



**CAMPBELLTOWN**  
CITY COUNCIL

**A safe, sustainable, vibrant Community**



**2020 / 2021**  
**Annual Report**



**Campbelltown City Council acknowledges that we meet on the traditional Country of the Kurna people and respect their physical and spiritual connection to Country. We as Council will act in a way that pays respect to Kurna Heritage. We also acknowledge elders past, present, and future and the continuing importance of their living culture.**



Local resident, Shouwn Oosting (left) and Ivan-Tiwu Copley, local Kurna / Peramangk elder (right).

Artwork above by Ivan-Tiwu Copley.



# Contents

Message from the Mayor .....	4
Chief Executive Officer's Report .....	6
Introduction .....	7
Financial Summary .....	8
Financial Sustainability .....	9

## OUR COUNCIL

<b>Local Government .....</b>	<b>10</b>
Profile of the Council Area .....	10
Representation Quota / Review .....	12
Local Government Elections .....	14
Our Climate Solutions Journey .....	15
Key Achievements by Council .....	16
<b>Council Structure .....</b>	<b>17</b>
Council Subsidiaries .....	18
Committees .....	19
<b>Elected Members .....</b>	<b>22</b>
Workshops / CEO Briefing Sessions .....	23
Elected Member Training and Development .....	24
Elected Member Register of Overseas and Interstate Travel .....	24
Elected Member Attendance at Council Meetings .....	25
Payment of Allowances to Members of Council and Council's Committees .....	26

## OUR STRUCTURE

<b>Decision Making .....</b>	<b>28</b>
Decision Making Structure of Council .....	28
Report on Internal Review of Council Decisions .....	29
Request for Service and General Complaint Handling .....	29
Community Engagement .....	30
Use of Confidentiality Provisions .....	31
<b>Community Access to Information .....</b>	<b>32</b>
By-Laws .....	32
Freedom of Information .....	32
List of Codes of Conduct / Practice .....	33
List of Registers .....	33
Local Nuisance and Litter Complaints .....	33
Online Services   Website & Social Media .....	33
<b>Our Organisation .....</b>	<b>34</b>
Structure .....	34
Executive Management Team .....	35
Staff Profile .....	36
Staff Recognition .....	37
Employee Assistance Program .....	37
Healthy Lifestyle Program .....	37
Work Health and Safety and Return to Work .....	37
COVID-19 .....	37

## OUR PROGRAMS & FACILITIES

<b>Programs and Facilities .....</b>	<b>38</b>
Community Grant Information .....	38
Personal Achievement Grants .....	38
Council Facilities .....	39
Halls and Meeting Places .....	39
Sporting Facilities .....	40
Campbelltown Library .....	41
Community Bus .....	43
Private Bus Subsidy .....	44
Parks and Reserves .....	43
<b>Awards .....</b>	<b>44</b>
2021 Senior Citizen of the Year .....	44
Council Awards .....	45

## STRATEGIC MANAGEMENT

<b>Strategic Management Performance .....</b>	<b>46</b>
Framework .....	46
Strategic Plan Performance .....	48
Supporting our Community (Quality Living) .....	48
Greening Our City (Environmental Responsibility) .....	49
Enhancing Our Assets (City Planning) .....	49
Planning for Our Future (City Planning) .....	50
Leading our People (Leadership/Local Economy) .....	50
Annual Business Plan Performance .....	51
Council's Projections and Plans .....	51
Community Land Management Plans .....	51

## FINANCIAL PERFORMANCE

<b>Financial Performance .....</b>	<b>52</b>
Competitive Tendering .....	52
Use of Local Goods and Services .....	52
Fraud & Corruption Prevention .....	52
National Competition Policy – Clause 7 Statement Reporting .....	53
Auditor Information .....	53
<b>Council's Audited Financial Statements for the year ended 30 June 2021 .....</b>	<b>54</b>

## Message from the Mayor

The 2020/21 financial year has thrown up significant challenges for Campbelltown Council with Covid-19 continuing to be present in our lives for a second year. During this time Council has worked with the Community to develop a new Strategic Plan. Our new vision is: **'A safe, sustainable, vibrant Community'** and our mission is: **'The Community is the centre of everything we do'**.

These ambitious goals fall under five areas listed below.

Council focusses on providing a range of programs for the Community while maintaining a healthy budget position despite the decision not to increase rates in the 2020/21 financial year and defer rates for those in hardship.

The Covid-19 pandemic, in addition to all of the other challenges we face in terms of local development, has added to the complexity of addressing environmental issues, legislative changes and other Community needs and expectations.

### Supporting our Community

Our volunteers are a most important part of support for family, friends and neighbours and we continued to rely on the generosity of 209 volunteers who provide a huge range of services to make life better for everyone.

Our library has led the way in providing services that the Community wants including Wriggle and Giggle sessions, technology training for older citizens and the introduction of 3D printing and robotics.

We continue to support local organisations like service, sporting, social and multicultural groups. Local businesses are assisted through the Propel program, business surveys and visits.

### Greening our City

As Climate Change and infill housing impacts on our green space and reduces canopy cover we are addressing the imperative to plant more trees and undergrowth.

Council has continued to work on improving our facilities including The ARC and playgrounds to provide all residents with a range of natural open spaces to help maintain mental and physical health.

Council continued investigating/adopting technologies focussed on improving energy efficiency, reducing costs, and reducing carbon emissions. Council has been trialling fully electric and hybrid electric vehicles along with installing electric vehicle charging stations.

Working with environmental Community groups and volunteers is a continuing focus. The #giveanhour volunteer initiative facilitated the distribution of kitchen caddies to every household in the Council area to divert kitchen waste from landfill to the Green Waste stream.

### Enhancing our Assets

Construction of 23 new, accessible footpaths, replacement of 3 existing footpaths, and improving the surface of 14 streets was undertaken. These upgrades are scheduled each year in a managed program. Stormwater management is also a continuing focus of Council.

Council also managed the upgrading of our playgrounds and is committed to developing a super playground at Thorndon Park.

Over recent years the gaps in opportunities for Community members who love to play sport whether male or female has been systematically addressed. While not yet completed, 80% of facilities are now refurbished for multipurpose uses. In 2020/2021 Council focussed on the redevelopment of Max Amber Sportsfield, Foxfield Oval changerooms, female friendly changerooms at Steve Woodcock Sportsgrounds and completed the refurbishment of the clubrooms for the Hectorville Sports Club at Daly Oval. All developments are reviewed by the Disability Access and Inclusion Advisory Committee to ensure that everyone of every ability feels included.

### Planning for our Future

As we face the challenges of the twenty first century we need to adapt our City for increased population, respond to changes in Planning and Development Rules and manage our resources efficiently and effectively. We plan for a City where children can play and everyone knows they have a welcoming place that is safe, sustainable and vibrant. It also means looking for ways to manage cats, dogs, other pets, native animals, birds and feral animals.

We have various Masterplans, Management and Operational Plans which are supported by modern technology.

The Council undertook a Feasibility study into a new Performing Arts Centre to fill a cultural gap. After 153 years the small local halls are no longer suited to the needs of our Community who expect warm, comfortable, modern facilities to enjoy every kind of performance.

### Leading our People

Elected Members bring a variety of skills, talents, education, qualifications, ages and backgrounds to Council with the positive attitude that they are there for the Community and its residents. They aim for the best opportunities and results they can achieve and are a strong team. During 2020/2021 Council acknowledged the service of the many current and former Councillors and Staff who have served 10, 20, 30 or 40 years and contributed so much to the excellent facilities in Campbelltown today.



It is with sadness that we mark the passing of former Mayor Geoff Heath, in April 2021, who contributed so much to the city over 30 years. The first woman Campbelltown councillor was honoured through the naming of the Margary Dunn Centre in May.

Our dedicated Staff members and the Management Team, ably led by our excellent CEO, consistently perform at the highest standards. All of the Council undertakes training to keep up to date with current issues, technologies and legal requirements.

### Conclusion

The times call for new approaches to many of the matters which affect our community. The new Planning and Development system introduced by the State Government in March 2021 is yet to be truly tested in our area, however requires Council to be alert to changed circumstances.

Other major trends are a focus on inclusive buildings and infrastructure, a greater emphasis on recreational facilities, open space, environment and liveability boosted by partnerships with State and Federal Governments in providing valuable funding support.

Despite the difficulties created by the pandemic the overall financial position is strong, with a united team of Staff and Elected Members preserving the best of the past while building a cohesive, multicultural, inclusive Community.

Jill Whittaker  
Mayor



## Chief Executive Officer's Report

I would like to welcome you to this year's Annual Report.

During the year, Council has worked closely with residents, local businesses, neighbouring Councils and Government agencies to deliver a number of services and initiatives whilst supporting the local Community continue to work through this global pandemic.

The impact of COVID-19 continues to be felt, has an enormous impact on our Community and will change our lives forever. Council introduced support packages to assist residents, ratepayers, Community groups and sporting clubs through these unprecedented times and it has been fantastic to see the way the Community has worked with during this period.

To assist local business through the global pandemic and to promote economic development locally Council introduced the Small Business Grants Program. This program aims to help new and established businesses in Campbelltown grow. The Grants assist small businesses grow through expansion, commercialisation, research and development. The Grant Program offered up to \$5,000 per business on a dollar-for-dollar basis subject to eligibility criteria and conditions being met.

Council also adopted a new Strategic Plan with its vision being 'A safe, sustainable, vibrant Community'. The Community wants to be safe which after the intense bushfires in South Australia in recent years and the ongoing impact of the pandemic is essential.

Sustainability is an important environmental and economic driver especially as we move towards re-using waste in new products and preserving the best of the past. People value a Community that is vibrant, full of opportunity and connected. Our challenge over the next few years is to deliver on this vision and ensure that we put the Community at the centre of everything we do.

Recognising the importance of Climate Change and how it's likely to impact the lives of our Community for many generations to come, Council established the Climate Solutions Advisory Committee. The initial task of this Committee is to develop a Climate Solutions Strategy. To ensure the outcomes of the strategy can be implemented Council has also agreed to fund an annual allocation of \$250,000.

Although the impact of the global pandemic has continued to impact our lives, Council has still been able to undertake a number of significant projects for the Community. These projects include:

- » Margary Dunn Centre – The renaming of the Old Uniting Church Hall building on Montacute Road, the Margary Dunn Centre is fantastic recognition to the amazing contribution Ms Dunn made to our Local Community including many years as a Meals on Wheels volunteer. Ms Dunn was Council's first ever female Councillor and a long term and very much valued Volunteer of the Campbelltown Meals on Wheels Service.

- » Hectorville Sports and Community Club – The redevelopment of this facility has seen an outdated venue transformed into a fully accessible Community Hub that allows people of all ages and abilities to attend. Through the redevelopment Council was able to construct fully compliant female change rooms as well as significantly improving access to both the downstairs and upstairs Community spaces.
- » Max Amber Sportsfield Redevelopment – The long awaited redevelopment of this facility has commenced and is on track to be completed by the end of this year or early next year. This new venue will provide fully accessible facilities for people of all ages and abilities, including fully compliant female change rooms, and establishing another significant Community space in addition to the Sporting Clubs whilst ensuring the highest level environmental initiatives have been included in the redevelopment.

The success of these initiatives, along with the many others Council has undertaken over the past 12 months, are wonderful examples of how Council and the local Community have worked together to achieve excellent outcomes.

For 2020/2021, Council recorded an operating surplus of \$3.2 million. The result was achieved, while continuing to significant financial support primarily across the first half of the financial year, including a 0% general rate increase (plus growth of 2.08%) and various fees and charges waived to assist ratepayers, businesses, sporting clubs and community groups during this time. Additional income was also received through the Special Local Roads Program, Local Roads and Community Infrastructure grants and the opening of The ARC Campbelltown to all users post lockdown restrictions.

Council remains free of any loans, and enjoys holding a strong cash and investment balance of \$35.6 million as at 30 June 2021. With Council's Infrastructure Asset Management Plans updated and endorsed during the year, it will be able to respond to any future financial implications and prepare to fund the upcoming updates to its suite of Infrastructure Asset Management Plans.

Council is committed to supporting the Community through these unprecedented times and will continue to look for ways to improve its efficiency and productivity to reduce the cost of providing services whilst providing a safe, sustainable and vibrant Community.

I invite you to read the Annual Report and hope you find it both enjoyable and informative.



Paul Di Iulio





# Introduction

This Annual Report informs residents, ratepayers, business and industry owners, government agencies, organisations, Staff and other interested parties about Council's activities for the previous 12 months. It provides a historical record of the Council's activities and documents progress on projects and achievements in relation to Council's strategic and financial plans in an open, transparent and accountable manner, a priority that is outlined in Council's Strategic Plan.

Council's website is the principal medium for distributing the published version of the Annual Report, although printed copies are also available on request for people without access to computer facilities. This approach aligns to Council's environmental and financial objectives, reducing paper usage, and minimising the environmental and financial impact of producing the report.

The structure of the Annual Report is as follows:

## The structure of the Annual Report is as follows:

### Annual Report 2020 / 2021

Document containing information to meet legislative requirements, an abridged set of financial information and references to Council's subsidiaries.

#### Appendix 1

Council's Annual Financial Statements for the year ended 30 June 2021.

#### Appendix 2

Eastern Health Authority Inc Annual Report 2020/2021 and Audited Financial Statements

#### Appendix 3

East Waste Inc Annual Report 2020/2021 and Audited Financial Statements

Council's approach to the Annual Report is based on a commitment to reaching a broad readership and assisting with the achievement of Strategic Plan 2024 Goal 5 – Leading our People. The Annual Report provides a valuable insight into the profile and culture of the City, and an overview of the year's activities.

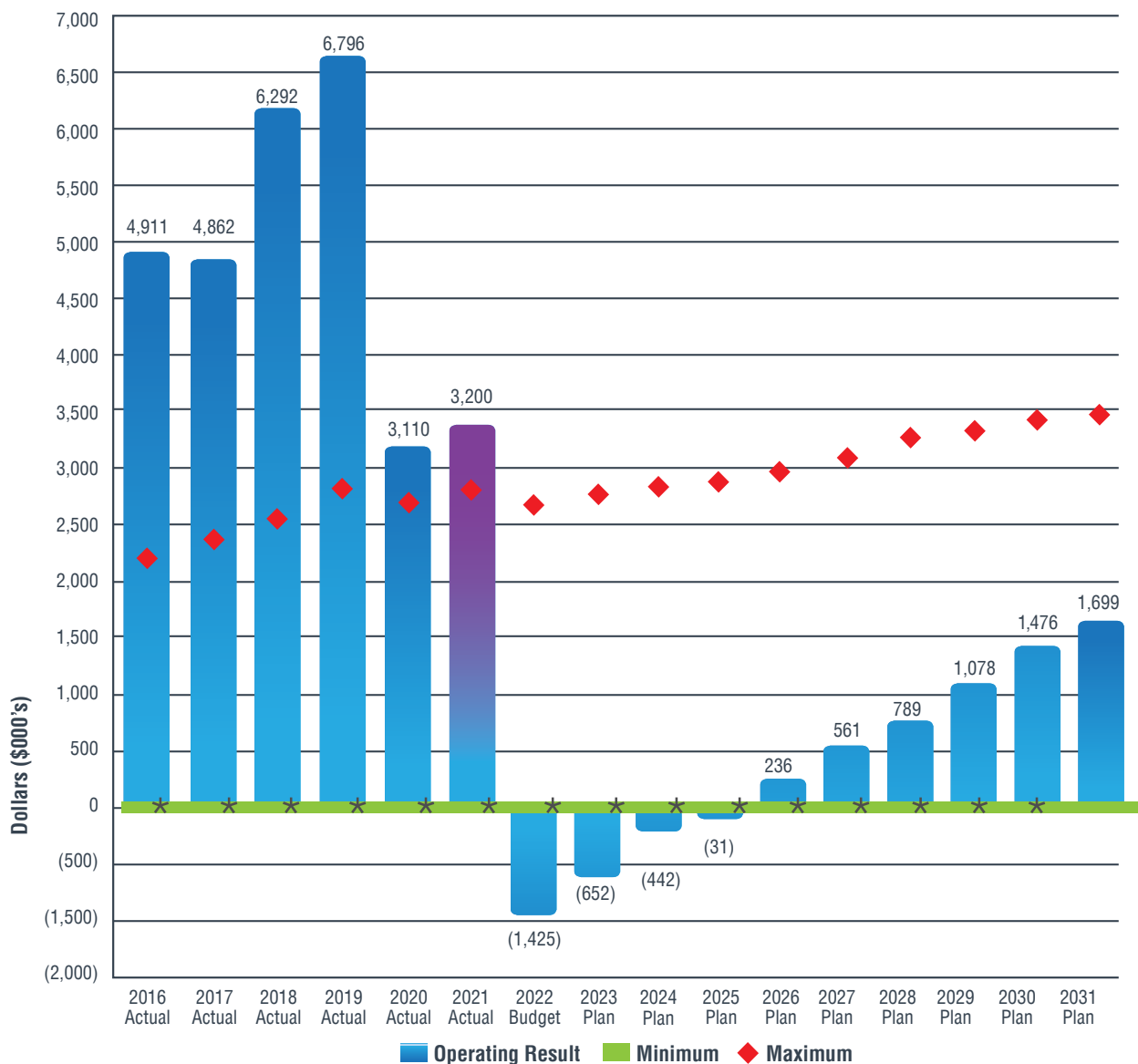


# Financial Summary

Summarised Statement of Comprehensive Income	2020 / 2021 (000's)	2019 / 2020 (000's)
Income	53,797	52,275
Expenses	50,597	49,165
<b>Operating Surplus / (Deficit)</b>	<b>3,200</b>	<b>3,110</b>
Asset Disposal & Fair Value Adjustments	(1,323)	(2,945)
Amounts Received Specifically For New or Upgraded Assets	2,352	2,053
Physical Resources Received Free of Charge	21	1,033
<b>Net Surplus / (Deficit)</b>	<b>4,250</b>	<b>3,251</b>
Summarised Statement of Financial Position	2020 / 2021 (000's)	2019 / 2020 (000's)
Current Assets	38,316	30,601
Non-Current Assets	681,840	615,201
<b>Total Assets</b>	<b>720,156</b>	<b>645,802</b>
Current Liabilities	8,974	7,245
Non-Current Liabilities	898	948
<b>Total Liabilities</b>	<b>9,872</b>	<b>8,193</b>
<b>Net Assets</b>	<b>710,284</b>	<b>637,609</b>
<b>Total Equity</b>	<b>710,284</b>	<b>637,609</b>

# Financial Sustainability

Council adopted its latest version of its LTFP (Long Term Financial Plan) in March 2021. The graph below shows the performance of Council's operating result since 2015/2016, the adopted budget for 2021/2022 and forecasted projections contained within the remaining years of the adopted LTFP.



One of Council's key financial targets is to achieve an operating surplus ratio between 0% and 5%. The section of the graph marked with an asterisk indicates 0%, while the diamonds represent 5% (maximum target).

Council's strong operating surplus in 2020/2021 resulted from the additional income generated through the reopening of The ARC Campbelltown post lockdown restrictions and additional grants received through the Special Local Roads Program and Local Roads and Community Infrastructure Program.

Council is projecting an operating deficit in 2021/2022, as the budget takes into account the early receipt of Financial Assistance and Local Roads grants in June 2021 originally expected to be received in 2021/2022, along with the residual impact of financial support provided to ratepayers, businesses and sporting and Community groups in response to the COVID-19 pandemic, including a 0% General Rate increase in 2020/2021.

# Local Government

## Profile of the Council Area

Community interests have been managed locally since 2 March 1868 when the District Council of Campbelltown was proclaimed. The City is named after Charles James Fox Campbell, a prominent early pastoralist whose original home Lochend, has been faithfully restored and listed on the State Heritage Register. The District became a Town with a Municipal Office on 1 January 1946 and was proclaimed a city on 6 May 1960 having reached a population of more than 15,000.



**53,082** Estimated Population



**254.8 km** Roads



**64** Playgrounds



**23,100** Dwellings in the Council area



**13,422** Residents aged 60 or over



**10,043** Jobs in the Council area



**5,596** Residents speak Italian at home



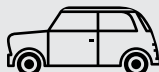
**3,951** Local Businesses  
(including 90 new businesses)



**2,321** Residents speak  
Mandarin at home



**91 ha** of biodiversity reserves (over 30)



**51%** Households with 2 or more cars



**34%** Residents born overseas



**10 km** Distance by road between  
Council Office and Adelaide GPO



**282** Aboriginal and Torres  
Strait Islander Peoples



**26,000** Street and Reserve trees



**330 km** Footpaths



**764,184** Attended  
The ARC Campbelltown



**15,336** Children and young  
people (aged <25 years)



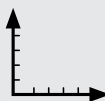
**12,077** Residents enrolled in  
schools or higher education



**8,097** Volunteers



**1,048** Development approvals



**2,436 ha** Size of Council area (24km<sup>2</sup>)



**60%** of waste diverted from landfill



**35%** Speak another language at home



**15%** Open Space



**5** Neighbouring Councils (Adelaide Hills,  
Burnside, Norwood Payneham & St Peters,  
Port Adelaide Enfield, Tea Tree Gully)





## Representation Quota / Review

The City of Campbelltown has 11 Elected Members including the Mayor, who each represent an average of 3,296 electors.

The following chart<sup>1</sup> compares the City of Campbelltown's representation quota with that of other Councils of a similar size and type. The quota is derived by dividing the total number of electors for each Council by the number of Elected Members. The average for these Councils (based on the Representation Quota column below) is 2,607.

Council Name	Number of Electors	Number of Elected Members (inc Mayor)	Representation Quota
Campbelltown	36,254	11	3,296
Burnside	32,083	13	2,468
Holdfast Bay	28,562	13	2,197
Mitcham	48,930	14	3,495
Norwood Payneham & St Peters	25,862	14	1,847
Unley	27,602	13	2,123
West Torrens	42,378	15	2,825

<sup>1</sup> Source: Local Government Association. The number of Electors is obtained from the Electoral Commission of SA.



Periodic reviews of Elector representation are scheduled by the Electoral Commission of SA to confirm that governance arrangements are adequate within each Council and that they provide a fair representation for electors. The prescribed process (commonly known as a Representation Review) enables Councils to examine whether a change in elector representation arrangements is appropriate, and must include a review of Ward boundaries and the composition of Council.

An essential step in the Representation Review process is the opportunity for electors and members of the public to make submissions to the review. Section 12 of the Local Government Act 1999 prescribes this process; a summary is described below:

1. At the commencement of the Review, a suitably qualified person must prepare a Representations Options Paper on Council's behalf. A consultation period of at least 6 weeks enables interested persons to forward written submissions to Council on this paper.
2. Council then prepares a report on the outcomes of the consultation period and tables its representation proposal. A similar opportunity must then be provided for interested persons to make written submissions on this report for a consultation period of at least 3 weeks. Any person who makes a written submission must also be given the opportunity to appear before the Council or a Council Committee and to be heard on the submission.

In 2017 Council resolved the following in relation to its Representation Review:

- » The principal member of the elected Council be the Mayor, elected by the whole of the Community at City-wide elections, and the elected Council comprise 10 Ward Councillors
- » The City be divided into five (5) Wards, as per the current Ward structure, with each Ward being represented by two (2) Ward Councillors
- » The existing Ward names being Gorge Ward, Hectorville Ward, Newton Ward, River Ward and Woodforde Ward be retained.

The review was certified by the Electoral Commissioner of South Australia on 1 May 2017 and gazetted on 7 June 2017. The next Representation Review is scheduled for 2024.





## Local Government Elections

Local Government elections are held in South Australia every 4 years, with the most recent general election in November 2018 (voter turnout equated to 31.2%). No supplementary elections have been held since the general election.

Information about currently serving Elected Members is provided on pages 22-24 of this report.

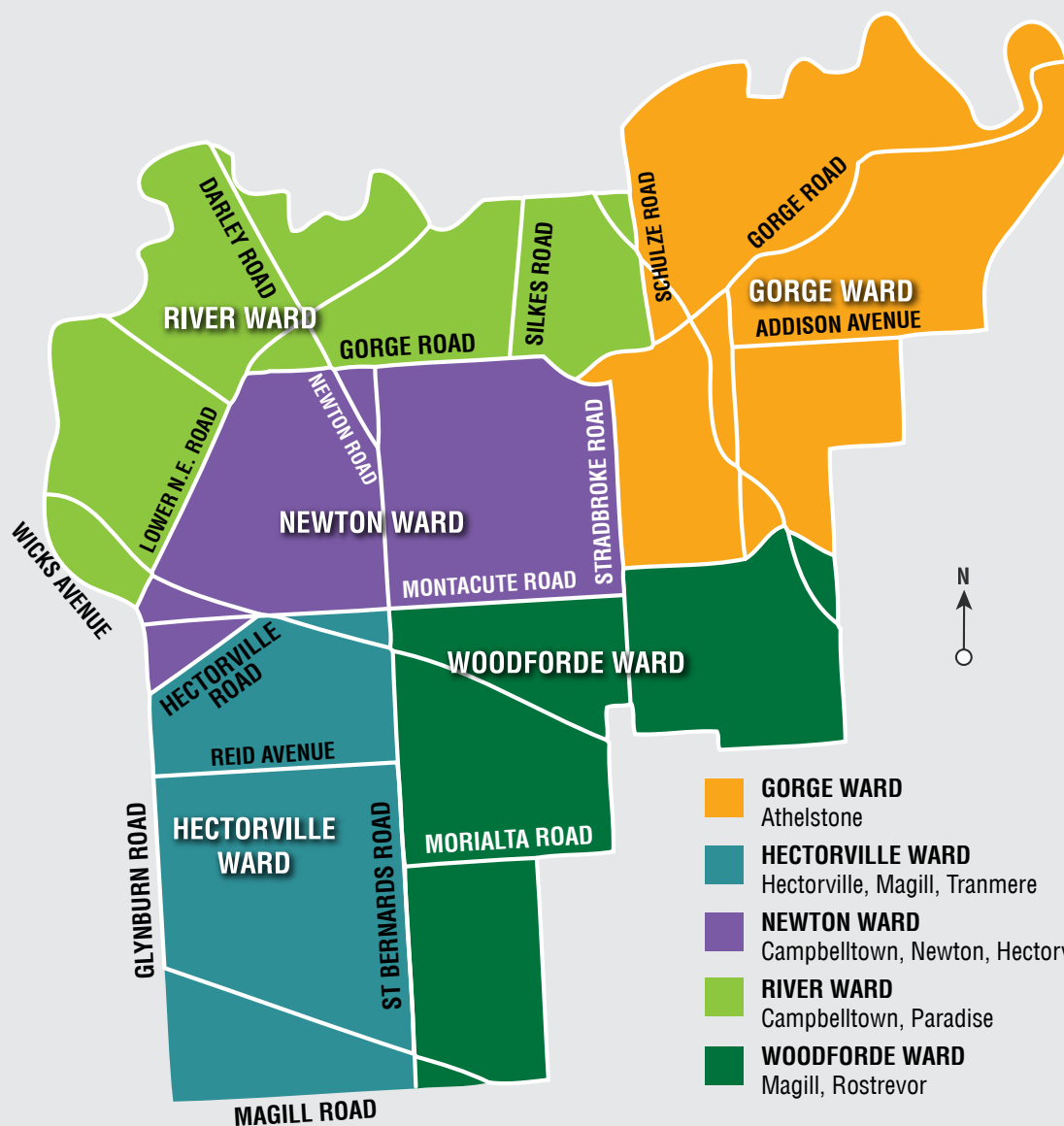
To become an Elected Member, a person needs to be:

- » Eligible in accordance with the Act (Local Government (Elections) Act 1999)
- » Willing to nominate and run a campaign (when there are more nominations than positions), and
- » Aware of the high commitment required to be an Elected Member.

The Act provides further information on the requirements for Local Government Elections, how they are to be conducted, who can nominate, who can vote and how the votes are to be counted. The Local Government Association also provides information about elections on its website [www.lga.sa.gov.au](http://www.lga.sa.gov.au).

Further information about voting procedures is available from the Electoral Commission SA on 1300 655 232 or visit [www.ecsa.sa.gov.au](http://www.ecsa.sa.gov.au).

The next general elections for Council are scheduled to be held in November 2022.



# Our Climate Solutions Journey

Council commenced its Climate Solutions journey in earnest this financial year. The following timeline and infographic of achievements provides a baseline for future works.



# Key Achievements by Council



Installed 277kW solar PVs across Council asset



Installed 32 water sensitive design features across City & stormwater harvesting system



Committed to planting at least 1,100 trees annually across City



Recycled or composted 60% of all kerbside material in 2020



One of the first Councils in SA to install electric vehicle charging stations



Continuous progress in installing energy efficient fixtures on most Council assets



Partnered with Resilient East and Climate Emergency Australia Network



Declared Climate Emergency



Invested in trials and research for new climate solutions



Formed a Section 41 Climate Solutions Advisory Committee



Allocated annual funding for climate solutions



Ranked 5<sup>th</sup> in Climate Change Governance and Risk Assessment out of 350 Councils surveyed in Aus



38% of dwellings in the City of Campbelltown have PV installations as of June 2021



10 volunteer environment groups consisting of ~100 volunteers



Strong participation in tree planting and green verge events



Separation of waste (20% redirection of waste in tonnages to recycling, and 35% to compost facilities)



Usage of electric charging stations since installation across the City



Strong participation in informative / educative sessions to be more resilient and adaptive



Strong participation in informative / educative sessions to be more resilient and adaptive



Advocating for stronger climate change considerations in Council's service delivery

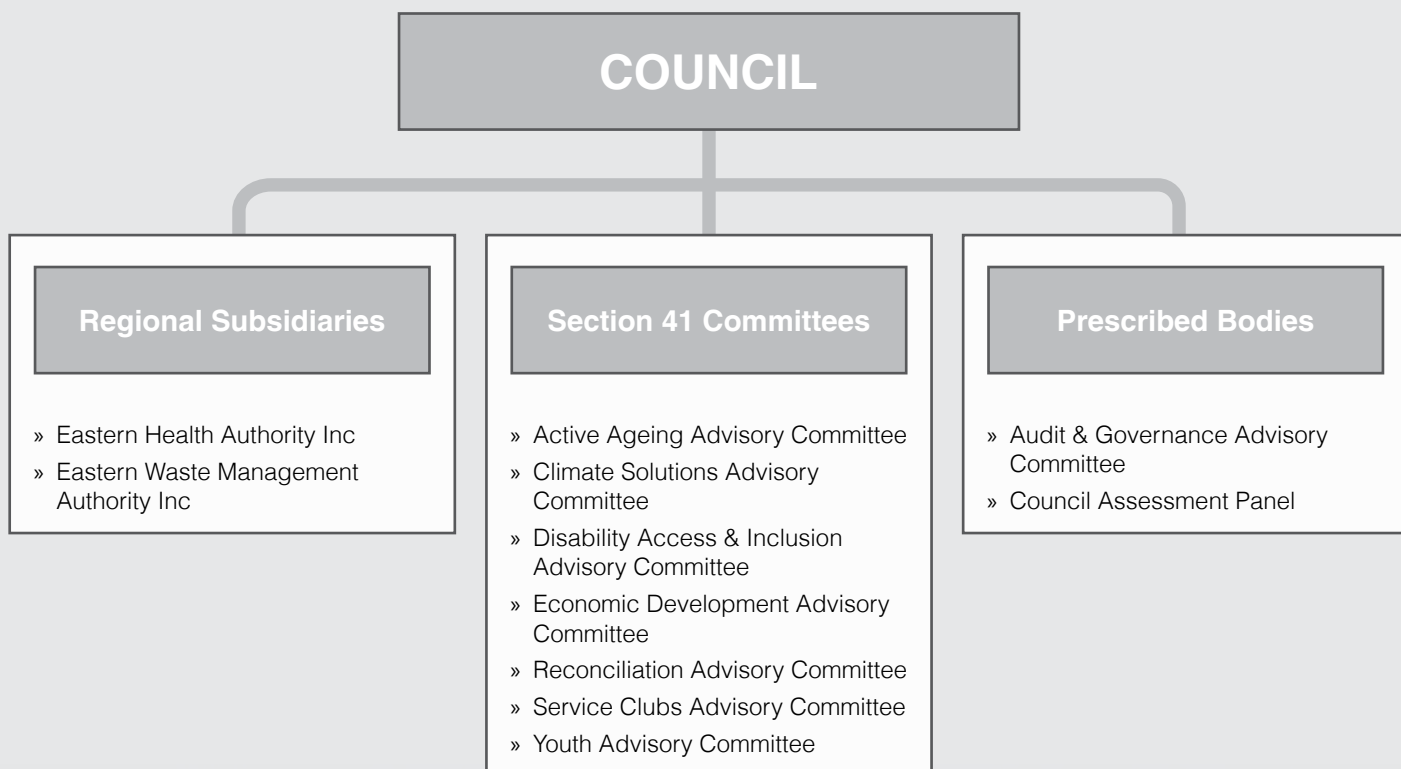


Uptake of food organics kitchen caddy usage since rollout in 2020



# Council Structure

Council's structure at 30 June 2021 was as follows:





## Council Subsidiaries

Council is a member of two regional subsidiaries established pursuant to Section 43 of the Local Government Act 1999:

- » EHA (Eastern Health Authority Inc)
- » East Waste (Eastern Waste Management Authority Inc).

Subsidiary Annual Reports and financial statements are provided as appendices to this document.

### Eastern Health Authority Inc

Council is a member of EHA (Eastern Health Authority), a regional subsidiary constituted to provide a wide range of environmental health services to the Community in the eastern and inner northern suburbs of Adelaide. The constituent Councils for this subsidiary are the Cities of Campbelltown, Burnside, Norwood Payneham and St Peters, Prospect and the Town of Walkerville.

Management of EHA is vested in a Board which includes representatives of the constituent Councils. Council's representatives for the year were:

- » Cr John Kennedy (Board Member)
- » General Manager Corporate & Community Services, Ms Michelle Hammond (Board Member).

Council makes delegations to EHA under the Environment Protection Act, the Expiation of Offences Act, the Local Government Act, the Safe Drinking Water Act, the South Australian Public Health Act, and the Supported Residential Facilities Act. In addition, EHA is completely responsible for the operation and enforcement of the Food Act within the City of Campbelltown.

Pursuant to legislation, the Annual Report and Audited Financial Statements of the Eastern Health Authority Inc are attached to this document as Appendix 2.

### Eastern Waste Management Authority Inc

Council is a member of East Waste (Eastern Waste Management Authority Inc), a regional subsidiary constituted to undertake the kerbside collection of general waste, recyclables, green organics and at-call hard waste from properties within its area. The constituent Councils of this subsidiary are the Cities of Campbelltown, Burnside, Prospect, Norwood Payneham and St Peters, Mitcham, Adelaide Hills Council and the Town of Walkerville.

Management of East Waste is vested in a Board which includes representatives of the constituent Councils. Campbelltown City Council was represented during the financial year by its Chief Executive Officer, Mr Paul Di Iulio (Board Member).

Pursuant to legislation, the Annual Report and Audited Financial Statements of East Waste are attached to this document as Appendix 3.



# Committees

At 30 June 2021, Council had 8 Section 41 (Local Government Act 1999) Committees (2 statutory and 7 discretionary) and a Council Assessment Panel. A report on the Strategic Planning and Development Policy Committee is included in this report as the Committee operated during the year, however was dissolved in March 2021.

Committee reports are provided below. Unless otherwise stated, the Committee membership referenced is as at 30 June 2021.

## Active Ageing Advisory Committee

The Committee was chaired by Cr Britton-La Salle (until November 2020) and Cr McLuskey (from December 2020) and comprised Mayor Jill Whittaker (ex officio), Cr John Kennedy, Cr Britton-La Salle, Ms Reeve Brice, Ms Rosaria Ciaravolo, Mr John Schluter, Ms Julie Carman, Ms Bettina Seifert, Mr John Hall, Ms Linley Denson (until May 2021), Ms Marilyn von Thien, Ms Katrina Spencer and Ms Kathleen Bell.

This Committee advises Council on matters relating to people aged 60 years or older. Members use their vast experience and skills to help Campbelltown to be an age-friendly Community with a focus on planning for ageing, housing, physical environment, participation, health, wellbeing and services. Key activities undertaken by the Committee include:

- » Development of an Active Ageing Action Plan
- » Implementation of the 'Every Age Counts' pledge to tackle ageism
- » Development of a Housing Options Paper for older people
- » Launch of 'This is my Campbelltown' an intergenerational multicultural video project
- » Distribution of a Christmas newsletter 'connecting your way out of COVID' through Community groups and organisations supporting older people
- » Self-assessment of 'Age Friendly Neighbourhoods Guidelines and Toolkit for Local Government'.

## Audit and Governance Advisory Committee

The Committee was chaired by Mr Roberto Bria and comprised Mr Leigh Hall OAM, Dr Andrew Johnson, Cr Matthew Noble and Cr Elena Casciano.

The Committee met 7 times during the year and reviewed matters in line with the Terms of Reference of the Committee and the Committee's work plan.

Key topics that the Committee advised Council on included:

- » External audit reports and correspondence
- » Annual Financial Statements and Annual Report
- » Long Term Financial Plan and Targets
- » Annual Business Plan and Budget
- » Internal Financial Controls Review
- » Infrastructure Asset Management Plans.

The Committee also reviewed the following:

- » A Strategic Land Purchase
- » Hospitality Procedure
- » Investment Options
- » Top Organisational Risks
- » Public Interest Disclosure Update Rating Policy
- » Member's Training Requirements and Skills Matrix
- » Dog Registration and Infringements System Review.

## Climate Solutions Advisory Committee

The Committee was chaired by Cr Dr Sue Irvine and comprised Mayor Jill Whittaker (ex officio), Cr Anna Leombruno, Cr Johanna McLuskey, Professor John Bolland, Mr Patrick Greene, Mrs Amalia Sosrodirejo and Ms Kirsty Tanner.

The Committee met for the first time on 16 June 2021 and commenced advising on matters in regard to the development of Campbelltown City Council Climate Solutions Strategy, Journey and Directions.



## Committees

### Disability Access and Inclusion Advisory Committee

The Committee was chaired by Cr Johanna McLuskey and comprised Mayor Jill Whittaker, Cr John Kennedy, Mr Niravkumar Patel representing CARA (until September 2020), Ms Danielle Broadway representing Barkuma (until November 2020) Ms Karen Beale, Mr Ad'm Martin (until August 2020), Mr Peter Emery (until September 2020) and Mr Ben Waechter; and from January 2021 comprised Ms Kathy Bereny, Ms Rebekah Greet, Ms Kate Tuck representing Direct Care Australia and Ms Amy Roe representing SA School for Vision Impaired.

The Disability Access and Inclusion Advisory Committee aims to identify and address access and inclusion barriers for people to ensure that everyone, regardless of age or ability, can access and participate in Community life. The Committee is responsible for reviewing and monitoring Council's Disability Access & Inclusion Plan. Key activities undertaken by the Committee and Council include:

- » Endorsed the Campbelltown DAIP 2020-2024 in line with the Disability Inclusion Act 2018 and the State Government 'Inclusive SA: State Disability Inclusion Plan 2019-2023', and informed the development of the easy-read version Campbelltown DAIP 2020-2024
- » Provided advice and recommendations for the design of accessible play spaces as part of the Thorndon Park Super Playground and Paradise Recreation Plaza master plans
- » Reviewed and provided advice on accessible features for the Max Amber Redevelopment Design
- » Held two 'Speed Friending' social events for people 18 years and older who are on the autism spectrum or who experience social difficulties (brought to Campbelltown through partnership with Denise Aistrop and the Speed Friending Committee). A total of 127 attended the events
- » Council's first disability traineeship was completed in November 2020 (Mr Bart Di Caterina completed a Certificate 3 in Business Administration) and Mr Joshua Boswell commenced a Certificate 2 Horticulture traineeship in June 2021
- » Through partnership with the Clay Cup Café at Rostrevor Baptist Church, a new social initiative was formed called 'Café Connect.' This is a whole of Community initiative that is aimed at reducing social isolation particularly for those experiencing loneliness or living with a disability.

### Economic Development Advisory Committee

The Committee was chaired by Cr John Flynn and comprised Cr Dom Barbaro, Cr Luci Blackborough, Mr Brian Hales, Ms Tracey Powell, Mr John Socratous and Ms Mary Nizamis (Propel SA representative - formerly known as the Eastside Business Enterprise Centre).

The Committee met on 4 occasions (September and December 2020, and March and May 2021) to progress the development of the new Economic Development Plan 2024. This included exploring opportunities for a co-working space in the City, enhancing the Flavours of Campbelltown Food Trail, activating Brookside Cellars and increasing support services for small businesses.

### Reconciliation Advisory Committee

The Committee was chaired by Mr Shouwn Oosting and comprised Mayor Jill Whittaker (ex officio), Cr Dr Sue Irvine, Cr Luci Blackborough, Cr McLuskey (from November 2020), Mr Ivan-Tiwu Copley, Ms Lisa Hanson, Ms Nicole Lungershausen, Mr Russell Jackson and Ms Afton Penrith (until November 2020).

The Reconciliation Advisory Committee focussed on monitoring Council's Reconciliation Action Plan, along with the development and implementation of a number of activities from the Reconciliation Action Plan which included:

- » Supported annual NAIDOC Youth Awards
- » Attended Reconciliation SA Breakfast for Anniversary of the National Apology
- » Recognised Reconciliation Week 2021 with a Reconciliation Walk with local Elder and Council Staff at River Torrens Linear Park / Karrawirra Parri and an Aboriginal astronomy talk
- » Recognised NAIDOC Week 2021 with a movie showing of 'Servant or Slave'
- » Staff survey to ascertain training needs about Reconciliation
- » Kaurna names given to Max Amber Sportsfield Building 'Wayikuu' and a Laneway in Rostrevor 'Kuula Tapa' / Koala Lane.

# Committees

## Service Clubs Advisory Committee

The Committee was chaired by Cr Leombruno (from December 2020); previously it was chaired by Cr McLuskey. The Committee comprised Mayor Whittaker, Cr Flynn, Mr Chris Ward, Mr Vince Belperio, Mr Trevor Symonds, Mr Michael Cook, Mr Ian Coat, Mr Geoff Edwards, Mr Graeme Packer and Ms Jenny Barrett.

The Service Clubs Advisory Committee focuses on partnership opportunities, promotion and marketing of new initiatives undertaken by the many Volunteers within local Service Clubs. The Committee continually has discussions about how Service Clubs and Council can work together to jointly deliver projects that have a significant benefit to the local Community.

## Strategic Planning and Development Policy Committee

The Committee was chaired by Mr David Brown and comprised Cr Johanna McLuskey, Cr Dr Sue Irvine, Mr Michael O'Connell and Mr Garth Heynen.

The Strategic Planning and Development Policy Committee was established pursuant to the requirements of Section 101A of the Development Act 1993 to provide advice to Council on its Development Plan and other related policy matters as well as Master and Precinct plans.

The Committee met on 2 occasions during the first part of the year to consider and provide feedback and direction to Council with regard to a number of matters including the State Government Planning Reforms.

The Committee was dissolved at the commencement of phase 3 of the implementation of the Planning Development and Infrastructure Act 2016 in March of 2021 as the legislative requirement for the Committee ceased at that time.

## Youth Advisory Committee

The Committee has a rotational Youth Chair, and during the year comprised of:

- » Elected Members - Mayor Whittaker, Cr Johanna McLuskey and Cr John Kennedy.
- » Youth Community Members –Mr Aaron Drayton, Ms Giulia-Giorgina Condoluci, Mr Rishi Adhikari, Mr Arjun Kulshreshtha, Ms Cayleigh Stock, Ms Mannat Bains and from January 2021 Ms Gul Zehra Ms Eva Dimmell, Mr Aj Ajrish, Mr Tom McGuire, and until November 2020 Ms Jing-Yang Li, Ms Khushboo Gera, Ms Sachee Gera, Mr Lewis Pipe and Ms Divsha Sharma.

- » School Representatives until November 2020:
- » Charles Campbell College – Ms Gul Zehra
- » Norwood Morialta High School – Ms Amberley Owbridge
- » Rostrevor College –Mr Christy Saji
- » St Ignatius College – Mr Jackson Pawelski.

The Campbelltown YAC (Youth Advisory Committee) provides advice to Council on matters relating to young people. YAC developed a Youth Action Plan and undertook the following projects during the year:

- » Movies in the Park held in Thorndon Park
- » 300 Study packs packed and distributed to local young people
- » A sustainability project developed in partnership with Charles Campbell College
- » Provided specific advice on the master plans for Paradise Recreation Plaza and Thorndon Park Super Playground.

Campbelltown Youth Crew was established in January 2021 which runs events, programs and activities for young people including Library programs and events (including Books on Screen) and school holiday programs.

## Council Assessment Panel

Mr Stephen Smith was the presiding officer of the Panel, and comprised Ms Anna Leombruno (Council's representative) and independent members Mr Paul Johnson, Mr Brett Steiner and Mr Julian Rutt.

The Panel is entrusted with the role of assessing and making decisions on new development where the matter is not delegated to Council Staff. The independent members have a broad range of expertise from planning, environmental and architectural backgrounds.

The Panel meets once each month and has continued to work harmoniously, seeking to achieve outcomes which accord with Council's Development Plan and legislative requirements whilst being sensitive to the reasonable needs of neighbours and other nearby property owners.

Forty one Development Applications were considered during the year with the majority being for new residential development; 35 resulted in approvals whilst 6 were refused. There have been 2 appeals to the Environment, Resources and Development Court against decisions of the Council Assessment Panel in the past 12 months.



## Elected Members

### Mayor Jill Whittaker | 0438 375 868



- Active Ageing Advisory Committee (Ex Officio)
- Climate Solutions Advisory Committee (Ex Officio)
- Disability Access & Inclusion Advisory Committee (Ex Officio)
- Performing Arts Centre Working Party
- Reconciliation Advisory Committee (Ex Officio)
- Service Clubs Advisory Committee
- Youth Advisory Committee
- Lions Against Violence Adelaide (Vice President)
- South Australian Libraries Board
- Awarded 10 years of service

### Cr Dom Barbaro | 0411 711 949

Gorge Ward



- Economic Development Advisory Committee
- Max Amber Sportsfield Working Party

### Cr Johanna McLuskey | 0416 098 198



- Active Ageing Advisory Committee
- Climate Solutions Advisory Committee
- Disability Access & Inclusion Advisory Committee
- Max Amber Sportsfield Working Party
- Performing Arts Centre Working Party
- Reconciliation Advisory Committee
- Strategic Planning & Development Policy Committee (Committee disbanded March 2021)
- Youth Advisory Committee
- Murray Darling Association

### Cr Luci Blackburn | 0403 004 105

Hectorville Ward



- Economic Development Advisory Committee
- Performing Arts Centre Working Party
- Reconciliation Advisory Committee
- Australian Local Government Women's Association South Australia

### Cr John Kennedy, OAM JP | 8336 7783



- Active Ageing Advisory Committee
- CEO Performance Management Review Panel
- Disability Access & Inclusion Advisory Committee
- Performing Arts Centre Working Party
- Youth Advisory Committee
- Eastern Health Authority Board
- Campbelltown Community Club (President)
- Eastern Health Authority Board
- Hectorville Sports & Community Club Board
- Murray Darling Association
- Awarded 30 years of service

### Cr Elena Casciano | 0433 197 114

Newton Ward



- Audit & Governance Advisory Committee
- CEO Performance Management Review Panel
- Australian Local Government Women's Association South Australia
- Loreto College Marryatville (Director)
- Paradise Primary School Governing Council
- Rugby Union South Australia (Director)

### Cr Anna Leombruno | 0418 806 118



- Climate Solutions Advisory Committee
- Council Assessment Panel
- Service Clubs Advisory Committee
- Charles Campbell College Governing Council
- Awarded 10 years of service

### Cr Dr Sue Irvine | 0413 393 738

River Ward



- Climate Solutions Advisory Committee
- Performing Arts Centre Working Party
- Reconciliation Advisory Committee
- Strategic Planning & Development Policy Committee (Committee disbanded March 2021)
- Max Amber Sportsfield Working Party

### Cr Matthew Noble | 0403 875 766



- Audit & Governance Advisory Committee

### Deputy Mayor Cr Therese Britton-La Salle | 0498 225 044

Woodforde Ward



- Active Ageing Advisory Committee
- Max Amber Sportsfield Working Party
- Performing Arts Centre Working Party
- Murray Darling Association

### Cr John Flynn, JP | 0448 563 118



- CEO Performance Review Panel
- Economic Development Advisory Committee
- Performing Arts Centre Working Party
- Service Clubs Advisory Committee
- Federation of Catholic Schools Parent Community (Ambassador)
- St Joseph Primary School, Payneham School Board (Chairman)
- Stradbroke Primary School Governing Council

## Workshops / CEO Briefing Sessions

A number of workshops or CEO Briefing Sessions were held during the year to enable Council to seek clarification on matters or discuss background information prior to items being considered in formal Council meetings.

The CEO Briefing Sessions are held approximately monthly and details of attendance in relation to these sessions is provided below:

Date	Session	Mayor Whittaker	Cr Barbaro	Cr Blackburn	Cr Britton-La Salle	Cr Casciano	Cr Flynn	Cr Dr Irvine	Cr Kennedy	Cr Leombruno	Cr McLuskey	Cr Noble
20 July 2020	River Torrens Linear Park Lighting and Local Government Reform Bill	Y	Y	A	A	Y	Y	Y	Y	Y	Y	Y
27 July 2020	Planning Development and Infrastructure Act & Thorndon Park Super Playground	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y
3 August 2020	Strategic Planning Workshop	A	Y	A	Y	Y	Y	Y	Y	Y	Y	Y
10 August 2020	Verge Development, Max Amber Sportsfield Redevelopment, Influencers Proposal, UniSA Land	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	A
17 August 2020	Botanic Grove Master Plan, Infrastructure Asset Management Plans and Budget Process Feedback	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y
19 August 2020	Boundary Realignment	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y
14 September 2020	DV Information, Youth Advisory Committee, Infrastructure Asset Management plans, Environmental Management Plan and Major	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
30 September 2020	Max Amber Sportsfield Presentation Via Zoom	Y	N	A	Y	Y	Y	Y	Y	Y	Y	Y
19 October 2020	Community Plan (Formerly Social Plan), LGA AGM, Forrestree App, Strategic Plan Framework, Lidar (Significant Tree Identification)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
26 October 2020	Boundary Reform Survey Feedback	Y	Y	N	A	Y	Y	Y	Y	Y	Y	Y
9 November 2020	Wadmore Park Management Plan, Community Satisfaction Survey and Meals on Wheels Building Renaming	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
7 December 2020	Council Performance Review and Funding Opportunities and Council's Mayor Projects	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
18 January 2021	Council Strategic Plan and Elected Members Dinner/Alcohol	Y	A	A	A	Y	Y	A	A	Y	Y	Y
8 February 2021	Boundary Reform and Office Accommodation	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	A
10 March 2021	Training Session with Andy Foster	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
15 March 2021	Hospitality Policy, Members' Feedback on Council meetings and Council Performance Evaluation Follow up	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y
12 April 2021	Planning & Design Code, Elected Member Council Meeting Feedback, Council Performance Evaluation, Land Swap Opportunity and Extranet	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y
19 April 2021	Conflict of Interest Training Session	Y	A	Y	Y	Y	A	Y	Y	Y	Y	Y
21 April 2021	Briefing with Holmes Dyer	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y
10 May 2021	Elected Member Behaviour, CEO Performance Review, Public Feedback Forms, Tree Species, Possible Events, Australia Day Awards	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
11 May 2021	Training Session with Andy Foster	Y	Y	A	A	Y	A	Y	Y	Y	Y	A
28 July 2021	Performing Arts Centre, Wadmore Park, Athelstone Rec Building	A	Y	A	A	Y	Y	Y	Y	Y	Y	Y
<b>Total</b>		<b>19</b>	<b>17</b>	<b>14</b>	<b>13</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>18</b>

Y = Attended | A = Apology | N = Non Attendance

# Elected Member Training and Development

## Elected Member Training and Development Plan 2020/2021

Council conducted training in accordance with a structured Elected Member Training and Development Plan during the year. Council's training and development plan was structured in 2 parts:

- » Council training sessions – Group training specifically designed for Campbelltown City Council
- » Individual training – Training identified by Elected Members to suit their individual professional development needs in association with their official role and functions..

Leading Campbelltown, Council's intensive Elected Member training program, was conducted at The ARC Campbelltown on Friday 11 December 2020. The interactive team Session was facilitated by an independent consultant, delivering several general themes focussed on team building.

A conflict of interest training session was also conducted in April 2021.

## Additional Training

In addition to training offered as part of the Elected Member Training and Development Plan, Elected Members have undertaken the following training and development activities during the reporting period:

Date	Training / Development Activity	Elected Members
16-19 May 2021	Murray Darling Association 77th National Conference – Wentworth NSW	1
20-23 June 2021	Australian Local Government Association National General Assembly – Canberra ACT	5

## Elected Member Register of Overseas and Interstate Travel

### Register of Overseas and Interstate Travel – Council Members

Council maintains a register of overseas and interstate travel (with the exception of interstate travel by land that does not require an overnight stay) undertaken by Elected Members in their official capacity. Travel by an Elected Member in the previous 12 months included:

Councillor	Dates	Destination	Purpose	Total Cost	Council resolution
Cr John Kennedy	16-19 May 2021	Wentworth	Murray Darling Association 77th National Conference	\$1020.69	6 April 2021
Mayor Jill Whittaker	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$1074.39	4 May 2021
Mayor Jill Whittaker	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$889.13	4 May 2021
Cr Luci Blackborough	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$889.13	4 May 2021
Cr Dr Sue Irvine	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$889.13	4 May 2021
Cr Therese Britton-La Salle	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$889.13	4 May 2021
Cr John Flynn	20-23 June 2021	Canberra	Australian Local Government Association National General Assembly 2021	\$889.13	4 May 2021

#### Notes:

Total cost includes the cost of transport, accommodation and incidentals.



# Elected Member Training and Development

## Elected Member Attendance at Council Meetings (including Special Council meetings)

Name	7 Jul 2020	21 Jul 2020	4 Aug 2020	18 Aug 2020	1 Sep 2020	16 Sep 2020	6 Oct 2020	20 Oct 2020	3 Nov 2020	17 Nov 2020	1 Dec 2020	15 Dec 2020	19 Jan 2021	20 Jan 2021	2 Feb 2021	16 Feb 2021	2 Mar 2021	16 Feb 2021	6 Apr 2021	20 Apr 2021	4 May 2021	18 May 2021	1 Jun 2021	15 Jun 2021	TOTAL
Mayor Whittaker	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	24
Cr Barbaro	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	23
Cr Blackborough	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	L	L	L	A	Y	Y	Y	Y	Y	Y	A	Y	19
Cr Britton-La Salle	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	23
Cr Casciano	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	23
Cr Flynn	A	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	22
Cr Dr Irvine	A	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	22
Cr Kennedy	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	23
Cr Leombruno	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	A	Y	22
Cr McLuskey	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	A	Y	Y	Y	22
Cr Noble	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	24

Y = Attended | A = Apology | N = Non Attendance

## Payment of Allowances

### Payment of Allowances to Members of Council and Council's Committees

#### Elected Members Allowances

Section 74 of the Local Government Act 1999 requires that the Remuneration Tribunal determine, on a four yearly basis, allowances for all South Australian Councils. The City of Campbelltown is classified as a Group Two Council.

The Elected Member allowances were effective from the declaration of the November 2018 Council elections and were indexed on 9 November 2020. The allowances in effect for 2020/2021 were as follows:

	Prescribed Allowance from 9 November 2019	Prescribed Allowance from 9 November 2020
Mayor	\$71,648	\$72,400
Deputy Mayor	\$22,390	\$22,625
Elected Member and Chairperson of a Prescribed Committee	\$22,390	\$22,625
Elected Member	\$17,912	\$18,100
Elected Member who is Chairperson of a Section 41 Committee	\$177 per meeting, limited to an aggregate amount of \$1,058 per annum	\$179 per meeting, limited to an aggregate amount of \$1,069 per annum

#### Payments for 2020/2021

	Elected Member Allowance Entitlement <sup>1</sup>	Elected Member Allowance Paid	DAP/CAP Allowance Paid	Chairperson Allowance	Total Allowances Paid
Mayor Whittaker <sup>2</sup>	\$72,212	\$52,253.95	n/a	n/a	\$52,253.95
Cr Leombruno <sup>3</sup>	\$19,172.50	\$19,172.50	\$6000.00	\$179	\$25,351.50
Cr Britton-La Salle <sup>4</sup>	\$21,446.75	\$21,446.75	n/a	\$354	\$21,800.75
Cr McLuskey <sup>5</sup>	\$18,053	\$18,053.00	n/a	\$710	\$18,763.00
Cr Barbaro <sup>6</sup>	\$18,053	\$18,053.00	n/a	\$527	\$18,580.00
Cr Casciano <sup>7</sup>	\$18,053	\$18,053.00	n/a	\$179	\$18,232.00
Cr Kennedy	\$18,053	\$18,053.00	n/a	n/a	\$18,053.00
Cr Noble	\$18,053	\$18,053.00	n/a	n/a	\$18,053.00
Cr Dr Irvine	\$18,053	\$18,053.00	n/a	n/a	\$18,053.00
Cr Blackborough <sup>8</sup>	\$18,053	\$16,544.65	n/a	n/a	\$16,544.65
Cr Flynn <sup>9</sup>	\$18,053	\$9,003.00	n/a	\$177	\$9,180.00

<sup>1</sup> The entitlement listed is based on 1 quarterly allowance paid prior to the determination of the November 2020 annual indexation and excludes any other allowances paid to Elected Members

<sup>2</sup> The Mayor has chosen to be paid a reduced amount for this financial year. This difference between the entitlement and paid amount used to support funding for an Indigenous Employee position

<sup>3</sup> Includes allowance as Deputy Mayor until 8 November 2020 and Chairperson of the Service Clubs Advisory Committee. Additionally, DAP/CAP payment includes \$1,600 that was paid in 2020/2021 but related to meetings attended in 2019/2020.

<sup>4</sup> Includes allowance as Deputy Mayor from 9 November 2020 and Chairperson of the Active Ageing Advisory Committee

<sup>5</sup> Includes allowance as Chairperson of the Disability Access & Inclusion Advisory Committee and Service Clubs Advisory Committee

<sup>6</sup> Includes allowance as Chairperson of the Chief Executive Officer Performance Management Committee

<sup>7</sup> Includes allowance as Chairperson of the Chief Executive Officer Performance Management Committee

<sup>8</sup> This Elected Member is paid on a monthly basis

<sup>9</sup> Includes allowance as Chairperson of the Economic Development Advisory Committee. This Elected Member has chosen to be paid a reduced amount for this financial year

## Payment of Allowances

Council maintains a Register of Allowances and Benefits which sets out the specific details of allowances and benefits paid to the Elected Members. In addition, Elected Members are able to claim for the provision of facilities and support, and reimbursement of costs in accordance with Council's Elected Members' Allowances and Support Policy.

### Allowances Paid to Independent Committee Members

During 2020/2021 Independent Members were paid a sitting fee in accordance with the following schedule:

Council Entity	Last Adopted by Council	Applicable From	Sitting Fee per Meeting Independent Chairperson / Presiding Member	Sitting Fee per Meeting Independent Member
Audit and Governance Advisory Committee	17 December 2019	17 December 2019	\$500	\$400
Council Assessment Panel	4 December 2018	4 December 2018	\$500	\$400
Economic Development Advisory Committee	19 May 2015	1 July 2015	n / a	\$275
Reconciliation Advisory Committee	18 December 2018	18 December 2018	\$170 Capped at \$1,020 per annum	\$0
Strategic Planning & Development Policy Committee	7 April 2015	1 July 2015	\$275	\$275

### Payments Made to Independent Committee Members in the 2020/2021 financial year

Audit & Governance Advisory Committee	
Independent Member	Sitting Fee
Mr Roberto Bria (Chairperson)	\$3,000
Mr Leigh Hall	\$2,900
Dr Andrew Johnson	\$2,800

Economic Development Advisory Committee	
Independent Member	Sitting Fee
Mr Brian Hales	\$1,375
Ms Tracey Powell	\$1,100
Mr John Socratous	\$1,100

Reconciliation Advisory Committee	
Independent Member	Sitting Fee
Shouwn Oosting	\$510

Council Assessment Panel	
Independent Member	Sitting Fee
Mr Stephen Smith (Presiding Member)	\$5,500
Mr Paul Johnson	\$4,400
Mr Julian Rutt	\$4,400
Mr Brett Steiner	\$4,000

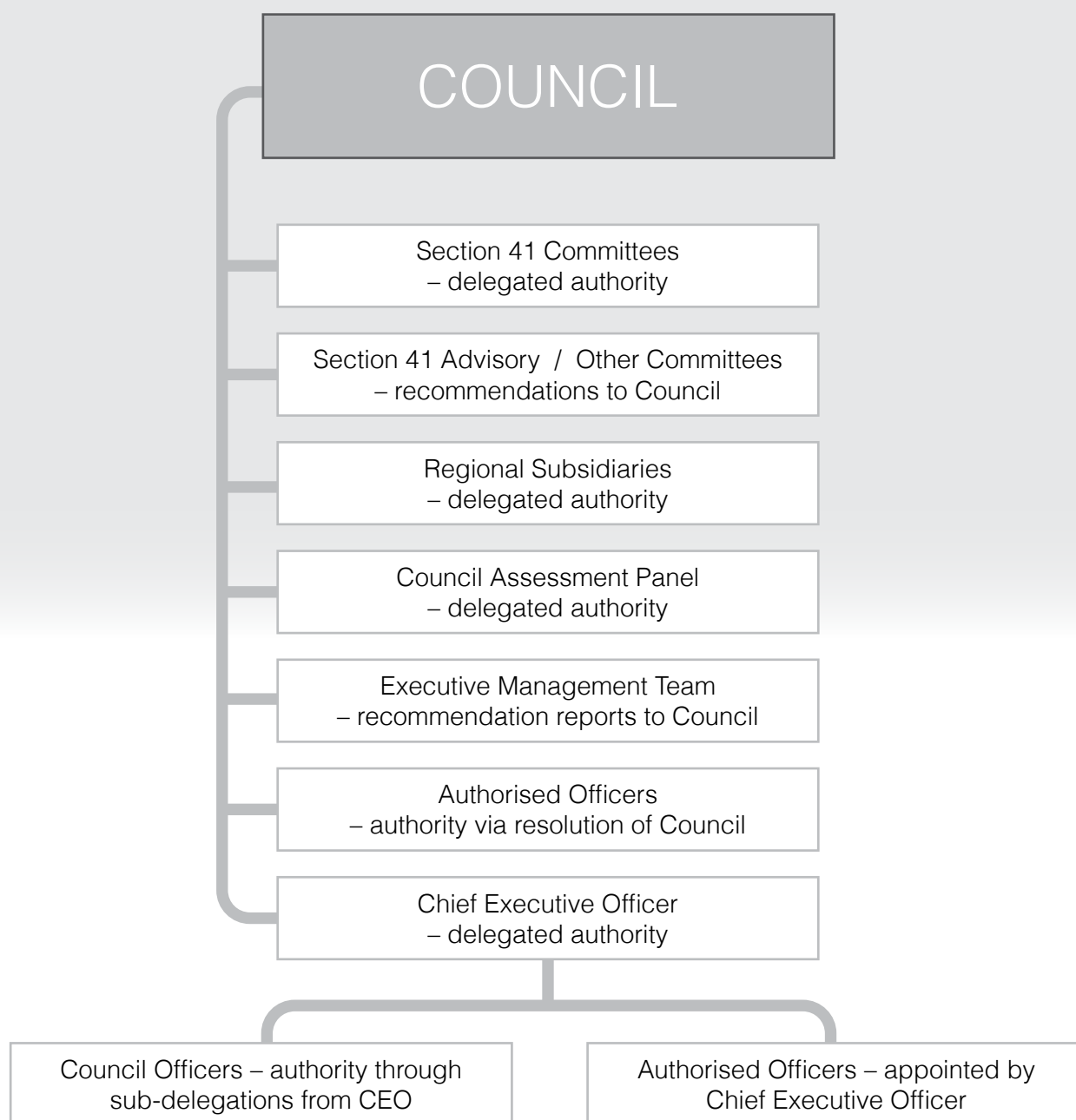
Strategic Planning & Development Policy Committee	
Independent Member	Sitting Fee
Mr Michael O'Connell	\$550
Mr Garth Heynen	\$825
Mr David Brown	\$825



# Decision Making

## Decision Making Structure of Council

Council makes decisions that may directly or indirectly affect its Community, stakeholders or other interested parties due to servicing of relevant projects, programs, goods and services. The following mechanisms contribute to Council decision making.



# Report on Internal Review of Council Decisions

During 2020/2021, Council received 7 applications for review of a decision in accordance with Section 270 of the Local Government Act 1999. Two applications related to development were refused and a further matter received on 27 May remained outstanding at the end of the financial year.

Details of each matter are below; 2 matters were reviewed in-house costing Staff time only, two matters required legal advice costing \$10,487 collectively.

Date Requested	About	Decision	Closed	Cost
31/07/2020	Building Compliance matters	Decision overturned	17/8/2020	Staff time
28/9/2020	CAP Decision	Application refused on grounds that Council cannot alter a CAP Decision	19/10/2020	Staff time
18/11/2020	Land Division decision	Application refused on grounds that there are no appeal rights (Category 1 decision)	20/11/2020	Staff time
14/12/2020	Parking restrictions objection – Cyril John Crt Athelstone	Review found no prior decision had been made in respect to this matter	21/4/2021	Staff time
6/4/2021 (2 applications reviewed collectively)	Gurners Reserve Toilet Proposal	Decisions upheld	15/6/2021	\$9,500 (legal advice) and Staff time
27/5/2021	ARC Decision Making			

A comparison of requests to the previous 5 years shows that Section 270 Internal Reviews requests were higher than any other year during this period.

	Number of requests	Movement in relation to previous year
2015/2016	0	-
2016/2017	0	-
2017/2018	6	+6
2018/2019	6	0
2019/2020	3	-3
2020/2021	7	+4

Council's Internal Review of Council Decisions Policy is available from its website.

## Request for Service and General Complaint Handling

Council's Request for Service and General Complaint Handling Policy is available from its website. The Policy clarifies how Staff will manage requests for service and general complaints received from the local Community, including timeframes and escalation processes in respect to complaints.

There were 7,550 requests for service (including general complaints) actioned by Staff during the year. A comparison of requests over the last 5 years shows that customer requests have increased significantly over the last 12 months.

	Number of requests	Movement in relation to previous year
2015/2016	5,757	+1,011
2016/2017	6,411	+654
2017/2018	6,232	-179
2018/2019	6,563	+331
2019/2020	6,435	-128
2020/2021	7,550	+1,115

During the year, Staff received 92 general complaints from the Community via letters, emails and website forms. This was a reduction in general complaints on the previous year of almost 20%.

Staff responded to requests and escalated matters as appropriate.

Complaints were most frequent in relation to the following:

- » Staff behavior related to unwanted action, lack of action, or no action on certain matters
- » Traffic matters - speeding in local streets and parking issues
- » Tree management, particularly in relation to street tree issues
- » Waste collection processes undertaken by East Waste.

During the year, the Federal Sex Discrimination Commissioner at the Australian Human Rights Commission released a report called Respect@Work. Following this, Council commenced collecting data on sexual harassment complaints with results as follows:

	Complaints against Elected Members	Complaints against Staff
2020/2021	0	0

# Community Engagement

Council is committed to maximising engagement with the Community and providing opportunities which are meaningful, timely and genuine. Council's Public Consultation Policy has been developed incorporating the IAP2 (International Association for Public Participation) framework for public participation and the requirements of the Local Government Act 1999.

The Council's Strategic Plan demonstrates Council's commitment to Community engagement, including objectives to communicate with the Community using a range of tools and strategies, and drive innovation, enhancement and efficiency through collaboration. Council informs, consults, involves and collaborates with stakeholders, residents and ratepayers at different times throughout the life of projects. Community members responding to consultations are encouraged to participate in engagement activities in an honest and genuine way to assist Council to understand Community views.

During 2020/2021 Council launched a new online Community engagement platform, Connect 2 Campbelltown. At [connect2.campbelltown.sa.gov.au](http://connect2.campbelltown.sa.gov.au) Community members can provide their feedback to Council quickly and conveniently, at any time of the day. Since its launch in October 2020, Council has 500 registered users and it is growing.

During 2020/2021, Council engaged a total of 3,694 Community members:

- » 437 Community members attended engagement activities (including 10 Talking Point public meetings, 5 workshops and several advisory Committee meetings)
- » 3,497 Community members provided feedback on Council's engagements.
- » Some engagement opportunities were modified due to COVID-19 restrictions.

Projects the Community were engaged with included:

- » Best Locations for a Potential Dog Park
- » Council's Strategic Plan, Asset Management Plans, Community Plan, Economic Plan and Environment Plan
- » Gurners Reserve Public Toilet and Flinders Reserve Public Toilet
- » Draft Wadmore Park/Pulyonna Wirra Management Plan
- » Playford Road Reserve Masterplan (Stage 1)

- » Draft 2021/2022 Annual Business Plan and Budget
- » Draft Cats By-Law
- » Paradise Skate Park (Stage 2)
- » Botanic Grove Reserve Revised Concept Design
- » Boundary Realignment Proposal
- » Stage 1 Playground Consultations - Tranquil Court, Donald Street, Padova Court/ Monaro Cres
- » Stage 2 Playground Consultations - Thorndon Park Super Playground

Techniques used for engagements varied as they are dependent on the project and purpose of the engagement. Techniques used by Council in 2020/2021 included:

- » Surveys and feedback forms (hard copy and online)
- » Submissions by letter or email, providing verbal feedback by telephone or in person, leaving comments on Facebook or Twitter
- » Attending and providing input at:
  - » Public meetings, workshops and forums
  - » Targeted meetings with stakeholders, Community members and Council Committees
  - » Public displays and *Talking Points* at shopping centres and other locations.

City wide and targeted promotion occurred for each project including:

- » Distribution of flyers, posters, bookmarks and consultation packs at key Council locations and local locations when relevant
- » Advertising in the Adelaide East Herald, Council's electronic newsletters, and local newsletters and locations where local digital advertising is available
- » Posts on social media (Facebook, Twitter and Instagram), on My Local Services app and notices on Council's website
- » Street signage on corflutes, banners and electronic Variable Messaging Systems
- » Letters/emails to stakeholders, residents and ratepayers, those directly affected and past participants
- » Doorknocking around sites of specific projects.



Movies in the Park, Thorndon Park, Paradise



# Use of Confidentiality Provisions

In accordance with Section 90(1) of the Local Government Act 1999, all Council and Committee meetings were conducted in a place open to the public.

On every occasion that Section 90(2) of the Local Government Act 1999 was utilised to exclude the public, the minutes included the proceedings for making a confidentiality order and the ground on which the order was made.

## Use of the provisions

The following information summarises orders made by Council during the financial year.

<b>90(2)</b>	A Council or Council Committee may order that the public be excluded from attendance at a meeting to the extent (and only to the extent) that the Council or Council Committee considers it to be necessary and appropriate to act in a meeting closed to the public in order to receive, discuss or consider in confidence any information or matter listed in subsection (3) (after taking into account any relevant consideration under that subsection) – 15 occasions.
<b>90(3)(a)</b>	Information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) – 3 occasions.
<b>90(3)(b)(i)</b>	Information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the Council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the Council – 15 occasions.
<b>90(3)(d)(i) &amp; (ii)</b>	Commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party - 15 occasions.
<b>91(7)</b>	The Council or Council Committee orders that the document or part be kept confidential - 15 occasions.
<b>91(9)</b>	The Council or Council Committee may delegate to an employee of the Council the power to revoke the order – 1 occasion.

## Status of Orders

Council has made the following orders during the year:

Date	Item of Business	Action / Exclusion	Release date if known
4 August 2020	Land Purchase	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	22 March 2021
17 August 2020	Brookside Cellars Investigations Report	90(3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	22 March 2021
18 August 2020	River Torrens Linear Park Smart Light Proposal	90(2), 90(3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
17 November 2020	Section 184 Process – Sale of Property by Private Contract	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	22 March 2021
1 December 2020	Tender Report – Redevelopment of Foxfield Oval Change Room	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	3 June 2021
1 December 2020	Youth Housing Partnership	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	3 June 2021
15 December 2020	Tender Assessment - Max Amber Sportsfield Redevelopment	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	3 June 2021
15 December 2020	Australia Day Awards 2021	90(2) and (3)(a), 91(7)(b), 91(9)(c)	3 June 2021
19 January 2021	Strategic Land Purchase	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
20 January 2021	Strategic Land Purchase	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
2 February 2021	Strategic Land Purchase	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
2 February 2021	Motion on Notice	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
2 February 2021	Tender Assessment – Water Distribution Pipeline	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	3 June 2021
3 March 2021	Strategic Land Purchase	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
20 April 2021	Waste Residual Contract	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
15 June 2021	Tender Report – Athelstone Recreational Reserve Facility	90(2), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	

## Community Access to Information

### By-Laws

Council undertook a review of the By-Laws during 2015/2016 and adopted new By-Laws in June 2016 which came into effect on 1 January 2017.

The following By-Laws are in operation:

- » By-Law 1 Permits and Penalties
- » By-Law 2 Moveable Signs
- » By-Law 3 Roads
- » By-Law 4 Local Government Land
- » By-Law 5 Dogs
- » By-Law 6 Cats

Council's Cats By-Law was scheduled to commence on Saturday 24 April 2021, however as there were delays for the SA Parliament to consider and approve the by-law, Council decided to delay its implementation and enforcement processes until the Parliament completed its processes. Council will communicate its anticipated commencement of the by-law once confirmation about the parliamentary arrangements is received.

Copies of the adopted By-Laws and associated resolutions are accessible from Council's website or Council's office during business hours.

### Freedom of Information

Council received 12 requests for information under the Freedom of Information Act from 1 July 2020 to 30 June 2021 (compared to 9 in 2019/2020).

In summary:

FOI Requests	Personal Affairs	Non-Personal Affairs	Total
Number of Applications Received	0	12	12
Brought Forward	0	0	0
Withdrawn	0	1	1
Refused	0	0	0
Applications requiring consultation	0	2	2
Completed as of 30 June 2020	0	12	12
Unfinished (carried forward)	0	0	0

Access Determination Details:

- » Three applications were granted in full
- » Five applications were granted in part. The basis for disallowing access in full for these applications was based on:
  - » Schedule 1 - Exempt Documents - Documents affecting personal affairs – Clause 6 (1) of the Freedom of Information Act 1991
  - » Schedule 1 – Exempt Documents – Documents affecting business affairs - Clause 7 (1)(c)(i) and (ii)(A) and (B) of the Freedom of Information Act 1991; and
  - » Schedule 1 – Exempt Documents – Internal working documents – Clause 9 (1)(a)(i) and (ii) of the Freedom of Information Act 1991
  - » No records exist
- » One application for Internal Review of a determination was lodged, with the original determination upheld
- » Two accredited Freedom of Information Officers spent approximately 6% of their time assessing applications and making their determinations.

Council publishes an updated Freedom of Information Statement on its website annually in accordance with Section 9(1a) of the Freedom of Information Act 1991.

## List of Codes of Conduct / Practice

During 2020/2021, Council maintained the following Codes of Conduct/Practice as required by the Local Government Act 1999 or the Local Government (Elections) Act 1999:

- » Code of Practice for Access to Meetings and Documents
- » Code of Practice for Meeting Procedures.

Both of these documents are available on Council's website or from Council's Office (during business hours) throughout the financial year. In addition, Council provides a copy of the State Government's Code of Conduct for Elected Members and Code of Conduct for Employees on its website to assist members of the Community seeking this information.

## List of Registers

Council maintained the following registers throughout the year as required by the Local Government Act 1999 or the Local Government (Elections) Act 1999:

- » Community Land Register\*
- » Elected Member Register of Interests Extract Register\*
- » Elected Members Gifts and Benefits Register\*
- » Governance Register – Council and Committees Disclosure of Interests\*
- » Register of By-Laws\*
- » Register of Delegations\*
- » Register of Elected Members' Allowances and Benefits
- » Register of Elected Members' Interests
- » Register of Officers' Interests
- » Register of Officers' Remuneration, Salaries and Benefits\*
- » Register of Public Roads
- » Staff Gifts and Benefits Register\*.

Council maintains the following registers under other pieces of legislation:

- » Development Act 1993 - Register of Development Applications / Approvals, and Land Management Agreement Register
- » Dog and Cat Management Act 1995 – Register of Dogs.

Registers marked with an asterisk (\*) are available for viewing from Council's website. The remaining registers (with the exception of the Register of Officers' Interests) are available for viewing at, or copies may be purchased from, Council's Office, 172 Montacute Road, Rostrevor during business hours.

It should be noted that only extracts are able to be copied from the Register of Dogs. The Register of Officers' Interests is not available for viewing.

## Local Nuisance and Litter Complaints

In the last 12 months, Council's Authorised Officers have investigated 1,207 matters pursuant to the Local Nuisance and Litter Control Act 2016. The majority of these related to illegal dumping on public land. Staff issued 38 Cautions, 36 Expiation notices and 19 Abatement Notices concerning the investigated matters. In a number of other cases Staff were able to address matters in an informal manner.

Issue	No. of matters investigated
Litter	715
Noise	84
Smoke	11
Dust	13
Odour	12
Promotional/Graffiti	3
Unsightly Land	318
Vibration	2
Drag out (dirt/debris)	49
<b>Total</b>	<b>1,207</b>

## Online Services | Website & Social Media

The Campbelltown City Council website provides information on activities, services, facilities and programs provided by Council.

Over 1,100 people subscribed to Council's monthly e-newsletter to stay in the loop with upcoming events, activities, engagement opportunities, Council services and much more.

The website averaged 21,000 visitors per month, with some of the most accessed pages being Campbelltown Library Services, Contact Information, COVID-19 Council Updates, Kerbside Collection and Online Payments.

The homepage provided easy access to the most popular sections of the website, as well as links to Council's social media accounts. With over 6,500 followers on Council's Facebook page, over 1,200 followers on Instagram and over 3,500 followers on Twitter, social media is a great way to stay up-to-date with Council information, as well as other information relevant to the local area.

The My Local Services App also provides residents with local information about events, kerbside waste collection and more.

For more information, visit the links below:

- » [www.campbelltown.sa.gov.au](http://www.campbelltown.sa.gov.au)
- » [www.instagram.com/campbelltownsa](https://www.instagram.com/campbelltownsa)
- » [www.twitter.com/CampbelltownSA](https://www.twitter.com/CampbelltownSA)
- » [www.facebook.com/CampbelltownSA](https://www.facebook.com/CampbelltownSA)



# Our Organisation

## Structure

The City of Campbelltown's Administration is divided into 5 departments which report through General Managers to the Chief Executive Officer:



## Executive Management Team



Paul Di Iulio  
Chief Executive Officer



Michelle Hammond  
General Manager Corporate &  
Community Services



Andrian Wiguna  
General Manager  
Infrastructure Services



Andrew Nairn  
Acting General Manager Urban  
Planning & Leisure Services

Council had four positions which made up the City of Campbelltown's EMT (Executive Management Team). This included the Chief Executive Officer and three General Managers. EMT is responsible for leading and developing the administration, as well as building the organisational capability and culture required to deliver the vision, strategies and framework set out in the City of Campbelltown's Strategic Plan.

Salaries for the EMT ranged from \$186,684 to \$269,062 per annum (FTE equivalent) plus superannuation and in addition, the incumbents are provided with a motor vehicle (including private use).

### Executive Management Team (at 30 June 2020)

Chief Executive Officer	Paul Di Iulio
General Manager Corporate & Community Services	Michelle Hammond
General Manager Infrastructure Services	Andrian Wiguna
Acting General Manager Urban Planning & Leisure Services	Andrew Nairn

### Management Team – Members and Board Membership (at 30 June 2021)

Chief Executive Officer	Paul Di Iulio	East Waste (Deputy Chair) Norwood Football Club (President/Chairman) Redlegs Club (Chairman) SYC Inc (Director) Diles Investment Pty Ltd (Director) SANFL (League Director) Adelaide Cemetery Authority (Director)
General Manager Corporate & Community Services	Michelle Hammond	Netball SA Risk & Audit Committee Eastern Health Authority Mt Barker Council Audit and Risk Committee
General Manager Infrastructure Services	Andrian Wiguna	Indonesian Diaspora Network of South Australia Institute of Public Works Engineering Australasia, SA (Director) East Waste (Deputy Directors)
Acting General Manager Urban Planning & Leisure Services	Andrew Nairn	
Executive Manager Economic Development & Innovation	Kevin Lowe	ERA Economic Development Group (Chair) Propel South Australia (Deputy Chair) Parks & Leisure Australia SA/NT Region
Manager Asset & Engineering Services	Wade Della Torre	
Manager City Operations	Aubrey Van Ristell	
Manager Community Services & Social Development	Tracy Johnstone	Lions Against Violence Adelaide (Secretary)
Manager Finance	Simon Zbierski	Demons Touch Football Association Marryatville High School Governing Council (Chair) South Australian Local Government Financial Management Group Inc
Manager Governance & Community Interaction	Lyn Barton	Eastern Region Alliance Governance Group (Chair)
Manager Information Services	Jo Farrelly	
Acting Manager Leisure Businesses	Chelsea Bevitt	
Manager Library Services	Tamara Williams	
Manager People & Culture	Samantha Killington	
Manager Planning Services	Nigel Litchfield	

## Our Organisation

### Staff Profile

As at 30 June 2021, Council employed 162 people with a full-time equivalent (FTE) of 138.5.

A breakdown of the workforce was:

- » 74 permanent, full-time (74 FTE)
- » 36 permanent, part-time (24.7 FTE)
- » 48 fixed-term contract – full-time and part-time (39.2 FTE)
- » 4 casual (0.6 FTE).

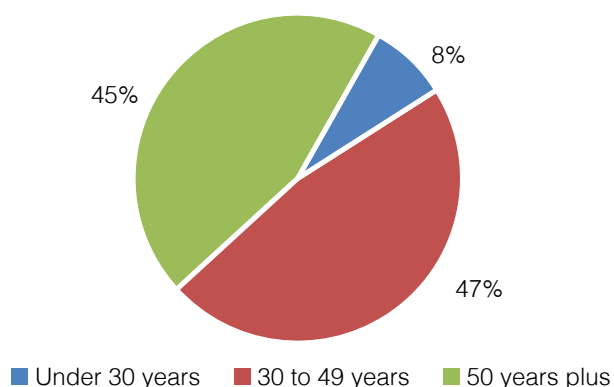
Staff were located across the various Council facilities including the Council Office, Public Library, Depot, Community Hub @ the Art House and The ARC Campbelltown.

Council's diverse, passionate, and deeply committed workforce enables the delivery of Council's vision for a safe, sustainable and vibrant Community.

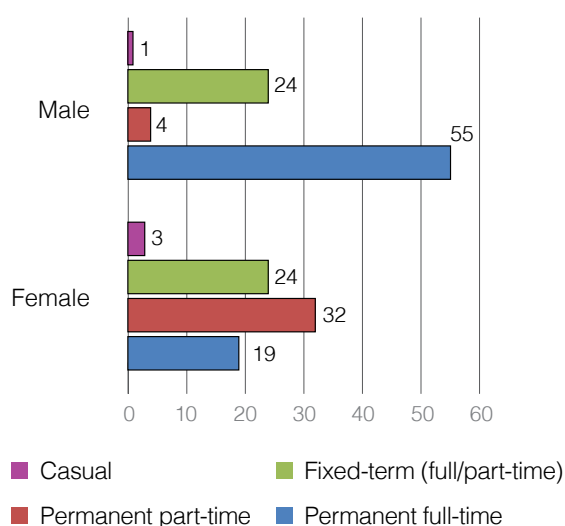
A range of professional and personal development activities, flexible work arrangements, employee benefits and health and wellbeing initiatives helps all Staff maintain a healthy work-life balance and reach their full potential.

Council completed its second workplace engagement survey using a new survey tool. There was a 75% participation rate and a 5% increase on engagement score compared to 2019. This was a great result and could not have been achieved without the valuable feedback and support from both Staff and Leaders within the organisation. The survey and subsequent focus groups enhanced the ability to effectively translate feedback into actions and provided everyone with a voice to help support a great working environment.

### Age profile of the workforce



### Number of Staff (head count) by employment type and gender



### Building Employee Capability

In the last 12 months, Council launched a refreshed Performance Management Framework. This framework empowers Leaders to have the right conversations at the right time.

To support people to deliver their best for the City, Staff and Leaders undertake regular performance and development conversations throughout the year. These conversations provide Staff with the opportunity to define and measure goals, acknowledge achievements, and continue to develop their capability through a development plan. Leaders are also encouraged to regularly 'check-in' with each Staff member about their wellbeing at work.

Some of the development offerings over the last 12 months included:

- » Workshop on delivering customer service in a compliance environment
- » Month of Learning Challenge; which focused on Speaking Up, Productivity and Time Management, Relaxation Techniques for Wellbeing and Customer Expectations
- » Support of Staff participation in the Local Government Professionals' leadership development programs
- » Program to support Staff to design what they want out of the next part of their life and build confidence heading towards their retirement
- » Roll out of a new e-learning Platform, which provided Staff with thousands of professional development and life courses delivered by short videos, so Staff can focus on a key topic of interest and gain knowledge across numerous subjects.



## Leadership Capability

Enabling Leaders to build their capability has continued to be a focus, including provision of modules to support Leaders to effectively lead their teams and support the culture journey. Council in collaboration with The Real Learning Experience delivered a dynamic and innovative program designed to meet the needs of people leaders across all levels. The program focused on authentic leadership and consisted of five workshops. Key focus areas included Leadership Essentials, Leaders as Model, Leaders as Coach and Leaders as Facilitator. The program also provided tools and mindset concepts to support a culture of Innovation.

## Staff Recognition

Council appreciates peer-to-peer recognition can be powerful to increase Staff collaboration and morale. In December, Council launched a new recognition platform that promoted service milestones, significant events, and a tool that enabled sharing of e-cards. In the first 6 months of the program, Staff have shared 451 e-cards (Thank You was sent 122 times, followed by Great Work 118 times). Options are also available for Managers to recognise and reward high performance and behaviour.

Service Milestone Recognition enable Council to recognise the contribution, loyalty and outstanding achievements of its Staff through their years of service. Whilst the average service length of Council Staff is 11.5 years, the following years of service (at 30 June 2021) were formally recognised:

<b>Length of Service</b>	<b>Employee Name</b>
<b>10 Years</b>	Barbara Bieg Betty Barasa Daniel Totani Ian Wise Maria Coppola Mark Richardson Shauna Geyer Tracy Johnstone William Norman
<b>15 Years</b>	Adam Brenton David Sorgini Helen Greer Robert Keighley Kathy Spina Christopher Staunton Andrian Wiguna
<b>25 Years</b>	Michelle Hammond
<b>30 Years</b>	Paul Di Iulio
<b>35 Years</b>	Nick Meola Clive Harrington Catherine O'Brien Tamara Williams David Challenger Robert Johnston
<b>40 Years</b>	Mario Scalzi

## Employee Assistance Program

Council's Employee Assistance Program is available to assist Staff with mental, emotional and psychological wellbeing in the workplace or their personal life. Assistance is also available to Managers to provide them with additional support to deal with complex or difficult situations. This service was promoted in times of possible distress to Staff such as the passing of Staff members, current and past.

## Healthy Lifestyle Program

Council supports a range of healthy lifestyle initiatives to assist Staff in maintaining a fit and healthy lifestyle, including mental health awareness sessions, free voluntary health assessments, skin cancer screenings, flu vaccinations, hearing screenings (role specific), drug and alcohol awareness, mental health first aid training, shoulder and back massages, ergonomic assessments of workstations and a healthy lifestyle survey. Regular updates and communications have been provided to Staff throughout the pandemic COVID-19 emergency to support and assist them to be aware of changes and updates to health directives.

## Work Health & Safety and Return to Work

Council will submit its annual Risk Evaluation Action Plan to the LGAWCS (Local Government Association Worker Compensation Scheme) to close out all actions and give Council the best opportunity in gaining the maximum 100% rebate.

Council has an extensive internal audit program whereby action plans are developed and corrective actions undertaken to continuously improve the WHS (Work Health Safety) Management System.

The Business Continuity Plan will be tested with the assistance of LGRS (Local Government Risk Services), and reviewed and updated to include updated information for a COVID-19 response. The WHS Instructions and Safe Operating Procedures continued to be updated following consultation with Staff.

Working on roads is one of the main hazards for Council workers and extensive WZTM (Workzone Traffic Management) training and internal audits on worksites during the year have been undertaken to assist in significantly reducing this risk to Staff. Asbestos Awareness training was delivered to all Depot Staff in 2021 to assist them in recognising potential ACM (Asbestos Containing Materials) and knowing the process of what to do if it is discovered.

Council continues to utilise the SkyTrust online Safety Management System for its Contractor Management, Workplace Safety Inspections, incident management, hazard management, investigations and Plant Management.

Council utilised online training for Staff where possible, including for training in WHS Fundamentals, Risk Management for Workers, and Working Safely with Chemicals in the Workplace.

Council uses ChemAlert in the management of hazardous chemicals to ensure that the current Australian compliant SDS (Safety Data Sheet) is available prior to use and that the risk assessments in the system are utilised.

## COVID-19

Council continued to respond to COVID-19, including through the updating of risk assessments, procuring sanitiser wipes and hand sanitiser, disposable masks, placing markings on the floors to facilitate social distancing, developing COVID Safe Plans, training of COVID marshals and use of QR Codes where appropriate in addition to providing guidance to the public and ensuring the safety of Staff.

## Programs and Facilities

### Community Grant Information

The aim of the Community Grants Program is to support individuals and groups through recognising individual excellence, support groups and organisations that provide activities, services and events to make Campbelltown an even greater place to live.

During 2020/2021, Community Grants were distributed as follows:

Name of Group	Amount (\$)
<b>Major (approved by Staff)</b>	<b>21,202</b>
<i>Financial</i>	
Athelstone Community Garden	2,000
Campbelltown ArtHouse	2,000
Campbelltown Community Children's Centre	1,362
Ceylon Tamil Association of SA Inc	1,435
Dante Alighieri Society of SA	500
Lions Club of Rostrevor	1,000
Magill Church of Christ	2,000
Magill Scout Group	2,000
Magill Senior Citizens Club	2,000
Pilgrim Lutheran Church Magill Inc	769
Ripples Community Arts Inc	998
<b>In-kind (Hall or Facility)</b>	
Eastern United Football Club	1,200
Lions Club of Rostrevor	580
Rotary Club of Campbelltown	839
Rotary Club of Campbelltown/Morialta	2,519

Name of Group	Amount (\$)
<b>Major (approved by Council)</b>	<b>8,692</b>
Adelaide Knit and Natter	700
Campbelltown Over 50s Fun Club	700
Friends of Lochiel Park Inc	700
Magill Quilters	700
Parish St Raphael, Nicholas and Irene	400
Repair Café Campbelltown	700
St Vincent de Paul Society of SA Tranmere	700
Telugu Association of SA Inc	700
The Gums Landcare Group	700
<b>In-Kind (Hall or Bus)</b>	
Kotara	661
Magill Probus Club Inc	700
Pilgrim Lutheran	643
St Francis of Assisi	100
Rotary Club of Campbelltown	588

### Personal Achievement Grants

The Personal Achievement Grants scheme is provided to recognise the personal achievement of individuals representing South Australia or Australia in State, National or International events. Applicants must be residents of the City of Campbelltown. This program continued to be impacted by the COVID-19 pandemic emergency with some events not being held.

During the year, 10 personal achievement grants totalling \$1,450 were provided in the following fields:

Athletics	4
Baseball	2

Gymnastics	3
Tennis	1

# Programs and Facilities

## Volunteers

210 active volunteers across 27 programs, gave over 16,000 hours to the Community.

The Waste Warriors project launched the #giveanhour spontaneous volunteering initiative. 198 'Waste Warriors' gave over 800 hours to assemble 18,000 food waste caddies, and pack and deliver 9,000 caddies to homes in the Council area. #giveanhour was then extended to other short-term Community based initiatives.

## Home Support Program

Campbelltown Home Support Program provides a range of services for frail older people and younger people with a disability to be able to continue living independently in their own homes and within the Community.

Jointly funded by the Australian Government Department of Health, Government of South Australia and the City of Campbelltown. The program was able to assist 1,552 clients over the 2020/2021 financial year with the following services delivered:

- » Domestic assistance total 8,899 hours
- » Home maintenance and garden maintenance total 2,650 hours
- » Home modifications total \$57,000
- » Social Support Groups total 9,947 hours
- » Assisted Shopping total 733 hours
- » Transport total 4,929 one way trips.

## Council Facilities

Council maintains facilities on behalf of the Community, which are available for hire by clubs, organisations or individuals for long term, short term or individual event hire. Further information about each of the available facilities and hiring of venues is available from [www.campbelltown.sa.gov.au/halls](http://www.campbelltown.sa.gov.au/halls), or by emailing [mail@campbelltown.sa.gov.au](mailto:mail@campbelltown.sa.gov.au) or phoning 8366 9222 during business hours.

## Halls and Meeting Places

Council owned halls and meeting places available for Community use are:

- » Athelstone Community Hall
- » Brookside Cellars
- » Campbelltown Function Centre
- » Campbelltown Memorial Oval Hall
- » Foxfield Oval Hall
- » Hectorville Community Centre
- » Lochend Community Hall
- » Magill Girl Guides
- » Magill Senior Citizens Hall
- » Margary Dunn Centre
- » Max Amber Sportsfield.

Meeting rooms are also available for hire at the Campbelltown Library (phone 8366 9299) and The ARC Campbelltown (phone 8366 9350) for use by Community and Corporate groups.

The Marchant Community Centre, Athelstone offers programs and services to the Community. The Centre can be contacted directly on 8366 9361 for further information.



# Programs and Facilities

## Sporting Facilities

### The ARC Campbelltown

The 2020/2021 year commenced as the previous year finished with the impacts of COVID-19 still in place. The entire ARC venue capacity was capped to 80 patrons across all areas in July. To ensure some level of service all memberships remained on hold and a pay per visit booking system was implemented with classes restricted and court sports limited. As restrictions lifted The ARC returned to full capacity although a further lockdown in November again disrupted activities, in particular Learn To Swim which closed for over two weeks.

Despite the COVID-19 impacts, overall centre visitations were excellent with 764,184 (570,308 last year), a strong average of 63,680 per month. This was largely due to sport and program participation with a record of 117,676 participants (117,327 last year).

Learn to Swim enrolments exceeded the 2018/2019 target of 2,148 to finish at 2,172.

Major events hosted over the year included:

- » Norwood Basketball Club Easter Classic
- » Squash SA Racquetball Open
- » School Sport SA Basketball and Volleyball Carnivals
- » SA Christian Schools Volleyball Cup
- » Volleyball SA Schools Cup.

The largest event during the year was Norwood Basketball Club Easter Classic, which saw approximately 750 junior players, from both local and interstate clubs, compete over 4 days of competition.

A focus on female sport continued with The ARC renewing as a major sponsor of Newton Jaguars Netball Club. This included court, function room and health club access (for the Division 1 team) for the Club to strengthen ties with association netball. Our own Monday Night Women's Social Netball Competition continued to grow with a record 26 teams currently registered.

The ARC remains committed to Community groups and programs with continuing support to groups such as the Rotary Club of Morialta's Driver Awareness Training, Eastern Health Authorities Immunisations Clinics, Wise Employment and Dementia Australia.

The ARC Café had an outstanding year, selling over 56,000 hot drinks and 31,000 hot meals to the Community. The ARC crèche also hit record numbers of 5,039 visits, providing an opportunity for the Community to exercise and prioritise their mental and physical health whilst their children are cared for.

Regular daytime basketball court use by Little Kickers, Ready Steady Go, Mature Age Badminton and Indoor Bias Bowls provides important opportunities for pre-school age and those in retirement.

---

### Lochiel Park Golf at Geoff Heath Par 3 Golf Course

The Golf Course is located at James Street, Campbelltown. Considered to be one of Adelaide's most picturesque and scenic par 3 golf courses, it provides an opportunity for the Community to play golf in a setting of beautiful gum trees with Fourth Creek as a feature. Facilities within the complex include a pro shop, café and outdoor social areas and it is well connected for cyclists, walkers and joggers who can drop in for a coffee as it is located along the River Torrens Linear Park Trail.

---

### Tennis Courts and Ovals

A number of Tennis Courts and Ovals in the Council area including the following venues may be hired:

- » Athelstone Recreation Reserve
- » Campbelltown Memorial Oval
- » Charlesworth Park Tennis Courts
- » Daly Oval
- » Foxfield Oval Reserve
- » Lorne Avenue Tennis Courts
- » Lovell Reserve and Tennis Courts
- » Max Amber Sportsfield
- » Murray Park Oval
- » Nightingale Reserve and Tennis Courts
- » Steve Woodcock Sports Centre.

# Programs and Facilities

## Campbelltown Library

Despite restrictions and lockdowns at various times of the year due to COVID-19, many events and programs were held. These included the following:

- » Evening library music series
- » 'When celery was king' talk for History festival
- » Water-wise gardening workshop
- » Introduction to beekeeping
- » Fermentation workshop
- » Brain health and dementia workshop
- » Thriving in a crisis presentation
- » Author talk by Dr. Paul Sendziuk and Robert Foster – A history of South Australia.

Staff participated in pop-up libraries at Community barbeques, live streaming of the Adelaide Writer's Week Festival was provided and well attended, and monthly exhibitions featuring local artists occurred in the Gallery.

Digital Literacy programs were held throughout the year, assisting the Community to improve personal digital capabilities. 82 sessions were held, including sessions on Photos with Android phones, Introduction to Facebook and social media, Connecting to others via Zoom and Introduction to MyGov. The Makerspace became operational in February, with 15 sessions held with a total of 161 participants. The 3D workshops were of particular interest with all sessions sold out.

Volunteers play an important role in delivering many aspects of the Library service, including shelving, deliveries to housebound patrons, assisting with Storytime and the Toy Library, running book sales and IT help. 89 Volunteers gave over 8,500 hours to the Library service over the course of the year. This included new Volunteers in the Makerspace area.

The Library recorded 146,412 visits in 2020/21, and the Toy Library had 13,867 visitors. A total of 440,711 items were borrowed during the year, including books, magazines, audiobooks, CDs, DVDs and Blu-rays. Campbelltown Library had 16,651 active users as at 30 June 2021.

In 2020/21 there were 2,155 views of online Wriggle & Giggle sessions, 2,959 views of Storytime sessions, and 1,073 views of school holiday programs. These online sessions allowed children to stay connected to the Library programs from the safety of their own homes. Restrictions on singing, dancing and the need to physically distance at times led to a reduction in the number of in person attendees who could be accommodated. In person attendees totalled 728 for Wriggle & Giggle, 2,346 for Storytime and 664 for school holiday programs. An additional 310 children attended after school activities, and 542 visited through school and kindergarten visits. A total of 364 activities for children and youth were held during the year.



## Programs and Facilities

### Neighbourhoods

With the challenges of COVID-19 social restrictions, the importance of knowing neighbours was crucial to wellbeing, social connectedness and feelings of safety. Council established web pages and programs to encourage connectedness and support residents.

#### BBQ's

Each year Council runs Neighbourhood BBQ's with the purpose of providing an opportunity for neighbours to meet and connect with each other. Sometimes, neighbourly relationships need permission to happen and that is what Council's Neighbourhood BBQ's aim to do.

This year Staff ran 7 BBQs in Newton, Athelstone, Paradise, Tranmere, Hectorville and Rostrevor with almost 800 residents participating.

The Neighbourhood BBQ season closes in March with the annual Neighbour Day BBQ which is open to the whole Community. This year our Neighbour Day BBQ was held in The Gums with close to 200 people attending.

### SATYS (Show and Tell Your Street)

Staff know from the Neighbourhood BBQs program that there are a number of connected streets in the Council area where neighbours organise their own street get-togethers, Christmas street parties and even set up street Facebook pages. Staff have started recording and showcasing connected street stories on its website.

Through showcasing connected streets Council aims to not only celebrate a connected Campbelltown but to also inspire and encourage others. There is also information and tips on how to organise a street gathering and a form for those who want to share their own streets story to be showcased on the website.

### Play Streets

Play Streets is a movement to encourage children and all neighbours to get out in their street to play and connect. Council has been working with residents to close streets for Street Play since 2014. In 2020, Council partnered with Play Australia, Multicultural Communities of SA and La Trobe University to run 'Play Streets'. Council held 5 Play Streets: 4 in Melville Grove, Hectorville and the first of its kind in Australia, a Play Street event with an early childhood site, Paradise Kindergarten.

### Community Bus

The Campbelltown Community Bus Service is for residents of all ages. The Bus Service is operated by volunteers.

A **Free Door to Door Service for all Campbelltown City Council residents** enables residents of the City of Campbelltown to access any one of the following places, and operates on Wednesday, Thursday and Friday mornings each week:

In 2020/2021 the Door to Door bus service carried 2,219 passengers to the following locations:

- » The ARC Campbelltown
- » Campbelltown Shopping Centre
- » Target/Foodland – Newton Central
- » Campbelltown Public Library
- » Coles/Woolworths – Newton Village
- » Kmart/Coles – Firle.

Campbelltown City Council provided 40 charter hires at reasonable rates to Community groups and residents in Campbelltown or adjoining Local Government areas. Hire is available 7 days a week, with the exception of the door-to-door service times (subject to the availability of volunteer drivers).

### Private Bus Subsidy

During the year, Council provided private bus subsidies to eligible local Community groups to support their core activities. Community groups were able to book a private bus and contribute towards the cost with Council subsidising up to \$400. A total of 13 subsidies were provided to 7 Community groups during 2020/2021 totalling \$5,144.





# Programs and Facilities

## Parks and Reserves

The Campbelltown City Council area is renowned for its leafy areas and well maintained parks and reserves.

**Thorndon Park** is the principal park within the area under Council's care and control. It is a 23 hectare park situated on Hamilton Terrace, Paradise which includes the original Thorndon Park reservoir and extensive areas for passive recreation. It is open to the public free of charge, seven days a week and provides barbeque facilities, picnic sites, playground equipment (including a liberty swing), a rotunda, the Pungangga Pavilion, an amphitheatre, kiosk, waterfall, walking paths, and a large carpark. Dogs are prohibited from entry to this park and barbeques are not available for use on days of Total Fire Ban.

Smaller parks and reserves are situated throughout the Council area. Playgrounds, shelters, barbeques and toilets are amongst the facilities available at some of these locations. Council's website or Customer Service Officers can provide further detail about facilities available at specific parks and reserves, however the following parks and reserves are of particular note:

- » **Anderson Court Outback Adventure Park** is situated behind the Campbelltown Public Library and adjacent the Campbelltown Community Children's Centre. It aims to provide an explorative journey for children of varying abilities. Each feature of the design is based on the five E's principle: Explore, Environment, Educate, Eco-friendly and Excite.
- » **Charlesworth Park, Campbelltown** contains barbeque and picnic facilities, a drinking fountain, running track, outdoor gym equipment, a junior fitness circuit, playground, a soccer goal, half-court basketball court, tennis courts, cricket pitch practice net and toilet facility.
- » **Creek Trails** are available along Third, Fourth and Fifth Creeks. These trails provide biodiversity links between the foothills and the River Torrens Linear Park as well as walking trails through the Council area for residents and visitors alike.
- » **Denis Morrissey Park** contains playground facilities, a kick/play field, toilet facilities and Four Paws Dog Park
- » **Grandview Grove Reserve and Playground** in Magill is a new reserve which contains a picnic area, playground and a grassed area with established trees providing shade.
- » **Gurners Reserve** contains a fenced all abilities playground, barbeque and picnic facilities, a drinking fountain, half-court basketball court, and two large grassed areas for informal games of football, soccer and cricket. Dogs are allowed off leash on this Reserve between 6am and 10am, and 5pm and 8pm daily; at all other times dogs must be leashed.
- » **The Gums Reserve** is a large reserve containing Council's War Memorial Garden and biodiversity area. Whilst principally a natural reserve, the area also contains playground facilities, outdoor gym exercise equipment, shelter sheds, barbeque facilities, a carpark and toilet facilities.
- » **Lochiel Park** contains a picnic area, barbeque facilities, walking and cycling trail, toilet facilities, playground, basketball court and fitness track.
- » **Nightingale Reserve Magill** is close to the University SA Magill Campus and contains a playground, barbeque facilities, tennis courts and toilet facilities.
- » **Oakdale Avenue Reserve, Newton** contains a barbeque, picnic setting, Bocce field, playground, half-court basketball court and fitness track.
- » **Paradise Skate Park** contains a large kick/play field, picnic tables, a skate facility, carpark and toilet facilities.
- » **The River Torrens Linear Park** trail runs along the north-western boundary of the Council area and contains barbeque and picnic facilities, shared walking and cycling path, playgrounds, toilets facilities, and connections between Athelstone and Henley Beach.
- » **Rotary Bush Garden** (formerly Biodiversity Park) is located on the corner of Montacute and Newton Roads, Campbelltown. It has been developed, with funding support from the Urban Forest Million Trees Program, to showcase local indigenous plant species.
- » **Ryan Avenue Reserve, Athelstone** contains a barbeque facility, tennis and basketball courts, a playground and toilet facilities.
- » **Unity Park, Campbelltown** contains a playground suitable for use by children with disabilities. This Park also contains barbeque, netball and half-court basketball, table tennis and playing facilities.
- » **Wadmore Park/Pulyonna Wirra** is situated in Athelstone and covers approximately 30 hectares. The Park has a network of walking trails through a bushland setting, just minutes from local homes, sporting fields and Black Hill Conservation Park.

## Awards



### Australia Day Awards

#### 2021 CITIZEN OF THE YEAR

##### Dr Dan Huynh

Dan strives on making the people around him happy and feel part of the Community. People often come to Dan for help and guidance through general life problems and difficulties and he will give an arm and a leg for anyone that comes his way asking for answers.

Dan has had to overcome his stress and anxieties to help make his neighbourhood a better place. Dan has committed himself to the 'walk of love' every year and puts his heart and soul towards it. Dan tirelessly organises fundraisers for sick people and funds and organises street/neighbourhood Christmas parties. Dan is always helping his neighbourhood with anything he can.

As a Doctor he takes responsibility for the health of his local Community and has publicly supported people to manage life through the tremendous challenges of COVID-19. His caring for others is legendary. His enthusiasm for his Community is notable in someone of younger years with so many responsibilities at work. Dan is constantly thinking of ways to keep the Community connected whilst still staying socially distant and safe.

Nothing is ever too hard for Dan and his enthusiasm towards his Community and life is simply inspiring.



## Awards



### 2021 SENIOR CITIZEN OF THE YEAR

#### Mr Robert (Bob) Wray

Bob goes above and beyond in all things he undertakes. During COVID-19 (first wave) crisis, Bob drove/delivered for Meals on Wheels nearly every day. Along with all his other duties Bob spent hours re-routing the 5 rounds at Campbelltown Meals on Wheels.

Bob is a Justice of the Peace for the Council, a role he has held for over 20 years. He is on the Residents Committee for Langton Park and due to his handyman skills, is the 'go-to' person for many.

Bob joined Meals on Wheels in 1994 and since 2004, has been a regular delivery driver.

Bob has just finished a term on the Board of Meals on Wheels and has now been asked by the CEO to apply for the Board position to become one of the invited Members on the Board. Bob has also spent the last 2 years helping the Lions Club out at Christmas.

Bob helps out anyone at any time. His dedication to help others makes a huge difference to people in need.

### NAIDOC Award

NAIDOC Youth Awards recognise the sporting, educational, musical, artistic, cultural or Community service achievements of a young Aboriginal person who lives in the City of Campbelltown.

There was no NAIDOC Youth Award winner announced in 2020.

### Council Awards

During the year, Council was successful in achieving the following awards:

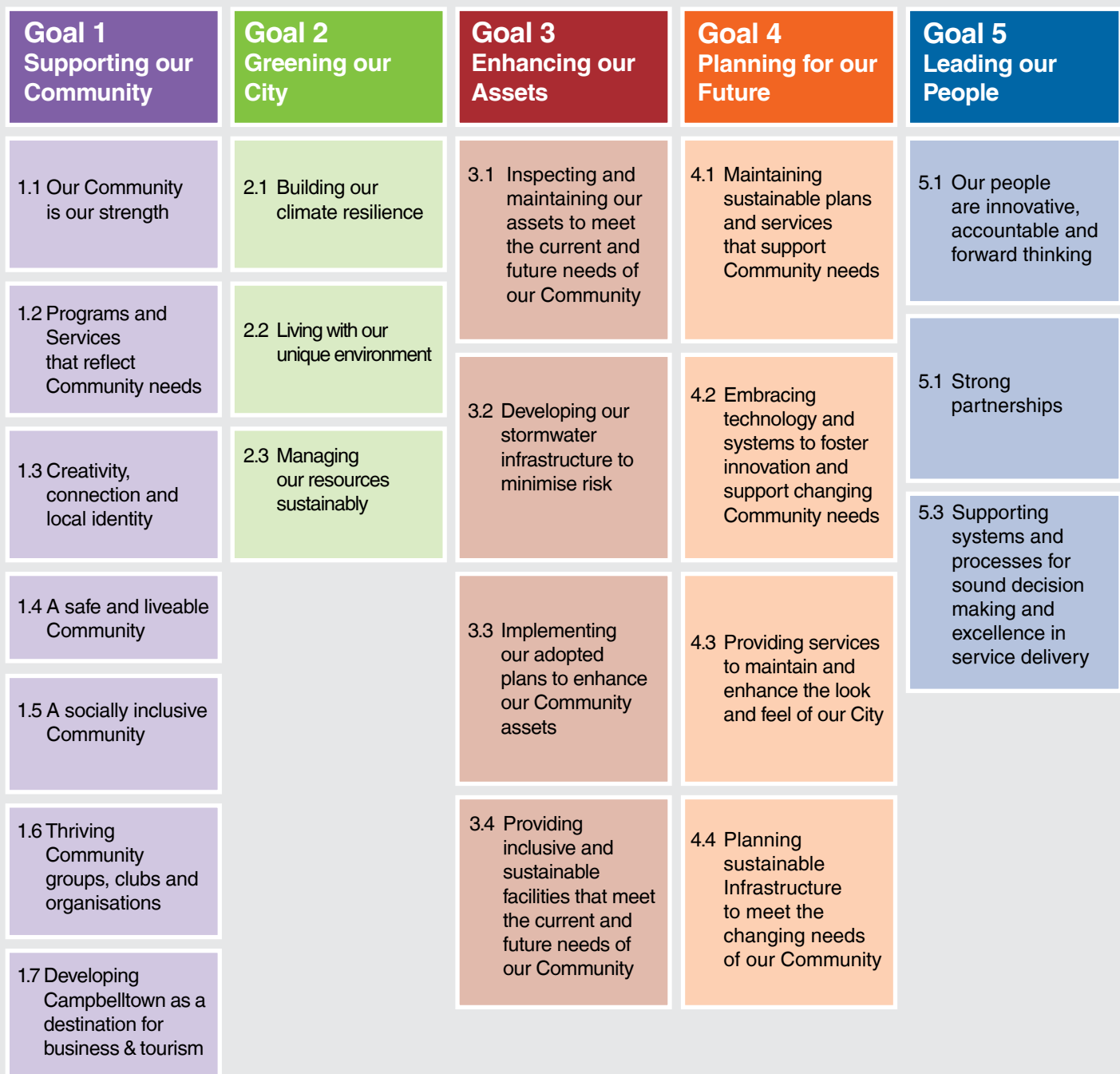
- » 2020 IPWEA SA Excellence Awards – Tranmere Storm Water Detention and Re-use Project – addressing flooding while planning for sustainable water reuse opportunities
- » 2020 Parks & Leisure Australia Awards for SA/NT - Best Use of Technology category for Connected Cities with the City of Prospect
- » 2020 Parks & Leisure Australia Awards for SA/NT - The Strategic Planning category for Magill Village project with City of Burnside and JPE Design Studio
- » 2021 Local Government Professionals 20th Annual Leadership Excellence Awards - Leadership in Community Services and Development Award for the Waste Warriors Give an Hour project.



# Strategic Management Performance

## Framework

Council maintains a Strategic Management Planning Framework that identifies the Strategic Management Plans for the purpose of Section 122(1)(b). Strategic Management Plans are underpinned by supporting documents including Management Plans, Departmental Business Plans, Operational Plans and documents.



Council completed its review of the Strategic Management Plans during 2020/2021. The following work is of note in relation to these reviews:

- » Strategic Plan – completed three stages of consultation prior to adoption of the new Plan; the Plan contains:
  - › a new Vision **‘A safe, sustainable, vibrant Community’**
  - › a new Mission **‘The Community is the centre of everything we do’**
  - › new Goals **‘Supporting our Community’, ‘Greening our City’, ‘Enhancing our Assets’, ‘Planning for our Future’, ‘Leading our People’**

and a more contemporary and inclusive structure.

- » Community Plan – following engagement with residents, relevant Section 41 Committees, Community groups and organisations, non-government organisations and through other opportunities for discussion, Council established a Community Plan (previously called ‘Social Plan’) for the next 4 years. The Plan contains the following 5 themes ‘A Liveable Community’, ‘A Creative Community’, ‘A Connected Community’, ‘A Healthy Community’ and ‘A Supported Community’.
- » Economic Development Plan – this iteration of the Plan built on the research, consideration and actions contained in the Plan adopted in April 2018, noting work that has been completed and re-establishing priorities through until 2024.
- » Environment Plan – this Plan was elevated to a strategic plan through the review process. The Plan aligns with Council’s Strategic Plan and the Resilient East Climate Change Adaptation Plan, building on the previous framework to support considerable work anticipated in the next 4 years as Council works on ‘Greening our City’ and actions following its declaration of a Climate Change Emergency.

- » Asset Management Plans – Council adopted 7 Asset Management Plans (Bridges, Buildings, Bus Stops, Footpaths and Walkways, Open Space, Stormwater, and Transport) during the financial year. The Plans provide information about current assets and provide direction about actions and agreed service levels required by Council over a 20 year period. There is a strong link between these plans and the Long Term Financial Plan.
- » Long Term Financial Plan – this plan is a key plan that underpins the strategic framework and projects funding required to deliver its plans for the next 10 years. The Plan is reviewed at least annually by Council and is a key document to monitoring and maintaining financial sustainability.

Details about work undertaken on other Council plans is provided in the detailed Strategic Plan performance report below.

Staff worked collectively and with other organisations to coordinate the establishment and implementation of plans throughout the year. Of particular note:

- » The Strategic Projects (Master Plans) Coordination Group continued to meet to coordinate the implementation of Council’s plans. The group worked together to resolve coordination and prioritisation issues for recommendation to Council, particularly with regard to funding and timing of projects.
- » Staff continued to liaise with Burnside Council and the Department of Infrastructure and Transport regarding design works for the Magill Village project.
- » Staff worked with the Department of Infrastructure and Transport regarding PLEC and road design works for Campbelltown Village.



# Strategic Management Performance

## Strategic Plan Performance

Actions prepared to facilitate completion of Towards 2020 – City of Campbelltown Strategic Plan 2010-2020 and commencement of Strategic Plan 2024 were established through Departmental Business Plans. 192 Actions were planned for completion during the period with results as follows:

### Total Actions

Completed	In Progress	Not Started	Total
170	22	0	192

A further report on Strategic Plan performance is provided below.

Strategic Goal Strategic Plan 2024 (Towards 2020)	% of Actions completed
Supporting our Community (Quality Living)	83.5% (71 of 85)
Greening our City (Environmental Responsibility)	85.7% (6 of 7)
Enhancing our Assets / Planning for our Future (City Planning)	84.4% (27 of 32)
Leading our People (Leadership/Local Economy)	97.1% (66 of 68)
Overall	88.5%

## Summary of progress 2020/2021

A scorecard providing detailed performance in respect to completion of Council's Towards 2020 Strategic Plan was provided to the 17 December 2019 Council meeting and is available from Council's website.

Council's annual performance highlights in relation to 2020/2021 are provided below.

Theme 1 - Our Community is our strength	Theme 5 - A socially inclusive Community
Theme 2 - Programs and Services that reflect Community needs	Theme 6 - Thriving Community groups, clubs and organisations
Theme 3 - Creativity, connection and local identity	Theme 7 - Developing Campbelltown as a destination for business and tourism
Theme 4 - A safe and liveable Community	

## Supporting our Community (Quality Living)

### Achievement highlights

- » Council named two facilities in honour of Community members during the year; the Margary Dunn Centre was established in honour of Ms Margary Dunn, the first woman elected to Council and a long serving volunteer with Meals on Wheels, and the local history room at Campbelltown Library was renamed the Ian Reddy Room to honour the late Mr Ian Reddy of Paradise, a long serving library volunteer.
- » Community programs continued to thrive in the Council area despite the need to work within COVID-19 emergency directions; Staff established the Newton Community Garden working group (24 members), supported 2 groups to hold street barbeques, completed a Repair Café trial and commenced work on a Tool Library for Council.
- » In collaboration with the Rotary Club of Campbelltown, the 2021 Campbelltown Art Show and Sale was held during May 2021. After an unplanned break in 2020, the event drew the largest number of entries in 5 years, demonstrating the value and support this program provides to local artists. Over 70 pieces of art were sold (valued at approximately \$19,500).
- » Whilst an outbreak of fruit fly in Adelaide suspended the Campbelltown Fruit Crew program, Council was still able to hold working bees and a winter pruning workshop (in collaboration with KESAB) as well as a bush tucker planting session for local school children.
- » Council's Reconciliation Statement was reviewed and adopted, 2 Reconciliation Week events were held, cultural training sessions were held for Staff and Community members, and Kaurna names were adopted for public spaces (Wayikuu for the Community building at the redeveloped Max Amber Sportsfield and Kuula Tapa for the laneway between Koonga Avenue and Hudson Reserve in Rostrevor).
- » 207 volunteers gave over 16,000 hours of their personal time to support Council programs. Two new volunteer programs were launched (Makerspace and the E-waste Hub), and two volunteer recognition events were held during the year.
- » With COVID-19 continuing to impact the operations of the Campbelltown Community Hub, Council and volunteers supported the establishment of the new Community Connection Café at the Margary Dunn Centre (run by the Rotary Club of Campbelltown).
- » Council launched its Public Art Self Drive map and commissioned local artists to create 3 new murals at Lovell Reserve, Nightingale Reserve and Shirley Avenue Reserve. Further information about the City's expansive public art is available at [campbelltown.sa.gov.au/publicart](http://campbelltown.sa.gov.au/publicart).



## Greening our City (Environmental Responsibility)

Theme 1 - Building our climate resilience
Theme 2 - Living with our unique natural environment
Theme 3 - Managing our resources sustainably

### Achievement highlights

- » A bird refuge was installed at Thorndon Park.
- » Native Vegetation Preservation Grants were provided to the Campbelltown Landcare Group and Gums Landcare Group to facilitate works within the City.
- » A works program for erosion control was undertaken, focussing on Third Creek and Fifth Creek (part of Max Amber Sportsfield redevelopment) with work to be undertaken from 2021/2022.
- » Following the declaration of a Climate Change Emergency, Council's Climate Solutions program commenced; the Climate Solutions Advisory Committee was established, Council resolved provided funding of \$250,000 towards the program, a Staff member was recruited and work commenced on a Climate Solutions Strategy and Action Plan.
- » A Sustainable Development Forum was held, along with Community greening programs, an online Verge forum, and a National Tree Day event. Staff also worked on the Fourth Creek Restoration Project, Supermarket compostable bag trial and Resilient East Climate Ready Communities project.

### Enhancing our Assets (City Planning)

Theme 1 - Inspecting and maintaining our assets to meet the current and future needs of our Community	Theme 3 - Implementing our adopted plans to enhance our Community assets
Theme 2 - Developing our stormwater infrastructure to minimise risk	Theme 4 - Providing inclusive and sustainable facilities that meet the current and future needs of our Community

### Achievement highlights

- » The Hectorville Sports and Community Centre female facilities program was completed, with an official opening held on 28 February 2021. These facilities will assist clubs at this location to improve their capacity to attract women and girls to their sports programs.
- » Further facility improvements were also undertaken at Hectorville Community Centre, King George Hall and Magill Guide Hall.
- » Construction works commenced for the Max Amber Sportsfield Master Plan project of which will be a 5 star Greenstar development once completed.

- » The undergrounding of power for the Campbelltown Village Master Plan commenced together with the Industry and Innovation Precincts Landscape Master Plan, and the Foxfield Oval change rooms and tennis court upgrade scheduled for completion in September 2021.
- » Several upgrades were undertaken at The ARC Campbelltown to improve accessibility and customer experience; a family change room was constructed, 3 courts received air conditioning improvements, 3 new disabled carparks were constructed in the ground level carpark and all of the gym treadmills were upgraded.
- » Condition audits were conducted for the following assets; footpath hazards, kerbing (transport), bus stops, bridges, buildings (through an external consultant), road crossings, walkways, street bins and gross pollutant traps.
- » Council continued work on Stages 1 and 2 of the Fourth Creek Trail improvements associated with the Chain of Trails Master Plan, utilising funding received through a People for Places grant. Council further received grant funding from the State Bicycle Fund to enable the progression of the Council Bicycle Plan.
- » The Jervois Avenue drainage improvements were completed in May 2021. The Hudson Avenue Drainage project was completed June 2021 including underground drainage to replace the existing open drain and a new path and landscape for the Kuula Tapa walkway. Council also completed further stormwater projects at Pinneri Street (WSUD), Church Road, David Street/Allan Street corner, Hamish Grove, Addison Avenue, Crozier Avenue and Gorge Road. A combination of rain gardens, tree soakage pavement treatments and tree pits were installed to improve the water sensitive urban design at these locations.
- » Major restoration works were completed at Lochend House during the year, ensuring the preservation of this local historic property for future generations. These were the first major works undertaken at the site in nearly 20 years.
- » The Fourth Creek Trail upgrade progressed between Montacute Road and the Lochiel Park @ Geoff Heath Golf Course providing greater connectivity.
- » Eight new suburb signs were installed in accordance with Council's Signage and Wayfinding Strategy.
- » Council commenced the trial of portable CCTV cameras around the City to combat illegal dumping and hoon driving activity.
- » Council continued the transition to LED lighting including replacement of street lights where practicable, investigation of smart lighting options for River Torrens Linear Park and LED lighting options for the Max Amber Sportsfield project.
- » Responding to Community requests, the Fox Avenue Playground and Murray Park Playground were upgraded after two stages of Community consultation.

# Strategic Management Performance

## Planning for our Future (City Planning)

Theme 1 - Maintaining sustainable plans and services that support Community needs	Theme 3 - Providing services to maintain and enhance the look and feel of our City
Theme 2 - Embracing technology and systems to foster innovation and support changing Community needs	

### Achievement highlights

- » Council adopted the following major plans which will inform and shape its future during 2020/2021:
  - » Campbelltown Transport Plan (Southern Section)
  - » Disability Access and Inclusion Plan
  - » Paradise Recreation Plaza (Skate Park) Master Plan
  - » Regional Public Health and Wellbeing Plan
  - » Wadmore Park/Pulyonna Wirra Management Plan.
- » A feasibility study was carried out in relation to establishing a Performing Arts Centre in City of Campbelltown. Work will continue on this project in 2021/2022.
- » Work commenced on a Sculpture Master Plan and is anticipated to be presented to Council for adoption in early 2021/2022.
- » Following scaling back of the Botanic Grove Reserve Master Plan and further consultation, Council decided to adjourn a decision on this Plan until December 2021
- » Staff successfully planned for and implemented changes required to comply with the commencement of the Planning and Design Code associated with the Planning, Development and Infrastructure Act 2016, whilst retaining a quality experience for customers throughout the transition period.
- » Whilst undergrounding of power was completed at Magill Village, a trial of road surface treatments was undertaken, grants were sourced, design work completed, and tenders sourced for construction works in 2021/2022. Construction is scheduled to commence in October 2021 in collaboration with the City of Burnside and the Department of Infrastructure and Transport.
- » Detailed design works were undertaken for Thorndon Park super playground, The ARC Aquatic Space upgrade,
- » Disability Discrimination Act design works were undertaken for Athelstone Scout Hall Improvements, Steve Woodcock Sports Centre

## Leading our People (Leadership/Local Economy)

Theme 1 - Our people are innovative, accountable and forward thinking
Theme 2 - Strong partnerships
Theme 3 - Supporting systems and processes for sound decision making and excellence in service delivery

### Achievement highlights

- » Staff continued to meet regularly with Eastern Region Alliance Council counterparts to build working relationships and seek opportunities for collaboration, both collectively and with State and Federal Government agencies. The Chief Executive Officer had regular meetings with local State and Federal Members of Parliament.
- » Staff liaised with the Minister to gain funding (partial) for the Thorndon Park Deck Replacement project. These works are anticipated to be undertaken during 2021/2022.
- » Several technology projects were undertaken during the year to improve Council's business practices and customer experience; the Council Chambers Audio Visual and Microphone systems was upgraded and replaced, all Council facility and Staff personal computers were replaced, and the Secure Backup and Disaster Recovery server was upgraded. Work spanning several financial years continued with respect to migrating systems to a cloud environment, and integration between systems.
- » Although COVID-19 impacted the delivery of Moonlight Markets in November and December 2020, two markets were held for the enjoyment of residents and visitors in February and March 2021. The Pizza Festival was conducted using an alternative format in July 2020. Other major events including the Tour Down Under were cancelled due to the public health emergency.
- » The popularity of the Food Trail program continued to grow, providing support for local food and food manufacturing businesses; approximately 2,000 Food Trail booklets were distributed by Council and local businesses, and several Food Trail bus tours were held during the year.
- » Staff progressed the development of a co-working space for local businesses. Works will commence for this adaption at 168 Montacute Road, Rostrevor will commence during the course of 2021/2022
- » Over 40 suggestions for innovation improvements were made by Staff during the year, with Staff encouraged to 'challenge the norm' in respect to existing processes and practices. Most suggestions have been implemented or are underway for implementation.

- » Council trialled an innovative 'Polyrok' footpath at Glen Stuart Road, installing a concrete mix containing soft plastics, the first construction using this solution in South Australia.
- » A full revaluation of Council's land and building assets was undertaken, and unit rate updates were finalised for all Infrastructure and Open Space assets.
- » Council adopted a Cats By-Law (commenced 24 April 2021) although implementation arrangements have not been finalised as Staff are waiting for the outcome of a Legislative Review Committee review.
- » Staff proactively participated in Local Government Reform discussions, working parties and meetings in preparation for major changes to the Local Government Act anticipated to commence in late 2021.
- » Staff revised the playgrounds' consultation process and branding to improve customer experiences and Council outcomes.
- » Council continued the Boundary Realignment project to review its boundary with Adelaide Hills Council. Consultation with Adelaide Hill's and Campbelltown Residents occurred and Council resolved to proceed to a Stage 2 submission with the Boundaries Commission.
- » Council's risk management contractual arrangements continued with Walkerville. In addition, the risk management program included a proactive audit of the Depot site (conducted by SafeWork SA), a Business Continuity Plan review and exercise, and adoption of an Emergency Management Plan (with support from the Local Government Association).

## Annual Business Plan Performance

Council's Annual Business Plan performance for 2020/2021 is documented in Appendix 1 (pages 48 to 51) of Council's 2021/2022 Annual Business Plan and Budget as required by legislation. Copies of the Annual Business Plan are available from Council's website or Council's Office during business hours.

## Council's Projections and Plans

### Achievement highlights

Council's projections and plans for the next financial year are identified principally in the 2021/2022 Annual Business Plan and Budget, and Management Plans.

Key strategic activities anticipated to be undertaken (from Council's Annual Business Plan) include:

- » Construction of a super playground at Thorndon Park, supported by \$1.25 million in grant funding from the State Government
- » Facility improvements at Marchant Community Centre, The ARC Campbelltown, Lochend House, Steve Woodcock Sports Centre, Campbelltown Function Centre, Magill Scout Hall, Geoff Heath Golf Course, Thorndon Park, Wadmore Park/Pulyonna Wirra, Fifth Creek and Gurners Reserve
- » Construction of 11 new fully accessible footpaths across the City and improvement of the condition of 17 streets through the scheduled reseal programs
- » A final contribution to underground powerlines around Campbelltown Village and greening the median strips along Gorge Road.

## Community Land Management Plans

Council adopted its Community Land Management Plan at its meeting held on 7 December 2004. The Plan was subsequently reviewed in March 2006 to incorporate an additional Community land category, Biodiversity Reserves.

During the reporting period, no changes were made to Council's Community Land holdings.

Council undertook a review of its Community Land Management Plan, including public consultation during 2015/2016. The revised plan was adopted by Council at its meeting held on 2 February 2016. The Community Land Management Plan is currently under review and anticipated to be presented to Council for consideration in 2021/2022.

At its meeting on 2 July 2019 Council resolved that it will include the following Reserves in the Community Land Management Plan at its next review as Biodiversity Reserves:

- » Wadmore Park/Pulyonna Wirra
- » Lochiel Park
- » Gorge Road Drainage
- » Meath Avenue Reserve
- » Gladys Crescent Drainage Reserve.



# Financial Performance

## Competitive Tendering

The Procurement Policy was last reviewed by Council on 17 December 2019.

The Procurement Policy enables consideration of tender arrangements for purchases greater than \$20,000 however as the Policy requires assessment of the following criteria to ensure value for money for Council, a range of market approaches are available to Staff at each dollar range discussed in the Policy:

- » The nature of the procurement
- » The value of the procurement
- » The risk associated with the procurement
- » Whether the market for the procurement is known
- » The most efficient process to achieve the Council's objectives in a timely and cost efficient way.

Council's Procurement Policy is underpinned by the following principles:

- » Encourages purchases being made in an open, fair and transparent manner
- » Promotes accountability, efficient purchasing practices and their continuous improvement
- » Is consistent with Council's strategic and long-term financial directions
- » Ensures the integrity of all procurement processes conducted by the Council (ie in accordance with its legislative and common law responsibilities)
- » Facilitates achieving value for money through the most appropriate provider
- » Ensures open and effective competition
- » Encourages local and Australian businesses and/or generates local employment
- » Complies with Council's environmental obligations under the National Greenhouse and Energy Reporting Act 2007
- » Encourages the maintenance of assets at acceptable standards in the most cost effective manner
- » Appropriately manages risk
- » Is consistent with Council's IAMP (Infrastructure Asset Management Plans) where relevant
- » Demonstrates sensitivity to the current and future needs of a diverse Community.

## Use of Local Goods and Services

Section 6.16.2 of Council's Procurement Policy states:

'To the extent permitted by law, when all other considerations are equal, Council will favour the engagement of local suppliers, and the use of South Australian made goods and suppliers whose activities contribute to the economic development of the region and/or provide local employment opportunities.'

## Fraud & Corruption Prevention

Council adopted a Fraud and Corruption Prevention Policy on 20 March 2012. This document was reviewed during the year and the updated Policy was adopted on 22 December 2020.

Members of the public who wish to disclose alleged fraud or corruption are encouraged to report it to the State Government's Office for Public Integrity ([www.icac.sa.gov.au](http://www.icac.sa.gov.au)) or to Council's Responsible Officers under the Policy.



## National Competition Policy – Clause 7 Statement Reporting

The National Competition Policy applies to all Local Government authorities in South Australia, including the City of Campbelltown.

The main aims of the Policy are to:

- » Develop an open and integrated Australian market for goods and services by removing unnecessary barriers to trade and competition
- » Ensure no buyer or seller in a market is able to engage in anti-competitive conduct against the public interest
- » As far as possible, apply the same rules of market conduct to all market participants, regardless of the form of business ownership – that is government business activities should not enjoy any net advantages solely as a result of their public ownership
- » Ensure that regulation of business activities which restrict competition is subject to an assessment of the likely costs and benefits.

National Competition Policy does not mean competition at any cost, however competitive neutrality is one of the key principles of the Policy. The principle is based on the concept of a level playing field for people competing for business and relates to situations where there is, or the potential for, competition between the private and public sectors.

Councils are required to identify any significant business activities that they undertake in either Category One (annual revenue in excess of \$2m or employing assets in excess of \$20m) or Category Two (all other significant business activities).

Council did not commence or cease any significant business activity during the reporting period. However, it continued to be a member of the Eastern Health Authority and East Waste, businesses with activities relevant to the National Competition Policy.

Both the Eastern Health Authority and East Waste may be categorised as conducting significant business activity for Category One under the principles of the National Competition Policy.

There are no business activities falling under Category Two to which the principles of Competitive Neutrality are to be applied.

Council's By-Laws were last reviewed and came into effect on 1 January 2017. Consideration was given to the principles of the National Competition Policy during development and adoption of the By-Laws and found that whilst the Permits and Penalties, Local Government Land and Moveable Signs By-Laws restrict competition to a significant degree, the public benefits of the By-Laws outweigh the cost of these restrictions, and the objectives of these by-laws can only be reasonably achieved by restricting competition.

The Roads By-Law provided a limited restriction that is able to be managed separately under Section 222 of the Local Government Act 1999 and similarly the public benefits of the Roads By-Law outweigh the cost of the restriction. The Dogs By-Law does not restrict competition.

### Auditor Information

The Auditors, Galpins, were paid \$24,938 (excluding GST) for the annual audit of Council's Financial Statements for the year ended 30 June 2021.

### Council's Annual Financial Statements for the year ended 30 June 2021

The principal Financial Statements for the year ending 30 June 2021 are provided over page. Detailed audited Annual Financial Statements are available at Appendix 1.



# Statement of Comprehensive Income

for the year ended 30 June 2021

\$'s	2021	2020
Income		
Rates Revenues	40,240,107	39,531,132
Statutory Charges	1,222,005	1,031,727
User Charges	5,745,326	4,736,813
Grants, Subsidies and Contributions	4,368,762	3,629,253
Investment Income	236,288	406,064
Reimbursements	1,262,424	2,168,415
Other Income	669,174	745,216
Net Gain – Equity Accounted Council Businesses	52,580	26,374
<b>Total Income</b>	<b>53,796,666</b>	<b>52,274,994</b>
Expenses		
Employee Costs	13,678,289	13,574,149
Materials, Contracts & Other Expenses	23,706,521	22,462,038
Depreciation, Amortisation & Impairment	13,207,202	13,117,965
Finance Costs	4,605	7,975
Net Loss – Equity Accounted Council Businesses	0	3,256
<b>Total Expenses</b>	<b>50,596,617</b>	<b>49,165,383</b>
<b>Operating Surplus / (Deficit)</b>	<b>3,200,049</b>	<b>3,109,611</b>
Physical Resources Received Free of Charge	21,341	1,033,315
Asset Disposal & Fair Value Adjustments	(1,323,133)	(2,944,938)
Amounts Received Specifically for New or Upgraded Assets	2,351,859	2,053,041
<b>Net Surplus / (Deficit)</b>	<b>4,250,116</b>	<b>3,251,029</b>
Other Comprehensive Income		
<i>Amounts which will not be reclassified subsequently to operating result</i>		
Changes in Revaluation Surplus – I,PP&E	68,399,339	3,666,981
Share of Other Comprehensive Income – Equity Accounted Council Businesses	20,822	11,898
<b>Total Amounts which will not be reclassified subsequently to operating result</b>	<b>68,420,161</b>	<b>3,678,879</b>
<i>Amounts which will be reclassified subsequently to operating result</i>		
Other Equity Adjustments - Equity Accounted Council Businesses	4,606	17,088
<b>Total Amounts which will be reclassified subsequently to operating result</b>	<b>4,606</b>	<b>17,088</b>
<b>Total Other Comprehensive Income</b>	<b>68,424,767</b>	<b>3,695,967</b>
<b>Total Comprehensive Income</b>	<b>72,674,883</b>	<b>6,946,996</b>



# Statement of Financial Position

as at 30 June 2021

\$'s	2021	2020
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and Cash Equivalents	35,634,666	26,988,358
Trade & Other Receivables	2,660,108	3,589,121
Inventories	20,962	23,559
<b>Total Current Assets</b>	<b>38,315,736</b>	<b>30,601,038</b>
<b>Non-Current Assets</b>		
Financial Assets	262,485	314,244
Equity Accounted Investments in Council Businesses	384,565	306,557
Other Non-Current Assets	4,139,664	3,666,678
Infrastructure, Property, Plant & Equipment	677,053,495	610,913,314
<b>Total Non-Current Assets</b>	<b>681,840,209</b>	<b>615,200,793</b>
<b>TOTAL ASSETS</b>	<b>720,155,945</b>	<b>645,801,831</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade & Other Payables	7,015,318	5,226,774
Provisions	1,890,388	1,928,533
Borrowings	68,130	88,932
<b>Total Current Liabilities</b>	<b>8,973,836</b>	<b>7,244,239</b>
<b>Non-Current Liabilities</b>		
Borrowings	59,101	84,578
Provisions	838,752	863,641
<b>Total Non-Current Liabilities</b>	<b>897,853</b>	<b>948,219</b>
<b>TOTAL LIABILITIES</b>	<b>9,871,689</b>	<b>8,192,458</b>
<b>Net Assets</b>	<b>710,284,256</b>	<b>637,609,373</b>
<b>EQUITY</b>		
Accumulated Surplus	125,417,801	127,588,794
Asset Revaluation Reserves	521,482,824	454,049,501
Other Reserves	63,383,631	55,971,078
<b>Total Equity</b>	<b>710,284,256</b>	<b>637,609,373</b>

## Statement of Changes in Equity

for the year ended 30 June 2021

\$'s	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves	Total Equity
<b>2021</b>				
<b>Balance at the end of previous reporting period</b>	127,588,794	454,049,501	55,971,078	<b>637,609,373</b>
<b>Net Surplus / (Deficit) for Year</b>	4,250,116	–	–	<b>4,250,116</b>
<b>Other Comprehensive Income</b>				
- Gain (Loss) on Revaluation of I,PP&E	–	68,399,339	–	<b>68,399,339</b>
- Transfer to Accumulated Surplus on Sale of I,PP&E	966,016	(966,016)	–	<b>–</b>
- Share of Other Comprehensive Income – Equity Accounted Council Businesses	20,822	–	–	<b>20,822</b>
- Other Equity Adjustments – Equity Accounted Council Businesses	4,606	–	–	<b>4,606</b>
<b>Other Comprehensive Income</b>	<b>991,444</b>	<b>67,433,323</b>	<b>–</b>	<b>68,424,767</b>
<b>Total Comprehensive Income</b>	<b>5,241,560</b>	<b>67,433,323</b>	<b>–</b>	<b>72,674,883</b>
Transfers between Reserves	(7,412,553)	–	7,412,553	–
<b>Balance at the end of period</b>	<b>125,417,801</b>	<b>521,482,824</b>	<b>63,383,631</b>	<b>710,284,256</b>
<b>2020</b>				
<b>Balance at the end of previous reporting period</b>	127,410,228	452,577,469	50,674,680	<b>630,662,377</b>
<b>Net Surplus / (Deficit) for Year<sup>1</sup></b>	3,251,029	–	–	<b>3,251,029</b>
<b>Other Comprehensive Income</b>				
- Gain (Loss) on Revaluation of I,PP&E	–	3,666,981	–	<b>3,666,981</b>
- Transfer to Accumulated Surplus on Sale of I,PP&E	2,194,949	(2,194,949)	–	<b>–</b>
- Share of Other Comprehensive Income – Equity Accounted Council Businesses	11,898	–	–	<b>11,898</b>
- Other Equity Adjustments – Equity Accounted Council Businesses	17,088	–	–	<b>17,088</b>
<b>Other Comprehensive Income</b>	<b>2,223,935</b>	<b>1,472,032</b>	<b>–</b>	<b>3,695,967</b>
<b>Total Comprehensive Income</b>	<b>5,474,964</b>	<b>1,472,032</b>	<b>–</b>	<b>6,946,996</b>
Transfers between Reserves	(5,296,398)	–	5,296,398	–
<b>Balance at the end of period</b>	<b>127,588,794</b>	<b>454,049,501</b>	<b>55,971,078</b>	<b>637,609,373</b>

# Statement of Cash Flows

for the year ended 30 June 2021

\$'s	2021	2020
<b>Cash Flows from Operating Activities</b>		
<b>Receipts</b>		
Rates Receipts	40,439,730	39,039,674
Statutory Charges	1,222,005	1,037,927
User Charges	6,245,326	4,736,813
Grants, Subsidies and Contributions (operating purpose)	4,368,762	3,629,253
Investment Receipts	236,288	406,064
Reimbursements	1,385,158	2,384,457
Other Receipts	3,270,207	4,285,394
<b>Payments</b>		
Payments to Employees	(13,757,811)	(13,393,379)
Payments for Materials, Contracts & Other Expenses	(25,651,742)	(25,857,076)
Finance Payments	(4,914)	(7,331)
<b>Net Cash provided by (or used in) Operating Activities</b>	<b>17,753,009</b>	<b>16,261,796</b>
<b>Cash Flows from Investing Activities</b>		
<b>Receipts</b>		
Amounts Received Specifically for New / Upgraded Assets	3,759,674	2,053,041
Sale of Replaced Assets	309,847	681,364
<b>Payments</b>		
Expenditure on Renewal / Replacement of Assets	(8,228,973)	(10,063,573)
Expenditure on New / Upgraded Assets	(4,749,489)	(3,658,945)
<b>Net Cash provided by (or used in) Investing Activities</b>	<b>(8,908,941)</b>	<b>(10,988,113)</b>
<b>Cash Flows from Financing Activities</b>		
<b>Receipts</b>		
Proceeds from Bonds & Deposits	149,156	222,162
<b>Payments</b>		
Repayment of Lease Liabilities	(100,486)	(102,335)
Repayment of Bonds & Deposits	(246,430)	(111,600)
<b>Net Cash provided by (or used in) Financing Activities</b>	<b>(197,760)</b>	<b>8,227</b>
<b>Net Increase (Decrease) in Cash Held</b>	<b>8,646,308</b>	<b>5,281,910</b>
plus: Cash & Cash Equivalents at beginning of period	26,988,358	21,706,448
<b>Cash &amp; Cash Equivalents at end of period</b>	<b>35,634,666</b>	<b>26,988,358</b>
Additional Information:		
<b>Total Cash, Cash Equivalents &amp; Investments</b>	<b>35,634,666</b>	<b>26,988,358</b>





Bulto Ityangga Traces Sculptures, Lochiel Park, Campbelltown



Murray Park Reserve, Magill





Hectorville Sports & Community Club, Daly Oval (31 Fisher St, Magill)



National Tree Planting Day - School Planting Day



**Campbelltown City Council**

172 Montacute Road, Rostrevor SA 5073

PO Box 1, Campbelltown SA 5074

Telephone (08) 8366 9222

[www.campbelltown.sa.gov.au](http://www.campbelltown.sa.gov.au) • [mail@campbelltown.sa.gov.au](mailto:mail@campbelltown.sa.gov.au)

Publication No: ISSN 1835-3916