responsibilities

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.2.1. Continue to deliver Disability Awareness training for all Council workers, including training on dignity of risk	# staff trained/resources	Mental Health Ambassador Program Disability Awareness E- learning training for staff, supervisors and managers was made available. Staff intranet resources were updated
1.2.2. Continue to provide learning and development opportunities to support staff to apply access and inclusion principles and practices into their job responsibilities, including use of inclusive communications	≥ 2 sessions	Council staff is preparing a neuro-affirming workplace covering topics such as Inclusive Workplace Practices and Culture, Helping People who hoard, Reframing Autism, Supported Decision Making, Sexualised Behaviours of Concern and Intellectual Disability, Care in transit – Designing for Passengers, Transport Operators and Homelessness, Managing Psychosocial Hazards and Person Centred Aged Care modules

1.3 Engage with local business to promote the benefit of providing accessible services, environments and inclusive communications

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.3.1. Continue to award good practice in access and inclusion through Council's Local Business Awards	Annual Inclusion Award promoted & delivered	2025 Business Awards was targeted to mainstream businesses to improve awareness of disability inclusion
1.3.2. Continue to promote the benefits to local business of inclusive and accessible services and employment practices	# initiatives / ≥ 2 promotions	Business Resource Centre promotes inclusive practice. The Chamber of Commerce was awarded a grant to deliver workshops on inclusive business practice in 2025-26

Focus Area 2

Liveable Communities

Outcome Statement 2

People of all abilities have opportunities to live independent lives in their community and to connect, engage and make choices about the services they access.

2.1

Work with partner agencies to increase access to services and information that support people to live independently

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.1.1. Continue to deliver quality services that promote independence and wellbeing and support people with disability to make community connections	Annual satisfaction survey	Annual satisfaction surveys were completed for all services. The Early Education Centre delivered additional support for nine children
2.1.2. Deliver an information program that helps people navigate the service system, including targeted information for people from diverse backgrounds.	Annual program delivered/ ≥ 2 sessions	Programs delivered include sessions on Disability Gateway information, Aged Care Reform navigation, and Carers NSW information session. E- News and interagency focus on disability reform and inclusion. Palliative care pathway navigation initiatives are delivered
2.1.3. Implement an Access and Inclusion Grant to increase opportunity for people to participate in mainstream activities	Grant delivered / EOI developed and promoted	Wairoa School 's Pathways to the Pavilion project was successfully delivered to increase student confidence in community participation through song writing, music and performance. The Chamber of Commerce awarded a grant to deliver workshops on inclusive business practice in 2025-26
2.1.4. Identify and promote digital inclusion initiatives to help upskill people and create more opportunities to access supports and connections	Initiatives promoted / identify options	Digital inclusion 1:1 support development is in progress

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

2.2 Recreational and cultural activities and events are inclusive and are actively promoted.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.2.1. Implement and promote accessible event guidelines to improve the accessibility and inclusiveness of all events held in Waverley	Guideline finalised	Guidelines were finalised and promoted
2.2.2. Increase the number of accessible and inclusive events and cultural programs	≥2 Cultural & Arts activities	Several no obstacle events were organised including Bondi Festival. Helios (Bondi Festival) and Are You Pulling My Leg accessible comedy night were organised with AUSLAN interpreting and live captioning. Venue accessibility options at Bondi Pavilion are promoted for all programs. Council supported arts and culture workshop for young people and artists with disability
	≥ 2 Library activities	Library activities delivered include Story Time and sensory play for under 5s, read-along audio picture books for children who benefit from multimodal learning, including those with vision impairments or learning difficulties, and Home Library Service was delivered to 85 housebound members. E-audio and eBooks were increased. Library film screenings were captioned and monthly Community Access Program was organised with the Rose Bay Senior College Integrated facility
2.2.3. Carer's companion card promoted and accepted at all paid events	Carers Companion Card promoted	Carers Card was promoted across Council web platforms and events
2.2.4. Identify sporting and recreational opportunities and gaps within the region and work with neighbouring Councils and organisations to increase the number of recreational activities	1x event delivered Research 2024-25	Dance for Parkinson's Weekly Program was supported. Research on recreation and sporting opportunities are in progress.

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

2.3

Advocate for increased diversity of housing stock that is affordable and accessible.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.3.1. Maintain Waverley’s social housing program and upgrade units to be accessible where possible	# units maintained	Forty-four units are maintained. The unit block at 2A Edmund Street is being refurbished for inclusion in the Affordable Housing portfolio
2.3.2. Research housing needs of older people and people with disability to better understand future demand for housing that is affordable and accessible	Research completed/ WCLP housing pathway review	Waverley Community Living Program housing pathway research and review were completed. Further pathway options will be explored in 2025-26. Management review with new Housing Provider was completed
2.3.3. Continue support for housing and homelessness partnerships and initiatives to deliver housing outcomes	# referrals	Ten monthly Eastern Suburbs Homelessness Assertive-outreach Collaboration meetings were held. Twenty referrals and three intensive interventions were delivered. Six people with complex needs were housed
	Annual Street Count	Council supported the coordination of the regional street count. Twenty-three people were counted during the 2025 street count

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

Focus Area 2 Liveable Communities

Outcome Statement 3

All new council assets, buildings and open spaces are designed to be fully accessible, and Council proactively manages the built environment to meet our diverse community needs now and, in the future.

3.1 Increase access to Council facilities, venues, parks and beaches

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
3.1.1. Continue to design all new council venues to accessible universal design principles and identify and install accessible signage, facilities, and fixtures such as hearing loops, recharge points and calm spaces	Annual upgrades Bondi Pavilion/ Mill Hill-Boot Factory	Mill Hill-Boot Factory was upgraded to Australian Standards with accessible toilets and hearing loops
3.1.2. Continue to deliver a program to upgrade and install accessible public toilets and accessible adult change facilities and maintain information in the National Toilet Map	Annual upgrades and information updates	Ongoing maintenance of accessible toilets was delivered through the annual asset maintenance program. Changing places accreditation for Bondi Pavilion is in progress. MLAK keys are available onsite
3.1.3. Incorporate accessibility and universal design as a key component of the annual capital works program to upgrade streetscapes	Annual program implemented	Curlewis Street Streetscape upgrade is designed to deliver accessibility outcomes. Pedestrian access improvements include works at Glenayr Avenue, MacPherson and St Thomas Street, Curlewis Street, Charing Cross and Bondi Junction
3.1.4. Conduct access audits of streetscapes in commercial and village centres to identify continuous paths of travel, kerb ramp placement and social infrastructure, including street furniture and calming spaces	Audit completed as per schedule year 2	Accessibility audit of footpaths in higher density areas was undertaken as part of the walking strategy preparation. Kerb ramp program is in development.
3.1.5. Prioritise repair of damaged footpaths when access for wheelchair users or people who are less mobile are blocked and there is no alternate path of travel	# repairs	Repair of footpaths is prioritised based on safety risk. Council maintains safe alternate paths of travel as a priority

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

3.1 continued

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
3.1.6. Provide clear paths of travel along property lines where possible	Guideline review - Year 3-4	Café seating compliance is maintained. Guideline will be reviewed in 2025-26
3.1.7. Develop an accessible beach and coastal walk strategy to identify opportunities for inclusive recreation and play	Park Plans of Management (PoMs) with access upgrades Strategy developed- Year 3-4	Universal Access and Inclusion assessment and recommendations will inform the Coastal Reserves Plan of Management, which covers 14 parks and reserves. Preliminary findings were presented to the Access and inclusion Panel. Further consultation is planned in 2025-26. Cliff-top Walkway boardwalk and park entry upgrades at Diamond Bay and Eastern Reserve have included step free access at park and boardwalk entrances to provide equity of experience of the cliff-top walk. Entry points include seats with back and armrests with space for mobility devices and water bubblers. Entry points at Lancaster Road, Eastern Reserve, Kimberley Street, and Diamond Bay include step free access onto portions of the boardwalk linking to lookouts to provide equity of experience. Upgrades included stairs through steeper terrain, stairs with correct stair to tread ratios, landings, TGS's top and bottom, stair nosing highlights and handrails on both sides. Parks Drive, Bondi Park upgrades to South carpark and adjoining park, included footpath surface re-leveling, installation of additional kerb ramps and lighting upgrades to improve safety and accessibility. New footpath extension adjoining Parks Drive North provides step free accessible link to existing accessible picnic tables and picnic shelter in North Bondi
3.1.8. Maintain opportunities for beach access and extend the days beach matting is rolled out at Bondi	Beach Matting available > 3 dpw	Beach wheelchairs are maintained at Bondi Beach. Options to roll out beach mat is being explored
3.1.9. Implement the inclusive play strategy and ensure opportunity for co-design and selection of accessible equipment	Annual upgrades	Gilgandra Reserve and Scott Street Reserve Playgrounds were upgraded to ensure step free access with connecting footpaths and mobility device friendly rubber soft-fall around equipment, water bubblers and park seating with arm and backrests accessible from new footpaths. Sir Thomas Mitchell playground upgrade is in progress
3.1.10. Develop a Wayfinding strategy to meet the needs of people with disability and prioritise upgrading signage in major centres	# Wayfinding upgrades	Upgraded signage is installed at entry of all parks and wayfinding signage is in place across Bondi and Bronte Parks

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

Focus Area 2 Liveable Communities

Outcome Statement 4

The community is a place where people can move around easily and can access services, facilities and participate in community life.

4.1 Increase access to Council facilities, venues, parks and beaches

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
4.1.1. Increase the number of accessible drop off and pick up zones at key destinations	# accessible PUDOs	Additional PUDO space is planned for Waverley Park and in the vicinity of St. Catherines School
4.1.2. Develop and implement a parking strategy to prioritise parking that is accessible to people with disability at key locations and outside venues	Audit completed and implemented	Eight new spaces are identified under Council's Mobility Parking Space policy. Review of resident Parking Scheme is scheduled for 2025-26
4.1.3. Implement a sensor scheme to provide real time information on the availability of mobility parking	Sensor scheme trial implemented	Sensor Scheme is established
4.1.4. Continue to monitor and enforce the appropriate use of mobility parking	# enforcements	773 Mobility Parking Scheme infringements fines were issued
4.1.5. Upgrade priority bus stops and shelters, including lighting, and link to a continuous accessible path of travel where possible	# annual bus shelters upgrades	Access improvements are planned at 80 locations as part of bus shelter replacement. E.g. Seating, Transportation Geospatial Information System, and exploring localised footpath widening opportunities
4.1.6. Ensure clear signage and information about alternative paths of travel is made widely available when construction on footpaths impedes accessibility	# signage	Signage information is provided as required by the traffic guidance scheme during construction activities
4.1.7 Online maps are updated and provide information to support whole of journey planning	Discover Waverley up to date	Explore Waverley websites are updated to include footpath gradients

PROGRESS REPORT - DISABILITY INCLUSION ACTION PLAN (DIAP)

Focus Area 3

Meaningful Employment

Outcome Statement 5

People of all abilities have access to meaningful employment.

5.1

Support and advocate for local employment opportunities.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
5.1.1 Support disability employment initiatives and facilitate connection with local business, encouraging skill development and employment opportunities	> 2 initiatives supported	Inclusive employment initiative is explored, and training for staff is trialled. Council staff will work with the Chamber of Commerce to deliver inclusive business practice workshop in 2025-26. Council supported a two-day Disability Employment Summit for advertising, broadcast and production sectors to explore the employment of people with disability in the industry

5.2

Ensure that Council’s workforce, recruitment policies and purchasing procedures support diversity and inclusion principles.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
5.2.1.Set a disability employment target and monitor strategies to increase and support employment of people with disability	Annual progress report	Reasonable adjustment policy is drafted
5.2.3. Identify skill development opportunities within Council and establish identified Council placements and traineeships	Identify options / # of placements	A temporary placement to assist with a job carving initiative and support for volunteers is established
5.2.3. Drive a culture of inclusive leadership by maintaining a staff award for inclusion and identifying and supporting staff ambassadors	Inclusive leadership actions	Inclusion is embedded in Council’s Values and linked to recognition and award program. Council will progress ambassador initiative to improve organisational responses to employment

Focus Area 4Engagement and Accessible Systems

Outcome Statement 6Council is an organisation that is aware of and responsive to the needs of people of all abilities.

6.1Increase access to and awareness of council information, feedback systems and services for people with disability

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
6.1.1. Key publications and documents are made available in a diverse range of formats	# alternative formats/ requests	Alternative formats are available. Contacts are promoted as part of event promotions. Website content review is in progress
6.1.2. Continue to ensure Council's website is compliant with WCAG 2.0 and accessibility upgrades are progressively implemented based on an access audit	Website compliance	Council website and satellite website are reviewed for enhanced accessibility
6.1.3. Ensure information about accessibility is included in promotional material and signage	Information tools developed	Event accessibility information is provided for events and cultural activities

6.2Council community consultation and engagement processes are inclusive and support participation and the views of a diverse range of users

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
6.2.1. Inclusion is embedded in Customer service and ensure Council's engagement and feedback systems are promoted and easy to use, and feedback is accurate and timely	# complaints / feedback related to inclusion # targeted engagement	Feedback management system enables customer feedback at the conclusion of a transaction with Council. Online booking services are established. Engagement pop ups and forms updates include accessible communication contact
6.2.2. Council's Access and Inclusion Panel is supported and actively engaged in monitoring DIAP outcomes	> 3 meetings per year	Terms of Reference was updated, and a new panel is recruited. Four meetings were scheduled. Key initiatives include Coastal Reserves and Walking Strategy. Four priority areas were identified to progress in 2025-26

Swimming Pool Inspections

There was one private swimming pool inspection that was of tourist and visitor accommodation and 19 inspections of more than two dwellings.

Forty-five inspections resulted in issuance a certificate of compliance under Section 22D of the *Swimming Pool Act*. No inspections resulted in issuance of a certificate of non-compliance under clause 21 of the *Swimming Pool Regulation*.

Works Undertaken on Private Land

There were no works undertaken on private land.

Recovery and Threat Abatement Plans

Under the National Recovery Plan *Acacia terminalis* subspecies *terminalis* (Sunshine Wattle), this action is outlined Waverley Council identified as a relevant public authority. Action 3.6: DECCW will liaise with other public authorities that manage land that supports *A.t.terminalis* to prepare site management statements for *A.t.terminalis* habitat under their management.

The Loombah site in Dover Heights contains the critically endangered *Acacia terminalis* subspecies *eastern suburbs* (note amended name). Council received \$5,000 under the Save Our Species fund in 2024-25 to support the ongoing conservation of these plant species which is implemented by professional bush regeneration contractors.

Under the Eastern Suburbs Banksia Scrub (ESBS) Endangered Ecological Community Recovery Plan (2004) Waverley Council must consider this Plan when looking at any development and management of land. This did occur in providing input in 2024-25 on the State Significant Development proposed for Moriah College which directly neighboured and included areas of ESBS.

Council also implements conservation of this endangered ecological community on the York Road verge adjacent to the Centennial Parklands property lot through the regular engagement of professional bush regeneration contractors.

Environmental Upgrade Agreements

In 2024–25, there were no Environment Upgrade Agreements in place.



Anti-Slavery Statement

There were no issues raised by the NSW Anti-Slavery Commissioner (Commissioner) during the year concerning the operations of the council.

Council has taken the following steps to further ensure Goods and Services procured during the year were not the product of modern slavery within the meaning of the *Modern Slavery Act 2018*.

- New suppliers (with the exception of sole traders) were required to complete a modern slavery risk assessment
- Modern slavery is included as part of procurement training to relevant staff
- Information on modern slavery and requirements are made available on staff intranet
- Relevant clauses are updated in standard request for tender, request for quotes and standard contracts
- All suppliers responding to tenders are required to acknowledge requirements of the modern slavery act and agree to providing periodic evidence of compliance if requested
- Reported progress of compliance to the Audit and Risk Committee
- Policy of procuring through Local Government accessible panels is in place where supplier compliance has been assessed and verified to be on the panel
- Council updated all its creditors categories in its financial system to align with the Commissioner's risk-based suppliers categories
- Council engaged Givvable, a third party, to conduct a Materiality Assessment of its creditors against the Commissioner's requirements. 113 IT and Cleaning suppliers (high-risk categories identified by the Commissioner) were analysed. Three suppliers were identified who need to improve their procedures
- Council authorised Givaable to engage with these three suppliers to provide training and education to improve their procedures.

Development Contributions

Development Contributions received under Section 7.12 were allocated to the projects tabled below.

Details such as project number, project description, amount of monetary contributions or levies used or expended on project, actual cost of the project and project status are included in the table. Council received \$4,797,842 via developer contributions and expended \$6,064,658.

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0007	Bronte Surf Club and Community Facilities	(1,726,698)	1,515,044	88%	Work in Progress
C0186	Planting Street Trees	(79,006)	50,603	64%	Complete
C0263	Turf Improvement Program	(254,898)	80,772	32%	Work in Progress
C0289	Bronte Pump House Upgrade and Pump Replacement	(579,323)	391,291	68%	Work in Progress
C0581	Cliff Walk Remediation	(3,345,998)	350,000	10%	Complete
C0686	Wairoa Community Centre	(14,923)	13,593	91%	Complete
C0688	Tamarama SLSC – Building Upgrade	(2,506,403)	318,127	13%	Complete
C0695	Thomas Hogan Reserve Hall Remediation	(3,793)	3,793	100%	Complete
C0711	Barracluff Sportsfield	(315,182)	240,000	76%	Complete
C0714	Public Art Commissions	(260,970)	10,970	4%	Work in Progress
C0726	Boot Factory Restoration and Mill Hill Upgrade	(5,880,775)	462,852	8%	Complete
C0807	SAMP Renewal Roundabouts / Speedhumps Traffic Islands/ Line	(184,616)	120,619	65%	Complete

DEVELOPMENT CONTRIBUTIONS

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0811	Safety by design in public places	(43,230)	43,230	100%	Work in Progress
C0815	Marks Park Amenities	(1,370)	1,370	100%	Complete
C0817	South Bondi Amenities	(6,040)	6,040	100%	Complete
C0831	Margaret Whitlam Recreation Centre	(32,511)	32,511	100%	Complete
C0833	Waverley Library	(155,253)	155,253	100%	Complete
C0834	Waverley Woollahra School of Arts	(26,546)	26,546	100%	Complete
C0839	Bronte House	(13,624)	13,624	100%	Complete
C0845	SAMP- Bus Shelters, Seats and Benches, Bike Furniture, Bin	(60,457)	29,870	49%	Complete
C0847	Campbell Parade to Park Drive Access	(1,028,633)	165,226	16%	Complete
C0848	Street Lighting and Electrical Condition Based Renewals	(192,680)	111,718	58%	Complete
C0850	Waverley Signage Strategy Implementation	(92,685)	33,949	37%	Complete
C0851	Bondi Park Stage 2 Electrical Upgrades	(1,530,421)	200,000	13%	Complete
C0865	Coastal Fencing Upgrades	(9,000)	6,750	75%	Work in Progress
C0876	63a Wairoa WAYS Youth Centre	(79,908)	69,293	87%	Complete
C0879	Tunnel 1 Feasibility Study and design	(11,200)	11,200	100%	Work in Progress
C0886	Waverley Park Playground and Fitness Station Upgrade	(50,459)	33,315	66%	Complete
C0891	Curlew St Streetscape Upgrade	(3,294,486)	500,000	15%	Work in Progress

DEVELOPMENT CONTRIBUTIONS

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0955	Bronte Park Community Centre	(8,406)	8,406	100%	Complete
C0965	Bondi Surf Life Saving Club	(55,230)	54,000	98%	Complete
C0967	North Bondi Surf Life Saving Club	(21,053)	21,053	100%	Complete
C0975	SAMP Park and Playground Planning and Design	(253,661)	81,094	32%	Complete
C1005	Footpath Construction - Gould Street- Hastings Parade to Ramsgate Avenue	(68,200)	65,700	96%	Complete
C1014	Kerb and Gutter- Young Street- Clarke Street to Old South Head Road (East/Side)	(25,763)	15,763	61%	Complete
C1029	York Road Slip Lane	(549,364)	172,870	31%	Complete
C1036	Hugh Bamford Hall	(19,800)	19,800	100%	Complete
C1037	42 Brighton Boulevard (Bondi Beach Cottage)	(32,248)	23,578	73%	Complete
C1103	Hall Street at Old South Head Road	(274,300)	209,595	76%	Complete
C1118	Bondi Park Plan of Management	(1,971,965)	109,687	6%	Complete
C1124	Gilgandra Reserve Park and Playground Upgrade	(175,985)	30,310	17%	Work in Progress
C1163	Footpath Ancillary Works for Road Resheeting	(22,540)	7,540	33%	Complete
C1165	Grinding Program	(15,000)	15,000	100%	Complete
C1166	Footpath Construction – King Street, Ocean Street to Bennett Street	(41,898)	5,000	12%	Complete
C1167	Kerb and Gutter Ancillary Works for Road Resheeting	(118,000)	45,000	38%	Complete

DEVELOPMENT CONTRIBUTIONS

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C1183	Scott Street Reserve	(211,756)	51,756	24%	Complete
C1184	Bondi Temporary Amenities	(21,575)	21,575	100%	Complete
C1185	Bondi Pavilion	(9,372)	9,372	100%	Complete
E0007	Marks Park- Coastal Walk Landslip	(305,434)	100,000	33%	Work in Progress



Voluntary Planning Agreements

DA	DETAILS OF PROPOSAL	NAME OF THOSE PARTY TO THE AGREEMENT	ADDITIONAL FSR SOUGHT	EXCEEDANCE (SQM)	CONTRIBUTION (\$)
DA-472-2022-A	Demolition of buildings and amalgamation of lots and construction of a new part three, part 4 storey shop top housing development with two levels of basement parking	Clutch Developments Pty Ltd	3.4%	142	573,680
DA-296/2019/D	Modification of a shop top housing development	RNB Property Group	13.5%	79	237,030
DA-291/2022 and DA-291/2022/A	Demolition of the existing structures, excavation and construction of a four-storey residential flat building development including four residential apartments above a basement level car park, strata subdivision, associated landscaping and a swimming pool at rear and associated modification	Kimberly Co Pty Ltd	22.2%	294.5	218,550 and land
DA-155/2018/A	Modification to the approved development including a reduction in the number of apartments from 106 to 95 , internal reconfiguration of units and increase in floor space. Demolition of the existing building and construction of a new 20 storey mixed use building and basement parking	JQZ Sixteen Pty Ltd	12%	1,496	5,535,200

Contracts Awarded by Council

In 2024–25, Council awarded the following contracts for amounts greater than \$150,000 (other than employment contracts).

NAME OF CONTRACTOR	NATURE OF GOODS OR SERVICES SUPPLIED	TOTAL AMOUNT PAYABLE
Global Shopping Network Pty Ltd ATF Red Hot Investment Trust	Affordable Housing Purchase	\$8,550,000.00
VISY Pty Ltd	Recyclable Materials Acceptance and Processing Services Agreement	\$6,200,000.00
Technology One Ltd	Variation to Agreement with Technology One	\$5,300,000.00
CA&I Pty Ltd	Charing Cross Streetscape Upgrade Civil Works	\$5,024,269.00
JetCharge Pty Ltd	Public Electric Vehicle Charging Stations	\$2,500,000.00
Quality Management & Constructions Pty Ltd (T/as QMC Group)	Blair Street and Mitchell Street Crossings and Gould Street and Warners Avenue Intersection Upgrades	\$1,489,371.70
Stateline Asphalt Pty Ltd	Road Resheeting Program	\$1,201,367.65
Sydney Stone Masons Pty Ltd	Waverley Cemetery Contemplation Shelters Restoration-Head Contractor Services	\$1,044,319.10
Bridge42 Pty Ltd	Bronte Surf Lifesaving Club and Community Facilities Upgrade	\$614,900.00
Print Mail Logistics Limited	Rate Notice Printing	\$425,211.60
Architectus Australia Pty Ltd	Project Delivery- Bondi Junction Vision and Master Plan	\$396,715.00
Gosford Quarries Pty Ltd	Security Deposit Sandstone for Waverley Cemetery Memorial Walls Project	\$374,000.00
Haskoning Australia Pty Ltd	Coastal Management Program Stage 2 Studies	\$349,855.00

CONTRACTS AWARDED BY COUNCIL

Contracts Awarded by Council continued

NAME OF CONTRACTOR	NATURE OF GOODS OR SERVICES SUPPLIED	TOTAL AMOUNT PAYABLE
GJ's Landscapes Pty Ltd	Scott Street Reserve (SP1) and Sir Thomas Mitchell Reserve (SP2)	\$349,369.87
Ally Property Services Pty Ltd	Civil Works Package 1	\$341,129.00
Evolve Housing Limited	Waverley Council Housing Management	\$325,800.00
Green By Nature	Barracluff Sports Field Upgrade	\$321,795.00
CBD Electrical Mechanical Pty Ltd	HVAC Maintenance Services	\$204,136.90
Attekus Pty Ltd	SaaS Agreement Waverley Council Online Venue Booking System	\$182,641.80
Bridge42 Pty Ltd	Project Management Services- Bondi Junction Master Plan	\$172,425.00
Citywide Asphalt Pty Ltd	Civil Ancillary Works	\$155,254.00

Stormwater Levy

The stormwater management service charge (the levy) is intended as a mechanism for Councils to raise income to invest in improving the stormwater systems in urban areas. It is in addition to what is raised through general rates and other charges.

Council introduced a stormwater management service charge under the *Local Government Amendment (Stormwater) Act 2005* No 70 in 2020-21.

The levy is capped in the legislation at \$25 per property for residential properties and \$12.50 for lots in a strata scheme. Commercial properties will be charged at \$25 per 350m² of impervious surface area per property. A minimum charge of \$5 will be applied to strata commercial property when the levy calculation is less than \$5. The revenue raised from the stormwater levy will allow the Council to cover costs to implement projects in relation to capacity and water quality as well as works arise from the Catchment Flood Study.

The stormwater levy is designed to provide a funding source for managing flood risk. Council is allocating funds to projects that contribute to reducing this risk as well as building a commensurate reserve to fund larger projects in the coming financial years.

In 2024–25, \$1.4 million was spent on the following projects:

- Raingarden repair/construction
- Curlewis Street Streetscape Upgrade
- Pits/Pipes at various locations (repair/replacement)
- Stormwater Ancillary Works for Road Resheeting
- Drainage improvement works (Gibson Street, Warners Avenue, Macdonald Street, 10 New Street, Yenda Avenue, Diamond Bay Reserve, 51 Simpson Street, Roscoe Street Mall, Ewell Lane)
- Bondi Golf Course - Overflow Investigation
- 2024 April Storm Damage Remediation
- Flood Risk Management Plan & Study
- Asset Audit - Pits & Pipes.





Internal Audit and Risk Management Attestation Statement for Waverley Council (2024/25)

I am of the opinion that Waverley Council has an audit, risk and improvement committee and risk management and internal audit processes that, excluding the exceptions outlined below, operate in compliance with the requirements set out in the Local Government Act 1993 and Local Government (General) Regulation) 2005.

INTERNAL AUDIT AND RISK MANAGEMENT ATTESTATION STATEMENT

Specifically:

Audit, Risk and Improvement Committee

REQUIREMENT	COMPLIANCE
Council's audit, risk and improvement committee is independent of the council and has three or more members that comply with or exceed the minimum requirements for the Council	Compliant
The chair and all members of Council's audit, risk and improvement committee meet the eligibility and independence criteria required of their position, and have been appointed in accordance with prescribed membership term limits	Compliant
Council's audit, risk and improvement committee operates according to terms of reference approved by the Council that are consistent with the approved Model Terms of Reference	Compliant
Council's audit, risk and improvement committee operates according to annual and four-yearly strategic plans endorsed by the Council	Compliant Four – yearly strategic plan – not due
Council's audit, risk and improvement committee provides an annual assessment to each year, and a strategic assessment of all the matters listed in section 428A of the Local Government Act to the Council each council term	Compliant
The Council provides the audit, risk and improvement committee with direct and unrestricted access to the General Manager, senior management, information and resources so it can fulfil its responsibilities	Compliant
At least once each council term the Council reviews the effectiveness of the audit, risk and improvement committee.	Compliant

Membership

The chair and membership of the audit, risk and improvement committee are:

Independent chair	John Gordon	17 September 2019	17 September 2027
Independent member	Sheridan Dudley	15 August 2023	15 August 2027
Independent member	Elizabeth Gavey	17 September 2019	31 December 2025
Councillor member	Cr Joshua Spicer	29 October 2024	15 September 2026

INTERNAL AUDIT AND RISK MANAGEMENT ATTESTATION STATEMENT

Risk Management

REQUIREMENT	COMPLIANCE
Council has adopted a risk management framework that is consistent with current Australian risk management standards and appropriate for the Council's risks	Compliant
Council's audit, risk and improvement committee is responsible for reviewing the implementation of Council's risk management framework and issues a strategic assessment of the effectiveness of the Council's risk management framework to the Council each council term.	Compliant

Internal Audit

REQUIREMENT	COMPLIANCE
Council has an internal audit function that provides an independent unbiased assessment of the Council's operations and risk and control activities	Compliant
Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters	Compliant
Council's internal audit function operates independently of the Council and internal audit activities are not subject to direction by the Council	Compliant
Council's internal audit function operates according to an internal audit charter, which is consistent with the approved Model Internal Audit Charter	Compliant
Council has appointed an appropriately skilled and eligible staff member to direct the Council's internal audit activities or is part of a shared	Compliant
Internal audit activities are conducted in accordance with the International Professional Practices Framework	Compliant
Council's internal audit function operates according to annual and four-yearly strategic plans developed by the Council's audit, risk and improvement committee and endorsed by the Council	Compliant
Council provides the internal audit function with direct and unrestricted access to the Council staff, Council's audit, risk and improvement committee, Council information and resources so it can fulfil its responsibilities	Compliant
At least once each council term Council's audit, risk and improvement committee reviews the effectiveness of the Council's internal audit function and reports this to the Council	Compliant

INTERNAL AUDIT AND RISK MANAGEMENT ATTESTATION STATEMENT

**Non-compliance with the
Local Government (General)
Regulation 2021**

There are no non-compliant requirements.

Signed:

Emily Scott
General Manager,
Waverley Council

October 2025



Get in Touch

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REPORT CM/7.7/25.11



Subject: Q1 Budget Review - 2025-26

TRIM No: SF25/5979

Manager: Teena Su, Executive Manager, Finance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

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 2025–26 Operating and Capital budgets in accordance with the attachments to the report.

1. Executive Summary

Following the 2025–26 Q1 budget review, Council's Q1 proposed budget reforecasts total income of \$206.8m and expenditure of \$216.7m to deliver the planned expenditure program within a balanced budget for the 2025–26 financial year.

The following amendments are proposed:

- Increase operating income by \$2.8m to \$175.2m.
- Increase operating expenses by \$2.8m to \$151.3m.
- Increase capital income by \$4.9m to \$31.6m.
- Decrease capital expenses by \$2.9m to \$64.6m.
- Increase transfer to (replenish) reserves by \$7.9m.

The Q1 budget review forecasts a balanced budget and maintains the Operating Performance Ratio at 0.65% for the 2025-26 financial year.

2. Introduction/Background

Council's original 2025-26 budget was adopted at its meeting on 17 June 2025. On 19 August 2025, Council approved rolling over the 2024-25 incomplete projects budget to the 2025-26 financial year for completion.

As part of the Integrated Planning and Reporting Framework for NSW Local Government, the Office of Local Government (OLG) has a set of minimum reporting requirements for councils. These reporting requirements have been put in place to assist councils to facilitate progress reporting against the original and revised annual budgets. Reporting is required at the end of each quarter.

Collectively, these documents are known as the Quarterly Budget Review Statement (QBRs). Quarterly reports are required to be submitted at the end of each quarter to Council in accordance

with the relevant legislation, clause 203 of the *Local Government (General) Regulation 2021*, and that the responsible accounting officer of Council prepares and submits to Council a Budget Review Statement that indicates the latest estimates of income and expenditure for the current financial year. The QBRs must include, or be accompanied by:

- A report as to whether or not the responsible accounting officer believes that the Statement indicates that the financial position of Council is satisfactory, having regard to the original estimates of income and expenditure.
- If that position is unsatisfactory, recommendations for remedial action.

The Office of Local Government released revised Quarterly Budget Review Statement (QBRs) Guidelines in August 2025. The Guidelines introduced standardised reporting templates so councillors and communities receive clear and consistent reports that provide relevant and easy to read financial information. The Guidelines also mandate a requirement for councils to submit quarterly QBRs returns and data to OLG. Refer to Attachment 1 for the standardised QBRs.

All budget changes are to be recorded quarterly, which means that carry-over, approved in August 2025, is incorporated into the quarter 1 (Q1) QBRs because this is the first formal budget review following the adoption of the annual budget.

3. Relevant Council Resolutions

Nil.

4. Discussion

The September Quarterly Budget Review forecasts an increase in income by \$7.8m to \$206.8m. It comprises a \$2.8m increase in operating income and a \$4.9m increase in capital income. It also forecasts a total decrease of \$0.01m in expenses, comprising a \$2.8m increase in operating expenses, a \$0.3m decrease in the Capital Works Program and a \$2.6m decrease in other capital expenses. This revised expense program totals \$215.9m (\$216.7m including loan principal repayment) for the 2025–26 financial year.

The following table provides a comparison of Council's forecast position between the current approved budget and Q1 proposed budget and actuals (including commitments) for the first quarter to 30 September 2025. Refer to Attachment 4.

Table 1. Comparison of current approved budget and Q1 proposed budget.

Table 1 - Q1 Proposed Budget - '000	Original Budget	Current Approved Budget	Q1 Amendment	Q1 Proposed Budget	Q1 change %	Actual (Incl. Commitments) 30 September 2025
Estimated Income	196,875	199,053	7,774	206,827	3.91%	108,665
Operating Income	171,362	172,404	2,844	175,248	1.65%	101,964
Capital Income	25,513	26,649	4,930	31,579	18.50%	6,701
Estimated Expenses	(212,810)	(216,822)	89	(216,733)	(0.04%)	(69,164)
Operating Expense	(147,609)	(148,510)	(2,826)	(151,336)	1.90%	(54,604)
Capital Works Program	(58,946)	(61,763)	301	(61,462)	(0.49%)	(13,503)
Other Capital Expense	(5,447)	(5,741)	2,615	(3,126)	(45.54%)	(936)
Loan Repayment	(808)	(808)	0	(808)	-	(120)
Net Income / (Expenses)	(15,936)	(17,769)	7,864	(9,905)	(44.25%)	39,501
Reserve Funds	1,936	3,769	(7,864)	(4,095)	(208.63%)	(20,367)
New Borrowing	14,000	14,000	0	14,000	-	0
Net Result - Surplus/(Deficit)	0	0	(0)	(0)		19,134

(Excluding depreciation expense)

Operating income

Operating income (excluding capital works income and proceeds from the sale of assets) increased by \$2.8m, mainly attributed to the following changes:

- \$1.1m increase in sundry income from a bank guarantee released towards the Bondi Junction RSL public domain works.
- \$0.7m increase in external event in relation to outdoor space rental for NYE beach party and Mardi Gras party. It has a \$0.5m associated expense. Refer to operating expense section below.
- \$0.4m increase in user charges (licence fee and service utility fee) in relation to electric vehicles under environmental sustainability.
- \$0.3m increase in cemetery income.
- \$0.2m investment income increase from revised forecast based on cash availability.
- \$0.2m increase in residential rent in relation to the newly purchased affordable housing at 49 Mitchell Street.
- \$0.2m increase in development applications.
- \$0.6m decrease in parking fines.

Capital income

Capital income increased by \$4.9m mainly due to the following:

- \$5.4m increase in voluntary planning agreement (VPA) income is expected to be received this financial year.
- \$0.6m decrease in net proceeds from asset sales due to timing of waste trucks replacement delivery schedule.

Operating expenses

Operating expenses increase by \$2.8m, mainly attributed to the following:

- \$1.1m release of efficiency dividend—an operational efficiency target that set in the original budget.
- \$1m increase for the ICT Modernisation program (technology system implementation program).
- \$0.5m increase in external events—a direct cost associated with NYE beach party and Mardi Gras party.

Capital Works Program (Attachments 2 and 3)

The Capital Works Program proposes amendments to projects as detailed below. These amendments will result in a net decrease in program expenditure by \$0.3m to \$61.5m following a reassessment of the project work delivery schedule and prioritisation.

The table below provides a summary of expense changes to the Capital Works Program:

Table 2. Expense changes to capital work program.

Capital Works Program Q1 Amendments	No of Projects	Amount \$'000
C - Project cost reduction	7	(1,116)
D - Project cost defer	3	(934)
I - Project cost increase	4	219
U - Project cost increase (Unplanned works)	3	221
S - SAMP program adjustment	29	(1,034)
N - New Project	10	2,344
Total	56	(301)

Significant changes to these projects include:

Building infrastructure

\$0.9m decrease in building infrastructure projects mainly due to:

- \$0.4m decrease in Bronte Pump House Upgrade and Pump Replacement as funds deferred to 2026-27 in line with project forecast spend profile.
- \$0.4m decrease in Tunnel 1 Feasibility Study and design as funds deferred to 2026-27 in line with project forecast spend profile.
- \$0.1m decrease in sustainable energy upgrades to facilities as the project scope and budget are integrated into the Strategic Asset Management Plan (SAMP) buildings program.

Public domain infrastructure

\$0.8m decrease in public domain projects mainly due to:

- \$0.5m decrease in Campbell Parade to Park Drive access, as the project to be delivered in future financial year in response to current priorities.
- \$0.3m reallocation of Coastal Fencing Upgrade budget to Diamond Bay Rosa Gully fence and Marks Park Coastal Walk remediation .

Road infrastructure

\$1.4m increase in road infrastructure projects mainly due to:

- \$1.1m for the new Bondi Junction RSL public domain works project, fully funded from a bank guarantee release.
- \$0.5m increase to the Bondi Road bus shelter and Waverley Park entrance.
- \$0.1m decrease in 2025-26 footpath costs for Bondi Road at Park Parade. Funds redistributed to the new Bondi Road bus shelter project.
- \$0.1m decrease in Rose Bay North costs (Oceanview Avenue to Dudley Road) as funds deferred to 2026-27 in line with project forecast spend profile

Recreational and public spaces

\$0.2m decrease in recreational and public spaces mainly due to adjustments across SAMP, category-based priority scope requirements.

Unplanned works

\$0.2m increase in unplanned works projects mainly for:

- \$0.1m increase in January 2025 storm damage due to additional required for sinkhole remediation at footpath near Icebergs.
- \$0.1m increase in Marks Park Coastal Walk landslip to complete footpath and balustrade works

\$61.5m of Capital Works Program projects will be delivered in this financial year following the Q1 review. The following table shows how the revised Capital Works Program is funded.

Table 3. Funding of revised capital works program.

Capital Works Program Funding Sources: '000	Current Budget	Q1 Proposed Budget	Q1 Amendments Increase/(Decrease)
Expenditure	61,763	61,462	(301)
Grants and Contributions	13,818	14,940	1,122
External Restricted Reserve	11,126	11,046	(80)
Internal Restricted Reserve	9,539	9,829	290
General Fund	13,280	11,647	(1,633)
Loan	14,000	14,000	
Total Funding Sources	61,763	61,462	(301)

Other capital expense

Other capital expenses decreased by \$2.6m is mainly due to timing of delivery of fleet items resulting in deferral of fleet budget to 2026-27 (\$2.8m).

The revised Q1 budget anticipated 21 fleet item replacement purchases, a decrease of six items from the current approved budget. As at 30 September, three items have been delivered/ordered, with the remaining 18 items to be delivered by the end of June 2025.

Table 4. Plant replacement program.

2025/26 Budget Plant Replacement Program	2025/26 Current Approved Budget		Q1 Amendments		Sep YTD Act (Inc. Commitments)		2025/26 Q1 Proposed Budget	
	Qty	\$	Qty	\$	Qty	\$	Qty	\$
Passenger Vehicle	5	242,000		(6,289)	2	95,711	5	235,711
Light Commercial Vehicle	6	275,494			0		6	275,494
Truck Fleet	12	3,662,241	(6)	(2,608,415)	1	121,585	6	1,053,826
Specialised Equipment	4	591,000			0		4	591,000
Total	27	4,770,735	(6)	(2,614,705)	3	217,295	21	2,156,030

Reserves

As a result of the above Q1 income and expense budget amendments, the anticipated year-end reserves balance has increased by \$7.9m, mainly attributed to the increases in VPA income and deferral of waste truck replacement purchases.

The reserves balance is projected to be \$102.7m for 30 June 2026.

Financial performance measures

The following financial performance measures indicate that Council meets all six of the OLG Performance Measures from the Q1 proposed budget.

Table 5. Financial performance measures.

	Forecasted indicator 30-Jun-26	Benchmark
Key Performance Indicators:		
1. Operating Performance Ratio This ratio measures Council's achievement of containing operating expenditure within operating revenue.	0.65% ✓	>0.00%
2. Own source operating revenue ratio This ratio measures fiscal flexibility. It is the degree of reliance on external funding sources such as operating grants and contributions.	81.27% ✓	>60.00%
3. Unrestricted current ratio To assess the adequacy of working capital and its ability to satisfy obligations in the short term for the unrestricted activities of Council	3.68 ✓	>1.50x
4. Debt service cover ratio This ratio measures the availability of operating cash to service debt including interest, principal and lease payments	20.00 ✓	>2.00x
5. Rates, annual charges, interest and extra charge outstanding percentage To assess the impact of uncollected rates and annual charges on Council's liquidity and the adequacy of recovery efforts	4.50% ✓	<5.00%
6. Buildings and Infrastructure renewals ratio To assess the rate at which these assets are being renewed relative to the rate at which they are depreciating	310.40% ✓	>=100.00%
Note. Asset fair valuation adjustment and net gain on asset disposal are excluded in the above calculations.		

Income and expense performance as at 30 September 2025

Figures 1 and 2 below illustrate the income and expense performance for the three months of the year ending 30 September 2025 compared to the Q1 proposed budget for the year ending 30 June 2026.

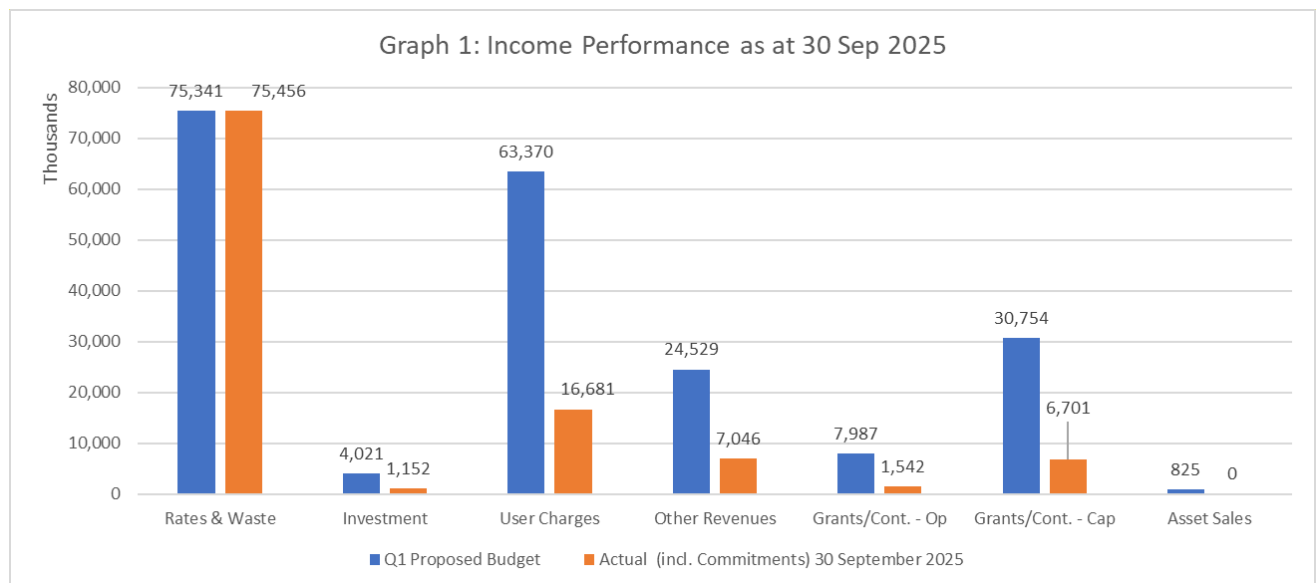


Figure 1. Income performance as at 30 September 2025.

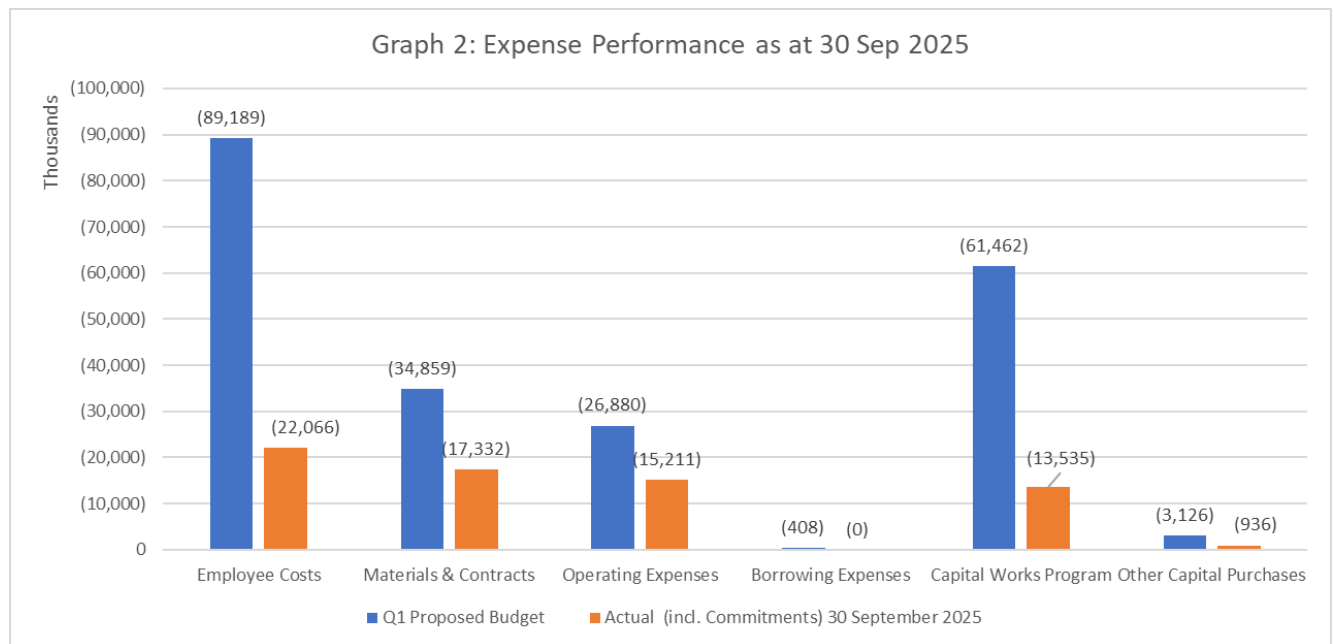


Figure 2. Expenses performance as at 30 September 2025.

See Attachment 4 for Directorates' Q1 budget performance as at 30 September 2025.

5. Financial Impact

The Q1 expense amendments are fully funded by the increased income and reserves fund is being replenished by \$7.9m which will be available to fund future expenditure programs.

The projected financial position of Council for the 2025-26 financial year is satisfactory.

6. Risks/Issues

The Q1 budget forecasts an operating surplus before depreciation and capital items of \$23.9m. The operating surplus contributes to funding the capital expense of \$64.6m. Council has projected a balanced budget supported by capital income (grants and developer contributions), reserve and a new borrowing. 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 resource allocation prioritisation to manage upcoming financial commitments and achieve its long-term financial sustainability goal and deliver on its strategic priorities.

7. Attachments

1. Q1 Quarterly Budget Review Statement (QBRs) [↓](#)
2. Q1 Revised Capital Works Program [↓](#)
3. Q1 Revised Capital Works Program Funding [↓](#)
4. Q1 Budget Statement - Council and by Directorate [↓](#)

Q1 QBRS 2025-26

Council Meeting 18 November 2025

The following statement is made in accordance with Clause 203(2) of the Local Government (General) Regulations 2021.

It is my opinion that the Quarterly Budget Review Statement for [Name] Council for the quarter ended 30/09/25 indicates that Council's projected financial position at 30/6/26 will be satisfactory I unsatisfactory at year end, having regard to the projected estimates of income and expenditure and the original budgeted

In the case of an unsatisfactory financial position:

The responsible accounting officer is to state recommendations for remedial action here.

Signed: __ *Teena Su*

Date: 11/11/2025

Name Teena Su

Responsible Accounting Officer, Waverley Council

Q1 QBRS 2025-26

Council Meeting 18 November 2025

QBRS FINANCIAL OVERVIEW											
Waverley Council											
Budget review for the quarter ended 30/09/25											
DESCRIPTION		Previous Year	Current Year Original	Approved Changes	Approved Changes	Approved Changes	Revised	Recommended changes	Projected Year End (PYE)	VARIANCE	ACTUAL YTD
		Actual	Budget	Review	Review	Review	Budget	for council resolution	Result	ORIGINAL budget v PYE	
		2024/25 \$000's	2025/26 \$000's	Q 1 \$000's	Q 2 \$000's	Q 3 \$000's	\$000's	\$000's	2025/26 \$000's	2025/26 \$000's	2025/26 \$000's
Net Operating Result before grants and contributions provided for capital purposes	General Fund	-4,769	978	0	0	0	0	160	1,138	160	65,706
	Water Fund	0	0	0	0	0	0	0	0	0	0
	Sewer Fund	0	0	0	0	0	0	0	0	0	0
	Consolidated	0	0	0	0	0	0	0	0	0	0
Operating Result from continuing operations (with capital grants and contributions) excluding depreciation, amortisation and impairment of non financial assets	Consolidated	-4,769	978	0	0	0	0	160	1,138	160	65,706
Borrowings	Total borrowings		14,000						14,000	0	
Liquidity	External restrictions	31,750	31,977	0	0	0	0	2,310	34,287	2,310	35,140
	Internal Allocations	68,380	64,645	0	0	0	0	3,720	68,365	3,720	70,844
	Unallocated	16,341	17,913	0	0	0	0	0	17,913	0	23,355
	Total Cash, Cash Equivalents and Investments	116,471	114,535	0	0	0	0	6,030	120,566	6,030	129,339
Capital	Capital Funding	54,899	65,201	0	0	0	0	196	65,397	196	5,834
	Capital Expenditure	54,899	65,201	0	0	0	0	196	65,397	196	5,834
	Net Capital	-0	-0	0	0	0	0	0	-0	0	-0
		Opening Balance	Total Cash Contributions Received	Total Interest Earned	Total Expended	Total Internal Borrowings (to)/from	Held as Restricted Asset	Cumulative balance of internal borrowings (to)/from			
		As at 1 July 2025 \$000's	As at this Q \$000's	As at this Q \$000's	As at this Q \$000's	As at this Q \$000's	As at this Q \$000's	As at this Q \$000's			
Developer Contribution		Total Developer Contributions	6,475	6,113	0	2,622	0	9,966	0		

Q1 QBRs 2025-26

Council Meeting 18 November 2025

Income and Expenses Budget Review Statement										
Waverley Council										
Budget review for the quarter ended 30/09/2025										
General Fund										
Description	Previous Year	Current Year Original	Approved Changes	Approved Changes	Approved Changes	Revised	Recommended changes	Projected Year End (PYE)	VARIANCE	ACTUAL YTD
	Actual	Budget	Review	Review	Review	Budget	for council resolution	Result	ORIGINAL budget v PYE	
	2024/25 \$000's	2025/26 \$000's	Q 1 \$000's	Q 2 \$000's	Q 3 \$000's	\$000's	\$000's	2025/26 \$000's	2025/26 \$000's	2025/26 \$000's
INCOME										
Rates and Annual Charges	73,603	75,297					44	75,341	44	75,456
User Charges and Fees	53,322	61,890					1,480	63,370	1,480	16,685
Other Revenue	15,164	23,780					749	24,529	749	7,129
Grants and Contributions - Operating	7,498	6,524					1,463	7,987	1,463	1,542
Grants and Contributions - Capital	16,122	24,124					6,630	30,754	6,630	6,701
Interest and Investment Income	5,942	3,871					150	4,021	150	1,152
Other Income	12,554	0					0	0	0	0
Net gain from disposal of assets	0	1,389					-564	825	-564	0
Total Income from continuing operations	184,205	196,875	0	0	0	0	9,952	206,827	9,952	108,665
EXPENSES										
Employee benefits and on-costs	86,877	89,188					1	89,189	1	20,426
Materials & Services	53,010	31,517					3,342	34,859	3,342	8,294
Borrowing Costs	71	408					0	408	0	0
Other Expenses	3,658	26,497					382	26,880	382	7,537
Net Loss from Disposal of Assets	6,795	0					0	0	0	
Total Expenses from continuing operations excluding depreciation, amortisation and impairment of non financial assets	150,411	147,609	0	0	0	0	3,726	151,335	3,726	36,258
Operating Result from continuing operations excluding depreciation, amortisation and impairment of non financial assets	33,794	49,265	0	0	0	0	6,226	55,492	6,226	72,407
Depreciation, amortisation and impairment of non financial assets	22,441	22,775					0	22,775	0	
Operating result from continuing Operations	11,353	26,490	0	0	0	0	6,226	32,717	6,226	72,407
Net Operating Result before grants and contributions provided for capital purposes	-4,769	978	0	0	0	0	160	1,138	160	65,706

Q1 QBRs 2025-26

Council Meeting 18 November 2025

Capital Budget Review Statement										
Waverley Council										
Budget review for the quarter ended 30/09/2025										
Description	Previous Year	Current Year Original	Approved Changes	Approved Changes	Approved Changes	Revised	Recommended changes	Projected Year End (PYE)	VARIANCE	ACTUAL YTD
	Actual	Budget	Review	Review	Review	Budget	for council resolution	Result	ORIGINAL budget v PYE	
	2024/25 \$000's	2025/26 \$000's	Q 1 \$000's	Q 2 \$000's	Q 3 \$000's	\$000's	\$000's	2025/26 \$000's	2025/26 \$000's	2025/26 \$000's
CAPITAL FUNDING										
Rates & other untied funding	10,976	12,675					-675	12,000	-675	772
Capital Grants & Contributions	4,205	12,682					2,552	15,234	2,552	892
Reserves - External Restrictions	28,934	13,714					-1,522	12,192	-1,522	2,712
Reserves - Internally Allocated	9,127	10,741					405	11,146	405	1,458
New Loans		14,000						14,000	0	
Proceeds from sale of assets	1,657	1,389					-564	825	-564	0
								0	0	
Total Capital Funding	54,899	65,201	0	0	0	0	196	65,397	196	5,834
CAPITAL EXPENDITURE										
								0	0	
New Assets	11,730	6,275					-2,363	3,912	-2,363	439
Asset Renewal	42,683	58,118					2,559	60,676	2,559	5,275
Loan Repayments (Principal)	486	808						808	0	120
Total Capital Expenditure	54,899	65,201	0	0	0	0	196	65,397	196	5,834
Net Capital Funding - Surplus /(Deficit)	0	-0	0	0	0	0	0	-0	0	-0

Q1 QBRS 2025-26

Council Meeting 18 November 2025

Cash and Investments Budget Review Statement										
Waverley Council										
Budget review for the quarter ended 30/09/2025										
Description	Previous Year Actual 2024/25 \$000's	Current Year Original Budget 2025/26 \$000's	Approved Changes Review Q 1 \$000's	Approved Changes Review Q 2 \$000's	Approved Changes Review Q 3 \$000's	Revised Budget \$000's	Recommended changes for council resolution Q1 \$000's	Projected Year End (PYE) Result 2025/26 \$000's	VARIANCE ORIGINAL budget v PYE 2025/26 \$000's	ACTUAL YTD 2025/26 \$000's
Total Cash, Cash Equivalents & Investments	116,471	114,535					6,030	120,566	6,030	129,339
EXTERNALLY RESTRICTED										
Specific purpose unexpended grants - general fund	3,412	1,906					-216	1,690	-216	1,840
Developer contributions - general	6,475	9,056					254	9,310	254	9,763
Stormwater management	347	148					45	193	45	435
Domestic waste management	21,516	20,867					2,227	23,094	2,227	23,102
								0	0	
Total Externally Restricted	31,750	31,977	0	0	0	0	2,310	34,287	2,310	35,140
Cash, cash equivalents & investments not subject to external restrictions	84,721	82,558	0	0	0	0	3,720	86,278	3,720	94,198
INTERNAL ALLOCATIONS										
Plant and vehicle replacement	5,125	4,740					-5	4,735	-5	5,316
SAMP Infrastructure	3,046	4,185					-1,028	3,157	-1,028	3,652
Employees leave entitlements	5,635	5,635					0	5,635	0	5,635
Deposits, retentions and bonds	30,785	30,785					0	30,785	0	30,785
Affordable housing	2,134	2,024					205	2,229	205	2,114
Cemeteries	2,568	941					267	1,208	267	3,482
Election	0	-0					0	-0	0	-0
Centralised reserve	4,606	4,243					-728	3,515	-728	4,588
IT Information	2,288	1,000					0	1,000	0	1,656
Property Investment strategy	4,324	3,648					0	3,648	0	4,456
Parking meters	2,737	2,737					0	2,737	0	2,737
Car Park Parking	3,327	3,238					25	3,263	25	3,420
Social housing	664	832					-60	772	-60	638
Other	1,141	638					5,044	5,682	5,044	2,365
									0	
Total Internally Allocated	68,380	64,645	0	0	0	0	3,720	68,365	3,720	70,844
Unallocated	16,341	17,913	0	0	0	0	0	17,913	0	23,355

Q1 QBRs 2025-26

Council Meeting 18 November 2025

Developer Contributions Summary						
Waverley Council						
Budget review for the quarter ended 30/09/25						
Purpose	Opening Balance	Developer Contributions Received	Amounts Expended	Internal Borrowings (to)/from	Held as Restricted Asset	Cumulative balance of internal borrowings (to)/from
	As at 1 July 2025	Cash				
	Q1	Q1	Q1	Q1	As at this Q	As at this Q
	\$000's	\$000's	\$000's	\$000's	\$000's	\$000's
Drainage					0	
Roads					0	
Traffic facilities					0	
Parking					0	
Open space					0	
Community facilities					0	
Other					0	
Total S7.11 Under plans	0	0	0	0	0	0
S7.11 Not under plans					0	
S7.12 Levies	2,257	1,019	2,206		1,070	
S7.4 Planning agreements	4,218	5,094	416		8,896	
S64 Contributions					0	
Other					0	
Total Developer Contributions	6,475	6,113	2,622	0	9,966	0



Budget Review Project Expenditure - Capital Works

As at Period 3

Financial Year Ending June 2026

Capital Works Program Q1 Amendments	No of Projects	Amount \$'000	Capital Works Program Q1 Amendments	No of Projects
C - Project cost reduction	7	(1,116)	No. of Projects	202
D - Project cost defer	3	(934)	Expenditure	(61,462)
I - Project cost increase	4	219	Funding Sources:	
U - Project cost increase (Unplanned works)	3	221	Grants and Contributions	14,940
S - SAMP program adjustment	29	(1,034)	External Restricted Reserve	11,046
N - New Project	10	2,344	Internal Restricted Reserve	9,829
Total	56	(301)	General Fund	11,647
			Loan	14,000

Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
BUILD 01 - Buildings - Buildings									
C0007	Bronte Surf Club & Commu	(15,969,410)		(15,969,410)	(645,744)	(2,336,821)	(2,982,565)	18.68%	
C0289	Bronte Pump House Upgra	(902,065)	400,000	(502,065)	(16,563)	(116,062)	(132,625)	26.42%	D - Funds deferred to 2026/27 in line with project forecast spend
C0879	Tunnel 1 Feasibility Study	(800,000)	400,000	(400,000)	(20,758)	(1,600)	(22,358)	5.59%	D - Funds deferred to 2026/27 in line with project forecast spend
C0970	AIF Washbay Construction	(400,000)		(400,000)	(11,763)	-	(11,763)	2.94%	
C0980	Rowe Street Development	(200,000)		(200,000)	(3,480)	(174,907)	(178,387)	89.19%	
C1193	2A Edmund St Refurbishm	(1,250,000)		(1,250,000)	(43,811)	(8,363)	(52,174)	4.17%	
C1194	Council Chambers Upgrade	(250,000)		(250,000)	(69,115)	-	(69,115)	27.65%	
C1195	Library Customer Service S	(840,000)		(840,000)	(37,280)	(8,000)	(45,280)	5.39%	
C1196	Bondi Pavilion Welcome Ce	(175,000)		(175,000)	(4,375)	-	(4,375)	2.50%	
C1197	Facilities Sustainable Energ	(125,000)	125,000	-	-	-	-	-	C - Scope and budget integrated within SAMP Buildings program
Total Buildings - Buildings		(20,911,475)	925,000	(19,986,475)	(850,630)	(2,648,011)	(3,498,641)	17.51%	
BUILD 02 - SAMP Amenities									
C0815	Marks Park Amenities	(63,000)		(63,000)	(1,575)	-	(1,575)	2.50%	
C0816	North Bondi Amenities	(26,200)		(26,200)	(655)	-	(655)	2.50%	
C0817	South Bondi Amenities	(21,900)	15,000	(6,900)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C0818	Tamarama Amenities and I	(98,600)		(98,600)	(7,441)	-	(7,441)	7.55%	
C0819	Waverley Park Amenity Bu	(8,100)	8,100	-	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C1184	Bondi Temporary Ameniti	(27,800)		(27,800)	(2,864)	(2,818)	(5,682)	20.44%	
C0955	Bronte Park Community Centre & Amenities		(15,000)	(15,000)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
Total SAMP Amenities		(245,600)	8,100	(237,500)	(12,535)	(2,818)	(15,353)	6.46%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 03 - SAMP Carparks									
C0820	Eastgate Undercover Car P	(374,000)	30,000	(344,000)	(21,832)	(41,680)	(63,512)	18.46%	S - Adjustments across SAMP category based priority scope requirements.
Total SAMP Carparks		(374,000)	30,000	(344,000)	(21,832)	(41,680)	(63,512)	18.46%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 04 - SAMP Cemeteries									
C0823	Waverley Cemetery Tool Sl	(75,000)	(275,000)	(350,000)	(8,125)	-	(8,125)	2.32%	S - Adjustments across SAMP category based priority scope requirements.
Total SAMP Cemeteries		(75,000)	(275,000)	(350,000)	(8,125)	-	(8,125)	2.32%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 05 - SAMP Childcare Facilities									
C0825	Bronte Early Education Cer	(19,200)		(19,200)	(3,410)	(10,467)	(13,877)	72.28%	
C0826	Gardiner Early Education C	(89,300)		(89,300)	(65,234)	(13,762)	(78,997)	88.46%	
C0827	Mill Hill Early Education Ce	(63,600)		(63,600)	(12,875)	(10,186)	(23,061)	36.26%	
C0829	Waverley Early Education C	(64,000)		(64,000)	(4,529)	(13,634)	(18,163)	28.38%	
Total SAMP Childcare Faciliti		(236,100)	-	(236,100)	(86,048)	(48,050)	(134,098)	56.80%	
BUILD 06 - SAMP Communit Centres & Halls									
C0685	Bondi Golf Club	(200,000)		(200,000)	(5,000)	(3,500)	(8,500)	4.25%	
C0686	Wairoa Community Centre	-	(12,000)	(12,000)	-	(11,188)	(11,188)	93.23%	S - Adjustments across SAMP category based priority scope requirements.
C0695	Thomas Hogan Reserve Ha	(71,000)	49,145	(21,855)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C0831	Margaret Whitlam Recreat	(59,300)		(59,300)	(2,263)	(21,945)	(24,207)	40.82%	
C0833	Waverley Library - Waverle	(153,000)	28,000	(125,000)	(34,036)	(58,986)	(93,022)	74.42%	S - Adjustments across SAMP category based priority scope requirements.
C0834	Waverley Woollahra Schoc	(49,800)	22,000	(27,800)	(14,371)	(8,189)	(22,560)	81.15%	S - Adjustments across SAMP category based priority scope requirements.
C1036	Hugh Bamford Hall	(7,100)		(7,100)	-	-	-	-	
C1037	42 Brighton Blvd (Bondi Be	(38,600)	(2,145)	(40,745)	(28,355)	(12,390)	(40,745)	100.00% ▲	S - Adjustments across SAMP category based priority scope requirements.
C1083	Kimberley Reserve Hall	(41,500)		(41,500)	(23,872)	(16,519)	(40,391)	97.33%	



Budget Review Project Expenditure - Capital Works

As at Period 3

Financial Year Ending June 2026

Capital Works Program Q1 Amendments	No of Projects	Amount \$'000	Capital Works Program Q1 Amendments	No of Projects
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D - Project cost defer	3	(934)	Expenditure	(61,462)
I - Project cost increase	4	219	Funding Sources:	
U - Project cost increase (Unplanned works)	3	221	Grants and Contributions	14,940
S - SAMP program adjustment	29	(1,034)	External Restricted Reserve	11,046
N - New Project	10	2,344	Internal Restricted Reserve	9,829
Total	56	(301)	General Fund	11,647
			Loan	14,000

Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
C1185	Bondi Pavilion	(250,000)	120,000	(130,000)	(3,250)	(8,600)	(11,850)	9.12%	S - Adjustments across SAMP category based priority scope requirements.
C1188	Mill Hill Boot Factory	-	(45,000)	(45,000)	(14,825)	(19,609)	(34,434)	76.52%	S - Adjustments across SAMP category based priority scope requirements.
Total SAMP Communit Centri		(870,300)	160,000	(710,300)	(125,972)	(160,925)	(286,897)	40.39%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 07 - SAMP Community Tenants									
C0875	59 Newland St, Bondi Junc	(83,100)		(83,100)	(2,078)	(8,300)	(10,378)	12.49%	
C0876	63a Wairoa WAYS Youth Ci	(100,000)	75,000	(25,000)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C0877	74 Newland St	(12,800)		(12,800)	-	(8,964)	(8,964)	70.03%	
Total SAMP Community Tena		(195,900)	75,000	(120,900)	(2,078)	(17,264)	(19,342)	16.00%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 08 - SAMP Council Administration									
C0836	PPC Depot	(30,300)		(30,300)	-	-	-	-	
C0868	Alexandria Integrated Facil	(304,900)	73,900	(231,000)	(5,775)	-	(5,775)	2.50%	S - Adjustments across SAMP category based priority scope requirements.
C0956	SES Depot Syd Einfeld Driv	(17,700)		(17,700)	-	(1,790)	(1,790)	10.11%	
Total SAMP Council Administ		(352,900)	73,900	(279,000)	(5,775)	(1,790)	(7,565)	2.71%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 10 - Surf Clubs and Ancillary Coastal Facilities									
C0867	Bondi Beach Lifeguard Tow	(13,000)		(13,000)	-	(5,412)	(5,412)	41.63%	
C0965	Bondi Surf Life Saving Club	(23,400)		(23,400)	-	-	-	-	
C1123	Bondi Beach Storage Tunn	(8,300)		(8,300)	-	-	-	-	
C1125	Bronte Bus Terminus	(22,500)	22,500	-	(563)	-	(563)	-	S - Adjustments across SAMP category based priority scope requirements.
C1126	North Bondi Bus Terminus	(22,500)	(22,500)	(22,500)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
Total Surf Clubs and Ancillary		(67,200)	-	(67,200)	(563)	(5,412)	(5,974)	8.89%	
BUILD 11 - SAMP Commercial Buildings									
C0963	14-26 Ebley Street, Bondi J	(21,900)	21,900	-	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C0969	65 Ebley Street, Bondi Junc	(93,700)		(93,700)	(2,343)	-	(2,343)	2.50%	
C1074	276 - 278 Bronte Road Sho	(15,200)		(15,200)	-	-	-	-	
Total SAMP Commercial Buil		(130,800)	21,900	(108,900)	(2,343)	-	(2,343)	2.15%	S - Adjustments across SAMP category based priority scope requirements.
BUILD 12 - SAMP Social & Affordable Housing									
C0959	141 Bronte Rd, Bonte	(100,000)	40,000	(60,000)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C1190	49 Mitchell Street		(104,400)	(104,400)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
Total SAMP Social & Affordal		(100,000)	(64,400)	(164,400)	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
LIV 01 - Living - Corridors									
C1087	SAMP5 Living Infrastructur	(600,000)		(600,000)	(31,451)	(142,850)	(174,301)	29.05%	
Total Living - Corridors		(600,000)	-	(600,000)	(31,451)	(142,850)	(174,301)	29.05%	
LIV 02 - Living - Trees									
C0186	Planting Street Trees (SAM	(150,000)		(150,000)	(22,787)	(12,771)	(35,558)	23.71%	
Total Living - Trees		(150,000)	-	(150,000)	(22,787)	(12,771)	(35,558)	23.71%	
LIV 04 - Living - Turf									
C1198	SAMP Management - Nativ	(100,000)		(100,000)	-	-	-	-	
Total Living - Turf		(100,000)	-	(100,000)	-	-	-	-	
PUB 01 - Public Domain Infrastructure - Lighting / Electrical Equipme									



Budget Review Project Expenditure - Capital Works

As at Period 3

Financial Year Ending June 2026

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Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
C0848	SAMP Lighting & Electrical	(150,000)		(150,000)	(11,200)	(45,450)	(56,650)	37.77%	
C1075	SAMP5 Bondi Park Lighting	(900,000)		(900,000)	(18,438)	(26,030)	(44,468)	4.94%	
C1199	Crowded Places CCTV Impl	(1,725,000)		(1,725,000)	(16,250)	-	(16,250)	0.94%	
C1200	Park Lighting Condition Ba	(150,000)		(150,000)	-	-	-	-	
Total Public Domain Infrastru		(2,925,000)	-	(2,925,000)	(45,888)	(71,480)	(117,368)	4.01%	
PUB 02 - Public Domain Infrastructure - Water Equipment									
C0849	SAMP Water Equipment Re	(180,000)		(180,000)	(21,582)	-	(21,582)	11.99%	
Total Public Domain Infrastru		(180,000)	-	(180,000)	(21,582)	-	(21,582)	11.99%	
PUB 03 - Public Domain Infrastructure - Street Furniture									
C0845	SAMP - Bus Shelters, Seats	(300,000)	100,125	(199,875)	(5,575)	(9,311)	(14,886)	7.45%	S - Adjustments across SAMP category based priority scope requirements.
C0850	Waverley signage strategy	(9,466)		(9,466)	(369)	(6,930)	(7,299)	77.11%	
Total Public Domain Infrastru		(309,466)	100,125	(209,341)	(5,944)	(16,241)	(22,185)	10.60%	S - Adjustments across SAMP category based priority scope requirements.
PUB 04 - Public Domain Infrastructure - Structures									
C0811	Safety by design in public p	(800,000)		(800,000)	(16,563)	(55,846)	(72,408)	9.05%	
C0847	Campbell Pde to Park Dr Ac	(500,000)	500,000	-	(10,938)	-	(10,938)	-	C - Project to be delivered in future financial year in response to current priorities. Funds re-distributed to new project Diamond Bay Rosa Gully
C0865	Coastal Fencing Upgrades	(300,000)	287,328	(12,672)	(2,940)	(27,734)	(30,674)	242.06%	C - Fence & E0007 Marks Park
C0883	SAMP - Other: Fences, Stai	(143,300)	53,110	(90,190)	(11,878)	(45,885)	(57,763)	64.05%	S - Adjustments across SAMP category based priority scope requirements.
C0944	Rockfall remediation	(200,000)		(200,000)	-	-	-	-	
C0973	Contemplation Shelter Upg	(20,000)		(20,000)	-	-	-	-	
C1040	Quinn Rd Memorialisation	(2,310,213)		(2,310,213)	(34,024)	(12,617)	(46,641)	2.02%	
C1191	Bronte Beach Seawall and l	(5,906,494)		(5,906,494)	(523,718)	(441,880)	(965,598)	16.35%	
C1201	EV Charger Renewal	(20,000)		(20,000)	-	-	-	-	
C1202	EV Charger Rollout	(350,000)		(350,000)	-	-	-	-	
C1203	SAMP Retaining Wall Cond	(50,000)		(50,000)	-	-	-	-	
NEW	Diamond Bay Rosa Gully Fence Extension		(150,000)	(150,000)					N - New Cost Code with budget transferred from C0865
NEW	Barracluff Half Court Fence		(53,110)	(53,110)					N - Adjustments across SAMP category based priority scope requirements.
Total Public Domain Infrastru		(10,600,007)	637,328	(9,909,569)	(600,060)	(583,962)	(1,184,022)	11.95%	
ROAD 01 - Road Infrastructure - Kerb and Gutter									
C1204	2024/25 - KGC - Oxford Str	(200,000)		(200,000)	(7,500)	-	(7,500)	3.75%	
C1205	2025/26 - KGC - Gould Lan	(15,000)		(15,000)	(563)	-	(563)	3.75%	
C1206	2025/26 - KGC - 48 Murriv	(15,000)		(15,000)	(563)	-	(563)	3.75%	
C1207	2025/26 - KGC - Raleigh Str	(15,000)		(15,000)	(563)	-	(563)	3.75%	
C1208	2025/26 - KGC - Birds Lane	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1209	2025/26 - KGC - 67 & 69 As	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1210	2025/26 - KGC - Hardy Stre	(31,250)		(31,250)	(1,172)	-	(1,172)	3.75%	
C1211	2025/26 - KGC - Military Rc	(43,750)		(43,750)	(1,641)	-	(1,641)	3.75%	
C1212	2025/26 - KGC - Stanley Str	(9,375)		(9,375)	(352)	-	(352)	3.75%	
C1213	2025/26 - KGC - 16 Chester	(15,000)		(15,000)	(563)	-	(563)	3.75%	
C1214	2025/26 - KGC - 2 Blair Str	(6,250)		(6,250)	(234)	-	(234)	3.75%	
C1215	2025/26 - KGC - 3 Chamber	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1216	2025/26 - KGC - Flood Stre	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1217	2025/26 - KGC - Ancillary V	(100,000)		(100,000)	(3,750)	-	(3,750)	3.75%	
C1218	2025/26 - KGC - Minor Woi	(62,500)		(62,500)	-	-	-	-	
C1219	Kerb Ramp Upgrades and E	(78,000)		(78,000)	-	-	-	-	



Budget Review Project Expenditure - Capital Works

As at Period 3

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Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
Total Road Infrastructure - Kt									
		(647,375)	-	(647,375)	(19,008)	-	(19,008)	2.94%	
ROAD 03 - Road Infrastructure - Footpaths									
C1220	2025/26 - FC - Bondi Rd at	(125,000)	125,000	-	(4,688)	-	(4,688)	-	C - Funds re-distributed to new project Bondi Rd Bus Shelter
C1221	2025/26 - FC - Gould Lane	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1222	2025/26 - FC - Liverpool St	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1223	2025/26 - FC - Bay Street	(25,000)		(25,000)	(938)	-	(938)	3.75%	
C1224	2025/26 - FC - Flood Street	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1225	2025/26 - FC - Edmund Stri	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1226	2025/26 - FC - 2 Blair Stree	(6,250)		(6,250)	(234)	-	(234)	3.75%	
C1227	2025/26 - FC - Chris Bang C	(156,250)		(156,250)	(5,859)	-	(5,859)	3.75%	
C1228	2025/26 - FC - Pacific Aven	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1229	2025/26 - FC - Niblick & W	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1230	2025/26 - FC - Wairoa Aver	(125,000)		(125,000)	(4,688)	-	(4,688)	3.75%	
C1231	2025/26 - FC - Ancillary Wc	(100,000)		(100,000)	(3,750)	-	(3,750)	3.75%	
C1232	2025/26 - FC - Grinding Prc	(125,000)		(125,000)	-	-	-	-	
C1233	Footpath Pavement Renew	(74,800)		(74,800)	(3,309)	(3,000)	(6,309)	8.44%	
NEW	Bondi Rd Bus Shelter and Waverley Park Entran		(476,799)	(476,799)					N - New Cost Code with budget transferred from C0865
Total Road Infrastructure - Fc		(812,300)	(351,799)	(1,164,099)	(26,278)	(3,000)	(29,278)	2.52%	
ROAD 04 - Road Infrastructure - Stormwater Drainage									
C1234	2024/25 - SWC - LOOMBAF	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1235	2024/25 - SWC - LYNCH AV	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1236	2024/25 - SWC - GAERLOCI	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1237	2024/25 - SWC - 126 NEWL	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1238	2025/26 - SWC - 366 Milita	(31,250)		(31,250)	(1,172)	-	(1,172)	3.75%	
C1239	2025/26 - SWC - 19 Tamar	(62,500)		(62,500)	(2,344)	-	(2,344)	3.75%	
C1240	2025/26 - SWC - Dickson &	(50,000)		(50,000)	(1,875)	-	(1,875)	3.75%	
C1241	2025/26 - SWC - 270 Milita	(6,250)		(6,250)	(234)	-	(234)	3.75%	
C1242	2025/26 - SWC - NEW STOI	(62,500)		(62,500)	(2,344)	-	(2,344)	3.75%	
C1243	2025/26 - SWC - REPAIR/RI	(125,000)	45,000	(80,000)	(30,800)	-	(30,800)	38.50%	S - Adjustments across SAMP category based priority scope requirements.
C1244	2025/26 - SWC - REPAIR/RI	(125,000)	35,000	(90,000)	(3,375)	-	(3,375)	3.75%	S - Adjustments across SAMP category based priority scope requirements.
C1245	2025/26 - SWC - RELINING	(187,500)		(187,500)	-	-	-	-	
C1246	2025/26 - SWC - Stormwat	(65,000)		(65,000)	(2,438)	-	(2,438)	3.75%	
NEW	George St Stormwater Stack Bagging		(45,000)	(45,000)					N - Adjustments across SAMP category based priority scope requirements.
NEW	Waverley Park Drainage Rectification		(35,000)	(35,000)					N - Adjustments across SAMP category based priority scope requirements.
Total Road Infrastructure - St		(790,000)	-	(790,000)	(47,394)	-	(47,394)	6.00%	
ROAD 05 - Road Infrastructure - Transport									
C0891	Curlewis St Streetscape Up	(5,916,822)		(5,916,822)	(644,066)	(1,298,722)	(1,942,788)	32.83%	
C1076	40km/hr speed zone revie	(74,979)		(74,979)	(32,241)	(13,589)	(45,830)	61.12%	
C1180	SAMP Traffic Control Devic	(266,086)		(266,086)	(8,306)	(41,959)	(50,265)	18.89%	
C1186	Adelaide and Grafton Stree	(61,050)		(61,050)	-	(11,400)	(11,400)	18.67%	
C1247	2025/26 - Park Drive Renev	(946,250)		(946,250)	(19,305)	-	(19,305)	2.04%	
Total Road Infrastructure - Tr		(7,265,187)	-	(7,265,187)	(703,918)	(1,365,670)	(2,069,589)	28.49%	
ROAD 06 - Road Infrastructure - Streetscape Upgrade									
C0717	Charing Cross Streetscape	(3,750,000)		(3,750,000)	(1,959,526)	(2,135,194)	(4,094,720)	109.19% ▲	
C1248	Campbell Parade Streetsca	(260,000)	65,000	(195,000)	(9,413)	-	(9,413)	4.83%	C - Funds re-distributed to C1288 Hall Street
C1249	Bondi Road	(100,000)		(100,000)	-	-	-	-	



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D - Project cost defer	3	(934)	Expenditure	(61,462)
I - Project cost increase	4	219	Funding Sources:	
U - Project cost increase (Unplanned works)	3	221	Grants and Contributions	14,940
S - SAMP program adjustment	29	(1,034)	External Restricted Reserve	11,046
N - New Project	10	2,344	Internal Restricted Reserve	9,829
Total	56	(301)	General Fund	11,647
			Loan	14,000

Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
C1250	Rose Bay North (Oceanview	(400,000)	133,825	(266,175)	(14,500)	(737)	(15,237)	5.72%	D - Funds deferred to 2026/27 in line with project forecast spend
C1251	Bourke St Upgrades	(888,598)		(888,598)	(18,224)	-	(18,224)	2.05%	
C1252	Newland St Pedestrian Cro	(192,500)	(10,450)	(202,950)	(5,074)	-	(5,074)	2.50%	I Additional Grant of \$10,450 confirmed, increase both budget and income
C1253	Mitchell St Continuous Foc	(243,500)		(243,500)	(6,088)	-	(6,088)	2.50%	
C1254	Other Road Safety Projects	(200,000)		(200,000)	(100,696)	-	(100,696)	50.35%	
C1288	Hall Street Streetscape Upi	(40,000)	(65,000)	(105,000)	-	-	-	-	I Funds transferred from C1248
NEW	Bondi Junction RSL Public Domain Works		(1,150,000)	(1,150,000)					New project per agreement between Council and the site's N - developers.
Total Road Infrastructure - St		(6,074,598)	(1,026,625)	(7,101,223)	(2,113,520)	(2,135,930)	(4,249,450)	59.84%	
ROAD 07 - Road Infrastructure - Traffic Infrastructure									
C0654	SAMP Street Signage and L	(90,000)		(90,000)	(7,200)	(59,765)	(66,965)	74.41%	
C1020	Road Safety and Traffic Cal	(191,290)		(191,290)	-	(187,327)	(187,327)	97.93%	
C1255	Bike Plan Implementation	(75,000)		(75,000)	-	-	-	-	
Total Road Infrastructure - Tr		(356,290)	-	(356,290)	(7,200)	(247,092)	(254,292)	71.37%	
ROAD 08 - Road Infrastructure - Sealed Roads - Construction									
C1128	2024/25 - RC - Heavy Patch	(139,292)		(139,292)	(900)	(155,334)	(156,234)	112.16% ▲	
C1129	2024/25 - RC - ALEXANDER	-		-	-	(10,474)	(10,474)	-	
C1131	2024/25 - RC - FLETCHER S	(5,699)		(5,699)	-	(5,331)	(5,331)	93.55%	
C1132	2024/25 - RC - HENRY STRE	(2,660)		(2,660)	-	(2,660)	(2,660)	100.00%	
C1133	2024/25 - RC - JOHN STREE	(14,956)		(14,956)	-	(5,636)	(5,636)	37.68%	
C1134	2024/25 - RC - MARROO ST	(33,385)		(33,385)	-	(27,800)	(27,800)	83.27%	
C1135	2024/25 - RC - SALISBURY S	(75,328)		(75,328)	-	(36,400)	(36,400)	48.32%	
C1136	2024/25 - RC - VIRGIL LANE	(21,137)		(21,137)	-	(33,432)	(33,432)	158.17% ▲	
C1137	2024/25 - RC - WAIROA AV	-		-	-	(7,679)	(7,679)	-	
C1138	2024/25 - RC - MARTINS AV	-		-	-	(11,841)	(11,841)	-	
C1256	2025/26 - RC - Leichart Stre	(343,750)		(343,750)	(12,891)	-	(12,891)	3.75%	
C1257	2025/26 - RC - Diamond Ba	(118,750)		(118,750)	(4,453)	-	(4,453)	3.75%	
C1258	2025/26 - RC - Raleigh Stree	(75,000)		(75,000)	(2,813)	-	(2,813)	3.75%	
C1259	2025/26 - RC - Wellington S	(93,750)		(93,750)	(3,516)	-	(3,516)	3.75%	
C1260	2025/26 - RC - Gipps Street	(162,500)		(162,500)	(6,094)	-	(6,094)	3.75%	
C1261	2025/26 - RC - Gould Lane -	(50,000)		(50,000)	(1,875)	-	(1,875)	3.75%	
C1262	2025/26 - RC - Pacific Aveni	(50,000)		(50,000)	(1,875)	-	(1,875)	3.75%	
C1263	2025/26 - RC - Ashton Lane	(62,500)		(62,500)	(2,344)	-	(2,344)	3.75%	
C1264	2025/26 - RC - Ocean Street	(106,250)		(106,250)	(3,984)	-	(3,984)	3.75%	
C1265	2025/26 - RC - Botany Place	(62,500)		(62,500)	(2,344)	-	(2,344)	3.75%	
C1266	2025/26 - RC - Hewlett Stre	(131,250)		(131,250)	(4,922)	-	(4,922)	3.75%	
Total Road Infrastructure - Se		(1,548,706)	-	(1,548,706)	(48,009)	(296,588)	(344,597)	22.25%	
ROAD 09 - Road Infrastructure - Sealed Roads - R2R construction									
C1141	2024/25 - RC - MILITARY R			(2,687)	-	(2,687)	(2,687)	100.00%	
C1267	2025/26 - RC - Pindari Road	(218,750)		(218,750)	(8,203)	-	(8,203)	3.75%	
C1268	2025/26 - RC - Murray Stree	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1269	2025/26 - RC - Blair Street-	(25,000)		(25,000)	(938)	-	(938)	3.75%	
C1270	2025/26 - RC - Ruthven Stre	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1271	2025/26 - RC - Birrell Street	(12,500)		(12,500)	(469)	-	(469)	3.75%	
C1272	2025/26 - RC - Birrell Street	(15,625)		(15,625)	(586)	-	(586)	3.75%	
C1273	2025/26 - RC - Hall Street- C	(37,500)		(37,500)	(1,406)	-	(1,406)	3.75%	



Budget Review Project Expenditure - Capital Works

As at Period 3

Financial Year Ending June 2026

Capital Works Program Q1 Amendments	No of Projects	Amount \$'000	Capital Works Program Q1 Amendments	No of Projects
C - Project cost reduction	7	(1,116)	No. of Projects	202
D - Project cost defer	3	(934)	Expenditure	(61,462)
I - Project cost increase	4	219	Funding Sources:	
U - Project cost increase (Unplanned works)	3	221	Grants and Contributions	14,940
S - SAMP program adjustment	29	(1,034)	External Restricted Reserve	11,046
N - New Project	10	2,344	Internal Restricted Reserve	9,829
Total	56	(301)	General Fund	11,647
			Loan	14,000

Project Number	Project Description	Current Budget \$	Q1 Amendment \$	Proposed Estimate \$	Actuals \$	Commitments \$	YTD \$	YTD %	Report Commentary
C1274	2025/26 - RC - Chambers A	(18,750)		(18,750)	(703)	-	(703)	3.75%	
C1275	2025/26 - RC - Service Cov	(100,000)		(100,000)	(3,750)	-	(3,750)	3.75%	
C1276	2025/26 - RC - Pavement Ir	(125,000)		(125,000)	(4,688)	-	(4,688)	3.75%	
Total Road Infrastructure - Se		(593,312)	-	(593,312)	(22,148)	(2,687)	(24,835)	4.19%	
RP 01 - Recreational & Public Spaces - Recreational									
C0360	Sir Thomas Mitchell	-	(93,585)	(93,585)	(84,584)	(9,000)	(93,584)	100.00%	I - Funds transferred from C1042 & C1183
C0426	Bondi Skate Park	(150,000)		(150,000)	(294)	(140,649)	(140,943)	93.96%	
C0714	Public Art Commissions (W	(280,030)	(49,900)	(329,930)	(7,429)	(56,188)	(63,617)	19.28%	I - Whale Dreaming budget per Council approvals
C0886	Waverley Park Playground	(134,420)	(114,324)	(248,744)	-	(248,613)	(248,613)	99.95%	S - Adjustments across SAMP category based priority scope requirements.
C0975	SAMP Park & Playground P	(250,000)		(250,000)	(34,900)	(45,841)	(80,741)	32.30%	
C1032	Williams Park Walking Trac	-		-	-	(0)	(0)	-	
C1042	SAMP Park & Playground R	(250,000)	250,000	-	-	-	-	-	S - Adjustments across SAMP category based priority scope requirements.
C1118	Bondi Park Plan of Manage	(163,435)	15,000	(148,435)	(101,423)	(17,812)	(119,235)	80.33%	S - Adjustments across SAMP category based priority scope requirements.
C1119	Bronte, Tamarama, Willian	(345,734)	345,734	0	-	(7,900)	(7,900)	(79,000,000%)	S - Adjustments across SAMP category based priority scope requirements.
C1183	Scott Street Reserve	(18,244)	9,244	(9,000)	(9,000)	(0)	(9,000)	100.00%	C - Funds re-distributed to C0360 Sir Thomas Mitchell
C1192	Clemenston Park Renewal	(11,368)	4,488	(6,880)	(6,880)	-	(6,880)	100.00%	C - Project completed. Reduce budget to match actuals and close Cost Code.
C1277	Christianson Park Artwork	(100,000)		(100,000)	-	-	-	-	
C1278	Bondi Junction Memorial	(200,000)		(200,000)	-	-	-	-	
C1279	Waverley Park Playground	(500,000)		(500,000)	(12,738)	(21,894)	(34,632)	6.93%	
C1280	Barbeque and Other Recre	(20,000)		(20,000)	-	-	-	-	
C1281	CSIRO Astronomical and Vi	(50,000)		(50,000)	-	(12,600)	(12,600)	25.20%	
C1282	Dolphin Court Paving	(150,000)		(150,000)	(3,750)	-	(3,750)	2.50%	
C1283	Other Park Furniture and S	(90,000)	75,000	(15,000)	-	(4,729)	(4,729)	31.52%	S - Adjustments across SAMP category based priority scope requirements.
C1284	Coastal and Other Parks Pl	(200,000)	200,000	-	-	(0)	(0)	-	S - Adjustments across SAMP category based priority scope requirements.
C1285	Basketball Court	(225,000)		(225,000)	-	(18,240)	(18,240)	8.11%	
C1286	Sports Facilities Condition	(50,000)		(50,000)	(5,564)	(10,496)	(16,060)	32.12%	
NEW	Tamarama Fitness Station		(94,060)	(94,060)					N - Adjustments across SAMP category based priority scope requirements.
NEW	Fingletton Reserve Playground Upgrade		(250,000)	(250,000)					N - New Cost Code with budget transferred from C1042 & C1284
NEW	Whale Watching Binoculars Installations		(75,000)	(75,000)					N - New Cost Code with budget transferred from C1283
NEW	SAMP Park Footpath Renewals		(15,000)	(15,000)					N - Adjustments across SAMP category based priority scope requirements.
Total Recreational & Public S		(3,188,232)	207,597	(2,980,635)	(266,561)	(593,963)	(860,524)	28.87%	
SUS 03 - Sustainability Infrastructure - Stormwater & Groundwater									
C1287	Stormwater Drainage Impr	(800,000)		(800,000)	-	-	-	-	
Total Sustainability Infrastruc		(800,000)	-	(800,000)	-	-	-	-	
UNPLANNED - Unplanned Works									
C0133	Rodney Reserve Landslip	(310,000)		(310,000)	(7,375)	-	(7,375)	2.38%	
E0007	Marks Park - Coastal Walk	(200,000)	(137,328)	(337,328)	(91,641)	(245,951)	(337,592)	100.08% ▲	U - Funds transferred from C0865
E0010	January 2025 Storm Dama	(2,770)	(67,182)	(69,952)	(29,500)	(40,452)	(69,952)	100.00%	U - Additional required for sinkhole remediation at footpath near Icebergs
E0011	North Bronte beach - Rock	-	(16,080)	(16,080)	(12,080)	(4,000)	(16,080)	100.00%	U - Match actual & commitment
E0012	Seven Ways Flood Mitigati	(750,000)		(750,000)	(15,625)	-	(15,625)	2.08%	
Total Unplanned Works		(1,262,770)	(220,590)	(1,483,360)	(156,221)	(290,403)	(446,624)	30.11%	
Grand Total		(61,762,517)	300,536	(61,461,981)	(5,243,882)	(8,698,573)	(13,942,455)	22.68%	



Budget Review Project Expenditure - Capital Works
As at Period 3
Financial Year Ending June 2026

Project Number	Project Description	Proposed Estimate \$	Grants and 57.12 Contributions	Transfer from Stormwater Management Service Reserve		Transfer from Affordable Housing Contributions Reserve	Transfer from Carry Over Reserve	Transfer from Infrastructure Reserve	Footpath Reserve	Transfer from Supplu Land Sale Reserve	Transfer from Infrastructure Reserve	Cemetery Reserve	Transfer from Infrastructure Roads Reserve	Transfer from Property Investment Strategy Reserve	Transfer from Car Parking Reserve	Transfer from Cemetery Reserve	Transfer from Central Reserve	Transfer from Affordable Housing Program Reserve	Transfer from Social Housing Reserve	Transfer from Plant Reserve	Transfer from Domestic Waste Reserve	Transfer from Neighbourhood Amenity Fund Reserve	Loan	General Fund													
				Reserve	Transfer from PA Reserve																																
BUILD 01 - Buildings - Buildings								7194		7196		7197		7199		7202		7223		7224		7225		7230		7251		7252		7256		7258		7266		7922	
C000	Bronte Surf Club & Com	(15,969,410)	3,000,000	1,000,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11,969,410	-	
C028	Bronte Pump House Upg	(502,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	400,000	
C087	Tunnel 1 Feasibility Stud	(400,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	400,000	
C097	AIF Washbary Construct	(400,000)	200,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C098	Rose Street Developmen	(200,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C119	2A Edmund St Refurbish	(1,250,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C119	Council Chambers Upgrd	(250,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C119	Library Customer Service	(840,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C119	Bondi Pavilion Welcome	(175,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C119	Facilities Sustainable En	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Total Buildings - Buildings		(19,986,475)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 02 - SAMP Amenities																																					
C081	Marks Park Amenities	(63,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63,000	
C081	North Bondi Amenities	(26,200)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26,200	
C081	South Bondi Amenities	(6,900)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,900	
C081	Tamarama Amenities an	(98,600)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	98,600	
C081	Waverley Park Amenity I	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C118	Bondi Temporary Amen	(27,800)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27,800	
C092	Bronte Park Community	(15,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	
Total SAMP Amenities		(237,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 03 - SAMP Carparks																																					
C082	Eastgate Undercover Car	(344,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total SAMP Carparks		(344,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 04 - SAMP Cemeteries																																					
C082	Waverley Cemetery Tool	(350,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total SAMP Cemeteries		(350,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 05 - SAMP Childcare Facilities																																					
C082	Bronte Early Education C	(19,200)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,200	
C082	Gardiner Early Education	(89,300)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	89,300	
C082	Mill Hill Early Education	(63,600)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63,600	
C082	Waverley Early Educatio	(64,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64,000	
Total SAMP Childcare Faciliti		(236,100)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 06 - SAMP Communiti Centres & Halls																																					
C068	Bondi Golf Club	(200,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C068	Wairoa Community Cent	(12,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,000	
C069	Thomas Hogan Reserve I	(21,855)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21,855	
C083	Margaret Whillam Beers	(29,300)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29,300	
C083	Waverley Library - Wave	(125,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	125,000	
C083	Waverley Woolahra Sch	(27,800)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27,800	
C103	Hugh Bamford Hall	(7,100)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,100	
C103	42 Brighton Blvd (Bondi)	(40,745)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,745	
C108	Kimberley Reserve Hall	(41,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	41,500	
C118	Bondi Pavilion	(130,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C118	Mill Hill Boat Factory	(45,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total SAMP Communit Centr		(710,300)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 07 - SAMP Community Tenants																																					
C087	59 Newland St, Bondi Ju	(83,100)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	83,100	
C087	63a Wairoa WAYS Youth	(25,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C087	74 Newland St	(12,800)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,800	
Total SAMP Community Tena		(120,900)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 08 - SAMP Council Administration																																					
C083	PPC Depot	(30,300)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,300	
C086	Alexandria Integrated Fa	(231,000)	115,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	115,500	
C096	SES Depot Syd Einfeld Dr	(17,700)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17,700	
Total SAMP Council Administ		(279,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BUILD 10 - Surf Clubs and Ancillary Coastal Facilities																																					
C086	Bondi Beach Lifeguard Th	(123,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	123,000	
C096	Bondi Surf Life Saving Cl	(23,400)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23,400	
C112	Bondi Beach Storage Tur	(8,300)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				



Budget Review Project Expenditure - Capital Works

As at Period 3
Financial Year Ending June 2026

Project Number	Project Description	Proposed Estimate \$	Grants and Contributions	Transfer from Stormwater Management Service Reserve	Transfer from PA Reserve	Transfer from Affordable Housing Contributions Reserve	Transfer from Carry Over Reserve	Transfer from Infrastructure Footpath Reserve	Transfer from Supply Land Sale Reserve	Transfer from Infrastructure Cemetery Reserve	Transfer from Infrastructure Roads Reserve	Transfer from Property Investment Strategy Reserve	Transfer from Car Parking	Transfer from Cemetery Reserve	Transfer from Central Reserve	Transfer from Affordable Housing Program Reserve	Transfer from Social Housing Reserve	Transfer from Plant Reserve	Transfer from Domestic Waste Reserve	Transfer from Neighbourhood Amenity Fund Reserve	Loan	General Fund
							7194	7196	7197	7199	7202	7223	7224	7225	7230	7251	7252	7256	7258	7266	7922	
	Total Public Domain Infrastr.	(2,925,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUB 02	Public Domain Infrastructure - Water Equipme		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08r	SAMP Water Equipment	(180,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	180,000
	Total Public Domain Infrastr.	(180,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUB 03	Public Domain Infrastructure - Street Furniture		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08s	SAMP - Bus Shelters, Ben	(199,870)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	199,870
C08U	Waverley Signage strati	(9,466)	-	-	-	-	9,466	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total Public Domain Infrastr.	(209,341)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PUB 04	Public Domain Infrastructure - Structure		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08f	Safety by design in public	(800,000)	400,000	-	-	400,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08g	Campbell Pde to Park Drive	(1,172)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08H	Coastal Fencing Upgrade	(12,672)	-	-	-	12,672	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08I	SAMP - Other Fences, Street	(90,190)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90,190
C09d	Rockfall remediation	(200,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	200,000
C09T	Contemplation Shelter Under	(20,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C10d	Quinn Rd Memorialistic	(2,312,213)	-	-	-	-	-	-	-	-	20,000	-	-	-	-	-	-	-	-	-	-	-
C119	Bronte Beach Seawall and	(5,906,494)	-	-	-	-	-	-	-	-	240,767	-	-	2,069,446	-	-	-	-	-	-	-	-
C120	EV Charger Renewal	(20,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	429,677	-	-	-	-	-	2,030,590
C120	EV Charger Rollout	(150,000)	350,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,000	-	-	-	-
C120	SAMP Retaining Wall Construction	(50,000)	-	-	-	50,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NEW	Diamond Bay Rosa Gully	(150,000)	-	-	-	13,712	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	136,288
NEW	Barnesell Half Court Fence	(63,140)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53,140
	Total Public Domain Infrastr.	(9,909,549)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 01	Road Infrastructure - Kerbs and Gutter		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C120	2024/25 - KGC - Oxford I	(200,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	200,000	-	-	-	-	-	-
C120	2025/26 - KGC - Gould I	(15,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	-	-	-	-	-	-
C120	2025/26 - KGC - 48 Muri	(15,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	-	-	-	-	-	-
C120	2025/26 - KGC - Raleigh	(15,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	-	-	-	-	-	-
C120	2025/26 - KGC - Birds La	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C120	2025/26 - KGC - 07 & 09	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	18,750	-	-	-	-	-	-
C121	2025/26 - KGC - Hardy S	(31,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	31,250	-	-	-	-	-	-
C121	2025/26 - KGC - Military	(43,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	43,750	-	-	-	-	-	-
C121	2025/26 - KGC - Stanley	(9,375)	-	-	-	-	-	-	-	-	-	-	-	-	-	9,375	-	-	-	-	-	-
C121	2025/26 - KGC - 16 Chen	(15,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	-	-	-	-	-	-
C121	2025/26 - KGC - 2 Blair S	(6,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	6,250	-	-	-	-	-	-
C121	2025/26 - KGC - 3 Cham	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C121	2025/26 - KGC - Flood St	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C121	2025/26 - KGC - Ancillar	(100,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	100,000	-	-	-	-	-	-
C121	2025/26 - KGC - Minor V	(62,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	62,500	-	-	-	-	-	-
C121	Kerb Ramps Upgrade and	(78,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	78,000	-	-	-	-	-	-
	Total Road Infrastructure - Ki	(647,375)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 03	Road Infrastructure - Footpaths		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C122	2025/26 - FC - Bondi Rd	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C122	2025/26 - FC - Gould Lar	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C122	2025/26 - FC - Liverpool	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C122	2025/26 - FC - Bay Street	(25,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	25,000	-	-	-	-	-	-
C122	2025/26 - FC - Flood Stre	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C122	2025/26 - FC - Edmund S	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C123	2025/26 - FC - 2 Blair Str	(6,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	6,250	-	-	-	-	-	-
C122	2025/26 - FC - Chris Ban	(156,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	156,250	-	-	-	-	-	-
C121	2025/26 - FC - Pacific Ave	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C122	2025/26 - FC - Wilkita &	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	12,500	-	-	-	-	-	-
C123	2025/26 - FC - Wairoa &	(125,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	125,000	-	-	-	-	-	-
C123	2025/26 - FC - Ancillary I	(100,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	100,000	-	-	-	-	-	-
C123	2025/26 - FC - Grinding I	(125,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	125,000	-	-	-	-	-	-
C123	Footpath Ramps Ben	(74,800)	-	-	-	-	-	-	-	-	-	-	-	-	-	74,800	-	-	-	-	-	-
NEW	Bondi Rd Bus Shelter and	(476,799)	-	-	-	-	-	-	107,413	-	50,000	-	-	-	-	-	-	-	-	-	-	319,386
	Total Road Infrastructure - FC	(1,164,099)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 04	Road Infrastructure - Stormwater Drainage		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C123	2024/25 - SWC - L004H	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,750
C123	2024/25 - SWC - LVNCH	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,750
C123	2024/25 - SWC - GABRL	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,750
C123	2024/25 - SWC - 126 NE	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18,750
C120	2025/26 - SWC - 366 MI	(31,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31,250
C123	2025/26 - SWC - 19 Tam	(62,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	62,500
C124	2025/26 - SWC - Diabro	(60,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	60,000
C124	2025/26 - SWC - 270 MI	(6,250)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,250
C124	2025/26 - SWC - NEW SI	(62,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	62,500
C124	2025/26 - SWC - REPAIR	(80,000)	-	-	-	80,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C124	2025/26 - SWC - REPAIR	(80,000)	-	-	-	80,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C124	2025/26 - SWC - RELINB	(187,500)	-	-	-	34,427	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	153,073
C124	2025/26 - SWC - Storms	(65,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	65,000
NEW	George St Stormwater S	(45,000)	-	-	-	20,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,000
NEW	Waverley Park Drainage	(35,000)	-	-	-	10,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,000
	Total Road Infrastructure - St	(790,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 05	Road Infrastructure - Transport		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C08r	Carlens St Streetscape	(5,916,823)	4,076,836	1,063,386	-	426,614	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C10f	40km/hr speed zone rev	(74,979)	-	-	-	-	349,986	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C118r	SAMP Traffic Control De	(266,086)	-	-	-	-	44,586	-	-	-	-	-	-	-	-	-	-	-	-	-	-	221,500
C118r	Addale and Gwynn Str	(61,050)	61,050	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C124	2025/26 - Park Drive Res	(946,250)	-	-	-	500,000	-	-	-	-	-	-	-	-	-	365,325	-	-	-	-	-	80,925
	Total Road Infrastructure - T	(7,265,187)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 06	Road Infrastructure - Streetscape Upgrade		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C07f	Charing Cross Streetscap	(7,500,000)	-	2,270,124	-																	



Budget Review Project Expenditure - Capital Works
As at Period 3
Financial Year Ending June 2026

				Transfer from Stormwater Management Service Reserve		Transfer from Transfer from PA Reserve		Transfer from Affordable Housing Contributions Reserve		Transfer from Transfer from Infrastructure Footpath Reserve		Transfer from Transfer from Suppl Land Sale Reserve		Transfer from Infrastructure Reserve		Transfer from Infrastructure Cemetery Reserve		Transfer from Infrastructure Roads Reserve		Transfer from Property Investment Strategy Reserve		Transfer from Transfer from Car Parking		Transfer from Transfer from Cemetery Reserve		Transfer from Central Reserve		Transfer from Transfer from Affordable Housing Program Reserve		Transfer from Transfer from Social Housing Reserve		Transfer from Plant Reserve		Transfer from Domestic Waste Reserve		Transfer from Transfer from Neighbourhood Amenity Fund Reserve		Loan		General Fund		
Project Number	Project Description	Proposed Estimate \$	Grants and Contributions	57.12 Contributions																																						
ROAD 07 - Road Infrastructure - Traffic Infrastructure			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C065	SAMP Street Signage and	(90,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90,000	
C102v	Road Safety and Traffic C	(191,290)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C125v	Bike Plan Implementation	(75,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75,000	
Total Road Infrastructure - Tr			(856,290)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 08 - Road Infrastructure - Sealed Roads - Constru			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C112v	2024/25 - RC - Heavy Pa	(139,292)	-	15,251	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C112v	2024/25 - RC - ALEXAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - FLETCHER	(5,699)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - HENRY ST	(2,660)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - JOHN STR	(14,956)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - MARROD	(33,385)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - SALISBURY	(75,328)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - VIRGIL LA	(21,137)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C113v	2024/25 - RC - WAIRDA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C113v	2024/25 - RC - MARTING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C125v	2025/26 - RC - Leichart S	(343,750)	-	343,750	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C125v	2025/26 - RC - Diamond I	(118,750)	-	80,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C125v	2025/26 - RC - Raleigh St	(75,000)	-	50,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C125v	2025/26 - RC - Wellington	(93,750)	-	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Gipsy Stre	(162,500)	-	100,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Gould Lan	(50,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Pacific Ave	(50,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Ashton La	(62,500)	-	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Ocean Str	(106,250)	-	49,509	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Botany Pl	(62,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Hewlett St	(131,250)	-	60,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Road Infrastructure - Se			(1,548,706)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ROAD 09 - Road Infrastructure - Sealed Roads - R2B con			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C114v	2024/25 - RC - MILITARY	(2,687)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Pindari Re	(218,750)	-	218,750	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C126v	2025/26 - RC - Murray St	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C126v	2025/26 - RC - Blair Stree	(25,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Ruthven S	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Birrell Str	(12,500)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Birrell Str	(15,625)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Hall Street	(37,500)	-	11,845	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Chambers	(18,750)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Service G	(100,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C127v	2025/26 - RC - Pavemen	(125,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Road Infrastructure - Se			(593,312)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RP 01 - Recreational & Public Spaces - Recreational			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C096v	Sir Thomas Mitchell	(93,585)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C042v	Bondi Skate Park	(150,000)	55,000	45,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C071v	Public Art Commissions I	(329,930)	-	91,984	-	237,946	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C088v	Waverley Park Playgroup	(248,744)	-	-	-	115,813	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C097v	SAMP Park & Playgroups	(250,000)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
C103v	Williams Park Walking Tr	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C104v	SAMP Park & Playgroup	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C111v	Bondi Park Plan of Mana	(148,435)	-	-	-	85,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
C111v	Bronte, Tamarama, Willi	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-															

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

WAVERLEY COUNCIL Q1 FY2025-26 Budget Statement							
	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
Income							
Rates & Annual Charges	75,296,938	75,296,938	75,341,165	44,227	0.1%	75,455,901	100.2%
Investment Income	3,871,071	3,871,071	4,021,071	150,000	3.9%	1,151,841	28.6%
User Charges	61,889,837	61,889,837	63,369,696	1,479,859	2.4%	16,685,004	26.3%
Other Revenues	23,780,314	23,780,314	24,528,824	748,510	3.1%	7,128,947	29.1%
Grants Subsidies & Contributions - Operational	6,524,060	7,565,755	7,987,265	421,510	5.6%	1,542,067	19.3%
Subtotal - Operating Income	171,362,220	172,403,915	175,248,021	2,844,106	1.6%	101,963,760	58.2%
Grants Subsidies & Contributions - Capital	24,124,106	25,260,135	30,754,104	5,493,969	21.7%	6,700,786	21.8%
Net gains from the disposal of assets	1,388,553	1,388,553	824,925	(563,628)	(40.6%)		
Subtotal - Capital Income	25,512,659	26,648,687	31,579,029	4,930,341	18.5%	6,700,786	21.2%
Total Income	196,874,879	199,052,603	206,827,050	7,774,447	3.9%	108,664,546	52.5%
Expense and Loans Repayment							
Employee Costs	(89,188,030)	(89,189,242)	(89,189,251)	(9)	(0.0%)	(22,066,343)	24.7%
Borrowing Expenses	(407,559)	(407,559)	(407,559)			(387)	0.1%
Materials & Contracts	(31,516,645)	(32,340,053)	(34,858,849)	(2,518,796)	(7.8%)	(17,332,056)	49.7%
Other Operating Expenses	(26,497,156)	(26,572,822)	(26,879,976)	(307,154)	(1.2%)	(15,205,262)	56.6%
Subtotal - Operating Expense	(147,609,390)	(148,509,676)	(151,335,635)	(2,825,959)	(1.9%)	(54,604,049)	36.1%
Other Capital Purchases	(5,446,785)	(5,741,150)	(3,126,446)	2,614,704	45.5%	(936,054)	29.9%
Capital Works Program	(58,945,738)	(61,762,517)	(61,461,981)	300,536	0.5%	(13,504,335)	22.0%
External Loans Principal Repayment	(808,470)	(808,470)	(808,470)			(120,390)	14.9%
Subtotal - Capital Expense & Loan Repayment	(65,200,993)	(68,312,137)	(65,396,897)	2,915,240	4.3%	(14,560,779)	22.3%
Total Expense	(212,810,383)	(216,821,813)	(216,732,532)	89,282	0.0%	(69,164,827)	31.9%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	23,752,829	23,894,239	23,912,386	18,147	0.1%	47,359,712	198.1%
Performance Result after capital items and loan repayment- (Surplus)/Deficit	(15,935,505)	(17,769,211)	(9,905,482)	7,863,729	44.3%	39,499,718	(398.8%)
Other Funding Sources from:							
New Loans	14,000,000	14,000,000	14,000,000				
Transfers to Reserves	(24,492,216)	(24,492,216)	(31,165,624)	(6,673,408)	(27.2%)	(24,936,570)	80.0%
Transfer from Reserves	26,427,721	28,261,424	27,071,103	(1,190,321)	(4.2%)	4,569,682	16.9%
Total new loan and reserves	15,935,505	17,769,208	9,905,479	(7,863,729)	(44.3%)	(20,366,889)	(205.6%)
Budget Result - Surplus/(Deficit)	0	0	(0)	(0)		19,132,830	

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

Community, Culture and Customer Experience Q1 FY2025-26 Budget Statement

	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
<u>Income</u>							
User Charges	15,591,818	15,591,818	16,388,733	796,915	5.1%	4,156,327	25.4%
Other Revenues	3,547,179	3,547,179	3,786,319	239,140	6.7%	861,337	22.7%
Grants Subsidies & Contributions - Operational	1,365,079	1,365,079	1,684,785	319,706	23.4%	526,736	31.3%
Subtotal - Operating Income	20,447,896	20,447,896	21,801,057	1,353,161	6.6%	5,541,667	25.4%
Total Income	20,447,896	20,447,896	21,801,057	1,353,161	6.6%	5,541,667	25.4%
<u>Expense and Loans Repayment</u>							
Employee Costs	(23,405,958)	(23,405,958)	(23,379,543)	26,415	0.1%	(5,175,228)	22.1%
Materials & Contracts	(5,749,475)	(5,749,475)	(6,399,965)	(650,490)	(11.3%)	(2,849,637)	44.5%
Other Operating Expenses	(6,232,911)	(6,246,879)	(6,342,007)	(95,128)	(1.5%)	(1,779,817)	28.1%
Subtotal - Operating Expense	(35,388,344)	(35,402,312)	(36,121,515)	(719,203)	(2.0%)	(9,804,681)	27.1%
Other Capital Purchases	(296,050)	(296,050)	(526,050)	(230,000)	(77.7%)	(275,807)	52.4%
Subtotal - Capital Expense & Loan Repayment	(296,050)	(296,050)	(526,050)	(230,000)	(77.7%)	(275,807)	52.4%
Total Expense	(35,684,394)	(35,698,362)	(36,647,565)	(949,203)	(2.7%)	(10,080,488)	27.5%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	(14,940,448)	(14,954,416)	(14,320,458)	633,958	4.2%	(4,263,014)	29.8%
Performance Result after capital items and loan repayment- (Surplus)/Deficit	(15,236,498)	(15,250,466)	(14,846,508)	403,958	2.6%	(4,538,822)	30.6%
<u>Other Funding Sources from:</u>							
New Loans							
Transfers to Reserves	(461,783)	(461,783)	(601,602)	(139,819)	(30.3%)	(4,066)	0.7%
Transfer from Reserves	53,870	53,870	232,375	178,505	331.4%		
Total new loan and reserves	(407,913)	(407,913)	(369,227)	38,686	9.5%	(4,066)	1.1%
Budget Result - Surplus/(Deficit)	(15,644,411)	(15,658,379)	(15,215,735)	442,644		(4,542,888)	

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

Planning, Sustainability and Compliance Q1 FY2025-26 Budget Statement							
	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
Income							
User Charges	22,205,450	22,205,450	22,710,516	505,066	2.3%	5,440,227	24.0%
Other Revenues	14,358,650	14,358,650	13,617,169	(741,481)	(5.2%)	2,844,950	20.9%
Grants Subsidies & Contributions - Operational	402,754	1,018,171	1,125,671	107,500	10.6%	474,205	42.1%
Subtotal - Operating Income	37,516,077	38,131,494	38,002,579	(128,915)	(0.3%)	8,759,382	23.0%
Grants Subsidies & Contributions - Capital	13,317,921	13,317,921	18,746,440	5,428,519	40.8%	6,112,889	32.6%
Subtotal - Capital Income	13,317,921	13,317,921	18,746,440	5,428,519	40.8%	6,112,889	32.6%
Total Income	50,833,998	51,449,415	56,749,019	5,299,604	10.3%	14,872,271	26.2%
Expense and Loans Repayment							
Employee Costs	(17,503,502)	(17,503,502)	(16,778,019)	725,483	4.1%	(3,730,174)	22.2%
Materials & Contracts	(5,104,430)	(5,502,768)	(5,898,380)	(395,612)	(7.2%)	(3,890,523)	66.0%
Other Operating Expenses	(10,921,097)	(10,929,940)	(11,113,878)	(183,938)	(1.7%)	(2,919,223)	26.3%
Subtotal - Operating Expense	(33,529,030)	(33,936,211)	(33,790,278)	145,933	0.4%	(10,539,920)	31.2%
Capital Works Program	(1,000,000)	(800,000)	(800,000)				
Subtotal - Capital Expense & Loan Repayment	(1,000,000)	(1,094,365)	(1,094,365)			(50,164)	4.6%
Total Expense	(34,529,030)	(35,030,576)	(34,884,643)	145,933	0.4%	(10,590,084)	30.4%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	3,987,047	4,195,283	4,212,301	17,018	0.4%	(1,780,538)	(42.3%)
Performance Result after capital items and loan repayment- (Surplus)/Deficit	16,304,968	16,418,838	21,864,376	5,445,537	33.2%	4,282,187	19.6%
Other Funding Sources from:							
New Loans							
Transfers to Reserves	(13,075,747)	(13,075,747)	(18,504,266)	(5,428,519)	(41.5%)	(4,432,478)	24.0%
Transfer from Reserves	615,000	492,287	676,697	184,410	37.5%	109,683	16.2%
Total new loan and reserves	(12,460,747)	(12,583,460)	(17,827,569)	(5,244,109)	(41.7%)	(4,322,796)	24.2%
Budget Result - Surplus/(Deficit)	3,844,221	3,835,378	4,036,807	201,428		(40,609)	

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

Corporate Services Q1 FY2025-26 Budget Statement							
	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
Income							
Rates & Annual Charges	55,376,203	55,376,203	55,347,941	(28,262)	(0.1%)	55,346,286	100.0%
Investment Income	2,538,795	2,538,795	2,688,795	150,000	5.9%	1,151,579	42.8%
User Charges	678,091	678,091	678,091			208,713	30.8%
Other Revenues	228,170	228,170	293,825	65,655	28.8%	41,412	14.1%
Grants Subsidies & Contributions - Operational	2,023,092	2,023,092	2,020,534	(2,558)	(0.1%)	345,852	17.1%
Subtotal - Operating Income	60,844,351	60,844,351	61,029,186	184,835	0.3%	57,093,844	93.6%
Total Income	60,844,351	60,844,351	61,029,186	184,835	0.3%	57,093,844	93.6%
Expense and Loans Repayment							
Employee Costs	(7,639,518)	(7,639,518)	(7,504,853)	134,665	1.8%	(1,422,865)	19.0%
Borrowing Expenses	(407,559)	(407,559)	(407,559)			(387)	0.1%
Materials & Contracts	(9,822,347)	(9,822,347)	(11,046,213)	(1,223,866)	(12.5%)	(4,397,223)	39.8%
Other Operating Expenses	8,769,730	8,690,185	8,596,794	(93,391)	(1.1%)	1,108,480	12.9%
Subtotal - Operating Expense	(9,099,694)	(9,179,240)	(10,361,832)	(1,182,592)	(12.9%)	(4,711,995)	45.5%
Other Capital Purchases							
External Loans Principal Repayment	(808,470)	(808,470)	(808,470)			(120,390)	14.9%
Subtotal - Capital Expense & Loan Repayment	(808,470)	(808,470)	(808,470)			(120,390)	14.9%
Total Expense	(9,908,164)	(9,987,710)	(11,170,302)	(1,182,592)	(11.8%)	(4,832,385)	43.3%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	51,744,657	51,665,111	50,667,354	(997,757)	(1.9%)	52,381,849	103.4%
Performance Result after capital items and loan repayment- (Surplus)/Deficit	50,936,187	50,856,641	49,858,884	(997,757)	(2.0%)	52,261,459	104.8%
Other Funding Sources from:							
New Loans							
Transfers to Reserves	(5,748,595)	(5,748,595)	(6,055,630)	(307,035)	(5.3%)	(1,437,147)	23.7%
Transfer from Reserves	1,809,855	1,885,520	1,990,080	104,560	5.5%	725,783	36.5%
Total new loan and reserves	(3,938,740)	(3,863,075)	(4,065,550)	(202,475)	(5.2%)	(711,364)	17.5%
Budget Result - Surplus/(Deficit)	46,997,447	46,993,567	45,793,335	(1,200,232)		51,550,096	

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

Assets and Operations Q1 FY2025-26 Budget Statement							
	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
Income							
Rates & Annual Charges	19,976,915	19,976,915	20,052,004	75,089	0.4%	20,112,348	100.3%
Investment Income	783,053	783,053	783,053			262	0.0%
User Charges	23,395,425	23,395,425	23,573,303	177,878	0.8%	6,871,790	29.2%
Other Revenues	5,516,315	5,516,315	6,634,614	1,118,299	20.3%	3,276,534	49.4%
Grants Subsidies & Contributions - Operational	2,733,135	3,159,414	3,156,276	(3,138)	(0.1%)	195,274	6.2%
Subtotal - Operating Income	52,404,843	52,831,121	54,199,249	1,368,128	2.6%	30,456,208	56.2%
Grants Subsidies & Contributions - Capital	10,806,185	11,942,214	12,007,664	65,450	0.5%	587,897	4.9%
Net gains from the disposal of assets	1,388,553	1,388,553	824,925	(563,628)	(40.6%)		
Subtotal - Capital Income	12,194,738	13,330,766	12,832,589	(498,178)	(3.7%)	587,897	4.6%
Total Income	64,599,581	66,161,888	67,031,838	869,950	1.3%	31,044,105	46.3%
Expense and Loans Repayment							
Employee Costs	(32,301,382)	(32,302,591)	(32,326,213)	(23,623)	(0.1%)	(7,434,188)	23.0%
Materials & Contracts	(10,048,393)	(10,473,463)	(10,586,866)	(113,403)	(1.1%)	(5,845,611)	55.2%
Other Operating Expenses	(25,445,929)	(25,466,794)	(25,393,644)	73,150	0.3%	(13,299,526)	52.4%
Subtotal - Operating Expense	(67,795,704)	(68,242,848)	(68,306,723)	(63,876)	(0.1%)	(26,579,325)	38.9%
Other Capital Purchases	(5,150,735)	(5,150,735)	(2,306,031)	2,844,704	55.2%	(610,083)	26.5%
Capital Works Program	(57,945,738)	(60,962,517)	(60,661,981)	300,536	0.5%	(13,535,462)	22.3%
Subtotal - Capital Expense & Loan Repayment	(63,096,473)	(66,113,252)	(62,968,012)	3,145,240	4.8%	(14,145,545)	22.5%
Total Expense	(130,892,177)	(134,356,100)	(131,274,735)	3,081,365	2.3%	(40,724,870)	31.0%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	(15,390,861)	(15,411,726)	(14,107,474)	1,304,252	8.5%	3,876,883	(27.5%)
Performance Result after capital items and loan repayment- (Surplus)/Deficit	(66,292,596)	(68,194,212)	(64,242,897)	3,951,315	5.8%	(9,680,765)	15.1%
Other Funding Sources from:							
New Loans	14,000,000	14,000,000	14,000,000				
Transfers to Reserves	(5,206,091)	(5,206,091)	(6,004,126)	(798,035)	(15.3%)	(19,062,879)	317.5%
Transfer from Reserves	23,777,996	25,658,747	23,925,951	(1,732,796)	(6.8%)	10,387,849	43.4%
Total new loan and reserves	32,571,905	34,452,655	31,921,824	(2,530,831)	(7.3%)	(8,675,030)	(27.2%)
Budget Result - Surplus/(Deficit)	(33,720,691)	(33,741,556)	(32,321,072)	1,420,484		(18,355,795)	

Attachment 4 - 2025/26 Q1 Budget Statement by Directorate

Council meeting 18 November 2025

General Manager Unit Q1 FY2025-26 Budget Statement							
	Original Budget	Current Budget	Q1 Proposed Budget	Change in Q1 budget		FY2025-26 ACTUAL YTD SEP (incl. commitments)	% to Q1 Proposed Budget
				\$	%		
Income							
User Charges	19,053	19,053	19,053			3,947	20.7%
Subtotal - Operating Income	149,053	149,053	215,950	66,897	44.9%	25,750	11.9%
Total Income	149,053	149,053	215,950	66,897	44.9%	25,750	11.9%
Expense and Loans Repayment							
Employee Costs	(8,337,670)	(8,337,670)	(9,200,619)	(862,949)	(10.4%)	(4,303,888)	46.8%
Materials & Contracts	(792,000)	(792,000)	(927,425)	(135,425)	(17.1%)	(349,063)	37.6%
Other Operating Expenses	7,333,051	7,380,607	7,372,760	(7,847)	(0.1%)	1,684,824	22.9%
Subtotal - Operating Expense	(1,796,619)	(1,749,063)	(2,755,284)	(1,006,221)	(57.5%)	(2,968,127)	107.7%
Total Expense	(1,796,619)	(1,749,063)	(2,755,284)	(1,006,221)	(57.5%)	(2,968,127)	107.7%
Performance Result before capital items and loan repayment - (Surplus)/Deficit	(1,647,566)	(1,600,010)	(2,539,334)	(939,324)	(58.7%)	(2,942,377)	115.9%
Performance Result after capital items and loan repayment- (Surplus)/Deficit	(1,647,566)	(1,600,010)	(2,539,334)	(939,324)	(58.7%)	(2,942,377)	115.9%
Other Funding Sources from:							
Transfers to Reserves							
Total new loan and reserves	171,000	171,000	246,000	75,000	43.9%	8,519	3.5%
Budget Result - Surplus/(Deficit)	(1,476,566)	(1,429,010)	(2,293,334)	(864,324)		(2,933,857)	

REPORT

CM/7.8/25.11



Subject: Investment Portfolio Report - October 2025

TRIM No: SF25/3747

Manager: Teena Su, Executive Manager, Finance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council:

1. Notes the Investment Summary Report for October 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 October 2025, Council's investment portfolio generated \$522,989 in interest.

The interest income for year to date achieved 43.07% (\$1,667,157) of the current budget of \$3,871,071

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 2025-26 financial year was adopted by Council at its meeting on 17 June 2025 and was set at \$3,871,071.

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	3,871,071	3,871,071	295,275.59	295,275.59	7.63%
August	3,871,071	3,871,071	395,900.29	691,175.88	17.85%
September	3,871,071	3,871,071	452,991.95	1,144,167.83	29.56%
October	3,871,071	3,871,071	522,989	1,667,157.28	43.07%

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 21 October 2025	CM/7.2/25.10	That Council: - Notes the Investment Summary Report for September 2025 attached to the report. - 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 <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 5.39% pa (0.45% actual) for the month versus the bank bill index benchmark return of 3.55% pa (0.30% actual). Over the past 12 months, the investment portfolio has returned 5.35% versus the bank bill index benchmark's 4.11%.

The NSW TCorp Long Term Growth Fund recorded another strong result during the month with a gain of 1.70% (actual), reflective of the gains in the domestic and international markets.

Without marked-to-market influences, Council's investment portfolio yielded 4.39% 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 October, Council had maturities of \$8m between three term deposits with original terms of seven, eight and 12 months, which were yielding an average of 4.73% pa. Council invested \$9m between three new deposits with terms of nine and 12 (x2) months paying an average of 4.23% pa.

Table 2. Non-fossil fuel vs fossil fuel ADI deposit rates (invested shaded).

Date	Amount	Term (months)	Non-Fossil/Green Deposit Rates	Fossil Fuel ADI Deposit Rates
1 October 2025	\$3,000,000	12	4.20%	4.20%
22 October 2025	\$3,000,000	9	4.04%	4.15%
31 October 2025	\$3,000,000	12	4.33%	4.25%

As at 31 October 2025, Council's investment portfolio has a current market value of \$129,276,952 which represents a gain of \$1,430,789 on the \$127,846,163 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	\$ 17,596,128	\$ 17,596,128
Floating Rate Note	\$ 29,650,000	\$ 29,889,767

Managed Funds	\$ 9,600,035	\$ 9,600,035
Term Deposit	\$ 71,000,000	\$ 72,191,022
Total	\$127,846,163	\$129,276,952

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

Reserves	Value
External Restriction Reserves	\$ 36,120,429
Internal Restriction Reserves	\$ 70,523,991
Unrestricted fund	\$ 21,201,743
Total	\$ 127,846,163

Analysis

Attached to this report is a summary of the investment portfolio for the month of October. 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-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
Jun-25	6.12	3.94	2.18
Jul-25	5.43	3.60	1.83
Aug-25	5.48	3.84	1.64
Sept-25	5.63	3.62	2.01
Oct-25	5.39	3.55	1.84
Average % return over the last 12 months	5.35	4.11	1.24

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 October 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 October 2018 to October 2025, Council has reduced its investment in fossil-fuel-lending ADIs from 31% to 25%, as shown in Figure 1 below.

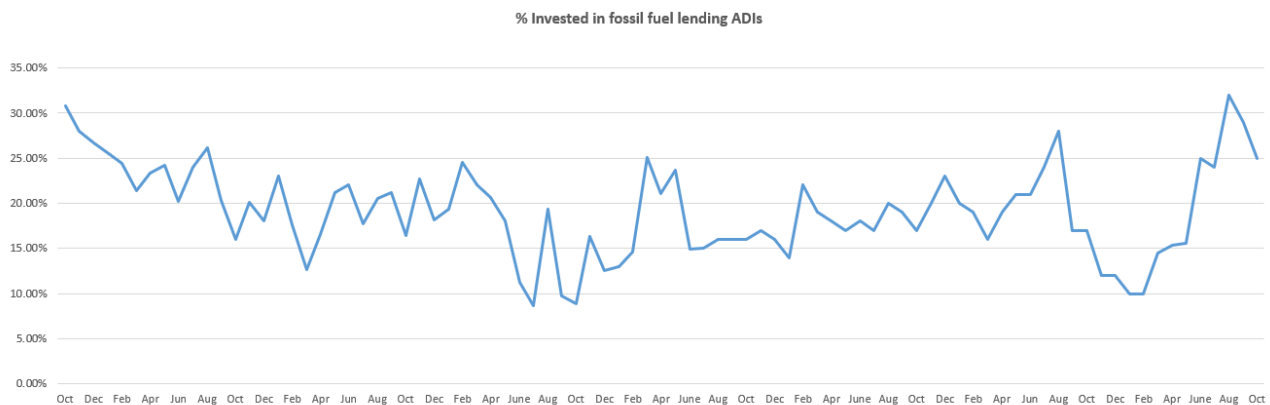


Figure 1. Investments in fossil-fuel-lending ADIs.

When excluding the working capital funds held in the Commonwealth Bank account (a fossil-fuel-lending bank) to meet day-to-day operating requirements, 77.69% of Council's investment portfolio was invested in non-fossil-fuel-lending ADIs and socially responsible investments, 13.61% fossil-fuel-lending ADIs and the remaining 8.71% is invested with TCorp as displayed in Figure 2 below.

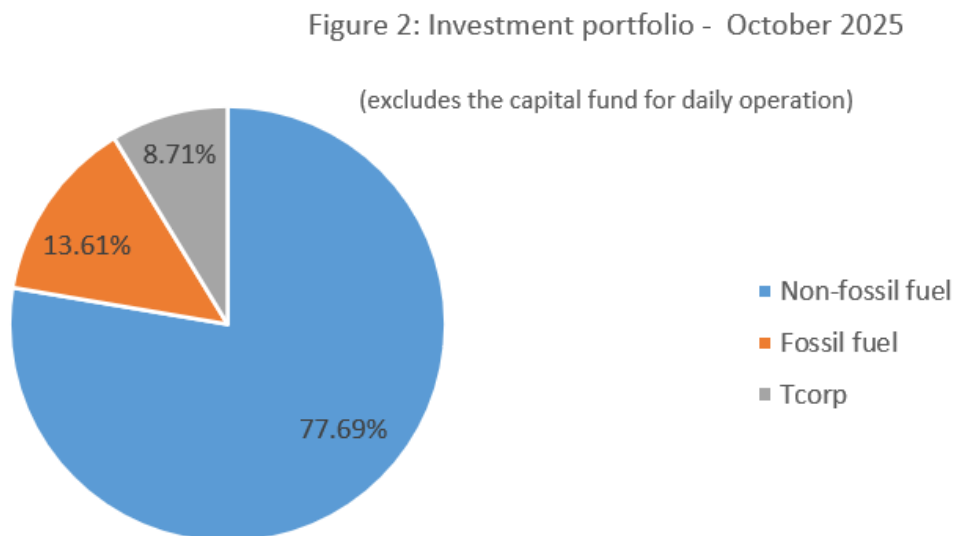


Figure 2. Investment portfolio.

5. Financial Impact

Council's investment portfolio has achieved interest earning of \$1,667,157 for the year to date, representing 43.07% of the current budget of \$3,871,071.

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 - October 2025 [↓](#)



Investment Summary Report October 2025

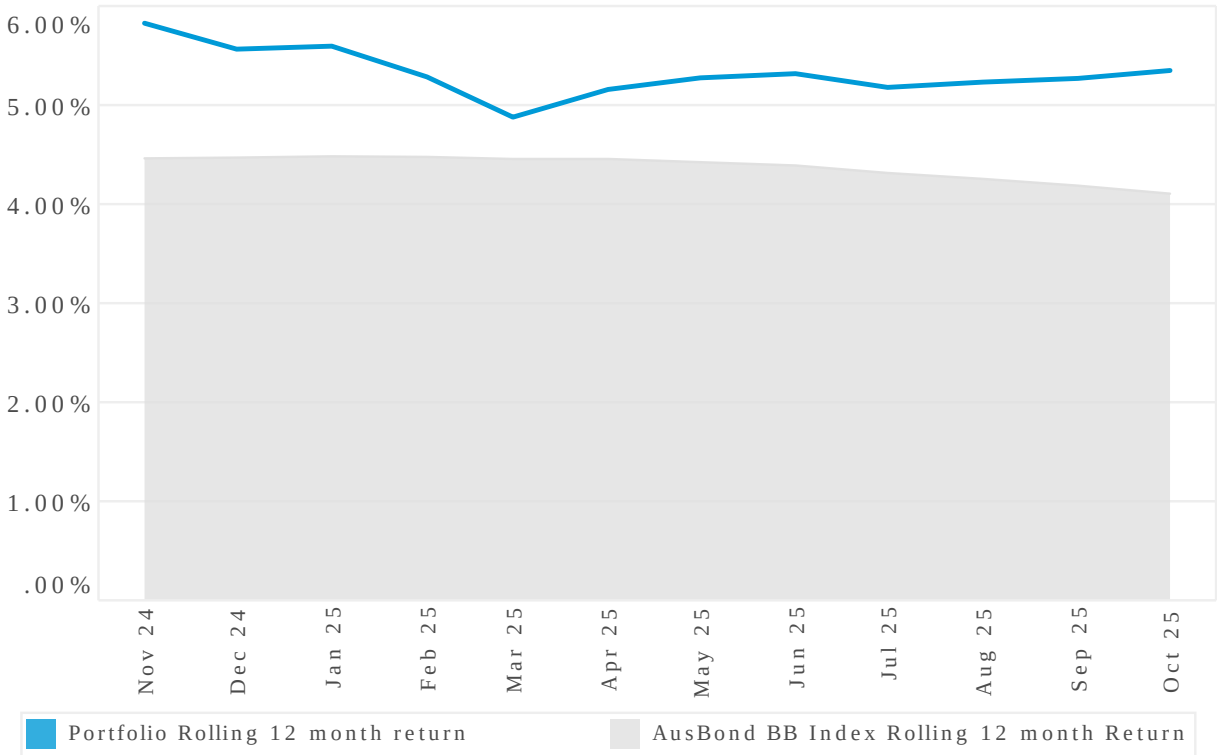
Waverley Council
Executive Summary - October 2025



Investment Holdings

Investment Performance

	Face Value (\$)	Current Value (\$)
Cash	17,596,128	17,596,128
Floating Rate Note	29,650,000	29,889,767
Managed Funds	9,600,035	9,600,035
Term Deposit	71,000,000	72,191,022
	127,846,163	129,276,952

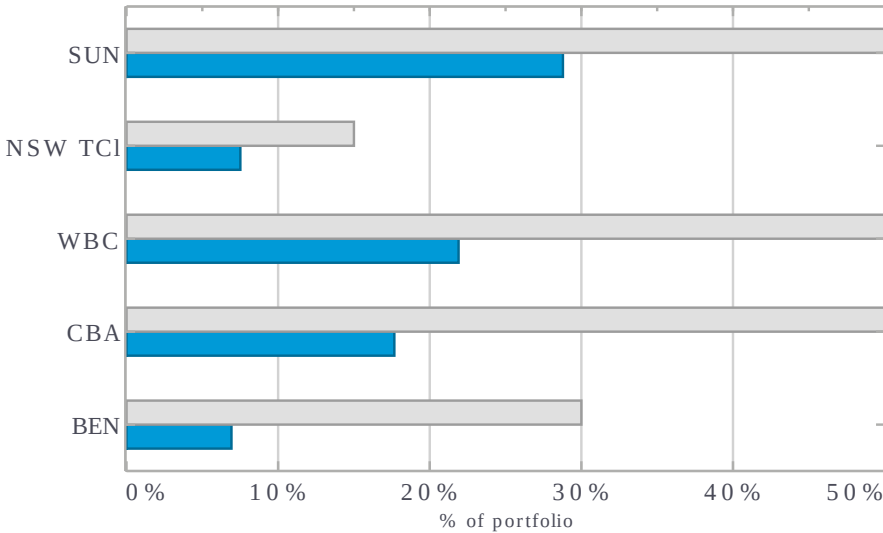
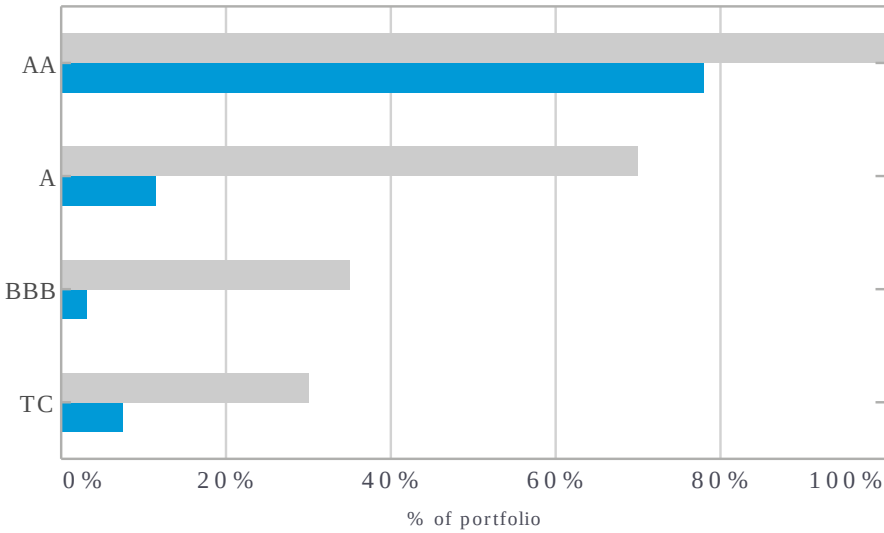


Investment Policy Compliance

Total Credit Exposure

Individual Institutional Exposures

Term to Maturities



	Face Value (\$)		Policy Max	
Between 0 and 1 years	111,496,163	87%	100 %	a
Between 1 and 10 year	16,350,000	13%	70 %	a
	127,846,163			

Portfolio Exposure

Investment Policy Limit

Specific Sub Limits				
Between 3 and 10 year	6,750,000	5%	50 %	a
Between 5 and 10 year	0	0%	25 %	a

Waverley Council
Investment Holdings Report - October 2025



Cash Accounts										
	Face Value (\$)	Current Rate (%)	Institution	Credit Rating		Current Value (\$)	Deal No.			Reference
	5,115.16	0.0000%	Commonwealth Bank of Australia	AA-		5,115.16	120801			Hollywood Av CP
	6,244.60	0.0000%	Commonwealth Bank of Australia	AA-		6,244.60	120800			Eastgate CP
	7,529.36	0.0000%	Commonwealth Bank of Australia	AA-		7,529.36	120796			Cemetery Funds
	52,359.06	0.0000%	Commonwealth Bank of Australia	AA-		52,359.06	370151			Library Gift
	90,390.53	0.0000%	Commonwealth Bank of Australia	AA-		90,390.53	120799			Library CP
	124,242.51	0.0000%	Commonwealth Bank of Australia	AA-		124,242.51	120795			Trust Funds
	804,583.43	0.0000%	Commonwealth Bank of Australia	AA-		804,583.43	120797			Depositor Funds
	985,465.04	0.0000%	Commonwealth Bank of Australia	AA-		985,465.04	120794			General Funds
	15,520,198.09	3.6000%	Commonwealth Bank of Australia	AA-		15,520,198.09	120789			24hr Call
	17,596,127.78	3.1753%				17,596,127.78				

Managed Funds										
	Face Value (\$)	Monthly Return (%)	Institution	Credit Rating	Funds Name	Current Value (\$)	Deal No.			Reference
	9,600,035.16	1.6960%	NSW T-Corp (LT)	TCl	Long Term Growth Fund	9,600,035.16	538089			
	9,600,035.16	1.6960%				9,600,035.16				

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
25-Nov-25	3,000,000.00	4.7300%	Suncorp Bank	AA-	3,000,000.00	25-Mar-25	3,085,917.53	545953	85,917.53	At Maturity	
16-Dec-25	3,000,000.00	4.7000%	Suncorp Bank	AA-	3,000,000.00	12-Mar-25	3,090,394.52	545909	90,394.52	At Maturity	
6-Jan-26	3,000,000.00	4.6500%	National Australia Bank	AA-	3,000,000.00	4-Mar-25	3,092,490.41	545844	92,490.41	At Maturity	
13-Jan-26	3,000,000.00	4.3500%	Bank of Queensland	A-	3,000,000.00	9-Jul-25	3,041,116.44	546248	41,116.44	At Maturity	
13-Jan-26	4,000,000.00	4.7000%	Suncorp Bank	AA-	4,000,000.00	5-Mar-25	4,124,131.51	545851	124,131.51	At Maturity	
20-Jan-26	3,000,000.00	4.3300%	Suncorp Bank	AA-	3,000,000.00	25-Jun-25	3,045,909.86	546200	45,909.86	At Maturity	
20-Feb-26	2,000,000.00	4.8500%	Westpac Group	AA-	2,000,000.00	20-Feb-24	2,019,400.00	544856	19,400.00	Quarterly	Green
24-Feb-26	3,000,000.00	4.4200%	Suncorp Bank	AA-	3,000,000.00	20-Jun-25	3,048,680.55	546187	48,680.55	At Maturity	



Waverley Council
Investment Holdings Report - October 2025



Maturity Date	Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Purchase Price (\$)	Purchase Date	Current Value (\$)	Deal No.	Accrued Interest (\$)	Next Interest Date	Reference
25-Feb-26	3,000,000.00	4.6500%	National Australia Bank	AA-	3,000,000.00	27-Feb-25	3,094,401.37	545832	94,401.37	At Maturity	
17-Mar-26	3,000,000.00	4.6700%	Suncorp Bank	AA-	3,000,000.00	18-Mar-25	3,087,514.52	545937	87,514.52	At Maturity	
17-Mar-26	3,000,000.00	4.8400%	Suncorp Bank	AA-	3,000,000.00	19-Mar-24	3,090,302.47	544951	90,302.47	Annually	
24-Mar-26	3,000,000.00	4.6200%	Suncorp Bank	AA-	3,000,000.00	25-Mar-25	3,083,919.45	545954	83,919.45	At Maturity	
17-Apr-26	3,000,000.00	5.0300%	Westpac Group	AA-	3,000,000.00	17-Apr-24	3,081,858.08	545017	81,858.08	Annually	Green
29-Apr-26	3,000,000.00	4.1200%	Westpac Group	AA-	3,000,000.00	20-Aug-25	3,024,720.00	546363	24,720.00	At Maturity	Green
5-May-26	3,000,000.00	4.1200%	Westpac Group	AA-	3,000,000.00	1-Sep-25	3,020,656.44	546401	20,656.44	At Maturity	Green
5-May-26	3,000,000.00	4.1500%	Westpac Group	AA-	3,000,000.00	5-Sep-25	3,019,442.47	546444	19,442.47	At Maturity	Green
10-Jun-26	3,000,000.00	4.2100%	Suncorp Bank	AA-	3,000,000.00	11-Jun-25	3,049,481.92	546153	49,481.92	At Maturity	
17-Jun-26	3,000,000.00	4.1900%	Suncorp Bank	AA-	3,000,000.00	16-Sep-25	3,015,841.64	546579	15,841.64	At Maturity	
21-Jul-26	3,000,000.00	4.1100%	Westpac Group	AA-	3,000,000.00	27-Aug-25	3,022,295.34	546382	22,295.34	Quarterly	Green
22-Jul-26	3,000,000.00	4.1500%	National Australia Bank	AA-	3,000,000.00	22-Oct-25	3,003,410.96	546741	3,410.96	At Maturity	
4-Aug-26	2,000,000.00	4.1000%	Westpac Group	AA-	2,000,000.00	2-Sep-25	2,013,479.45	546408	13,479.45	At Maturity	Green
20-Aug-26	3,000,000.00	4.1000%	Westpac Group	AA-	3,000,000.00	20-Aug-25	3,024,600.00	546362	24,600.00	At Maturity	Green
30-Sep-26	3,000,000.00	4.2000%	Westpac Group	AA-	3,000,000.00	1-Oct-25	3,010,701.37	546625	10,701.37	At Maturity	Green
2-Nov-26	3,000,000.00	4.3300%	Westpac Group	AA-	3,000,000.00	31-Oct-25	3,000,355.89	546786	355.89	At Maturity	Green
71,000,000.00		4.4325%			71,000,000.00			72,191,022.19	1,191,022.19		

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	4.0935%	BEN Snr FRN (Dec25) BBSW+0.52%	A-	2,250,000.00	2-Dec-20	2,265,338.12	540603	15,140.34	2-Dec-25	
24-Feb-26	1,300,000.00	4.0047%	SUN Snr FRN (Feb26) BBSW+0.45%	AA-	1,300,000.00	24-Feb-21	1,310,089.05	540958	9,699.05	24-Nov-25	
4-Mar-26	4,000,000.00	4.2131%	NPBS Snr FRN (Mar26) BBSW+0.63%	BBB+	4,000,000.00	4-Mar-21	4,028,499.16	540983	26,779.16	4-Dec-25	
15-May-26	1,000,000.00	4.8665%	BEN Snr FRN (May26) BBSW+1.25%	A-	1,000,000.00	15-May-23	1,014,809.64	544084	10,399.64	17-Nov-25	
18-Jun-26	4,000,000.00	4.2089%	BEN Snr FRN (Jun26) BBSW+0.65%	A-	4,000,000.00	18-Jun-21	4,025,414.97	541523	20,294.97	18-Dec-25	
15-Sep-26	3,750,000.00	4.0602%	SUN Snr FRN (Sep26) BBSW+0.48%	AA-	3,750,000.00	15-Sep-21	3,771,180.76	541877	19,605.76	15-Dec-25	
23-Dec-26	5,000,000.00	3.9660%	CBA Green Snr FRN (Dec26) BBSW+0.41%	AA-	5,000,000.00	23-Sep-21	5,020,538.22	541916	21,188.22	23-Dec-25	



Waverley Council
Investment Holdings Report - October 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	4.6120%	BEN Snr FRN (May27) BBSW+1.00%	A-	1,600,000.00	14-May-24	1,625,827.42	545080	15,971.42	14-Nov-25	
18-Mar-30	3,200,000.00	4.3889%	NAB Snr FRN (Mar30) BBSW+0.83%	AA-	3,200,000.00	18-Mar-25	3,233,029.53	545905	16,930.33	18-Dec-25	
21-May-30	750,000.00	4.5016%	SUN Snr FRN (May30) BBSW+0.93%	AA-	750,000.00	21-May-25	761,542.40	546059	6,659.90	21-Nov-25	
13-Jun-30	2,800,000.00	4.5302%	ING Snr FRN (Jun30) BBSW+0.95%	A	2,800,000.00	13-Jun-25	2,833,497.54	546125	16,333.54	15-Dec-25	
	29,650,000.00	4.2331%			29,650,000.00		29,889,766.81		179,002.33		

Waverley Council
Accrued Interest Report - October 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	7,822.51	4.09%
SUN Snr FRN (Feb26) BBSW+0.45%	540958		1,300,000.00	24-Feb-21	24-Feb-26	0.00	31	4,421.62	4.00%
NPBS Snr FRN (Mar26) BBSW+0.63%	540983		4,000,000.00	4-Mar-21	4-Mar-26	0.00	31	14,313.00	4.21%
BEN Snr FRN (May26) BBSW+1.25%	544084		1,000,000.00	15-May-23	15-May-26	0.00	31	4,133.19	4.87%
BEN Snr FRN (Jun26) BBSW+0.65%	541523		4,000,000.00	18-Jun-21	18-Jun-26	0.00	31	14,298.73	4.21%
SUN Snr FRN (Sep26) BBSW+0.48%	541877		3,750,000.00	15-Sep-21	15-Sep-26	0.00	31	12,931.46	4.06%
CBA Green Snr FRN (Dec26) BBSW+0.41%	541916		5,000,000.00	23-Sep-21	23-Dec-26	0.00	31	16,841.92	3.97%
BEN Snr FRN (May27) BBSW+1.00%	545080		1,600,000.00	14-May-24	14-May-27	0.00	31	6,267.27	4.61%
NAB Snr FRN (Mar30) BBSW+0.83%	545905		3,200,000.00	18-Mar-25	18-Mar-30	0.00	31	11,928.19	4.39%
SUN Snr FRN (May30) BBSW+0.93%	546059		750,000.00	21-May-25	21-May-30	0.00	31	2,867.46	4.50%
ING Snr FRN (Jun30) BBSW+0.95%	546125		2,800,000.00	13-Jun-25	13-Jun-30	0.00	31	10,773.18	4.53%
						0.00		106,598.53	4.23%
Term Deposits									
Westpac Group	545539		3,000,000.00	2-Oct-24	1-Oct-25	143,306.30	0	0.00	
National Australia Bank	545846		2,000,000.00	4-Mar-25	7-Oct-25	55,884.93	6	1,545.20	4.70%
National Australia Bank	545831		3,000,000.00	27-Feb-25	29-Oct-25	94,257.53	28	10,816.43	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	11,847.94	4.65%
Bank of Queensland	546248		3,000,000.00	9-Jul-25	13-Jan-26	0.00	31	11,083.56	4.35%
Suncorp Bank	545851		4,000,000.00	5-Mar-25	13-Jan-26	0.00	31	15,967.13	4.70%
Suncorp Bank	546200		3,000,000.00	25-Jun-25	20-Jan-26	0.00	31	11,032.60	4.33%
Westpac Group	544856		2,000,000.00	20-Feb-24	20-Feb-26	0.00	31	8,238.36	4.85%
Suncorp Bank	546187		3,000,000.00	20-Jun-25	24-Feb-26	0.00	31	11,261.92	4.42%
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%

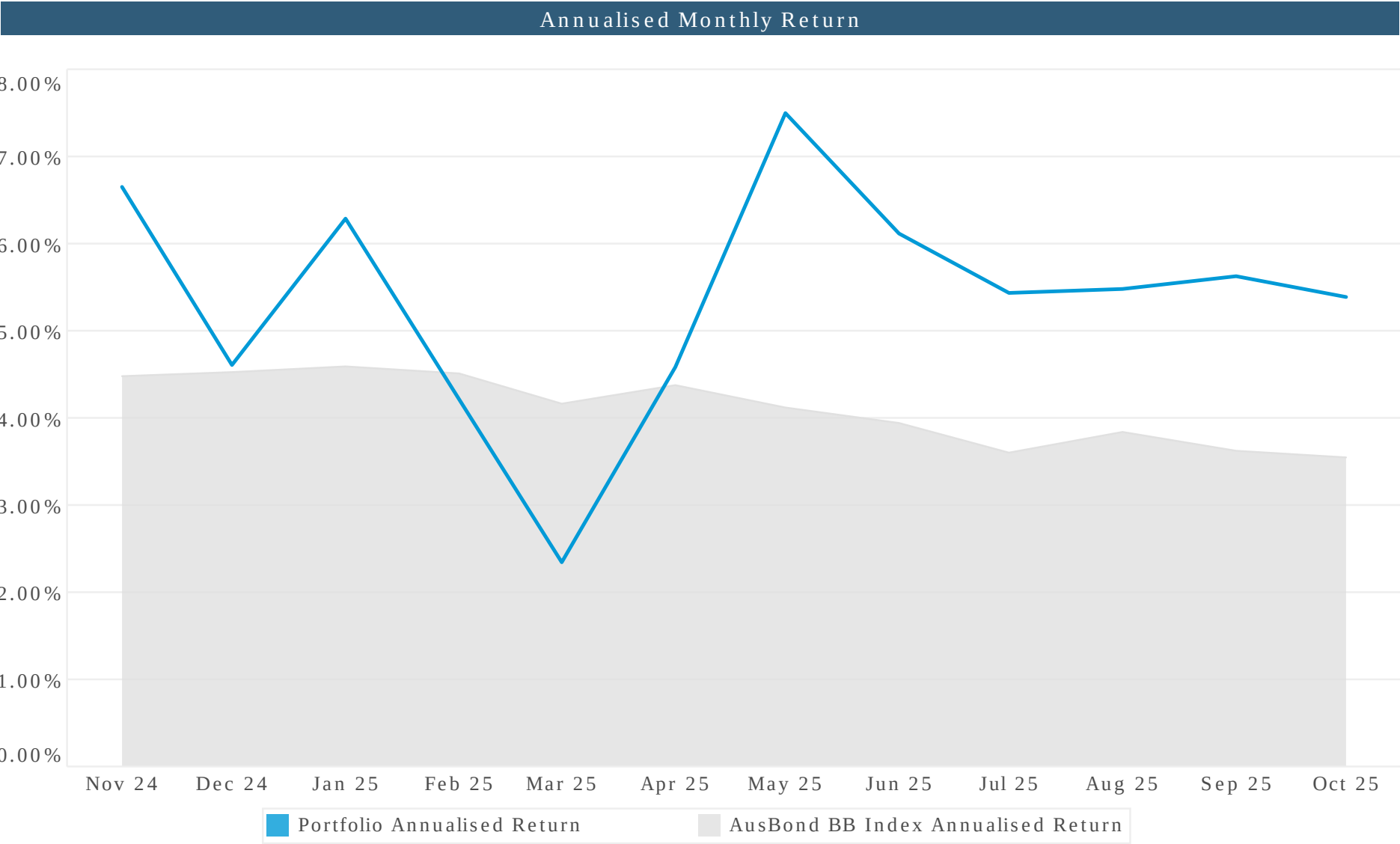


Waverley Council
Accrued Interest Report - October 2025



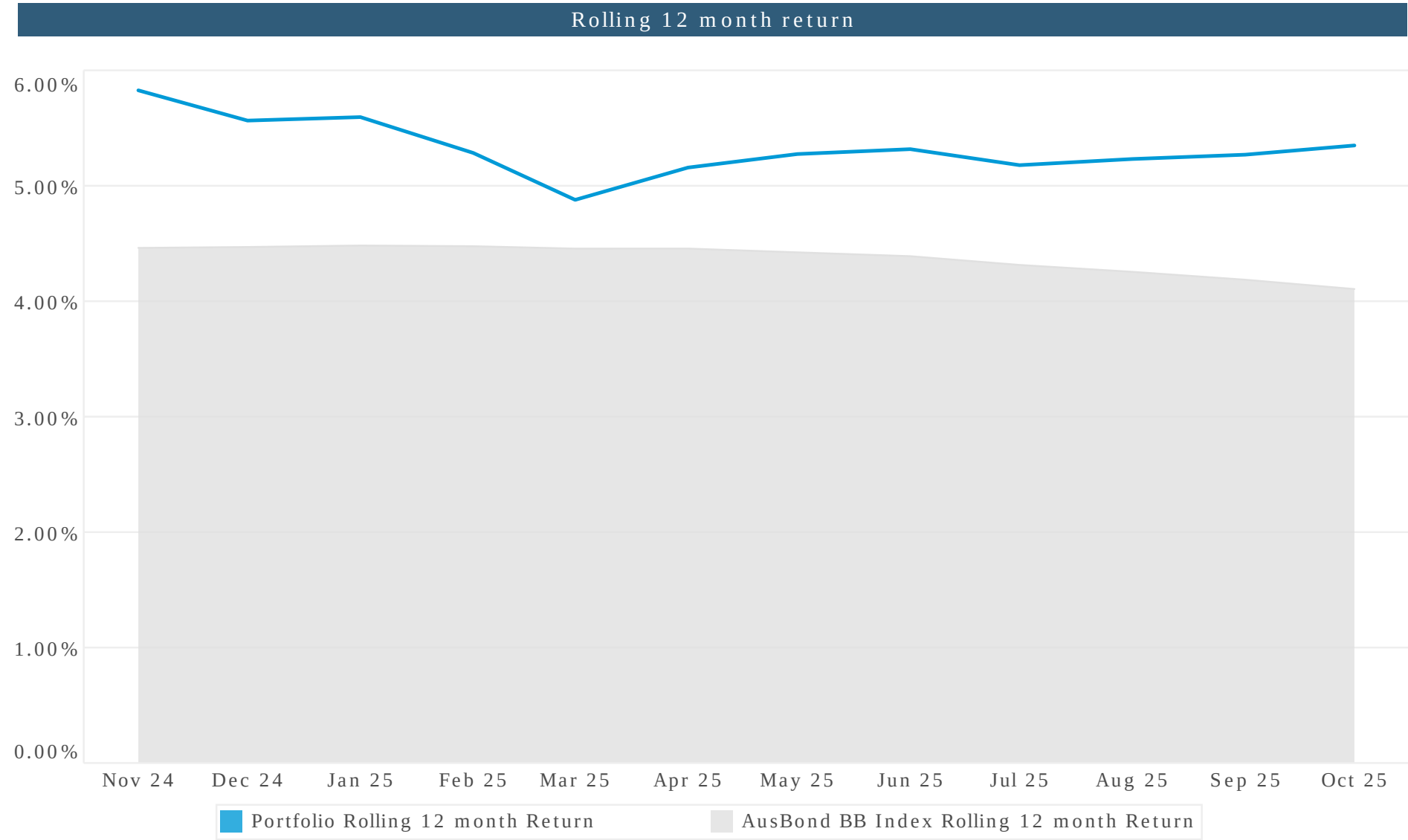
Investment	Deal No.	Comments	Face Value (\$)	Settlement Date	Maturity Date	Interest Received (\$)	Days	Interest Accrued (\$)	Yield (% pa)
Suncorp Bank	545937		3,000,000.00	18-Mar-25	17-Mar-26	0.00	31	11,898.90	4.67%
Suncorp Bank	545954		3,000,000.00	25-Mar-25	24-Mar-26	0.00	31	11,771.50	4.62%
Westpac Group	545017		3,000,000.00	17-Apr-24	17-Apr-26	0.00	31	12,816.16	5.03%
Westpac Group	546363		3,000,000.00	20-Aug-25	29-Apr-26	0.00	31	10,497.53	4.12%
Westpac Group	546401		3,000,000.00	1-Sep-25	5-May-26	0.00	31	10,497.54	4.12%
Westpac Group	546444		3,000,000.00	5-Sep-25	5-May-26	0.00	31	10,573.98	4.15%
Suncorp Bank	546153		3,000,000.00	11-Jun-25	10-Jun-26	0.00	31	10,726.85	4.21%
Suncorp Bank	546579		3,000,000.00	16-Sep-25	17-Jun-26	0.00	31	10,675.89	4.19%
Westpac Group	546382		3,000,000.00	27-Aug-25	21-Jul-26	0.00	31	10,472.05	4.11%
National Australia Bank	546741		3,000,000.00	22-Oct-25	22-Jul-26	0.00	10	3,410.96	4.15%
Westpac Group	546408		2,000,000.00	2-Sep-25	4-Aug-26	0.00	31	6,964.38	4.10%
Westpac Group	546362		3,000,000.00	20-Aug-25	20-Aug-26	0.00	31	10,446.58	4.10%
Westpac Group	546625		3,000,000.00	1-Oct-25	30-Sep-26	0.00	31	10,701.37	4.20%
Westpac Group	546786		3,000,000.00	31-Oct-25	2-Nov-26	0.00	1	355.89	4.33%
						293,448.76		261,809.85	4.46%
<u>Grand Totals</u>						<u>293,448.76</u>		<u>368,408.38</u>	<u>4.39%</u>

Waverley Council
Investment Performance Report - October 2025



Historical Performance Summary (% pa)			
	Portfolio	Annualised BB Index	Outperformance
Oct 2025	5.39%	3.55%	1.84%
Last 3 months	5.50%	3.67%	1.83%
Last 6 months	5.92%	3.78%	2.14%
Financial Year to Date	5.48%	3.65%	1.83%
Last 12 months	5.35%	4.11%	1.24%

Waverley Council
Investment Performance Report - October 2025



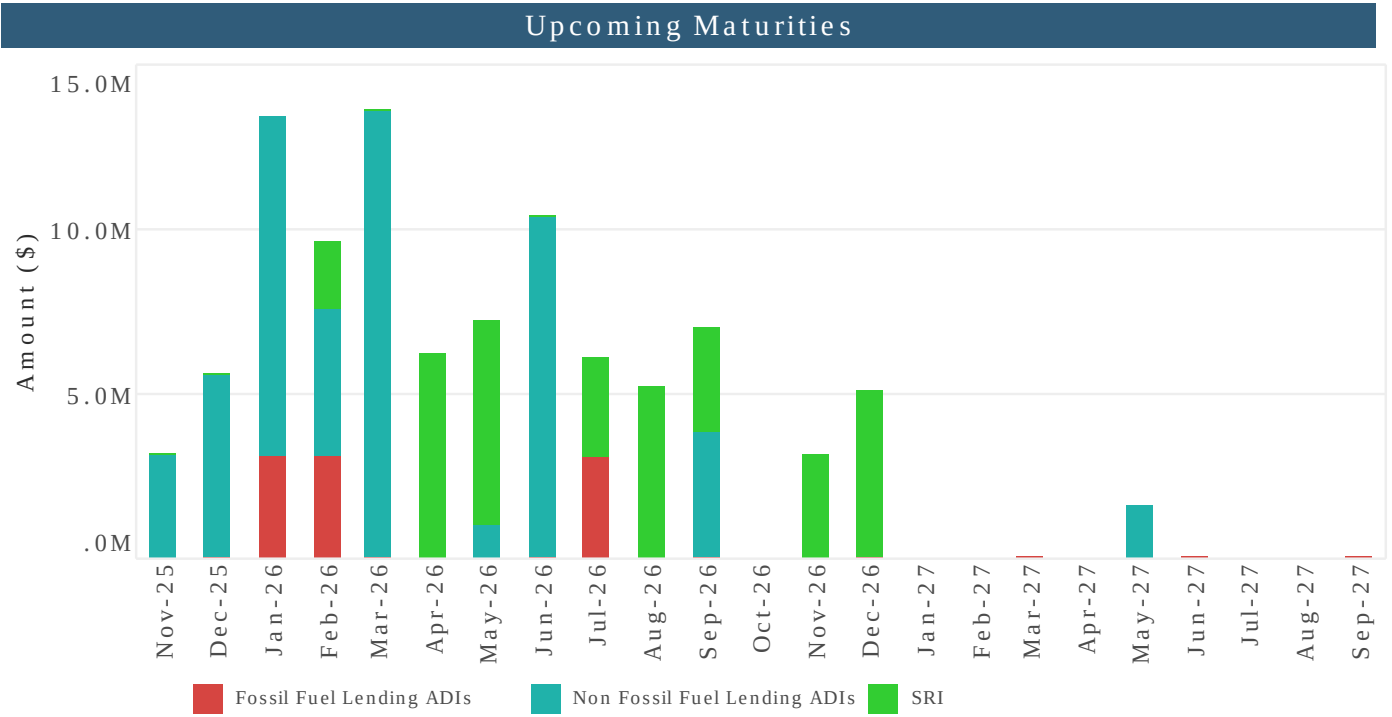
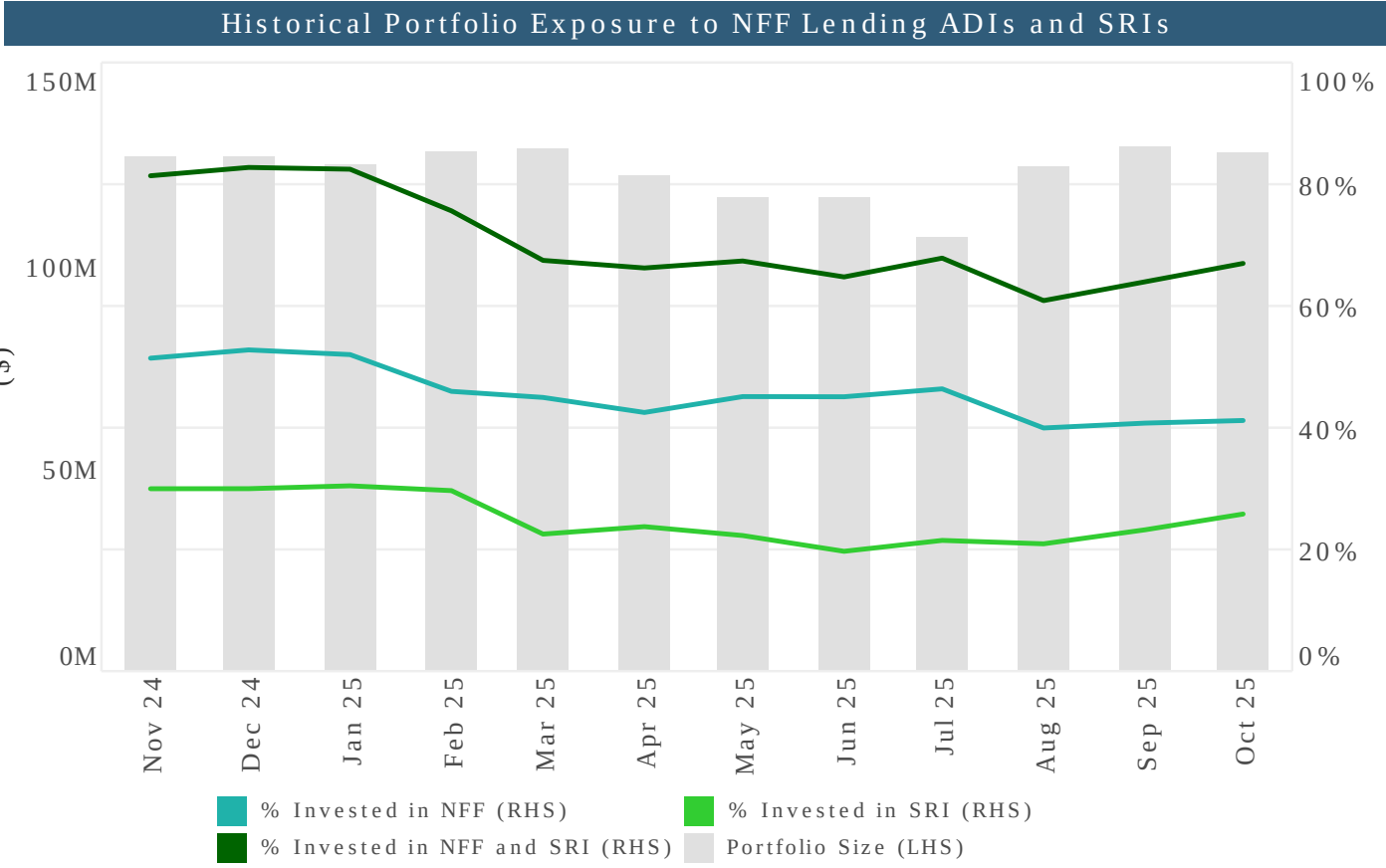
Historical Performance Summary (% actual)			
	Portfolio	Annualised BB Index	Outperformance
Oct 2025	0.45%	0.30%	0.15%
Last 3 months	1.36%	0.91%	0.45%
Last 6 months	2.94%	1.89%	1.05%
Financial Year to Date	1.81%	1.22%	0.59%
Last 12 months	5.35%	4.11%	1.24%

Waverley Council
Environmental Commitments Report - October 2025

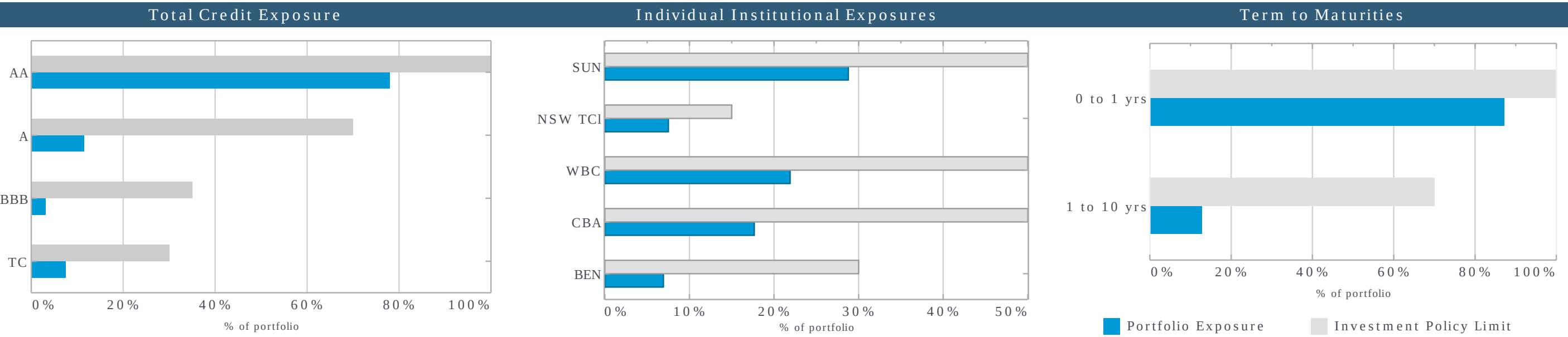


Current Breakdown				
ADI Lending Status *	Current Month (\$)		Previous Month (\$)	
Fossil Fuel Lending ADIs				
Commonwealth Bank of Australia	17,596,128		20,111,881	
ING Bank Australia	2,800,000		2,800,000	
National Australia Bank	12,200,000		14,200,000	
	32,596,128	25 %	37,111,881	29 %
Non Fossil Fuel Lending ADIs				
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	36,800,000		36,800,000	
	52,650,000	41 %	52,650,000	41 %
Other				
NSW T-Corp (LT)	9,600,035		9,439,930	
	9,600,035	8 %	9,439,930	7 %
Socially Responsible Investment				
CBA (Green)	5,000,000		5,000,000	
Westpac Group (Green TD)	28,000,000		25,000,000	
	33,000,000	26 %	30,000,000	23 %
	127,846,163		129,201,811	

* source: Marketforces & APRA
Percentages may not add up to 100% due to rounding



Waverley Council
Investment Policy Compliance Report - October 2025



■ Portfolio Exposure ■ Investment Policy Limit

Credit Rating Group	Face Value (\$)		Policy Max	
AA	99,596,128	78%	100 %	a
A	14,650,000	11%	70 %	a
BBB	4,000,000	3%	35 %	a
TC	9,600,035	8%	30 %	a
	127,846,163			

Institution	% of portfolio	Investment Policy Limit	
Suncorp Bank (AA-)	29%	50%	a
NSW T-Corp (TCL)	8%	15%	a
Westpac Group (AA-)	22%	50%	a
Commonwealth Bank of Australia (AA-)	18%	50%	a
Bendigo and Adelaide Bank (A-)	7%	30%	a
Newcastle Greater Mutual Group (BBB+)	3%	15%	a
National Australia Bank (AA-)	10%	50%	a
Bank of Queensland (A-)	2%	30%	a
ING Bank Australia (A)	2%	30%	a

	Face Value (\$)		Policy Max	
Between 0 and 1 years	111,496,163	87%	100 %	a
Between 1 and 10 years	16,350,000	13%	70 %	a
	127,846,163			

Specific Sub Limits				
Between 3 and 10 years	6,750,000	5%	50 %	a
Between 5 and 10 years	0	0%	25 %	a

a = compliant
r = non-compliant

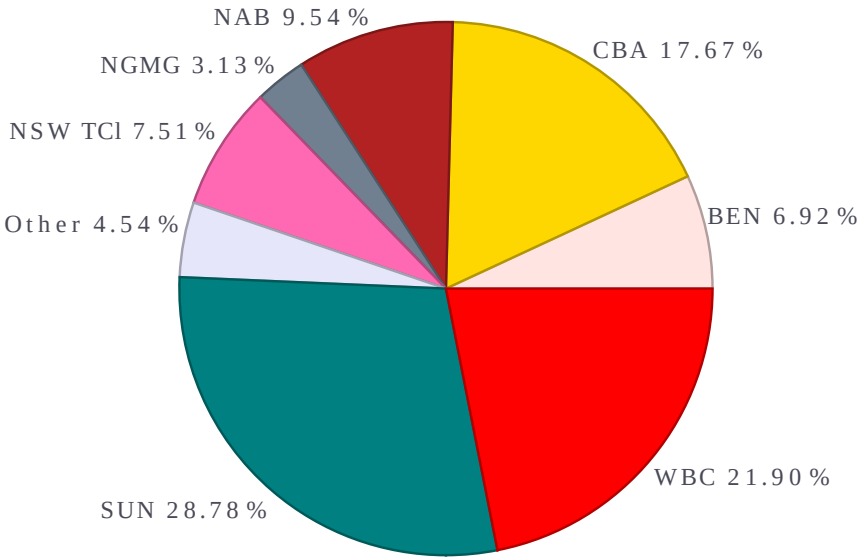
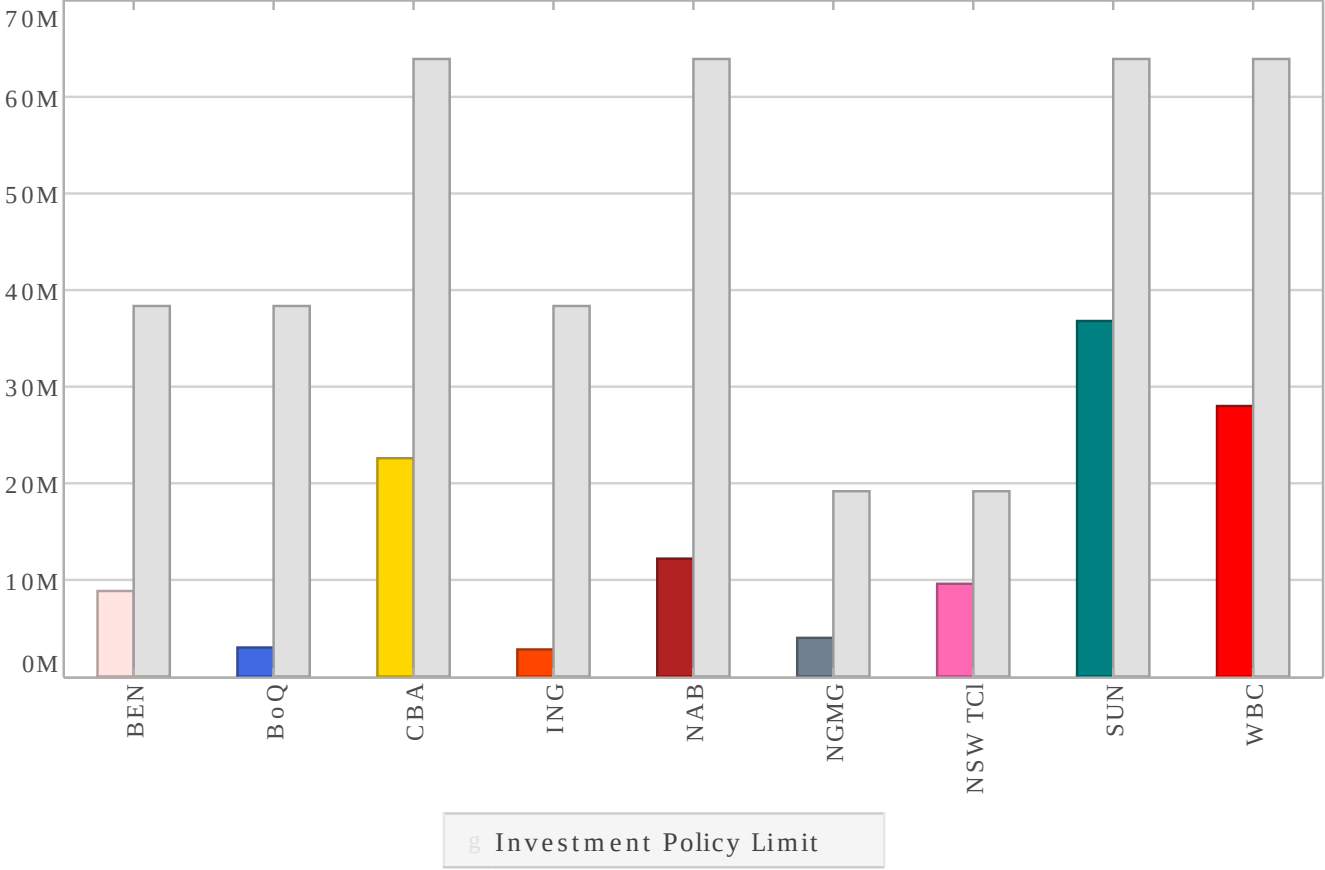
Waverley Council
Individual Institutional Exposures Report - October 2025



Individual Institutional Exposures

Individual Institutional Exposure Charts

	Current Exposures		Policy Limit		Capacity
Bank of Queensland (A-)	3,000,000	2%	38,353,849	30%	35,353,849
Bendigo and Adelaide Bank (A-)	8,850,000	7%	38,353,849	30%	29,503,849
Commonwealth Bank of Australia (AA-)	22,596,128	18%	63,923,081	50%	41,326,953
ING Bank Australia (A)	2,800,000	2%	38,353,849	30%	35,553,849
National Australia Bank (AA-)	12,200,000	10%	63,923,081	50%	51,723,081
Newcastle Greater Mutual Group (BBB+)	4,000,000	3%	19,176,924	15%	15,176,924
NSW T-Corp (TCl)	9,600,035	8%	19,176,924	15%	9,576,889
Suncorp Bank (AA-)	36,800,000	29%	63,923,081	50%	27,123,081
Westpac Group (AA-)	28,000,000	22%	63,923,081	50%	35,923,081
	127,846,163				



Waverley Council
Cashflows Report - October 2025



Actual Cashflows for October 2025						
Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount	
1-Oct-25	545539	Westpac Group	Term Deposit	Maturity: Face Value	3,000,000.00	
		Westpac Group	Term Deposit	Maturity: Interest Received/Paid	143,306.30	
		Deal Total				3,143,306.30
1-Oct-25	546625	Westpac Group	Term Deposit	Settlement: Face Value	-3,000,000.00	
				Deal Total		-3,000,000.00
Day Total					143,306.30	
7-Oct-25	545846	National Australia Bank	Term Deposit	Maturity: Face Value	2,000,000.00	
		National Australia Bank	Term Deposit	Maturity: Interest Received/Paid	55,884.93	
		Deal Total				2,055,884.93
Day Total					2,055,884.93	
22-Oct-25	546741	National Australia Bank	Term Deposit	Settlement: Face Value	-3,000,000.00	
				Deal Total		-3,000,000.00
Day Total					-3,000,000.00	
29-Oct-25	545831	National Australia Bank	Term Deposit	Maturity: Face Value	3,000,000.00	
		National Australia Bank	Term Deposit	Maturity: Interest Received/Paid	94,257.53	
		Deal Total				3,094,257.53
Day Total					3,094,257.53	
31-Oct-25	546786	Westpac Group	Term Deposit	Settlement: Face Value	-3,000,000.00	
				Deal Total		-3,000,000.00
Day Total					-3,000,000.00	
Total for Month					-706,551.23	

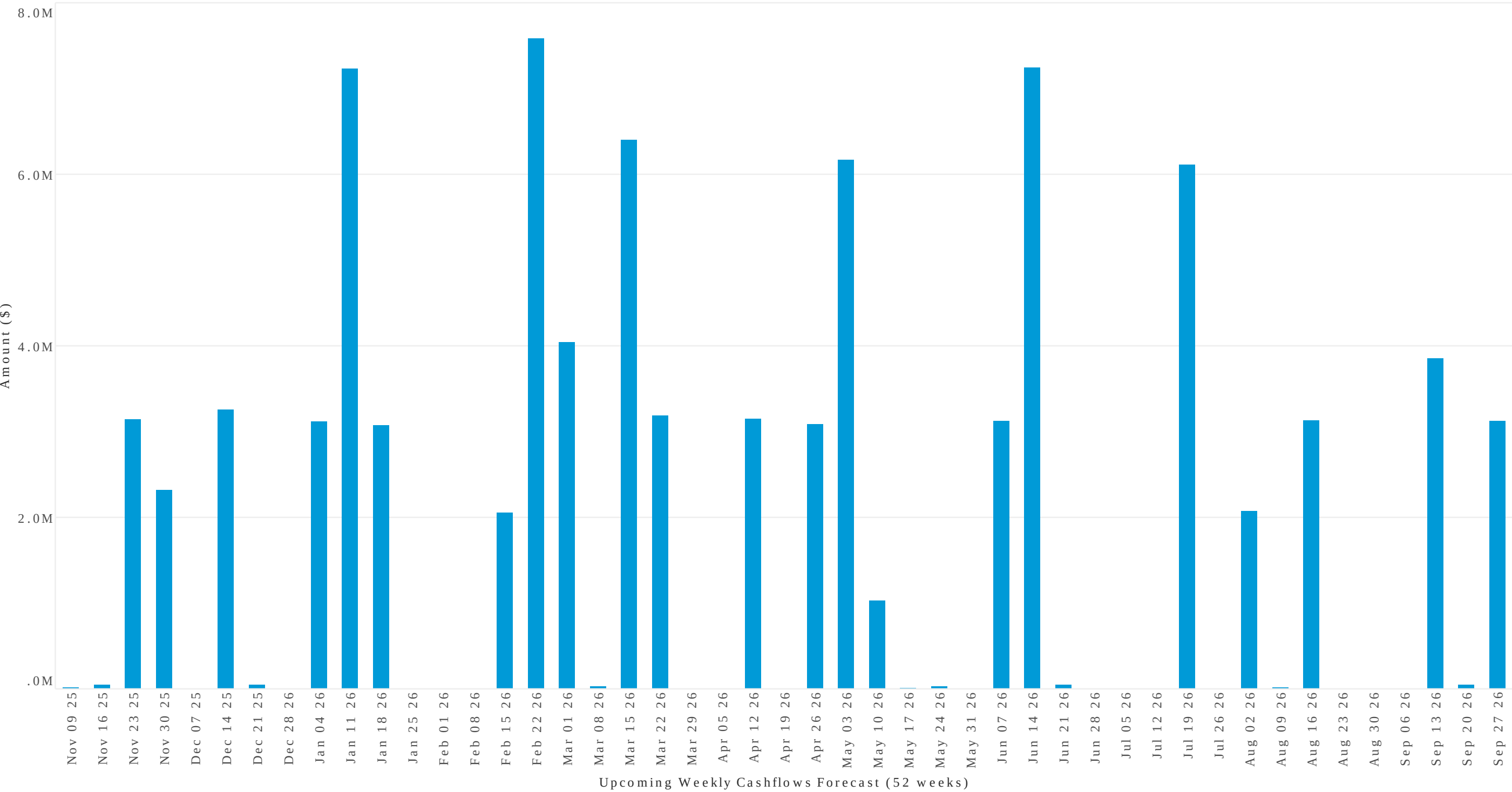
Forecast Cashflows for November 2025						
Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount	
14-Nov-25	545080	BEN Snr FRN (May27) BBSW+1.00%	Floating Rate Note	Coupon Date	18,599.63	
Deal Total					18,599.63	

Waverley Council
Cashflows Report - October 2025

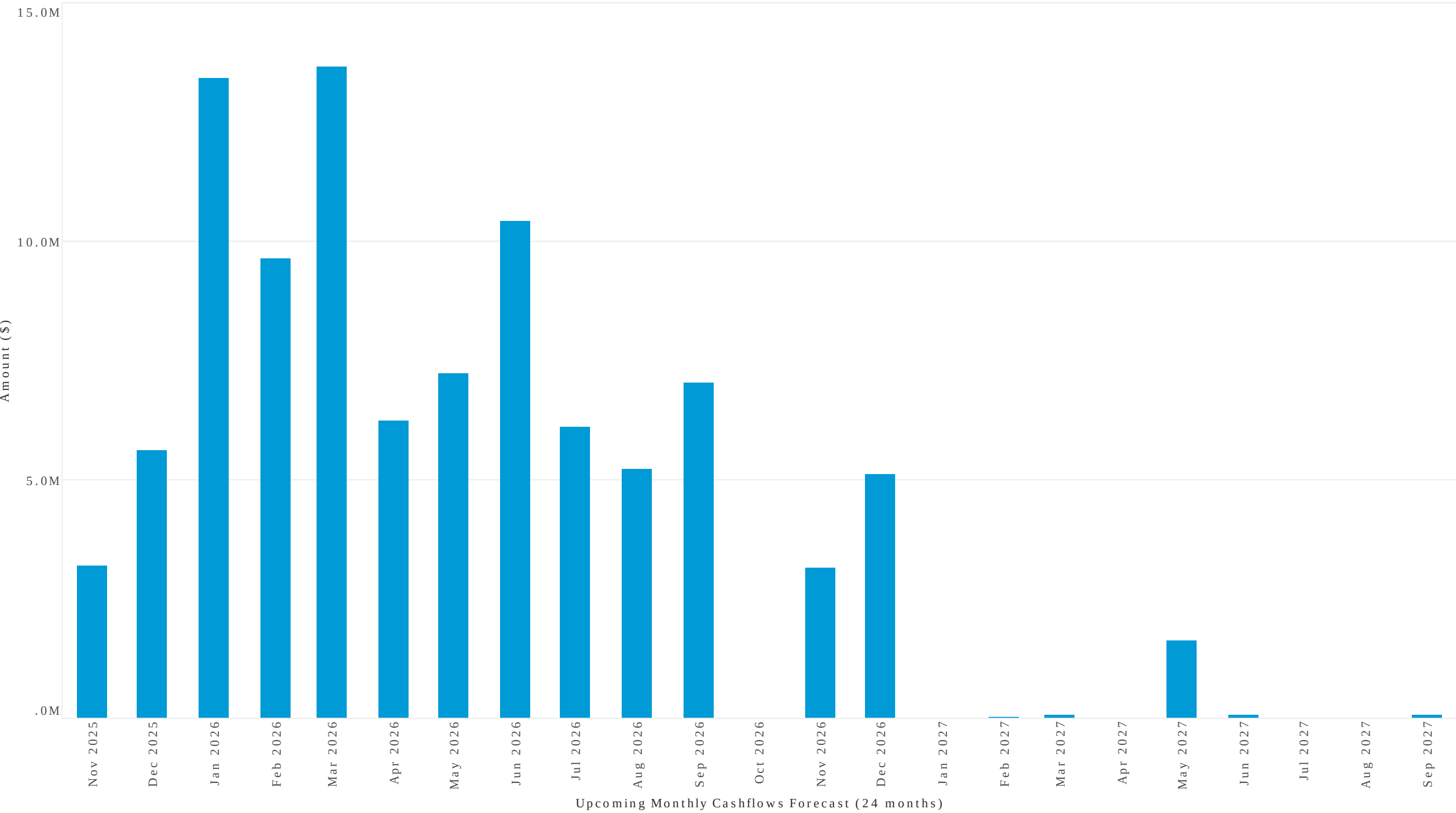


Date	Deal No.	Cashflow Counterparty	Asset Type	Cashflow Description	Amount
Day Total					18,599.63
17-Nov-25	544084	BEN Snr FRN (May26) BBSW+1.25%	Floating Rate Note	Coupon Date	12,532.90
Deal Total					12,532.90
Day Total					12,532.90
20-Nov-25	544856	Westpac Group	Term Deposit	During: Interest Received/Paid Dates	24,449.32
Deal Total					24,449.32
Day Total					24,449.32
21-Nov-25	546059	SUN Snr FRN (May30) BBSW+0.93%	Floating Rate Note	Coupon Date	8,509.87
Deal Total					8,509.87
Day Total					8,509.87
24-Nov-25	540958	SUN Snr FRN (Feb26) BBSW+0.45%	Floating Rate Note	Coupon Date	12,979.62
Deal Total					12,979.62
Day Total					12,979.62
25-Nov-25	545953	Suncorp Bank	Term Deposit	Maturity: Face Value	3,000,000.00
		Suncorp Bank	Term Deposit	Maturity: Interest Received/Paid	95,247.95
		Deal Total			3,095,247.95
Day Total					3,095,247.95
27-Nov-25	546382	Westpac Group	Term Deposit	During: Interest Received/Paid Dates	31,078.36
Deal Total					31,078.36
Day Total					31,078.36
Total for Month					3,203,397.64

Waverley Council
Cashflows Report - October 2025



Waverley Council
Cashflows Report - October 2025



REPORT

CM/7.9/25.11



Subject: Schedule of Meeting Dates for Council and Council Committees 2026

TRIM No: A25/2027

Manager: Richard Coelho, Executive Manager, Governance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council adopts the schedule of meeting dates for Council and Council Committees for 2026 attached to the report.

1. Executive Summary

Council is required to set the dates of its ordinary meetings. The proposed schedule of meeting dates for Council and Council Committees (the Finance, Operations and Community Services Committee and the Strategic Planning and Development Committee) for 2026 is attached to the report. The dates take into account public holidays, holy days and conferences. It is recommended that Council adopts the schedule.

2. Introduction/Background

The Code of Meeting Practice requires Council, by resolution, to set the frequency, time, date and place of its ordinary meetings. Section 365 of the *Local Government Act 1993* requires Council to meet at least 10 times a year, each time in a different month.

Council has a standard meeting schedule. Except for January when there are normally no meetings:

- Council's two committees, the Finance, Operations and Community Services Committee and the Strategic Planning and Development Committee, generally meet on the first Tuesday of each month.
- Council generally meets on the third Tuesday of each month.

Due to the timing of public holidays, holy days and conferences falling on or near Council or Council Committee meeting days, it is proposed that adjustments be made to the standard meeting schedule. These changes are outlined in section 4 of this report.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Finance, Operations and Community Services Committee 12 November 2024	FC/5.2/24.11	That Council adopts the schedule of meeting dates for Council and Council Committees for 2025 attached to the report.

Council (Mayoral Election) 10 October 2024	ME/7.1/24.10	That Council: 1. Notes that the term of office of the Mayor elected at this meeting is until the next mayoral election on 15 September 2026. 2. Agrees to elect a Deputy Mayor for the term of the Mayor until the next mayoral election on 15 September 2026. 3. Notes the procedure for the election of Mayor and Deputy Mayor by Councillors, as set out in the report. 4. Elects the Mayor and Deputy Mayor by the open voting method.
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4. Discussion

The proposed changes to the standard meeting schedule are outlined below. As far as possible, the dates have been set to ensure a two-week period between Council Committee and Council meetings. The changes are as follows:

- March Committee meetings be postponed one week to Tuesday 10 March due to a holy day (Purim).
- March Council meeting to be postponed one week to Tuesday 24 March to allow a two-week gap between meetings.
- No Council Committee meetings be held in April due to holy days (Passover and Easter).
- The dates for the National General Assembly in Canberra have not yet been released by the Australian Local Government Association (ALGA). ALGA has advised that the General Assembly is likely to occur in June 2026. It is recommended that the meeting schedule be adjusted at a later date if necessary to accommodate Councillors' attendance at the conference.
- No Council Committee meetings be held in October due to holy days (Shemini Atzeret and Simchat Torah) and the Labour Day long weekend.
- The dates for the LGNSW Annual Conference have not yet been released. The Annual Conference generally occurs in late November. It is recommended that the meeting schedule be adjusted at a later date if necessary to accommodate Councillors' attendance at the conference.
- The final Council meeting in December be brought forward one week to Tuesday 8 December.

The full schedule is attached to this report.

Mayoral election meeting

The election of Mayor and Deputy Mayor must be held on Tuesday 15 September 2026, as per resolution ME/7.1/24.10 and section 290 of the *Local Government Act 1993*. Consistent with recent practice, it is recommended that the mid-term election of the Mayor and Deputy Mayor be incorporated into the ordinary Council meeting on 15 September 2026.

Alternatively, the election could be a standalone extraordinary meeting on Tuesday 15 September 2026 with no other business. The ordinary Council meeting would then be held on Thursday 17 September 2026.

5. Financial Impact

There are no unbudgeted costs to Council in holding the meetings proposed in this report.

6. Risks/Issues

Council is legislatively required to meet at least 10 times a year. The proposed schedule of meeting dates complies with this requirement, while ensuring that the meetings do not clash with public holidays, holy days and conferences.

7. Attachments

1. Schedule of Meeting Dates 2026 [↓](#)

PROPOSED SCHEDULE OF MEETING DATES FOR COUNCIL AND COUNCIL COMMITTEES 2026

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Finance, Operations and Community Services Committee		3	10		5	2	7	4	1		3	1
Strategic Planning and Development Committee		3	10		5	2	7	4	1		3	1
Council		17	24	21	19	16	21	18	15	20	17	8

REPORT

CM/7.10/25.11



Subject: Code of Conduct Complaint Statistics - Annual Report

TRIM No: SF25/6165

Manager: Richard Coelho, Executive Manager, Governance

Director: Tara Czinner, Director, Corporate Services

RECOMMENDATION:

That Council notes the statistics on Code of Conduct complaints about Councillors and the General Manager for the period 1 September 2024–31 August 2025 attached to the report.

1. Executive Summary

This report addresses the requirement of Council's complaints coordinator to report annually to Council on statistics regarding Code of Conduct complaints made about Councillors and the General Manager.

2. Introduction/Background

Clause 11.1 of the Procedures for the Administration of the Code of Conduct requires the complaints coordinator to report annually to Council on Code of Conduct complaints made about Councillors and the General Manager. This must be done within three months of the end of September of each year; that is, by 31 December. The report also has to be provided to the Office of Local Government (OLG) within the same time frame (clause 11.2). The reporting is high-level and does not identify particular matters, complainants or respondents.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 26 November 2024	CM/7.5/24.11	That Council notes the statistics on Code of Conduct complaints about Councillors and the General Manager for 2023–24 attached to the report.

4. Discussion

The reporting period is 1 September 2024 to 31 August 2025. The statistics are attached to the report, using the collection form provided by OLG.

Within the reporting period, the following three complaints were received:

- One complaint was referred to a conduct reviewer for preliminary assessment. The conduct reviewer decided to investigate the matter, in accordance with clause 6.13(e) of the Procedures. The investigation is ongoing as of November 2025.

- One complaint was referred to a conduct reviewer for preliminary assessment. The conduct reviewer decided to refer the matter back to the General Manager for resolution by alternative and appropriate strategies, in accordance with clause 6.13(c) of the Procedures.
- One complaint was referred to OLG, in accordance with clause 5.20 of the Procedures.

The statistics must be reported to Council and OLG by 31 December 2025. They will be sent to OLG after being noted by Council.

5. Financial Impact

The cost of dealing with the Code of Conduct complaints received in the reporting period was \$40,423 (including GST). This figure only represents invoices received from external conduct reviewers. It does not include staff costs. While staff costs should be included, it is not possible to give an accurate figure. The cost of managing the complaints is funded from the operational budget.

6. Risks/Issues

Code of Conduct complaint statistics must be reported to Council and OLG each year. This is a requirement of the Procedures and ensures oversight of the complaints process.

Code of Conduct complaints and other serious complaints and investigations are also reported to the Executive Leadership Team and the Audit, Risk and Improvement Committee every quarter in a summarised format. High-level recommendations and improvements arising from the complaints are similarly reported and implemented.

7. Attachments

1. Code of Conduct complaint statistics - 1 September 2024-31 August 2025 [↓](#)

Office of Local Government

Model Code of Conduct
Complaints Statistics

Reporting Period: 1 September 2024 - 31 August 2025

Date Due: 31 December 2025

Survey return email address: codeofconduct@olg.nsw.gov.au
in Excel format

Council Name:	Waverley Council
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Contact Name:	Richard Coelho
Contact Phone:	9083 8193
Contact Position:	Executive Manager, Governance
Contact Email:	richard.coelho@waverley.nsw.gov.au

All responses to be numeric.

Where there is a zero value, please enter 0.

Enquiries: Performance Team
Office of Local Government
Phone: (02) 4428 4100
Enquiry email: olg@olg.nsw.gov.au

Model Code of Conduct Complaints Statistics 2024-25

Waverley Council

Number of Complaints

- | | | |
|-----|---|---|
| 1 | The total number of complaints received in the reporting period about councillors and the General Manager (GM) under the code of conduct from the following sources: | |
| i | Community | 3 |
| ii | Other Councillors | 0 |
| iii | General Manager | 0 |
| iv | Other Council Staff | 0 |
| 2 | The total number of complaints finalised about councillors and the GM under the code of conduct in the following periods: | |
| i | 3 Months | 2 |
| ii | 6 Months | 0 |
| iii | 9 Months | 0 |
| iv | 12 Months | 0 |
| v | Over 12 months | 0 |

Overview of Complaints and Cost

- | | | |
|-----|--|--------|
| 3 | a The number of complaints finalised at the outset by alternative means by the GM or Mayor | 0 |
| | b The number of complaints referred to the Office of Local Government (OLG) under a special complaints management arrangement | 0 |
| | c The number of code of conduct complaints referred to a conduct reviewer | 2 |
| | d The number of code of conduct complaints finalised at preliminary assessment by conduct reviewer | 0 |
| | e The number of code of conduct complaints referred back to GM or Mayor for resolution after preliminary assessment by conduct reviewer | 1 |
| | f The number of finalised code of conduct complaints investigated by a conduct reviewer | 0 |
| | g Cost of dealing with code of conduct complaints via preliminary assesment | 19,664 |
| | h Progressed to full investigation by a conduct reviewer | 1 |
| | i The number of finalised complaints investigated where there was found to be no breach | 0 |
| | j The number of finalised complaints investigated where there was found to be a breach | 0 |
| | k The number of complaints referred by the GM or Mayor to another agency or body such as the ICAC, the NSW Ombudsman, OLG or the Police | |
| i | ICAC | 0 |
| ii | NSW Ombudsman | 0 |
| iii | OLG | 1 |
| iv | Police | 0 |

v	Other Agency (please specify)	0
l	The number of complaints being investigated that are not yet finalised	1
m	The total cost of dealing with code of conduct complaints within the period made about councillors and the GM including staff costs	40,423

Preliminary Assessment Statistics

4 The number of complaints determined by the conduct reviewer at the preliminary assessment stage by each of the following actions:

a	To take no action (clause 6.13(a) of the 2020 Procedures)	0
b	To resolve the complaint by alternative and appropriate strategies (clause 6.13(b) of the 2020 Procedures)	0
c	To refer the matter back to the GM or the Mayor, for resolution by alternative and appropriate strategies (clause 6.13(c) of the 2020 Procedures)	1
d	To refer the matter to another agency or body such as the ICAC, the NSW Ombudsman, OLG or the Police (clause 6.13(d) of the 2020 Procedures)	0
e	To investigate the matter (clause 6.13(e) of the 2020 Procedures)	1
f	Other action (please specify)	0

Investigation Statistics

5 The number of investigated complaints resulting in a determination that there was **no breach**, in which the following recommendations were made:

a	That the council revise its policies or procedures	0
b	That a person or persons undertake training or other education (clause 7.40 of the 2020 Procedures)	0

6 The number of investigated complaints resulting in a determination that there **was a breach** in which the following recommendations were made:

a	That the council revise any of its policies or procedures (clause 7.39 of the 2020 Procedures)	0
b	In the case of a breach by the GM, that action be taken under the GM's contract for the breach (clause 7.37(a) of the 2020 Procedures)	0
c	In the case of a breach by a councillor, that the councillor be formally censured for the breach under section 440G of the Local Government Act 1993 (clause 7.37(b) of the 2020 Procedures)	0
d	In the case of a breach by a councillor, that the councillor be formally censured for the breach under section 440G of the Local Government Act 1993 and that the matter be referred to OLG for further action (clause 7.37(c) of the 2020 Procedures)	0

7	Matter referred or resolved after commencement of an investigation (clause 7.20 of the 2020 Procedures)	0
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Categories of misconduct		
8	The number of investigated complaints resulting in a determination that there was a breach with respect to each of the following categories of conduct:	
a	General conduct (Part 3)	0
b	Non-pecuniary conflict of interest (Part 5)	0
c	Personal benefit (Part 6)	0
d	Relationship between council officials (Part 7)	0
e	Access to information and resources (Part 8)	0
Outcome of determinations		
9	The number of investigated complaints resulting in a determination that there was a breach in which the council:	
a	Adopted the independent conduct reviewers recommendation	0
b	Failed to adopt the independent conduct reviewers recommendation	0
10	The number of investigated complaints resulting in a determination where:	
a	The external conduct reviewers decision was overturned by OLG	0
b	Council's response to the external conduct reviewers recommendation was overturned by OLG	0
11	Date Code of Conduct data was presented to council	18-Nov-25

REPORT

CM/7.11/25.11



Subject: Williams Park and Hugh Bamford Reserve - Licence to Sydney Water

TRIM No: A13/0485

Manager: Andrew Best, Executive Manager, Property and Facilities
John Andrews, Property Manager

Director: Sharon Cassidy, Director, Assets and Operations

RECOMMENDATION:

That Council:

1. Grants a licence to Sydney Water for part of Williams Park and Hugh Bamford Reserve for two years on the terms and conditions set out in the report, to allow Sydney Water to continue upgrade works to its facilities.
2. Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

1. Executive Summary

Sydney Water approached Council in late 2021 requesting to enter a 12-month licence for three sites located on Hugh Bamford and Williams Park (9R93444) Reserve, which is the location of the Bondi Golf course.

The licence was required to allow Sydney Water to carry out urgent works on critical water infrastructure. Sydney Water has powers to undertake the construction works under the *Sydney Water Act 1994* and *State Environmental Planning Policy (Transport and Infrastructure) 2021* (Division 18 – Sewerage Systems).

A further request was made in 2022 to extend that licence by a further three years to allow continued access and additional works to be carried out on their infrastructure above and below ground.

The current licence expires on 1 February 2026, and Sydney Water has approached Council requesting a further two-year licence extension of the compound areas to support the delivery of ongoing upgrade works.

2. Introduction/Background

A 12-month licence agreement was entered with Sydney Water in March 2021 over the northern section of the reserve under the delegation of the General Manager.

Council then awarded a further three-year licence at the 13 December 2022 Council meeting for the use of the area as a site compound to support ongoing infrastructure upgrade works.

The current agreement expires on 1 February 2026.

3. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 13 December 2022	CM/7.13/22.12	That Council: - Grants a licence to Sydney Water to carry out urgent infrastructure works in Williams Park for three years, on the terms and conditions set out in the report - Authorises the General Manager or delegate to complete negotiations and execute all necessary documentation to finalise the matter.

4. Discussion

Sydney Water has committed to spend hundreds of millions of dollars over the next 10 years on upgrading the water treatment plant and associated infrastructure. The works will help Sydney Water meet its environmental obligations, as well as support the needs of a growing Sydney. It is imperative that Sydney Water invest in the Bondi Water Resource Recovery Facility (WRRF) to improve the reliability and resilience of the Bondi wastewater system and the Bondi WRRF.

The three areas of the reserve included in the existing licence are indicated on the site plan below. The two smaller compounds are expected to be removed in mid-2026 at the completion of works in these areas. The next phase of works will only require the main compound at the northern end of the reserve and as such will have less impact on the reserve and the golf club.



Figure 1. Site plan of the three existing licensed compounds.

In addition to the three compound areas, the licence also provides access rights over the reserve to allow vehicles and plant to access the compounds. The licence requires that Sydney Water provide the appropriate insurances and that they make good and rectify any damage at the end of each stage of works.

Sydney Water has requested the new licence for a term of two years to support several new projects, which will commence early in 2026. These will primarily occur on Sydney Water land, with minimal above-ground impact to Bondi Golf Course. Access to the rear of the treatment plant will be required via the golf course, but disruptions will be limited to the delivery of goods.

Throughout the period of the previous licences, Sydney Water has worked collaboratively with both Bondi Golf Club management and Council.

5. Financial Impact

There are no financial impacts to Council by awarding this further licence term, with the licence fee being set at a peppercorn rent of \$1 if demanded.

6. Risks/Issues

There are no foreseen risks by providing a further licence term to Sydney Water, with the next stage of works expected to have less impact on the reserve and golf course.

Sydney Water works hard in engaging with the local community and provides regular updates to all stakeholders.

7. Attachments

Nil.

REPORT CM/7.12/25.11



Subject: Tender Evaluation - On-Demand Home Recycling Services

TRIM No: A21/0322

Manager: Shane Smith, Executive Manager, Waste, Cleansing and Fleet

Director: Sharon Cassidy, Director, Assets and Operations

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 preferred tenderer [NAME TO BE INSERTED BY COUNCIL AT THE MEETING] for the supply of on-demand home recycling services for the sum of \$[TO BE INSERTED BY COUNCIL AT THE MEETING] (excluding GST).
3. Authorises the General Manager or delegate to enter into contract on behalf of Council with the preferred tenderer for three years with two one-year options.
4. Notifies unsuccessful tenderers of the decision in accordance with section 179 of the *Local Government (General) Regulation 2021*.

1. Executive Summary

This report contains information and recommendations for the request for tender (RFT 2528) released on 9 September 2025 for a new home recycling collection service for e-waste and tricky items.

The tender evaluation panel recommends that Council accepts the tender submission from the highest rated contractor to provide an on-demand collection and processing service for e-waste and other difficult-to-recycle items from Waverley households. This service will provide the opportunity for residents to recycle items that cannot be disposed of in Council's standard kerbside waste service. The booked service will also allow residents to safely dispose of materials, such as batteries and small quantities of paint, by transporting them to appropriate drop-off points and closest community recycling centre. The company recommended in this report has provided assurances of existing partnerships with other organisations that redistribute, recycle and safely dispose of the household materials accepted in the service.

2. Description of Service or Product being Tendered

This tender is for a home collection service ‘on-demand’ to all eligible households and buildings in the Waverley local government area. The service will be funded through the domestic waste management charge (DWMC). The collection services are available to houses and buildings as follows:

- On-demand collection services for houses and small buildings (individual pick-ups).
- On-demand collection services for large buildings (aggregated pick-ups in eligible buildings).

The appointed contractor will be responsible for processing all collected material—either at their own facilities or through contractual arrangements with existing processors for reuse, recycling or safe disposal.

The contractor is also responsible for establishing and maintaining a booking system to allow users to book collections at their convenience through either an app or website. Users can call the contractor directly to make bookings or resolve any booking issues.

The tender also included the option for the same contractor to service Council’s existing recycling stations at the Customer Service Centre and Waverley Library. The preferred tenderer has provided pricing as an ad hoc collection service. This option may be taken throughout the contract period. Below is the list of materials eligible in the collections:

- Soft plastics.
- Small electronic materials (e-waste).
- Vapes.
- Non-wearable clothing and textiles.
- Wearable clothing, shoes and accessories.
- Polystyrene.
- Paint (2L or under).
- Blister packs.
- Cosmetics.
- X-rays.
- Aluminium coffee pods.
- Batteries.
- Other optional materials: metal cookware, toys, sports equipment, pillows and cushions

The collections will occur on weekdays, with the contractor having the capacity to carry out at least 35 collections per day. Materials are taken to either the contractor’s transfer location for further processing, or taken directly to a partner organisation for processing.

Council will receive monthly reports detailing the quantities of containers/or bags collected per household with a breakdown of suburb locations, as well as the weight of materials collected and the processing pathway of each material type following collection.

3. Scope of Tender

A minimum three-year contract (with options) and tender package was drafted with the assistance of external lawyers. In addition to the description above, the specifications in the tender included the following key requirements:

- Collections to be carried out at the doorstep (within private property).
- Contractor to facilitate consolidated collections in eligible buildings (141 eligible with 30+ units).

- All collections to be booked by residents on-demand (not as an ongoing subscription service).
- Collections to be capped at a maximum of two bookings per month for each household.
- Contractor to provide customer service support on the phone when required.
- Contractor to report outcomes to Council, including performance data and evidence of material processing for reuse or recycling.

4. Reason for Tender

Council currently provides recycling services for household containers and cardboard through fortnightly kerbside collections. Residents have limited options to recycle e-waste and other difficult to recycle items by dropping them off at the Customer Service Centre and Waverley Library in Bondi Junction, or by attending quarterly Recycle It Saturday events in Alexandria.

Community feedback suggested a demand for home collections for difficult-to-recycle items. In addition to this, two Council resolutions have specifically requested investigations into pick-up collections for e-waste and other tricky waste materials generated by households:

- Clause 4 of resolution CM/8.7/25.06 (Circular Economy for Soft Plastics and Other Hard to Recycle Items) requested that officers prepare a report to Council about progress to implement the household collection service for recycling soft plastics, textiles and tricky waste through third-party providers.
- Clause 6 of resolution CM/8.5/25.03 (E-Waste Recycling) requested that officers investigate the feasibility and costings of providing an e-waste pick-up collection for residents

Council officers investigated options for a future at home collection service and modelled the budget requirements based on pricing estimations and market knowledge. A suitable budget was identified from the DWMC income. The modelling included an estimate of number of collections per annum and the option to consolidate collections in large buildings to keep the costs and carbon emissions from the collections to a minimum.

5. Relevant Council Resolutions

Meeting and date	Item No.	Resolution
Council 17 June 2025	CM/8.7/25.06	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, Coles, Metcash and Harris Farm 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 about progress

		to implement the household collection service for recycling soft plastics, textiles and tricky waste through third-party providers.
Council 18 March 2025	CM/8.5/25.03	That Council: 1. 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. 2. Notes the potential for increased e-waste due to rapid advancements in new technology, making older personal computers obsolete. 3. 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. 4. Notes that it currently has four e-waste collections throughout the year. 5. Investigates improved communication of e-waste collection services, including but not limited to: (a) Rates notices. (b) Precinct notices. (c) Social and digital media channels. 6. 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.

6. Discussion

Invitation to tender

A Tender Evaluation Panel was established to evaluate the tenders. The Panel consisted of:

- Emily Moore – Senior Project Officer – Waste (tender lead and scoring member).
- Flavia Evans – Manager, Waste Operations and Engagement (scoring member).
- James Gulloni – Manager, Digital Customer and Data (scoring member).
- Hayley Ackroyd – Sustainability and Resilience Officer (sustainability expert advice).
- Lina Rouzios – Procurement Business Partner (probity and tender advice).

A Request for Tender (RFT) Evaluation and Probity Plan was developed and approved by the Panel on 29 September 2025.

Tenders were called on 9 September 2025 via Vendor Panel.

Tenders closed on Tuesday 30 September 2025 at 5 pm.

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:

- Recycle Smart Pty Ltd.
- Southern Cross Recycling Group Pty Ltd.

Late tenders

Nil.

Non-conforming tenders

Nil.

Alternative tenders

Nil.

Tender evaluation

The following two tenders met the mandatory requirements and proceeded to detailed evaluation:

- Recycle Smart Pty Ltd
- Southern Cross Recycling Group 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:

- Methodology:
 - Alignment with mandatory and optional service requirements.
 - Transparency regarding material processing and disposal pathways.
 - Service capability, including agreements with organisations that will recycle materials.
 - Robustness of proposed non-complaint materials plan.
 - Reporting capabilities, including examples of past reports provided to organisations/local governments.
- Experience:
 - Relevant previous experience in comparable service delivery (including references).
 - Qualifications and experience of key personnel and subcontractors.
- Sustainability and social impact – Assessment of actions to:
 - Reduce negative environmental impact and climate change impact.
 - Improve efficiency.

- Improve social impact.
- Support social enterprise values.

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 evaluation panel did not reach consensus in the first meeting, seeking further clarifications from both companies ahead of a decision. One of the companies withdrew the submission during the evaluation period and a consensus was reached in the second evaluation meeting.

Tender Evaluation Panel's recommendation

Contractor ranked No. 1 – Preferred tenderer

The contractor provided a good amount of relevant experience and references from other nearby Sydney metro councils, together with a very competitive price. The contractor met all the mandatory evaluation criteria including satisfactory work health and safety and all other service delivery requirements, including being able to provide the optional recycling station collections. The contractor scored an acceptable response on methodology and environmental and sustainability criteria. The cost of the service can be delivered within Council's budget and time frame. The panel agreed that this contractor was the preferred tenderer.

Contractor ranked No. 2

The contractor provided a conforming tender, which was in the process of being assessed by the evaluation panel when the submission was withdrawn. The evaluation panel had reviewed this submission, which ranked second in the first tender evaluation meeting.

7. Financial Impact

The preferred tenderer's pricing is included in the confidential tender evaluation attached to the report.

8. Risks/Issues

The key risks with this contract relate to service capacity to meet demand if a significant number of households are interested in booking collections exceeding the daily collection limits and budget for this service. This risk can be mitigated by applying a maximum collection amount per annum in the contract and negotiating increased daily collections during busy periods.

Another potential risk is reputational risk to Council related to community attachment to a particular brand and the contractor. The preferred contractor is known in the community and is also known to release marketing information that may be damaging to Council should the contract be discontinued. This risk may be partially mitigated if Council officers work closely with the contractor and develop a communication and engagement plan that needs to be adhered to by the contractor. The RFT documentation and contract include matters relating to communications.

9. Attachments

1. Tender evaluation (confidential)

NOTICE OF MOTION

CM/8.1/25.11



Subject: Halloween - Reducing Synthetic Spider Web Decorations

TRIM No: A24/0553

Submitted by: Councillor Fabiano

MOTION:

That Council:

1. Notes community concern about the use of synthetic spider web and fake snow decorations (commonly made from polyester fibres) during Halloween, which can pose risks to local wildlife and contribute to microplastic pollution.
2. Requests the General Manager to develop and implement an annual public education campaign during October to discourage the use of such decorations, and to promote environmentally friendly alternatives.
3. Officers, as part of the campaign, consider:
 - (a) Communications through Council's website, social media, and local publications (such as The Beast).
 - (b) Engagement with local schools through information packs or talks by Council's Environmental Education Officers.
 - (c) Partnerships with community groups to raise awareness and model sustainable celebration practices.

Background

Each October, synthetic spider web and fake snow decorations appear across the local government area as part of Halloween celebrations. These products, typically made from polyester or similar fibres, can entangle birds and other wildlife and contribute to microplastic pollution when they degrade or are washed into stormwater systems.

Council has been a leader in waste reduction and environmental protection. A simple public awareness initiative encouraging residents, families and schools to celebrate Halloween in a more sustainable way would align with Council's environmental and waste minimisation goals.

General Manager's comment

If resolved by Council, officers will implement a public education campaign in October 2026 as proposed.

Fletcher Rayner
Director, Planning, Sustainability and Compliance

NOTICE OF MOTION

CM/8.2/25.11



Subject: Celebrate Postcode 2026 in 2026

TRIM No: A25/0436

Submitted by: Councillor Stephenson
Councillor Nemesh
Councillor Westwood
Councillor Spicer
Councillor Frazer
Councillor Townsend

MOTION:

That Council:

1. Notes the unique occurrence of the year 2026 and postcode 2026 coinciding next year.
2. Officers plan a community celebration in 2026 to celebrate residents, community and the places of 2026.

Background

Postcode 2026 is a special place in the imagination of Sydney and the world, covering the suburbs of Bondi, Bondi Beach, North Bondi and Tamarama. Not only known for iconic beaches, the Bondi Pavilion, Art Deco architecture, arts and culture, world class retail and hospitality—it is also known for its people. Residents of postcode 2026 are deeply passionate and proud of their home, which they generously share.

Holding a celebration in the postcode 2026 to mark the year 2026 would be a once-in-a-lifetime opportunity to unite the community around a uniquely symbolic milestone. The alignment of the year and postcode creates a natural reason for residents, businesses, and local organisations to come together in pride and celebration of their shared home.

It would be a chance to reflect on the area's history, character, and achievements while looking ahead to the next chapter of community life. This event could highlight what makes 2026 so unique: its creativity, coastal lifestyle, and enduring sense of community spirit.

A 2026 celebration will foster community pride, connection, and inclusion. Bringing people together through shared purpose and celebration, the 2026-in-2026 event will strengthen community bonds and create a lasting sense of belonging. This will ensure that this symbolic year is remembered as a defining moment in the story of the 2026 community.

General Manager's comment

If resolved by Council, officers will plan and deliver a community celebration next year as proposed.

Ben Thompson
Director, Community, Culture and Customer Experience

NOTICE OF MOTION

CM/8.3/25.11



Subject: Strata Parking Enforcement Framework

TRIM No: A16/0667

Submitted by: Councillor Spicer
Councillor Nemesh

MOTION:

That Council:

1. Notes the previous report on Strata Parking Area Agreements (PD/5.6/23.12) considered on 5 December 2023, which outlined the legislative framework and identified challenges limiting participation in strata parking enforcement agreements under section 650A of the *Local Government Act 1993*.
2. Recognises that while the earlier trial saw limited uptake due to high cost and resource impact, unauthorised parking in strata properties remains a common concern raised by residents.
3. Investigates an on-demand strata parking enforcement scheme that:
 - (a) Allows strata properties to opt in voluntarily through an initial joining fee, annual participation fee and per call-out fee.
 - (b) Is structured to be at least cost neutral to Council, with all costs recovered through participation and call out fees, and from any infringements issued under the scheme.
 - (c) Limits enforcement under the scheme to on-request call-outs made by the strata manager or another designated representative of the strata property.
4. Officers prepare a report to Council by March 2026 that includes the necessary steps for the commencement of the on-demand strata parking enforcement scheme at that time.

Background

In 2017, Council trialled a strata parking enforcement scheme in Paul Street, Bondi Junction, but participation was low and the program was not continued.

Since then, residents in strata properties have continued to raise concerns about unauthorised parking and the lack of practical enforcement options.

This motion seeks to revisit the scheme with a simpler, user pays call-out model where strata properties can request enforcement on demand. By removing routine patrols and introducing a fee for service structure, the model can provide a fair and effective option for strata communities while ensuring efficient use of Council resources under a scheme that is at least cost neutral to Council.

General Manager's comment

If resolved by Council, officers will investigate and report back by March 2026 on options to introduce an on-demand strata parking enforcement scheme as proposed.

Fletcher Rayner

Director, Planning, Sustainability and Compliance

NOTICE OF MOTION CM/8.4/25.11



Subject: No Sale of Council-Owned Properties

TRIM No: A25/2137

Submitted by: Councillor Masselos

MOTION:

That Council:

1. Notes that:
 - (a) Council owns a wide range of properties across the local government area, which provide long-term benefit for residents.
 - (b) These properties range from community venues, low-cost accommodation for community organisations and properties leased for a commercial return.
 - (c) Council last financial year had a negative operating performance ratio with a further depletion of reserves, and a recent external financial sustainability service review has painted a challenging financial future for Council.
 - (d) Council needs to put in place a plan for a strong financial future, including a solid base of assets.
 - (e) Selling Council properties may weaken Council's long-term financial sustainability.
2. Resolves not to initiate the sale of Council-owned property during this term of Council.

Background

Council owns a wide range of properties across the local government area, which provide long-term benefit for residents. These properties range from community venues, low-cost accommodation for community organisations and properties leased for a commercial return.

Council last financial year had a negative operating performance ratio with a further depletion of reserves, and a recent external financial sustainability service review has painted a challenging future for Council.

More than ever, Council needs to put in place a plan for a strong financial future, including a solid base of assets. Properties owned by Council were thanks to the foresight of previous Councillors who could see that a strong Council needed a strong asset base.

Selling Council properties may offer a short-term financial boost, but it weakens Council's long-term financial sustainability. Property values appreciate over time, meaning our properties become more valuable and strategically important with each passing year.

Selling these assets will forfeit future rental income, with Spotlight and Officeworks bringing in more than \$3 million per annum. Capital gains and community benefit will also be surrendered.

Selling any Council properties this term of Council will erode public trust. Councillors must act as stewards of community assets, not property traders. Once sold, these assets are lost forever, and we will never be able to buy anything comparable in Waverley again. Of a more serious concern is that those properties will be used for commercial gain not public good.

General Manager's comment

Should Council choose to divest or acquire Council-owned property, any sale or purchase would follow the Council's adopted Property Acquisitions and Disposal Policy. It is noted that Council has established the Strategic Property Review Committee, comprising Councillors and officers, which has met monthly since February 2025.

Sharon Cassidy

Director, Assets and Operations

URGENT BUSINESS
CM/10/25.11**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/11/25.11

Subject: Moving into Closed Session

Author: Emily Scott, General Manager



RECOMMENDATION:

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/11.1/25.11 CONFIDENTIAL REPORT - Commercial Waste - Fees and Charges 2026

This matter is considered to be confidential in accordance with section 10A(2)(d)(ii) 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, confer a commercial advantage on a competitor of Council.

CM/11.2/25.11 CONFIDENTIAL REPORT - Tea Gardens Hotel, 4A Bronte Road, Bondi Junction - Airspace Lease

This matter is considered to be confidential in accordance with section 10A(2)(c) 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, confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.

CM/11.3/25.11 CONFIDENTIAL REPORT - Tender Exemption - Truck Washing Services

This matter is considered to be confidential in accordance with section 10A(2)(d)(i) 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 commercial information of a confidential nature that would, if disclosed, prejudice the commercial position of the person who supplied it.

2. 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*.
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*.

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/12/25.11

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.