

Agenda

Council Meeting

Notice is hereby given pursuant to the provisions of the Local Government Act, 1999 that the next Meeting of Campbelltown City Council will be held in the Council Chamber, 172 Montacute Road, Rostrevor on

Tuesday 5 September 2023 at 7.00 pm

for the purpose of considering the items included on the Agenda.



Paul Di Iulio
Chief Executive Officer

Campbelltown City Council Strategic Plan 2020-2024

Vision

A safe, sustainable, vibrant Community

Mission

The Community is the centre of everything we do



Values

Integrity • Respect • Teamwork • Leadership • Customer Focus

Goals

Goal 1 Supporting our Community	Goal 2 Greening our City	Goal 3 Enhancing our Assets	Goal 4 Planning for our Future	Goal 5 Leading our People
1.1 Our Community is our strength	2.1 Building our climate resilience	3.1 Inspecting and maintaining our assets to meet the current and future needs of our Community	4.1 Maintaining sustainable plans and services that support Community needs	5.1 Our people are innovative, accountable and forward thinking
1.2 Programs and Services that reflect Community needs	2.2 Living with our unique environment	3.2 Developing our stormwater infrastructure to minimise risk	4.2 Embracing technology and systems to foster innovation and support changing Community needs	5.1 Strong partnerships
1.3 Creativity, connection and local identity	2.3 Managing our resources sustainably	3.3 Implementing our adopted plans to enhance our Community assets	4.3 Providing services to maintain and enhance the look and feel of our City	5.3 Supporting systems and processes for sound decision making and excellence in service delivery
1.4 A safe and liveable Community		3.4 Providing inclusive and sustainable facilities that meet the current and future needs of our Community	4.4 Planning sustainable Infrastructure to meet the changing needs of our Community	
1.5 A socially inclusive Community				
1.6 Thriving Community groups, clubs and organisations				
1.7 Developing Campbelltown as a destination for business & tourism				

Kaurna Acknowledgement

Campbelltown City Council acknowledges that we meet on the traditional Country of the Kaurna People and respects their physical and spiritual connection to Country.

We as Council will act in a way that pays respect to Kaurna Heritage. We also acknowledge Elders past, present, and future and the continuing importance of their living culture.

Chair: Mayor Jill Whittaker OAM

Members: Councillor Yassir Ajrish
Councillor Dominic Barbaro
Councillor Luci Blackborough
Councillor Therese Britton-La Salle
Councillor John Flynn
Councillor Jagdish Lakhani
Councillor Anna Leombruno
Councillor Johanna McLuskey
Councillor Matthew Noble
Councillor Claude Scalzi

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Council Agendas are placed on the website and can be viewed and downloaded from <https://www.campbelltown.sa.gov.au/page.aspx?u=3438>.

1. Opening of Meeting, Kaurna Acknowledgement and Council Pledge

Council Pledge

May we in this meeting speak honestly, listen attentively, think clearly and decide wisely for the good governance of the City of Campbelltown and the wellbeing of those we serve.

2. Apologies

3. Minutes

Recommendation

That the minutes of the meeting of the Council held on Tuesday 15 August 2023, as printed and circulated be taken as read and confirmed.

Minutes

Council Meeting

Minutes of the meeting of the **Council** held in the Council Chamber, 172 Montacute Road, Rostrevor

Tuesday 15 August 2023

Elected Members Present: Mayor Jill Whittaker OAM
Councillor Yassir Ajrish
Councillor Dominic Barbaro Arrived 7.18 pm
Councillor Luci Blackborough
Councillor Therese Britton-La Salle Arrived 7.02 pm
Councillor John Flynn
Councillor Jagdish Lakhani
Councillor Anna Leombruno
Councillor Johanna McLuskey
Councillor Matthew Noble
Councillor Claude Scalzi

Council Staff Present: Chief Executive Officer
General Manager Corporate Services
General Manager Infrastructure, Planning & Sustainability Services
Manager Environment & Sustainability Services -Via Zoom
Governance Officer
Executive Assistant

Meeting Commenced: 7.00 pm

Meeting Concluded: 8.50 pm

1. Opening of the Meeting, Kurna Acknowledgement and Council Pledge

The time being 7.00 pm Mayor Whittaker opened the meeting.

2. Apologies

Cr Lakhani moved and Cr Flynn seconded that an apology be received for the late arrival of Cr Barbaro.

Carried

3. Minutes

The time being 7.02 pm Cr Britton-La Salle entered the meeting.

Cr Flynn moved and Cr Ajrish seconded that the minutes of the meeting of the Council held on Tuesday 1 August 2023 as printed and circulated be taken as read and confirmed.

Carried

4. Public Question Time

James Armitage of Tranmere asked is the Council willing to make an apology for the comment made by Mr Paul Kelly?

The Mayor advised that the Council has passed the minutes, and this has not been considered.

James Armitage of Tranmere asked are we willing to?

The Mayor advised that the Council has not decided whether it will or not.

James Armitage of Tranmere asked why did the Council bring in Mr Paul Kelly to answer questions on behalf of the Council when he didn't get them right anyway?

Chief Executive Officer, Mr Paul Di Iulio advised that Council felt Mr Kelly was best placed to respond to any legal matters, he would be the most appropriate person to answer any questions at the meeting.

James Armitage of Tranmere asked is the Council intention to destroy Belinda's dogs if it hasn't already happened?

Chief Executive Officer, Mr Paul Di Iulio advised that the Council will take action in line with the Supreme Court advice and as you are aware there is now nothing preventing Council from acting on the destruction order at this time.

James Armitage of Tranmere asked so you will destroy the dogs?

Chief Executive Officer, Mr Paul Di Iulio advised that question has been answered.

Darryl Reid of Athelstone asked, Mr Reg Neale passed away so could we please have a minutes silence for Mr Reg Neale?

The Mayor advised yes we can.

Council observed a minutes silence for the passing of Mr Reg Neale.

5. Business Adjourned

Nil.

6. Questions With Notice

Nil.

7. Deputations / Presentations

Nil.

8. Petition

Nil.

9. Motions on Notice

Nil.

10. Recommendations from Committees

10.1 Climate Solutions Advisory Committee – Minutes, Wednesday 2 August 2023

Cr Scalzi moved and Cr McLuskey seconded that the minutes of the Climate Solutions Advisory Committee made at its meeting held on Wednesday 2 August 2023 be received and the following be adopted:

That Council:

1. endorse entering into a partnership with JETcharge for a five year term for the installation of two new charging stations, one at Council's Works Depot and the other at the Campbelltown Library
2. lobby the Minister for Planning, The Hon Nick Champion and the Minister for Climate, Environment and Water, The Hon Susan Close to seek their support on improving the compliance framework for private certifiers involved in the certification of residential buildings.

Carried

11. Reports from Officers

11.1 Request for the removal of Honey Locust Street Tree at 11 Studley Drive, Athelstone

Cr McLuskey moved and Cr Britton-La Salle seconded that Council:

- supports the retention of the *Gleditsia triacanthos* (Honey Locust) within Council's verge at the frontage of 11 Studley Drive, Athelstone, and the installation of a root barrier in the verge to minimise the potential risk of future root intrusion from the tree into the property
- request that Staff reinspect the tree in 24 months.

Carried

11.2 South Australian Electric Vehicle Fleet Pledge Program

Cr Scalzi moved and Cr McLuskey seconded that Council participates in South Australia's Electric Vehicle Fleet Pledge program and signs the Electric Vehicle Fleet Pledge.

The time being 7.18 pm Cr Barbaro entered the meeting.

Carried

11.3 Children's Policy Community Engagement Outcomes

Cr Flynn moved and Cr Lakhani seconded that Council adopt the Children's Policy.

Carried

11.4 Annual Policy Review (Batch 4)

Cr Flynn moved and Cr Lakhani seconded that Council endorse the following Policies for the purpose of public consultation:

- Community Grants
- Emergency Management
- Events
- Internal Review of Council Decisions
- Physical Activity and Sports
- Prudential Management
- Rating
- Request for Service and Complaint Handling
- Treasury Management
- Tree Management.

Carried

11.5 Depot Land (Part) Lease

Cr Scalzi moved and Cr Lakhani seconded that the item be deferred to later in the meeting.

Carried

11.6 Sale of 84 St Bernards Road, Magill

Cr Flynn moved and Cr Barbaro seconded that the item be deferred to later in the meeting.

Carried

11.7 Consent Items

Cr Flynn moved and Cr Blackborough seconded that the following Consent Items be received and the recommendations contained therein be adopted.

11.7A Policy Review (Batch 3) Community Engagement Outcomes

That Council receive community engagement outcomes for Policy Review Batch 3; and adopt the following Policies as presented:

- Asset Management
- Budget Preparation
- Budget Review
- Business Continuity
- Elected Members' Training and Development
- Election Caretaker
- Multicultural
- Outdoor Dining
- Public and Environmental Health
- Public Interest Disclosure
- Records Management
- Risk Management
- The ARC Campbelltown
- Waste Management.

11.7B Local Government Finance Authority Annual General Meeting to be held on Thursday 26 October 2023

That the correspondence from the Local Government Finance Authority dated 3 July 2023 be received and that Mayor Whittaker (or her nominee) be confirmed as Council's representative for the Local Government Finance Authority of South Australia 2023 Annual General Meeting to be held on Thursday 26 October 2023.

Carried

12. Member's Reports

The time being 7.43 pm Cr Britton-La Salle left the meeting.

- | | |
|--------------|--|
| Cr Leombruno | <ul style="list-style-type: none">• Attended the Australia Cup Game which was played last night at Steve Woodcock Sports Centre with Campbelltown Soccer Club 2 – 1, this event was also televised nationally. |
| Cr Scalzi | <ul style="list-style-type: none">• Attended the Campbelltown Soccer Club to watch the Australia Cup. It was great to see the Local Community out supporting the Campbelltown Soccer Club. |

- Cr Ajrish
- Advised that on 5 August he along with Cr Noble held a Community forum to catch up with local residents from all Wards. It was a great event and an opportunity for residents to raise their concerns. Also had the pleasure of Cr Leombruno, the Mayor and The Mayor's husband in attendance.

The time being 7.46 pm Cr Britton-La Salle re-entered the meeting.

- Mayor Whittaker
- The next two Café Connect will be held on 17 and 31 August at the Clay Cup Café Rostrevor Baptist Church from 12 noon to 2.00 pm.
 - The next Community Connections Café will be held on 23 August from 10.30 am to 1.00 pm at the Campbelltown Memorial Oval.
 - Service Clubs Dinner will be held on Tuesday 29 August at the Marche Club.
 - Congratulated the Athelstone Women's Football team for reaching the finals.
 - Congratulated the Norwood Flames Women's Team on winning the Southern League Basketball Championship.
 - Advised that the Migrant Monument has been lit up in green and gold to celebrate the Women's Soccer Club and in support of the Matildas.
 - Congratulated the Australian Diamonds Netball Team on their World Cup victory.
 - Advised that today is Indian Independence Day.

11.5 Depot Land (Part) Lease

Cr Barbaro moved and Cr Blackborough seconded that:

1. pursuant to Section 90 (2) of the Local Government Act 1999 an order be made that the public except Elected Members and the following Staff: Chief Executive Officer, General Manager Corporate Services, General Manager Infrastructure, Planning & Sustainability Services, Governance Officer and Executive Assistant be excluded from attendance at the meeting in order to consider in confidence Item 11.5
2. the Council is satisfied that it is reasonably foreseeable that the public disclosure or discussion of the report, attachments and minutes at the meeting could reasonably be expected to confer 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, as contained in Section 90 (3)(d)(i) and (ii).

Carried

Cr Leombruno moved and Cr Britton-La Salle seconded that Council advise Proreality Property Consultants that Council is not willing to lease a portion of its land at the Campbelltown Depot at this time for telecommunication infrastructure.

Carried Unanimously

11.6 Sale of 84 Bernards Road, Magill

Cr McLuskey moved and Cr Scalzi seconded that:

1. pursuant to Section 90 (2) of the Local Government Act 1999 an order be made that the public except Elected Members and the following Staff; Chief Executive Officer, General Manager Corporate Services, General Manager Infrastructure, Planning & Sustainability Services, Governance Officer and Executive Assistant be excluded from attendance at the meeting in order to consider in confidence Item 11.6
2. the Council is satisfied that it is reasonably foreseeable that the public disclosure or discussion of the report, attachments and minutes at the meeting could reasonably be expected to confer 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, as contained in Section 90 (3)(d)(i) and (ii).

Carried

Cr Blackborough moved and Cr Barbaro seconded that an order be made under the provisions of Section 91(7) of the Local Government Act 1999, that the report, attachments and minutes of the subject matter, having been dealt with on a confidential basis under Section 90(3) of the Act, should be kept confidential on the grounds that disclosure of information could confer 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 as contained in Section 90 (3)(b)(i) until the matter has been finalised.

Carried

13. Closure of Meeting

The time being 8.50 pm the Mayor closed the meeting.

Certified a true recordCHAIRPERSON

Taken as read and confirmed this
dayCHAIRPERSON

4. Public Question Time

www.campbelltown.sa.gov.au/publicquestiontime

5. Business Adjourned

Nil.

6. Questions With Notice

Nil.

7. Deputations / Presentations

Nil.

8. Petition

Nil.

9. Motions on Notice

Cr Leombruno submitted the following Motion for consideration:

- 9.1 This Motion on Notice seeks to rescind a confidential resolution of Council made at its meeting of 15 August 2023.**

Recommendation

That:

- 1. the item be deferred to later in the meeting**
- 2. pursuant to Section 90 (2) of the Local Government Act 1999 an order be made that the public except Elected Members and the following Staff; Chief Executive Officer, General Manager Community Connections, General Manager Corporate Services, General Manager Infrastructure, Planning & Sustainability Services, Manager Governance and Executive Assistant be excluded from attendance at the meeting in order to consider in confidence Item 9.1**
- 3. the Council is satisfied that it is reasonably foreseeable that the public disclosure or discussion of the report, attachments and minutes at the meeting could reasonably be expected to confer 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, as contained in Section 90 (3)(d)(i) and (ii)**
- 4. an order be made under the provisions of Section 91(7) of the Local Government Act 1999, that the report, attachments and minutes of the subject matter, having been dealt with on a confidential basis under Section 90(3) of the Act, should be kept confidential on the grounds that disclosure of information could confer 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 as contained in Section 90 (3)(b)(i) until the matter has been finalised.**

10. Recommendations from Committees

10.1 Disability Access and Inclusion Advisory Committee – Minutes, Monday 21 August 2023

https://www.campbelltown.sa.gov.au/_data/assets/pdf_file/0020/1452080/Disability-Access-and-Inclusion-Advisory-Committee-Agenda-21-August-2023.pdf

Recommendation

That the minutes of the Disability Access and Inclusion Advisory Committee made at its meeting held on Monday 21 August 2023 be received.

10.2 Ageing Well Advisory Committee – Minutes, Thursday 24 August 2023

https://www.campbelltown.sa.gov.au/_data/assets/pdf_file/0028/1452169/Ageing-Well-Advisory-Committee-Agenda-24-August-2023.pdf

Recommendation

That the minutes of the Ageing Well Advisory Committee made at its meeting held on Thursday, 24 August 2023 be received and the following be adopted:

That the Mayoral Bowls Budget of \$3,000 is allocated to the Ageing Well Showcase at the First Budget Review.

10.3 Economic Development Advisory Committee – Minutes, Monday 28 August 2023

https://www.campbelltown.sa.gov.au/_data/assets/pdf_file/0027/1456038/Economic-Development-Advisory-Committee-Agenda-28-August-2023.pdf

Recommendation

That the minutes of the Economic Development Advisory Committee made at its meeting held on Monday 28 August 2023 be received.

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Minutes

Disability Access and Inclusion Advisory Committee

Minutes of the meeting of the Disability Access and Inclusion
Advisory Committee held in the Council Chamber,
172 Montacute Road, Rostrevor, on

Monday 21 August 2023

Chairperson:

Cr John Flynn - City of Campbelltown

Members Present:

Mayor Jill Whittaker OAM	- City of Campbelltown (ex officio)	Arrived 6.23 pm Left 7.14 pm
Cr Johanna McLuskey	- City of Campbelltown	Arrived 6.23 pm
Cr Jagdish Lakhani	- City of Campbelltown	Arrived 6.23 pm
Ms Karen Beale	- Community Representative	Left 7.45 pm
Mr Ben Waechter	- Community Representative	
Ms Kathy Bereny	- Community Representative	
Mrs Tikky Zappia	- Community Representative	

Council Staff Present:

Community Development Officer (Social Inclusion)

Meeting Commenced: 6.02 pm

Meeting Concluded: 8.02 pm

1. Welcome and Kaurna Acknowledgement:

Welcome and Kaurna Acknowledgment read by Cr Flynn.

2. Apologies

Mr Waechter moved and Ms Beale seconded that apologies be received for the absence of Ms Roe and Mr Stewart.

Carried

3. Minutes

Ms Beale moved and Ms Bereny seconded that the minutes of the meeting of the Disability Access and Inclusion Advisory Committee held on Monday 22 May 2023 as printed and circulated be taken as read and confirmed.

Carried

4. Manager Community Services & Social Development's Report

4.1 Disability Access and Inclusion Achievements 2022/2023

The time being 6.23 pm Mayor Whittaker, Cr McLuskey and Cr Lakhani entered the meeting.

Mr Waechter moved and Ms Zappia seconded that the Disability Access and Inclusion Achievements for 2022/2023 be noted and that they be used to inform the reporting on Council's Disability Access and Inclusion Plan to State Government.

Carried

4.2 Disability Access and Inclusion Projects and Focus Areas for 2023 Update

The time being 7.14 pm Mayor Jill Whittaker left the meeting.

The time being 7.45 pm Ms Beale left the meeting.

Cr Lakhani moved and Ms Bereny seconded that the Committee receives the Disability Access and Inclusion Projects and Focus Areas for 2023 Update report and provides the following feedback:

- Staff investigate providing the appropriate facilities for the disposal of continence aids in all toilet facilities in the Campbelltown area
- In relation to clear street numbering for businesses and organisations, investigate if Staff can place the street number on the kerb, or if Council can work with local Service Clubs to implement the street numbering on kerbs
- Staff investigate if Council's website and the widget can offer translation, to be accessible for people from diverse language backgrounds and what the cost would be
- Consider removing the 'Restricted Access' sign on the fence of the Liberty Swing at Thorndon Park and improve the information on how to access the MLAK key to unlock the swing
- Staff to invite the Office for Autism to present to the Committee on autism in South Australia and ways of working together
- Investigate a way the Committee can contact SA Health about how people with disability can access GP's (and other health professionals) with an understanding of disability and the appropriate facilities to hold an examination.

and the following is feedback regarding The ARC for Staff to investigate and bring information back to the Committee:

- consider adding a question about accessibility from Lower North East Road to the front doors of The ARC, in The ARC survey being distributed to ARC Members
 - consider appropriate directional signage in the adjoining streets to The ARC (eg 'this way to The ARC')
 - consider whether traffic lights are needed on Lower North East Road and Botanic Road, to provide safe access to The ARC.
- Carried

5. General Business

- the Committee noted and thanked Ms Black for her contribution to the Disability Access and Inclusion Advisory Committee.

Certified a true record

.....CHAIRPERSON

Taken as read and confirmed this
day of

.....CHAIRPERSON

Section 41



Minutes

Ageing Well Advisory Committee

Minutes of the meeting of the Ageing Well Advisory Committee held in the Council Chamber, 172 Montacute Road, Rostrevor, on

Thursday 24 August 2023

Chairperson: Cr Anna Leombruno

Members: Mayor Jill Whittaker OAM (Ex Officio)
Cr Johanna McLuskey
Cr Jagdish Lakhani
Ms Reeva Brice
Ms Rosaria Ciaravolo
Ms Bettina Seifert
Ms Marilyn von Thien
Ms Katrina Spencer
Ms Kathleen Bell
Mr Adrian Forster
Mr Peter Helm
Ms Jill De Cianni

Council Staff Present: Community Development Officer (Ageing Well)

Meeting Commenced: 4:35 pm

Meeting Concluded: 6:09 pm

1. Welcome and Kaurna Acknowledgement

Welcome and Kaurna Acknowledgment read by Cr Leombruno.

2. Apologies

Mr Forster moved, and Ms Bell seconded that an apology be received for the absence of Ms Carman.

Carried

3. Minutes

Ms Brice moved, and Ms von Thien seconded that the minutes of the meeting of the Active Ageing Advisory Committee held on Thursday 25 May 2023 as printed and circulated be taken as read and confirmed.

Carried

4. Presentation

Ms Heather Engelhardt from Flinders University made a presentation to the Committee regarding a dementia research project and public awareness campaign.

Ms Spencer moved, and Ms Seifert seconded that the presentation by Ms Heather Engelhardt of Flinders University be received, and that Ms Engelhardt be thanked for her presentation.

Carried

5. Manager Community Services & Social Development's Report

5.1 Ageing Well Updates

The time being 4:51 pm Cr McLuskey declared a general conflict of interest in the following matter due to her partner's involvement in one of the projects and remained in the Chamber.

Mr Forster moved, and Ms Spencer seconded that the Ageing Well Updates Report be received and that the letter to SAPOL was well written and thanked the CEO for sending the letter on behalf of Council.

Carried

Cr McLuskey did not participate or vote for this Motion.

5.2 Ageing Well Showcase

Ms Seifert moved, and Ms Ciaravolo seconded that the Ageing Well Showcase Report be received, and the following feedback provided:

- The Committee will organise and run a fashion show and celebration at the Showcase Celebration Event and form a working group to plan and arrange this activity
- The theme of the Showcase will be '*Age well the way you want*' and

that it be a recommendation to Council that the Mayoral Bowls Budget of \$3,000 is allocated to the Ageing Well Showcase at the First Budget Review.

Carried

6. General Business

- Ms Seifert commented that at times there are shrubs growing onto pathways on Council land. Staff advised that these concerns can be reported to Council who will address the issue.
- Ms von Thien commented that new signs relating to navigating pathways (such as using a bell when riding a bike, walking dogs etc) have been installed by the City of Tea Tree Gully. Could Campbelltown Council consider installing similar signs?
- There are sections of paths that cross Council boundaries that have differing rules relating to when a dog needs to be on a leash which can be confusing to walkers. A reminder to residents of the rules might be helpful in the future.

Certified a true record

.....CHAIRPERSON

Taken as read and confirmed this
day of

.....CHAIRPERSON

Section 41



Minutes

Economic Development Advisory Committee

Minutes of the meeting of the Economic Development Advisory Committee held in the Council Chamber, 172 Montacute Road, Rostrevor, on

Monday 28 August 2023

Chairperson: Cr Luci Blackborough

Members: Mayor Jill Whittaker OAM (ex officio)
Cr Dom Barbaro
Cr Therese Britton-La Salle
Mr Brian Hales

Council Staff Present: Team Leader Economic Development

Meeting Commenced: 6.01 pm

Meeting Concluded: 6.37 pm

1. Welcome and Kurna Acknowledgement

Welcome and Kurna Acknowledgment read by Cr Blackborough.

2. Apologies

Cr Barbaro moved and Cr Britton-La Salle seconded that apologies be received for the absence of Mr Socratous and Ms Powell.

Carried

3. Minutes

Cr Barbaro moved and Cr Britton-La Salle seconded that the minutes of the meeting of the Economic Development Advisory Committee held on Monday 19 June 2023 as printed and circulated be taken as read and confirmed.

Carried

4. Team Leader Economic Development's Report

4.1 Adelaide Italian Festival Report

Mr Hales moved and Cr Britton-La Salle seconded that the Adelaide Italian Festival report be received and an amendment be made to the Feast Festival lighting of the Migrant Monument on the evening on 17 November 2023 to reflect the colours of the Italian flag to celebrate the Council event to be held at Mercato that day.

Carried Unanimously

4.2 Economic Development Update

Mr Hales moved and Cr Barbaro seconded that the Economic Development Update report be received.

Carried

5. General Business

Certified a true recordCHAIRPERSON

Taken as read and confirmed this
day ofCHAIRPERSON

11. Reports from Officers

11.1 Chief Executive Officer's Performance Review

AM Consulting on behalf of the CEO Performance Management Panel, Ms Allison Ashby's Report

Purpose of Report

To present the findings of the CEO (Chief Executive Officer's) Performance Review for the year ending 31 May 2023.

Strategic Plan Link

Focus Area 5.1.1 Grow our leaders at all levels to drive leadership and excellence and capability

Previous Council/Committee Resolution

At its meeting of 16 August 2022, Council resolved:

'That:

1. Council receives this report and the Chief Executive Officer's Appraisal document prepared by AM Consulting
2. Council advises the Chief Executive Officer that his performance in the review period has achieved an Above Expectation result and that there are no performance deficiencies to be addressed
3. Council congratulates the Chief Executive Officer for achieving an Above Expectation result, thanks him for his contribution and recognises his 30 year contribution to the Council
4. Council notes that the Performance Management Panel will meet every quarter to provide the Chief Executive Officer with ongoing feedback
5. Council adjusts the base salary of the Chief Executive Officer by 4%, statutory superannuation as required by legislation and vehicle allowance of \$12,000 making a total salary package of \$326,411 backdated to 1 June 2022
6. in accordance with Clause 5 of the current Employment Agreement the Chief Executive Officer's contract be extended by a twelve (12) month period taking the expiry date of the contract to 31 May 2027.'

Background

In accordance with Section 17 of the Employment Agreement between Campbelltown City Council and the CEO, Mr Paul Di Iulio, a CEO Performance Management Panel was formed comprising Cr Barbaro as Chair, Cr McLuskey, Cr Lakhani and Mayor Whittaker and the qualified Independent Consultant, Ms Allison Ashby of AM Consulting. Ms Ashby will attend the meeting to present the findings.

In accordance with the 'Performance Evaluation System' outlined in the agreement and under the facilitation of AM Consulting, a list of 35 Key Performance Indicators (KPIs) were compiled from the Key Result Areas (KRAs) described in Schedule 1 of the Employment Agreement. All Elected Members and 8 Staff were invited to rank each of these KPIs in accordance with the rating scheme outlined in the Employment Agreement, ranging from 1 for Did not meet Expectations to 5 for Exceeded Expectations.

All respondents were also provided with the ability to furnish commentary on their ratings, plus further general commentary.

Comments were also sought from 5 external people selected by the CEO Performance Panel and the Elected Members were also offered the opportunity of speaking with the Independent Consultant, Ms Ashby.

The results were compiled by AM Consulting into the CEO Performance Review Report dated July 2023, which forms an attachment to this report.

Discussion

As can be seen from the report, the CEO achieved a good review with over 51% of the KPIs being rated either Exceeded Expectations or Above Expectations. This has been summarised in the attached report whereby the Independent Consultant states that the CEO received a total Combined average score of 3.69 or 73.8% versus a self-assessment score of 4.0 or 80%. This is a good result and indicates that the 'participants to this survey believe the CEO continues to perform his role to a high standard'.

The Panel further considered the matter of remuneration as described in Section 16 of the Employment Agreement.

The Remuneration Tribunal has now made its determination (attached) which provides the minimum and maximum remuneration packages that can be provided to CEOs in Local Government. Campbelltown City Council has been assessed as a Band 3 Council, which means that the minimum package that the CEO can be paid is \$357,760 and the maximum that the CEO can be paid is \$380,640. The determination also requires that the FBT associated with CEO's vehicle and any additional leave provided needs to be costed into the CEO's remuneration package.

The Manager Finance prepared the table (attached) to show the CEO's current remuneration package, together with a number of potential increases ranging from the minimum increase required by legislation to the maximum amount permissible, including an option with the increase being aligned to the Adelaide June 2023 CPI. The Panel considered the range of options provided and believed that due to the CEO continuing to perform his role to a high standard and his extensive experience as a Local Government CEO, that the minimum remuneration did not reflect his performance or experience. The Panel therefore recommends that the CEO be awarded a 5% increase. A 5% increase would still result in the CEO being at the lower end of the range permissible by the Remuneration Tribunal and is below the Adelaide June 2023 CPI figure of 6.9%.

Social Implications

There are no social implications in relation to this report.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

There are no risk management implications with affirming the results of the Performance Review. The only risk identified is the potential for the CEO to depart the organisation if he is not satisfied with his salary package or other work conditions.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

There are no financial implications in relation to this report as cost of the Performance Review and the recommended increase in salary can be accommodated from within the existing budget.

Recommendation

That:

- 1. Council receives this report and the Chief Executive Officer's Appraisal document prepared by AM Consulting**
- 2. Council advises the Chief Executive Officer that his performance in the review period was Above Expectations and that there are no performance deficiencies to be addressed**
- 3. Council congratulates the Chief Executive Officer for achieving an Above Expectations result and thanks him for his contribution**
- 4. Council notes that the Performance Management Panel will meet at least every quarter to provide the Chief Executive Officer with ongoing feedback**

-
5. Council adjusts the Total Salary Package of the Chief Executive Officer by 5%, this will take his annualised salary to \$302,041 and the Total Salary Package to \$361,779.61 which will be backdated to 1 June 2023
 6. in accordance with Clause 5 of the current Employment Agreement the Chief Executive Officer's contract be extended by a twelve (12) month period taking the expiry date of the contract to 31 May 2028.
-



CEO Performance Review - Paul Di Iulio

July 2023

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Overview

Campbelltown City Council asked AM Consulting to assist with the annual performance review of its Chief Executive Officer, Paul Di Iulio.

Campbelltown City Council sought feedback on the Chief Executive Officer's performance for the year 2022-2023. It also provided an opportunity to make suggestions as to the area(s) of focus for the forthcoming year.

A survey questionnaire was developed which consisted of 35 questions which could be answered using the scoring system of 1 to 5, and U where an answer was unable to be provided. The final 4 questions were answered by comments.

Scoring Scale:

- 1 - Did not meet Expectations
- 2 - Below Expectations
- 3 - Met Expectations
- 4 - Above Expectations
- 5 - Exceeded Expectations
- U - Unable to Rate

The major headings were:

- Relationships with Council
- Community and Economic Development
- Operational Management
- Representation, Public Relations, and Relationships
- People and Culture
- Financial and Asset Management
- Personal Competencies

The CEO completed a self-assessment and Senior Staff and Elected Members were invited to participate. 20 surveys were distributed with 19 being returned, giving a 95% response rate.

Five External participants were spoken to by Allison Ashby from AM Consulting. Their comments are contained in Appendix 3 (page 41).

General Comments

Summary of results 2023 versus 2022 and 2021

	2023 score	2023 percentage score	2022 score	2022 percentage score	2021 score	2021 percentage score
Self-Assessment	4.00	80.0%	4.06	81.1%	4.05	81.0%
Staff	3.93	78.6%	4.41	88.2%	4.12	82.4%
Elected Members	3.50	70.0%	4.22	84.4%	4.10	82.0%
Combined	3.69	73.8%	4.29	85.8%	4.10	82.0%

Staff

- The CEO was rated a 5, the highest score, 75 times or 26.79% of the total scores; and a 4, 105 times or 37.50% of the total scores, which is 64.29% of all responses.
- The CEO was rated a 3, the lowest score rated by staff, 94 times or 33.57% of the total scores.
- There were only 6, or 2.14% of questions that were scored “Unable to Comment”. See Table 2 for the graphical results.
- The highest Staff average score was 4.25 for Personal Competencies versus a self-assessment score of 4.00. The lowest average score was 3.80 for Operational Management, and People and Culture. The self-assessment score for both these categories was a 4.00.
- The self-assessment score was greater than the staff average score in all categories except Personal Competencies. Overall, the total self-assessment score was greater than the total staff average score by 1.4%.
- The greatest difference was for Operational Management and People and Culture where the self-assessment score was a 4 or 80% versus the staff average score of 3.8 or 76%, a difference of 4%.
- The participation rate of Staff in this survey was 100% which indicates that staff welcomed the opportunity to participate in the survey. The Staff’s average score of 78.6% is a high score indicating that the CEO is respected for the job he is doing.
- Some participants chose to elaborate on their scoring by making comments. Some highlight those aspects that have gone well this past year and they also provided feedback and suggestions for the year ahead. All comments are contained in Appendix 1 (page 18).

General Comments continued...

Elected Members

- The CEO was rated a 5, the highest score, 67 times or 19.14% of the total scores; and a 4, 75 times or 21.43% of the total scores, which is 40.57% of all responses.
- The CEO was rated a 3, 155 times or 44.29%.
- There were 12 or 3.43% of questions that were scored “Unable to Comment”. See Table 4 for the graphical results.
- The highest Elected Members average was 3.63 for Community and Economic Development versus a self-assessment score of 4.0. The lowest average score was 3.34 for Operational Management. The self-assessment score for this category was a 4.00.
- The self-assessment score was greater than the Elected Members average score in all categories. Overall, the total self-assessment average score was greater than the total Elected Members average score by 10.0%.
- The greatest difference was 13.2% for Operational Management. The self-assessment score for this was 4 or 80.0% versus the Elected Member average score of 3.34 or 66.8%.
- The participation rate of the Elected Members in this survey was 90.91% which indicates that the Elected Members appreciate the importance of the CEO Performance Review and also welcomed the opportunity to participate.
- The total Elected Members’ average score of 3.50 or 70% is down on last year’s score of 84.4%. This can partially be attributed to 3 Elected Members whose scores were much lower than the other Elected Member scores.
 One of those 3 Elected Members made no comments at all in their survey. There were no comments at all for questions where the CEO was rated a 1. For the questions where the CEO was rated a 2, only 57% of them had a comment.
 All 3 of those Elected Members made no comments as to how the CEO could improve or where the focus should be in the upcoming year. This makes it very difficult for the CEO to correct any misconceptions and also where he should focus his attention going forward.
- All comments are contained in Appendix 2 (page 28).

General Comments continued...

Combined

- Overall, the CEO was rated a 5, the highest score, 142 times or 22.54% of the total scores; and a 4, 180 times or 28.57% of the total scores, which is 51.11% of all responses.
- The CEO was rated a 3, 249 times or 39.52%.
- Overall, the number of “Unable to Comment” scores in this survey was 18 or 2.86% of all responses. See Table 6 for the graphical results.
- The highest combined average score was 3.87 for Personal Competencies versus a self-assessment score of 4.00. The lowest average score was 3.54 for Operational Management. The self-assessment score for this category was also 4.00.
- The self-assessment score was greater than the combined average score in all categories. Overall, the total self-assessment score was greater than the total combined average score by 6.22%.
- The greatest difference was for Operational Management where the self-assessment score was a 4 or 80% versus the combined average score of 3.54 or 70.8%, a difference of 9.2%.
- The combined average score of 73.78% versus the self-assessment score of 80% indicates that participants to this survey believe the CEO continues to perform his role to a high standard.

Self-Assessment versus Staff

TABLE 1: Average Response by Category

CEO Performance Review 2023 - Paul Di Iulio

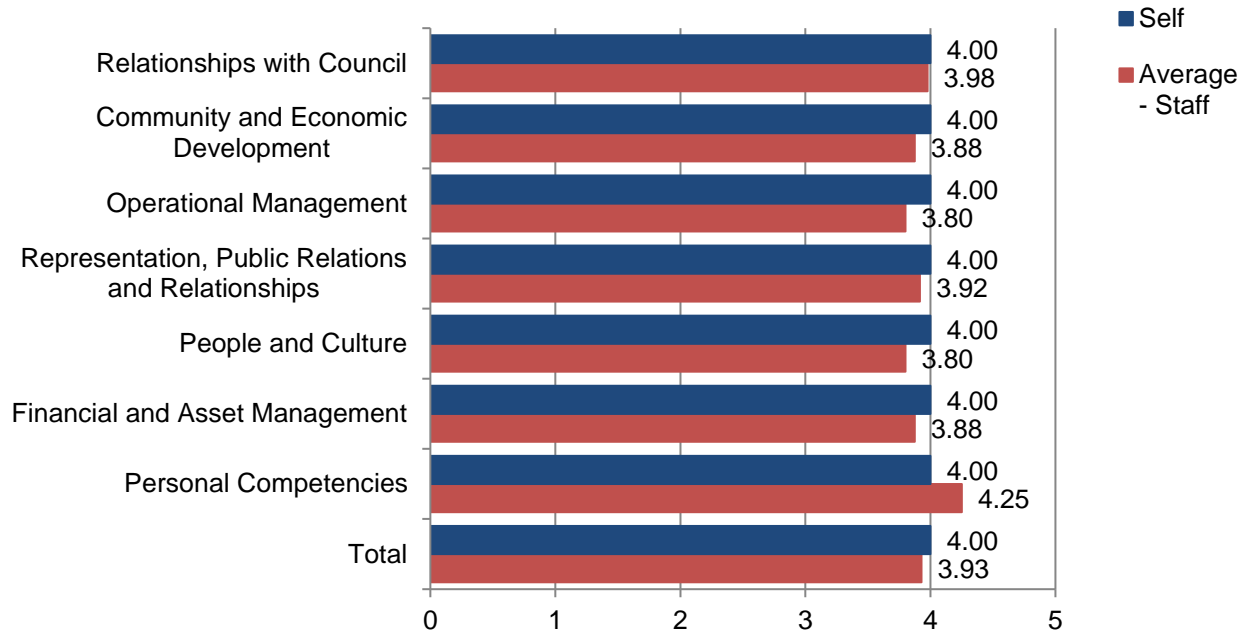
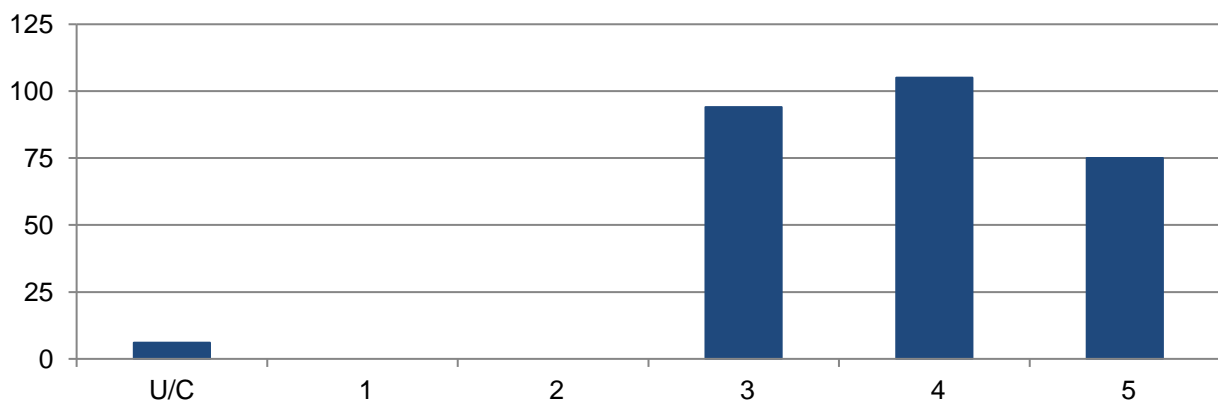


TABLE 2: Spread of Scores

<u>Spread of Scores</u>	Total # of U/Cs	Total # of 1s	Total # of 2s	Total # of 3s	Total # of 4s	Total # of 5s	Total
Spread of Scores	6	0	0	94	105	75	280
Spread of Scores %'s	2.14%	0%	0%	33.57%	37.50%	26.79%	100%

Spread of Scores



Self-Assessment versus Elected Members

TABLE 3: Average Response by Category

CEO Performance Review 2023 - Paul Di Iulio

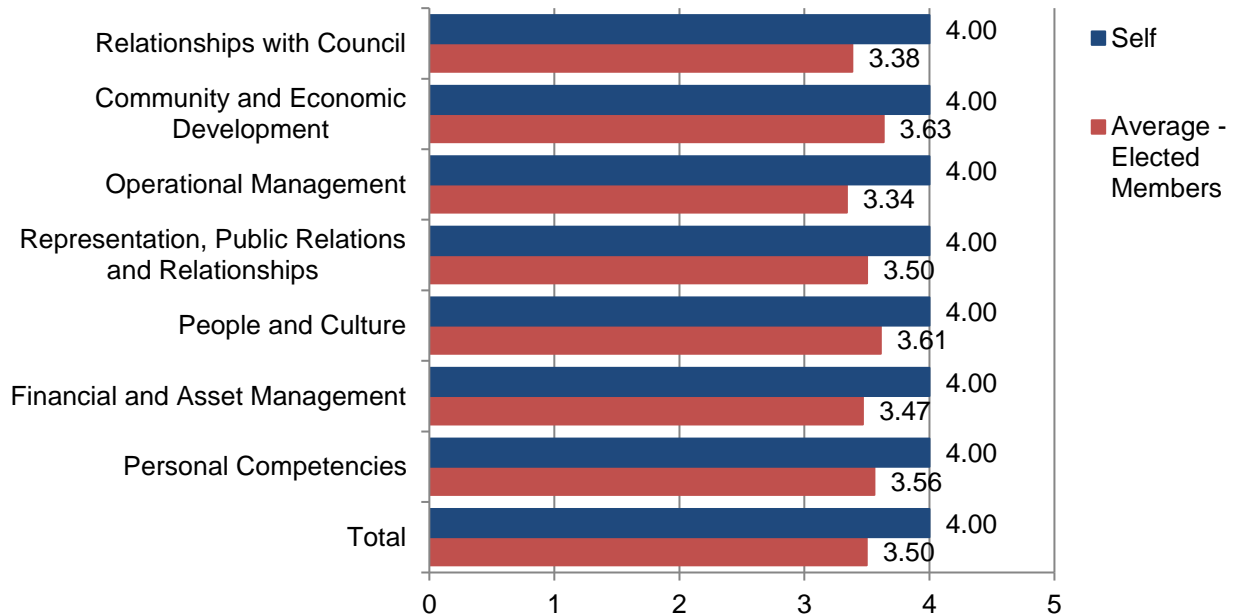
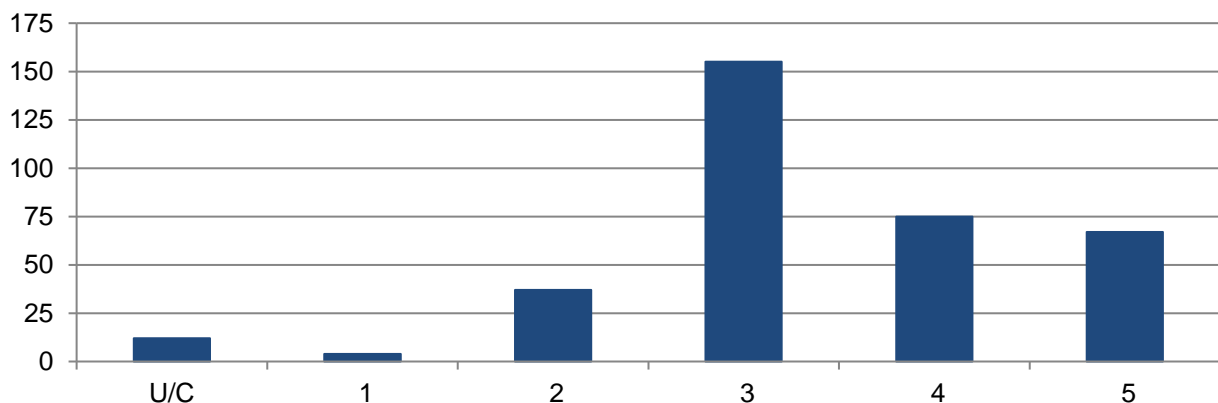


TABLE 4: Spread of Scores

<u>Spread of Scores</u>	Total # of U/Cs	Total # of 1s	Total # of 2s	Total # of 3s	Total # of 4s	Total # of 5s	Total
Spread of Scores	12	4	37	155	75	67	350
Spread of Scores %'s	3.43%	1.14%	10.57%	44.29%	21.43%	19.14%	100%

Spread of Scores



Self-Assessment versus Combined

TABLE 5: Average Response by Category

CEO Performance Review 2023 - Paul Di Iulio

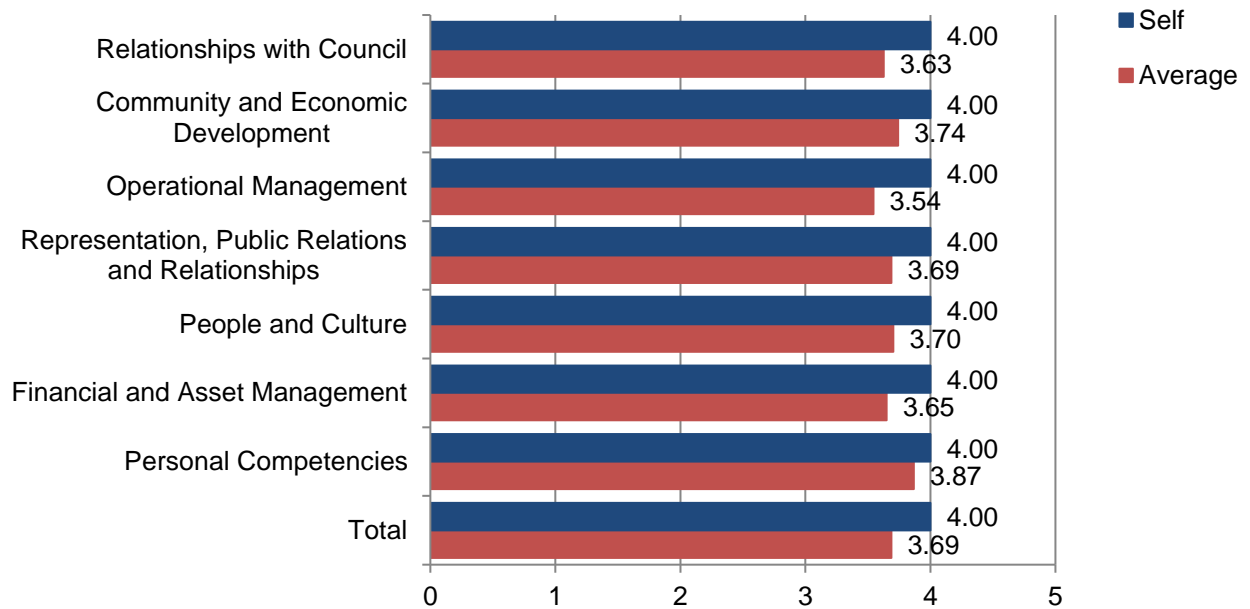
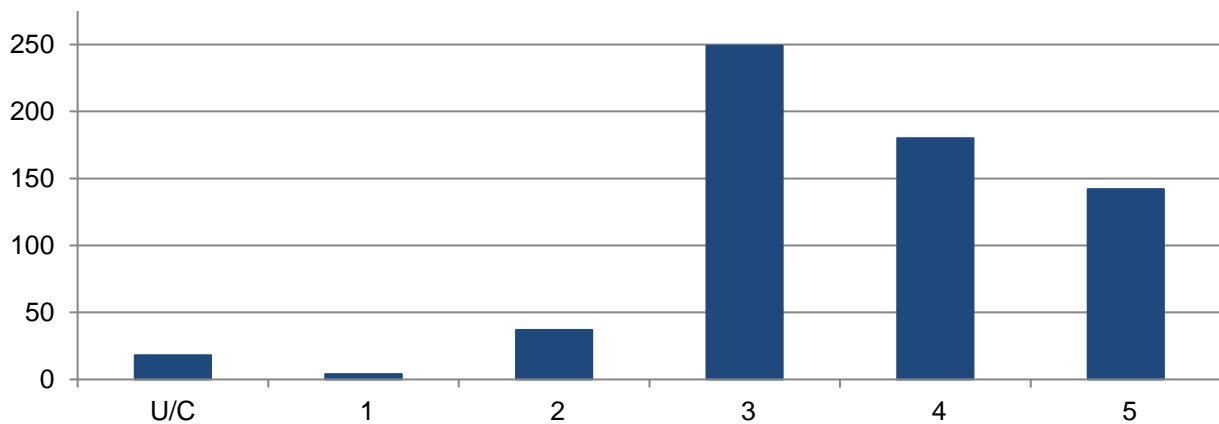


TABLE 6: Spread of Scores

<u>Spread of Scores</u>	Total # of U/Cs	Total # of 1s	Total # of 2s	Total # of 3s	Total # of 4s	Total # of 5s	Total
Spread of Scores	18	4	37	249	180	142	630
Spread of Scores %'s	2.86%	0.63%	5.87%	39.52%	28.57%	22.54%	100%

Spread of Scores



Results by KPI: Self-Assessment versus Staff and Elected Members

Heading	Question	Self-Assessment	Average Staff	Average Elected Members
Relationships with Council	1. The CEO establishes and maintains a climate of trust, confidence and teamwork with Council as well as fair and equal treatment of Council Members.	4	4	3.30
	2. The CEO keeps Council informed on all significant issues.	4	4.29	3.30
	3. The CEO provides concise and informative reports to Council with recommended actions which clearly identify financial and policy implications.	4	3.86	3.60
	4. The CEO supports Council Members in decision making role by providing good quality and timely information and direction.	4	4	3.30
	5. The CEO implements Council resolutions with speed and accuracy.	4	3.71	3.40
	6. The CEO works effectively with Council Members to develop a shared vision and plans for the future of Campbelltown City Council.	4	4	3.40
Community and Economic Development	7. The CEO develops positive responses to the environmental, social and cultural issues of strategic importance to the future development of the City.	4	3.88	3.80
	8. The CEO ensures the Community Engagement Strategy and Policy is effective and continually reviewed.	4	3.75	3.40
	9. The CEO identifies and pursues Economic Development initiatives to ensure the City continues to grow and prosper.	4	4	3.70

Results by KPI: Self-Assessment versus Staff and Elected Members cont'd...

Heading	Question	Self-Assessment	Average Staff	Average Elected Members
Operational Management	10. The CEO develops and implements strategic initiatives identified in Council's Strategic Plan and other strategic documentation.	4	3.50	3.40
	11. The CEO develops, maintains and implements a robust Governance Framework for the organisation.	4	3.75	3.30
	12. The CEO displays strong leadership and direction to the organisation while co-operative team relationships are developed and sustained.	4	3.88	3.40
	13. The CEO ensures policies and procedures are developed and implemented to enable Council directions to be met.	4	4.00	3.30
	14. The CEO ensures the efficient and effective management of the resources (human, financial, physical) of Council to ensure sustainable performance and high level of service delivery.	4	3.88	3.30
Representation, Public Relations and Relationships	15. The CEO builds and maintains strong and effective relationships with local key stakeholders.	4	4.38	3.80
	16. The CEO ensures Council's vision and strategy are communicated to all key stakeholders.	4	3.63	3.40
	17. The CEO creates and maintains productive and strategic relationships with all other levels of Government.	4	4.38	3.60
	18. The CEO actively participates and networks within the Local Government Sector.	4	3.75	3.56
	19. The CEO proactively grows Council's profile and promotes its positive image and achievements.	4	3.88	3.40
	20. The CEO ensures that Council's media liaison is timely, responsive and professional.	4	3.50	3.25

Results by KPI: Self-Assessment versus Staff and Elected Members cont'd...

Heading	Question	Self-Assessment	Average Staff	Average Elected Members
People and Culture	21. The CEO ensures the vision of the Council is communicated to and owned by staff.	4	3.50	3.67
	22. The CEO ensures the organisational structure is flexible and responsive to meet Council's goals and objectives whilst maintaining high service levels.	4	3.63	3.30
	23. The CEO leads Council's administration through effective coaching and mentoring.	4	4.13	3.63
	24. The CEO promotes an organisational culture that encourages employees to engage in continuous process improvement, greater productivity and professional development.	4	3.88	3.75
	25. The CEO ensures compliance with Equal Employment Opportunity and Work Health and Safety requirements throughout the organisation.	4	3.88	3.71
Financial and Asset Management	26. The CEO implements and reinforces long term financial management strategies for the Council.	4	4.25	3.50
	27. The CEO maintains sound financial and asset management practices.	4	4.13	3.40
	28. The CEO provides appropriate and accurate financial reports to Council, identifying significant variations and recommending actions which enable Council to make informed decisions.	4	3.75	3.50
	29. The CEO ensures the delivery of programs within budget targets and financial constraints, including grant funding opportunities.	4	3.63	3.44
	30. The CEO establishes and monitors risk management policies, procedures and programs.	4	3.63	3.50

Results by KPI: Self-Assessment versus Staff and Elected Members cont'd...

Heading	Question	Self-Assessment	Average Staff	Average Elected Members
Personal Competencies	31. The CEO displays high energy levels and a proactive approach to identifying and seizing opportunities.	4	4.13	3.50
	32. The CEO demonstrates adaptability, flexibility and resilience which enables personal performance and productivity levels to be maintained in stressful situations.	4	4.13	3.60
	33. The CEO displays strength of presence, with strong persuasive communication skills.	4	4.50	3.60
	34. The CEO gives evidence of consistent and effective problem solving and decision-making skills.	4	4.00	3.30
	35. The CEO demonstrates professional competence and commitment to the Council and Community.	4	4.50	3.80

Results by KPI: Self-Assessment versus Combined Respondents

Heading	Question	Self-Assessment	Average Respondents
Relationships with Council	1. The CEO establishes and maintains a climate of trust, confidence and teamwork with Council as well as fair and equal treatment of Council Members.	4	3.59
	2. The CEO keeps Council informed on all significant issues.	4	3.71
	3. The CEO provides concise and informative reports to Council with recommended actions which clearly identify financial and policy implications.	4	3.71
	4. The CEO supports Council Members in decision making role by providing good quality and timely information and direction.	4	3.59
	5. The CEO implements Council resolutions with speed and accuracy.	4	3.53
	6. The CEO works effectively with Council Members to develop a shared vision and plans for the future of Campbelltown City Council.	4	3.65
Community and Economic Development	7. The CEO develops positive responses to the environmental, social and cultural issues of strategic importance to the future development of the City.	4	3.83
	8. The CEO ensures the Community Engagement Strategy and Policy is effective and continually reviewed.	4	3.56
	9. The CEO identifies and pursues Economic Development initiatives to ensure the City continues to grow and prosper.	4	3.83

Results by KPI: Self-Assessment versus Combined Respondents cont'd...

Heading	Question	Self-Assessment	Average Respondents
Operational Management	10. The CEO develops and implements strategic initiatives identified in Council's Strategic Plan and other strategic documentation.	4	3.44
	11. The CEO develops, maintains and implements a robust Governance Framework for the organisation.	4	3.50
	12. The CEO displays strong leadership and direction to the organisation while co-operative team relationships are developed and sustained.	4	3.61
	13. The CEO ensures policies and procedures are developed and implemented to enable Council directions to be met.	4	3.61
	14. The CEO ensures the efficient and effective management of the resources (human, financial, physical) of Council to ensure sustainable performance and high level of service delivery.	4	3.56
Representation, Public Relations, and Relationships	15. The CEO builds and maintains strong and effective relationships with local key stakeholders.	4	4.09
	16. The CEO ensures Council's vision and strategy are communicated to all key stakeholders.	4	3.50
	17. The CEO creates and maintains productive and strategic relationships with all other levels of Government.	4	3.94
	18. The CEO actively participates and networks within the Local Government Sector.	4	3.65
	19. The CEO proactively grows Council's profile and promotes its positive image and achievements.	4	3.61
	20. The CEO ensures that Council's media liaison is timely, responsive and professional.	4	3.38

Results by KPI: Self-Assessment versus Combined Respondents cont'd...

Heading	Question	Self-Assessment	Average Respondents
People and Culture	21. The CEO ensures the vision of the Council is communicated to and owned by staff.	4	3.59
	22. The CEO ensures the organisational structure is flexible and responsive to meet Council's goals and objectives whilst maintaining high service levels.	4	3.44
	23. The CEO leads Council's administration through effective coaching and mentoring.	4	3.88
	24. The CEO promotes an organisational culture that encourages employees to engage in continuous process improvement, greater productivity and professional development.	4	3.81
	25. The CEO ensures compliance with Equal Employment Opportunity and Work Health and Safety requirements throughout the organisation.	4	3.80
Financial and Asset Management	26. The CEO implements and reinforces long term financial management strategies for the Council.	4	3.83
	27. The CEO maintains sound financial and asset management practices.	4	3.72
	28. The CEO provides appropriate and accurate financial reports to Council, identifying significant variations and recommending actions which enable Council to make informed decisions.	4	3.61
	29. The CEO ensures the delivery of programs within budget targets and financial constraints, including grant funding opportunities.	4	3.53
	30. The CEO establishes and monitors risk management policies, procedures and programs.	4	3.56

Results by KPI: Self-Assessment versus Combined Respondents cont'd...

Heading	Question	Self-Assessment	Average Respondents
Personal Competencies	31. The CEO displays high energy levels and a proactive approach to identifying and seizing opportunities.	4	3.78
	32. The CEO demonstrates adaptability, flexibility and resilience which enables personal performance and productivity levels to be maintained in stressful situations.	4	3.83
	33. The CEO displays strength of presence, with strong persuasive communication skills.	4	4
	34. The CEO gives evidence of consistent and effective problem solving and decision-making skills.	4	3.61
	35. The CEO demonstrates professional competence and commitment to the Council and Community.	4	4.11

APPENDIX 1 – Comments by Category: Staff

Comments on Relationships with Council

1. The CEO establishes and maintains a climate of trust, confidence, and teamwork with Council as well as fair and equal treatment of Council Members.

- **S/A** - I pride myself on being very open with my communication and dealings with Council and more specifically with individual Members. I believe I treat all Elected Members fairly and equally, quite often I have conversations with them that they wouldn't necessarily have with each other, which highlights that I have been able to build a great deal of trust and confidence with the Council and more specifically, individual Elected Members.
- Paul doesn't take sides, just uses the facts.
- The CEO holds Briefing Sessions and meets 1:1 with Councillors.

2. The CEO keeps Council informed on all significant issues.

- **S/A** - Continually provide the Council with updates on significant issues through Briefing Sessions, memos, emails or direct conversations. Furthermore, I have continued to meet with the Mayor on a fortnightly basis whereby we discuss a range of operational and strategic issues, whether they are big, significant or not.
- Regular Briefing Sessions provide timely updates.

3. The CEO provides concise and informative reports to Council with recommended actions which clearly identify financial and policy implications.

- **S/A** - I believe the reports Council receive are concise, informative and provide Elected Members with the necessary information to make an informed decision. Furthermore, as I believe in a continuous improvement approach, I review the feedback provided by Elected Members after every Council meeting and where necessary raise the feedback with EMT and/or Staff to ensure any improvements identified are progressed in a timely manner.
- Reports go through a thorough review process before being presented to Council.
- A lot of behind-the-scenes work is done on the submission and review of Council reports to ensure a range of implications are considered.

4. The CEO supports Council Members in decision making role by providing good quality and timely information and direction.

- **S/A** - I believe that from the very high level of Staff recommendations that are supported by Council, and the genuine lack of controversy associated with implementing these decisions, that Elected Members receive good quality and timely information/direction to make well considered and informed decisions.
- The CEO's knowledge of the workings of Council and its issues ensures solid support is always available.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Relationships with Council cont'd....

5. The CEO implements Council resolutions with speed and accuracy.

- **S/A** - As Elected Members would have noticed from the Table of Motions summary that they are provided with on a monthly basis, Council resolutions are implemented as quickly as practical, and whenever there is likely to be a delay there is a detailed explanation for the reasoning why. It is something that I continually review with the General Managers and their Staff.
- Conscious of delivering on resolutions passed by Council.
- The Table of Motions is continually monitored as a tool to progress matters.

6. The CEO works effectively with Council Members to develop a shared vision and plans for the future of Campbelltown City Council.

- **S/A** - As this is a new Council term and we are about to embark on reviewing the Strategic Plan, we are still developing the shared vision however through my individual one on one meetings with Elected Members, I have sought to understand what each Elected Member's priorities are and what are the important things they would like to see delivered during this Council term.
- I feel some Council Members have lost the concept of shared and are portraying a divisive and at times unhealthy vision of themselves to the community, in particular at Council meetings.

Comments on Community and Economic Development

7. The CEO develops positive responses to the environmental, social, and cultural issues of strategic importance to the future development of the City.

- **S/A** - This is a key priority and with the recent organisational restructure we created a Manager Environment & Sustainability Services position to ensure the right focus was being placed on the environmental issues. This has led to the environment (including climate change) being a key component in any decision-making process. In regard to social and cultural issues there has been a greater emphasis on ensuring our decision making is more inclusive and supports the continual change in the diversity of our Community. This emphasis has ensured that moving forward whenever we are considering strategic issues the social and cultural needs of our Community are being considered at the forefront of the conversation.
- The CEO is very innovative in this space and is always striving to better the Council area.

8. The CEO ensures the Community Engagement Strategy and Policy is effective and continually reviewed.

- **S/A** - With the recent organisational restructure we have separated Community Engagement from Communication to enable a greater focus on Community Engagement strategies. We have also recently reviewed the Public Consultation Policy and we constantly review how we engage with the Community to ensure all options are considered when undertaking a consultation process, with the ultimate goal to maximise participation. We have also continued with the monthly coffee chats which provides residents with a very informal way to provide feedback, and we continually explore opportunities on how we can increase the number of people that are registered on Connect 2 Campbelltown.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Community and Economic Development cont'd....

9. The CEO identifies and pursues Economic Development initiatives to ensure the City continues to grow and prosper.

- **S/A** - In the restructure this focus area now reports directly to me and provides me with greater opportunities to influence the Eco Dev Staff in creating ways to increase economic activity in Campbelltown. I believe that with the introduction of the business grants, buy local campaign, and introduction of monthly Food Trail Tours we have seen a greater commitment to economic activity and the broader benefits to the local Community.
- This program sits in his portfolio, so is a focus.
- Again, very innovative and determined to grow the Council in different spaces and projects like Magill Village, Max Amber & the Skate Park. All bring significant economic gains to the Council area.

Comments on Operational Management

10. The CEO develops and implements strategic initiatives identified in Council's Strategic Plan and other strategic documentation.

- **S/A** - This is an ongoing focus for me and largely drives the projects/initiatives that take up the majority of my time. These projects/initiatives form the basis of Council's annual works programs and Budget and generally provide the greatest opportunity for positive change from an economic, environment, social or financial perspective.

11. The CEO develops, maintains, and implements a robust Governance Framework for the organisation.

- **S/A** - Having a robust Governance Framework is paramount and working within that Framework is a key focus. Whenever we explore new innovative ideas that challenge the status quo I always seek external advice to ensure it can be undertaken within our legislative parameters.

12. The CEO displays strong leadership and direction to the organisation while co-operative team relationships are developed and sustained.

- **S/A** – This is something that is very important to me, I always strive to make the right decision for both Council and the Community. At times this can be difficult due to the competing priorities however I have always been prepared to work with all the stakeholders involved to ensure that good working relationships are maintained.
- The CEO works very hard in this area, is an inspirational leader and very visible.

13. The CEO ensures policies and procedures are developed and implemented to enable Council directions to be met.

- **S/A** - All Policy and Procedures are regularly reviewed, and the necessary changes made to comply with best practice and/or ensure the best Community outcome.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Operational Management cont'd....

14. The CEO ensures the efficient and effective management of the resources (human, financial, physical) of Council to ensure sustainable performance and high level of service delivery.

- **S/A** - This is an ongoing focus of mine as I continually question what we do, how we do it and whether there is a better way. The recent organisational restructure was a good example of changing how we needed to change the way we do things to meet the demands/needs of our Community whilst ensuring an efficient and effective use of resources.
- Understands budget and LTFP implications and can explain concepts to others.
- Council organisational structure has been reviewed and changes implemented to ensure residents' experience is at the forefront.

Comments on Representation, Public Relations, and Relationships

15. The CEO builds and maintains strong and effective relationships with local key stakeholders.

- **S/A** – This is a very important aspect of my role and one that I continually work on. I build and maintain relationships with as many stakeholders as possible, to ensure Campbelltown is always in best placed to maximise the opportunities that may arise.
- Very good at engaging with stakeholders for Council's benefits; good network.
- The CEO has a strong presence within the Community.

16. The CEO ensures Council's vision and strategy are communicated to all key stakeholders.

- **S/A** - I believe this has been achieved successfully through a range of different communication mediums and is constantly referred to in our communication and the reasoning behind our decision making.

17. The CEO creates and maintains productive and strategic relationships with all other levels of Government.

- **S/A** - I constantly look to create and maintain strong working relationships with both State and Federal Members of Parliament, irrespective of their political allegiance. I regularly meet and /or communicate with the local State and Federal Members and wherever necessary discuss matters with State Ministers. I have also built a good working relationship with key people in the new State Government. I also utilise my other external roles to create stringer working relationships with key decision makers within Government.
- Very good at advocating for Campbelltown and sourcing funding to help deliver projects.
- Has excellent relationship with local State and Federal politicians.

18. The CEO actively participates and networks within the Local Government Sector.

- **S/A** - I continue to participate in ERA meetings and currently Chair the ERA CEOs Meetings, in addition to participating in industry associations, local government forums and conferences.
- The CEO sits on a number of relevant LG related Boards & Groups

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Representation, Public Relations, and Relationships cont'd....

19. The CEO proactively grows Council's profile and promotes its positive image and achievements.

- **S/A** - Constantly look to promote what Campbelltown is doing well whenever I can and have provided advice to a number of other Councils and external organisations on how Campbelltown has been able to achieve what we have over a long period of time.

20. The CEO ensures that Council's media liaison is timely, responsive, and professional.

- **S/A** - Always respond to media in a timely and responsive manner and over the years have developed relationships with the media representatives that have enabled balanced stories to be published.

Comments on People and Culture

21. The CEO ensures the vision of the Council is communicated to and owned by staff.

- **S/A** - I believe that Staff are fully aware of Council's Vision and how they influence us achieving it along with our Mission.

22. The CEO ensures the organisational structure is flexible and responsive to meet Councils goals and objectives whilst maintaining high service levels.

- **S/A** - The recent organisational restructure was a clear example of being flexible to ensure we can always meet the changing needs of our Community whilst still providing high quality service.
- Review completed and implemented in October 2022.

23. The CEO leads Council's administration through effective coaching and mentoring.

- **S/A** - This is a continual focus and there are a number of professional development programs being undertaken. In addition to these formal programs there is individual coaching and mentoring taking place across the organisation at all levels and numerous opportunities for Staff to act in roles when Staff are on leave.
- With the new HR Manager in place lot of work with the Aspire Leadership & Mentoring Program implemented as well as People Leader training. A fresh approach.

24. The CEO promotes an organisational culture that encourages continuous improvement and innovation.

- **S/A** - This is constant focus of mine and one that genuinely excites me. This is also supported by one of our key organisational behaviours/values being 'challenge the norm', we are always looking for innovative solutions and very happy to be the leaders in trying new things rather than waiting for other organisations to lead the way.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on People and Culture cont'd....

25. The CEO ensures compliance with Equal Employment Opportunity and Work Health and Safety requirements throughout the organisation.

- **S/A** - This is a constant focus of mine and one that I regularly discuss with the Manager People & Culture and the WHS/Risk Management Coordinator. I am proud to say that EMT is now 50% male and 50% female, and the broader Management Team is 44% male and 56% female.
- Again, with new WHS staff this has taken a new more consultative and involved direction.

Comments on Financial and Asset Management

26. The CEO implements and reinforces long term financial management strategies for the Council.

- **S/A** - One of my key drivers is to ensure that we have strong Long Term Financial Plan and that wherever possible we adhere to it whilst continuing to deliver high quality services that meet the needs of our Community. This year has been particularly difficult with the ever increasing inflation rates however we have still delivered a financially sustainable Long Term Financial Plan whilst still having no debt and setting the lowest average rates in SA.
- Good understanding of concepts in regard to long term financial planning and budgeting and is able to explain these concepts to others.
- The CEO can only implement and reinforce what the Council allows, which is at times at odds with staff and Audit Committee recommendations.

27. The CEO maintains sound financial and asset management practices.

- **S/A** - The continual detailed review of Council's asset management practices has ensured sound financial decisions are being made, whilst ensuring Council is able to fund the replacement of assets when they fall due. Furthermore, these strong practices have enabled Council to explore the creation of new assets in a financially responsible manner.

28. The CEO provides appropriate and accurate financial reports to Council, identifying significant variations and recommending actions which enable Council to make informed decisions.

- **S/A** - Reports are provided on a monthly basis and quarterly budget reviews are undertaken in a timely manner. In addition to these formal mechanisms. I have always advised Council of any times or events that are likely to create financial pressures that were unforeseen.

29. The CEO ensures the delivery of programs within budget targets and financial constraints, including grant funding opportunities.

- **S/A** - We have been very successful in completing programs and projects on time and within Budget, especially with the significant extra pressure as a result of the grant finding that has been realised whether through stimulus packages following COVID or specific grant funding bids. One of Council's strengths has been to complete the works funded by grant funding within the required timeframes required by either the State or Federal Government.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Financial and Asset Management cont'd....

29. The CEO ensures the delivery of programs within budget targets and financial constraints, including grant funding opportunities. Cont'd....

- Has a focus on minimising carry forward items and will advocate on behalf of Council to source grant funding where opportunities arise.
- A lot of behind-the-scenes work is done with budget reviews and savings when required.

30. The CEO establishes and monitors risk management policies, procedures, and programs.

- **S/A** - This is an ongoing focus and has become a major focus of the new WHS/Risk Management Coordinator's role and will become a growing focus of the Audit & Governance Advisory Committee, which will be soon renamed the Audit & Risk Committee. The policies, practices and programs are regularly reviewed to ensure their compliance with the legislation, and we also take a very strong continuous improvement approach to risk engagement to ensure we are always delivering best practice in this space.

Comments on Personal Competencies

31. The CEO displays high energy levels and a proactive approach to identifying and seizing opportunities.

- **S/A** – This is something that continually drives me and that I am very passionate about. I really enjoy being able to identify innovative opportunities and then work with my networks to explore the best outcome for our Community.

32. The CEO demonstrates adaptability, flexibility and resilience which enables personal performance and productivity levels to be maintained in stressful situations.

- **S/A** - I pride myself on being flexible, adaptable and resilient, I like to see challenges as opportunities and look at ways to work through them irrespective of how stressful they may be.

33. The CEO displays strength of presence, with strong persuasive communication skills.

- **S/A** – I believe that I display a strong presence on behalf of Council and can when required prosecute a very persuasive argument on Council's behalf to achieve the desired outcome. I think one of my strengths is being able to sit down with people and talk through a situation and look for an outcome which is for the betterment of all involved.
- For Managers and Elected Members this is true, however there is a lack of presence in the office and interaction with all Staff.

APPENDIX 1 – Comments by Category: Staff continued....

Comments on Personal Competencies cont'd....

34. The CEO gives evidence of consistent and effective problem solving and decision-making skills.

- **S/A** – I believe this is a strength of mine, as I like to understand the why, consider data and seek the views of others when making significant decisions or problem solving before providing clear and concise advice to others.
- Is able to think outside of the box to develop solutions.

35. The CEO demonstrates professional competence and commitment to the Council and Community.

- **S/A** - I pride myself on representing Council and the Community in a professional manner that always reflects positively for Council and the Community.
- Highly respected amongst staff and the Community.

APPENDIX 1 – Comments by Category: Staff continued....

General Comments

Overall, what in your view have been the positive achievements of the CEO in the past year? And why?

- **S/A** - I have been very proud in the delivery of a number of significant projects (e.g., Thorndon Park Super playground, Wayikuu Building, redevelopment of Athelstone Rec Reserve and Magill Village) together with finally moving to the construction phase of the Paradise Recreation Plaza. Another significant achievement was navigating our way through the redevelopment of the Playford Road Tennis Court site into a new multi-use play space while creating a Community Garden and Community Nursery on the other reserve in Playford Road. To have been able to play a role with staff in delivering these wonderful projects together with numerous other programs, events, and initiatives (big or small) for Campbelltown has been quite humbling and very satisfying. The other achievement which is just as important is embedding the new Council in their role since the elections in November, although there have been some difficult times I believe that we have remained true to our mission and ensured that the Community has been at the centre of everything we do and continued to deliver great Community outcomes.
- Builds and maintains effective relationships within the Community, with Elected Members and other tiers of government.
- Managing conflicting staff relationships, managing budgets, increasing awareness of Council in multiple ways. How? His door is always open, and he always responds in a positive manner that reflects his willingness to help.
- Introduction of new elected member body.
- Organisational restructure as it places a direct focus on customer facing experiences. The Aspire Leadership & Mentor program as it is building relationships and shared experiences, and opportunities for high performing junior leaders.
- Organisational restructure. The new Divisions are more cohesive and have a more natural synergy.

Have you any suggestions for the CEO in relation to areas in which he may develop in the year ahead?

- **S/A** – No comment.
- Continue to monitor the delivery/implementation of Council's decisions in timely manner.
- Continue to demonstrate and live the values of the organisation and its leadership capabilities.
- Continue working on staff/team collaboration. Work to date has had a positive impact. Hopefully this continues.
- Greater interaction with Staff at all levels.

APPENDIX 1 – Comments by Category: Staff continued....

General Comments cont'd....

Have you any suggestions in relation to where the CEO should focus his attention in the year ahead?

- **S/A** – No comment.
- Delivering grass root Council responsibilities and looking for efficiency in delivery of these services
- Staff work ethic, attitudes, relationships.
- Delivering projects in a timely manner and continue to support innovation, even if this has short-term financial implications.
- Financial performance and resource management like electricity will be critical in the next few years. The performance of Council at meetings and how it portrays us to the community.

Any other comments:

- **S/A** – The last 12 months have been challenging at times and I believe as a Council we have come through this difficult time extremely well. I would like to thank all Elected Members and Staff for their support through this time.
- External contacts have commented to me that the CEO seems to be a good CEO for the organisation.
- Paul is an excellent CEO. Very proactive in his approach and always willing to help.

APPENDIX 2 – Comments by Category: Elected Members

Comments on Relationships with Council

1. The CEO establishes and maintains a climate of trust, confidence, and teamwork with Council as well as fair and equal treatment of Council Members.

- **S/A** - I pride myself on being very open with my communication and dealings with Council and more specifically with individual Members. I believe I treat all Elected Members fairly and equally, quite often I have conversations with them that they wouldn't necessarily have with each other, which highlights that I have been able to build a great deal of trust and confidence with the Council and more specifically, individual Elected Members.
- This is an unmet aim.
- Encourages teamwork through team building exercises and has engaged in external consultants to conduct such programs.
- Always professional.
- Not all Elected Members are treated equally, and the CEO has not built a climate where Elected Members treat each other with respect.

2. The CEO keeps Council informed on all significant issues.

- **S/A** - Continually provide the Council with updates on significant issues through Briefing Sessions, memos, emails or direct conversations. Furthermore, I have continued to meet with the Mayor on a fortnightly basis whereby we discuss a range of operational and strategic issues, whether the big significant or not.
- Through the CEO Briefing sessions. Limited by Councillors who do not attend.
- Always provides timely updates.
- Provides CEO briefing sessions for information relating to issues that provides a greater understanding and allows Elected Members to also add their views.
- Over the last 12 months, not all information has been provided to Council in a timely manner.

3. The CEO provides concise and informative reports to Council with recommended actions which clearly identify financial and policy implications.

- **S/A** - I believe the reports Council receive are concise, informative and provide Elected Members with the necessary information to make an informed decision. Furthermore, as I believe in a continuous improvement approach, I review the feedback provided by Elected Members after every Council meeting and where necessary raise the feedback with EMT and/or Staff to ensure any improvements identified are progressed in a timely manner.
- Through agendas.
- As per above, briefing sessions including reports assist Elected Members in facilitating and actioning the best outcomes for the community.
- Reports have not always been provided that identifies the full impact of policy decisions.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Relationships with Council cont'd....

4. The CEO supports Council Members in decision making role by providing good quality and timely information and direction.

- **S/A** - I believe that from the very high level of Staff recommendations that are supported by Council, and the genuine lack of controversy associated with implementing these decisions, that Elected Members receive good quality and timely information/direction to make well considered and informed decisions.
- Mostly - challenged by new council.
- Always providing information and support.
- Good quality information has not always been provided in a timely manner.

5. The CEO implements Council resolutions with speed and accuracy.

- **S/A** - As Elected Members would have noticed from the Table of Motions summary that they are provided with on a monthly basis, Council resolutions are implemented as quickly as practical, and whenever there is likely to be a delay there is a detailed explanation for the reasoning why. It is something that I continually review with the General Managers and their Staff.
- Sometimes slow due to external factors.
- Generally speaking, resolutions are implemented within an appropriate timeframe, however the occasional resolution that staff may not be motivated by can take longer than anticipated to implement.
- Yes, will action items and provide solutions quickly as possible.
- Council resolutions are not always implemented with speed and accuracy. It appears to be affected by the opinion of the Mayor which is disappointing.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Relationships with Council cont'd....

6. The CEO works effectively with Council Members to develop a shared vision and plans for the future of Campbelltown City Council.

- **S/A** - As this is a new Council term and we are about to embark on reviewing the Strategic Plan, we are still developing the shared vision however through my individual one on one meetings with Elected Members, I have sought to understand what each Elected Member's priorities are and what are the important things they would like to see delivered during this Council term.
- Personal agendas of a few can make this shared vision difficult to achieve.
- Professional and approachable in sharing the same vision of the elected members in representing our community.
- The vision only appears to represent that of some not all Elected Members.

Comments on Community and Economic Development

7. The CEO develops positive responses to the environmental, social, and cultural issues of strategic importance to the future development of the City.

- **S/A** - This is a key priority and with the recent organisational restructure we created a Manager Environment & Sustainability Services to ensure the right focus was being placed on the environmental issues. this has led to the environment (including climate change) being a key component in any decision-making process. In regard to social and cultural issues there has been a greater emphasis on ensuring our decision making is more inclusive and supports the continual change in the diversity of our Community. This emphasis has ensured that moving forward whenever we are considering strategic issues the social and cultural needs of our Community are being considered at the forefront of the conversation.
- Has a proactive approach and an appreciation of strategic and wider contexts.
- Always uses balanced views with regards to the City and on all topics.

8. The CEO ensures the Community Engagement Strategy and Policy is effective and continually reviewed.

- **S/A** - With the recent organisational restructure we have separated Community Engagement from Communication to enable a greater focus on Community Engagement strategies. We have also recently reviewed the Public Consultation Policy and we constantly review how we engage with the Community to ensure all options are considered when undertaking a consultation process, with the ultimate goal to maximise participation. We have also continued with the monthly coffee chats which provides resident with a very informal way to provide feedback and we continually explore opportunities on how we can increase the number of people that are registered on Connect 2 Campbelltown.
- Constantly challenged by some community apathy to most consultations which can be negatively activated in specific circumstances.
- Community engagement is a difficult task, the CEO ensures the policy is regularly reviewed but some consultations really struggle to get any substantial feedback from community.
- Community engagement is not effectively getting feedback.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Community and Economic Development cont'd....

9. The CEO identifies and pursues Economic Development initiatives to ensure the City continues to grow and prosper.

- **S/A** - In the restructure this focus area now reports directly to me and provides me with greater opportunities to influence the Eco Dev Staff in creating ways to increase economic activity in Campbelltown. I believe that with the introduction of the business grants, buy local campaign and introduction of monthly Food Trail Tours we have seen a greater commitment to economic activity and the broader benefits to the local Community.
- The City is growing and prospering.
- Passionate about implementing strategies to put Campbelltown on the map of SA.
- I am not aware of any Economic Development initiatives that are effectively promoting economic development. May be due to lack of leadership from within the committee.

Comments on Operational Management

10. The CEO develops and implements strategic initiatives identified in Council's Strategic Plan and other strategic documentation.

- **S/A** - This is an ongoing focus for me and largely drives the projects/initiatives that take up the majority of my time. These projects/initiatives form the basis of Council's annual works programs and Budget and generally provide the greatest opportunity for positive change from an economic, environment, social or financial perspective.
- He is proactive.
- Council's strategic Plan has nice words, but I do think that Council lacks a strategic direction. Very hard to see how the Elected Members will be able to reach consensus regarding a future direction. May be due to poor leadership from the Mayor.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Operational Management cont'd....

11. The CEO develops, maintains, and implements a robust Governance Framework for the organisation.

- **S/A** - Having a robust Governance Framework is paramount and working within that Framework is a key focus. whenever we explore new innovative ideas that challenge the status quo I always seek external advice to ensure it can be undertaken within our legislative parameters.
- This is complex due to ever changing requirements including changes to LG Act and other relevant requirements.
- Governance is critical to our Community and policies are continually reviewed to ensure they remain relevant.
- The Governance Framework has very qualified and hard-working staff. Mostly this is OK. Lacks the capacity to understand that Council must live within its means.

12. The CEO displays strong leadership and direction to the organisation while co-operative team relationships are developed and sustained.

- **S/A** – This is something that is very important to me, I always strive to make the right decision for both Council and the Community. At times this can be difficult due to the competing priorities however I have always been prepared to work with all the stakeholders involved to ensure that good working relationships are maintained.
- Good teamwork among staff.
- Allows the room for growth of peers whilst directing the wider group in a positive way.
- The Elected Members do not have a co-operative team relationship. Hard to see how this will change given the current group of Elected Members. Both the CEO and Mayor should have provided significantly greater leadership in this area.

13. The CEO ensures policies and procedures are developed and implemented to enable Council directions to be met.

- **S/A** - All Policy and Procedures are regularly reviewed, and the necessary changes made to comply with best practice and/or ensure the best Community outcome.
- There are a lot of policies.

14. The CEO ensures the efficient and effective management of the resources (human, financial, physical) of Council to ensure sustainable performance and high level of service delivery.

- **S/A** - This is an ongoing focus of mine as I continually question what we do, how we do it and whether there is a better way. The recent organisational restructure was a good example of changing how we needed to change the way we do things to meet the demands/needs of our Community whilst ensuring an efficient and effective use of resources.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Operational Management cont'd....

14. The CEO ensures the efficient and effective management of the resources (human, financial, physical) of Council to ensure sustainable performance and high level of service delivery. Cont'd...

- Strong financial performance.
- The Council operates in a very productive manner and provides premium service for residents. It has maintained a strong financial position for many years.
- Staff always seem to be working too many hours but not keeping up. Putting out fires rather than tackling work in an orderly and efficient way. Are we understaffed? Is the Council run too lean? Are people that leave replaced quickly? Seem to have been losing long term staff and their knowledge recently. How do we compare to other Councils for staff numbers and efficiency? Is the organisation structure right?
- We have a very lean group of staff, and reading between the lines, this appears to be a burden on certain staff members which can delay or impair service delivery. It also damages Council's reputation and ratepayer's expectations when staff fail to follow up with constituents within an agreed timeframe and this is something that needs addressing and improvement. Expectations of financial and physical resources are met.
- The current system allows resources to be specifically allocated to particular wards. Many areas of Campbelltown get left out and resources definitely not allocated equitably.

Comments on Representation, Public Relations, and Relationships

15. The CEO builds and maintains strong and effective relationships with local key stakeholders.

- **S/A** – This is a very important aspect of my role and one that I continually work on. I build and maintain relationships with as many stakeholders as possible, to ensure Campbelltown is always in best placed to maximise the opportunities that may arise.
- He is widely respected.
- The CEO builds good quality relationships with various stakeholders always with positive City outcomes in mind.

16. The CEO ensures Council's vision and strategy are communicated to all key stakeholders.

- **S/A** - I believe this has been achieved successfully through a range of different communication mediums and is constantly referred to in our communication and the reasoning behind our decision making.
- Discusses Council policies when appropriate.
- Provides regular communications and in various forums.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Representation, Public Relations, and Relationships cont'd....

17. The CEO creates and maintains productive and strategic relationships with all other levels of Government.

- **S/A** - I constantly look to create and maintain strong working relationships with both State and Federal Members of Parliament, irrespective of their Political allegiance. I regularly meet and /or communicate with the local State and Federal Members and wherever necessary discuss matters with State Ministers. I have also built a good working relationship with key people in the new State Government. I also utilise my other external roles to create stringer working relationships with key decision makers within Government.

18. The CEO actively participates and networks within the Local Government Sector.

- **S/A** - I continue to participate in ERA meetings and currently Chair the ERA CEOs Meetings, in addition to participating in industry associations, local government forums and conferences.
- I am not aware of the networks in which the CEO participates.

19. The CEO proactively grows Council's profile and promotes its positive image and achievements.

- **S/A** - Constantly look to promote what Campbelltown is doing well whenever I can and have provided advice to a number of other Councils and external organisations on how Campbelltown has been able to achieve what we have over a long period of time.
- Many awards won for Council initiatives.
- Through National awards recently received, the Campbelltown Council is a top performing Council in the State. The profile is only growing in a positive manner.
- Council currently has a very poor profile, and it is not improving.

20. The CEO ensures that Council's media liaison is timely, responsive, and professional.

- **S/A** - Always respond to media in a timely and responsive manner and over the years have developed relationships with the media representatives that have enabled balanced stories to be published.
- We don't have a lot to do with the media. Should this include social media?
- I was not aware that Council has a media liaison.

21. The CEO ensures the vision of the Council is communicated to and owned by staff.

- **S/A** - I believe that Staff are fully aware of Council's Vision and how they influence us achieving it along with our Mission.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on People and Culture

22. The CEO ensures the organisational structure is flexible and responsive to meet Councils goals and objectives whilst maintaining high service levels.

- **S/A** - The recent organisational restructure was a clear example of being flexible to ensure we can always meet the changing needs of our Community whilst still providing high quality service.
- Has undergone organisational restructure.
- On occasions which is quite rare, the Council Operations perform to a high standard and seamlessly.
- Same as 14. Staff always seem to be working too many hours but not keeping up. Putting out fires rather than tackling work in an orderly and efficient way. Are we understaffed? Is the Council run too lean? Are people that leave replaced quickly? Seem to have been losing long term staff and their knowledge recently. How do we compare to other councils for staff numbers and efficiency? Is the organisation structure right?
- I take no issue with the organisational structure, but as I previously raised, consistency of service levels is an area that needs improvement.
- Campbelltown Council does not have high service levels.

23. The CEO leads Council's administration through effective coaching and mentoring.

- **S/A** - This is a continual focus and there are a number of professional development programs being undertaken. In addition to these formal programs there is individual coaching and mentoring taking place across the organisation at all levels and numerous opportunities for Staff to act in roles when Staff are in leave.
- Training is regularly undertaken.
- Provides opportunities for growth and leadership in "acting roles" as well as other coaching opportunities for staff.
- There is plenty of training opportunities provided.
- The coaching and mentoring is obviously not working. The Mayor is going on Channel 7 to criticise the Elected Members.

24. The CEO promotes an organisational culture that encourages continuous improvement and innovation.

- **S/A** - This is constant focus of mine and one that genuinely excites me. This is also supported by one of our key organisational behaviours/values being 'challenge the norm', we are always looking for innovative solutions and very happy to be the leaders in trying new things rather than waiting for other organisations to lead the way.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on People and Culture cont'd....

25. The CEO ensures compliance with Equal Employment Opportunity and Work Health and Safety requirements throughout the organisation.

- **S/A** - This is a constant focus of mine and one that I regularly discuss with the Manager People & Culture and the WHS/Risk Management Coordinator. I am proud to say that EMT is now 50% male and 50% female, and the broader Management Team is 44% male and 56% female.
- The staff are increasingly diverse.

Comments on Financial and Asset Management

26. The CEO implements and reinforces long term financial management strategies for the Council.

- **S/A** - One of my key drivers is to ensure that we have strong Long Term Financial Plan and that wherever possible we adhere to it whilst continuing to deliver high quality services that meet the needs of our Community. This year has been particularly difficult with the ever increasing inflation rates however we have still delivered a financially sustainable Long Term Financial Plan whilst still having no debt and setting the lowest average rates in SA.
- A strength.
- Not always. These are not reinforced to Elected Members.

27. The CEO maintains sound financial and asset management practices.

- **S/A** - The continual detailed review of Council's asset management practices has ensured sound financial decisions are being made, whilst ensuring Council is able to fund the replacement of assets when they fall due. Furthermore, these strong practices have enabled Council to explore the creation of new assets in a financially responsible manner.
- The CEO and Staff are proficient in financial and asset management practices. They run briefing sessions to provide further background information that make complicated finance concepts easier to understand in a practical setting.

28. The CEO provides appropriate and accurate financial reports to Council, identifying significant variations and recommending actions which enable Council to make informed decisions.

- **S/A** - Reports are provided on a monthly basis and quarterly budget reviews are undertaken in a timely manner. In addition to these formal mechanisms. I have always advised Council of any times or events that are likely to create financial pressures that were unforeseen.
- Always provides in-depth reports and adequate explanations when challenged.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Financial and Asset Management cont'd....

29. The CEO ensures the delivery of programs within budget targets and financial constraints, including grant funding opportunities.

- **S/A** - We have been very successful in completing programs and projects on time and within Budget, especially with the significant extra pressure as a result of the grant finding that has been realised whether through stimulus packages following COVID or specific grant funding bids. One of Council's strengths has been to complete the works funded by grant funding within the required timeframes required by either the State or Federal Government.
- As much as possible in volatile times.
- Consistently explores all avenues to fund projects/services as well as economic outcomes for the City.
- Many budget blowouts. Hard to know if all were totally out of our control or if some of it should have been anticipated.
- The CEO and his staff are excellent at utilising grant funding opportunities. Although some recent projects have gone over budget, this is typically attributed to high inflation and cost of goods and services, so not a concern.

30. The CEO establishes and monitors risk management policies, procedures, and programs.

- **S/A** - This is an ongoing focus and has become a major focus of the new WHS/Risk Management Coordinator's role and will become a growing focus of the Audit & Governance Advisory Committee, which will be soon renamed the Audit & Risk Committee. The policies, practices and programs are regularly reviewed to ensure their compliance with the legislation, and we also take a very strong continuous improvement approach to risk engagement to ensure we are always delivering best practice in this space.
- A strength.

APPENDIX 2 – Comments by Category: Elected Members continued....

Comments on Personal Competencies

31. The CEO displays high energy levels and a proactive approach to identifying and seizing opportunities.

- **S/A** – This is something that continually drives me and that I am very passionate about. I really enjoy being able to identify innovative opportunities and then work with my networks to explore the best outcome for our Community.
- He works long hours.

32. The CEO demonstrates adaptability, flexibility and resilience which enables personal performance and productivity levels to be maintained in stressful situations.

- **S/A** - I pride myself on being flexible, adaptable, and resilient, I like to see challenges as opportunities and look at ways to work through them irrespective of how stressful they may be.
- The Council has faced some challenging moments however the CEO is always calm and composed and uses resilience.

33. The CEO displays strength of presence, with strong persuasive communication skills.

- **S/A** – I believe that I display a strong presence on behalf of Council and can when required prosecute a very persuasive argument on Council's behalf to achieve the desired outcome. I think one of my strengths is being able to sit down with people and talk through a situation and look for an outcome which is for the betterment of all involved.
- A delicate balance.
- An excellent negotiator and communicator.

34. The CEO gives evidence of consistent and effective problem solving and decision-making skills.

- **S/A** – I believe this is a strength of mine, as I like to understand the why, consider data and seek the views of others when making significant decisions or problem solving before providing clear and concise advice to others.
- Uses balanced views across all decisions and perspectives.

35. The CEO demonstrates professional competence and commitment to the Council and Community.

- **S/A** - I pride myself on representing Council and the Community in a professional manner that always reflects positively for Council and the Community.
- Very strong commitment.

APPENDIX 2 – Comments by Category: Elected Members continued....

General Comments

Overall, what in your view have been the positive achievements of the CEO in the past year? And why?

- **S/A** – I have been very proud in the delivery of a number of significant projects (e.g., Thorndon Park Super playground, Wayikuu Building, redevelopment of Athelstone Rec Reserve and Magill Village) together with finally moving to the construction phase of the Paradise Recreation Plaza. Another significant achievement was navigating our way through the redevelopment of the Playford Road Tennis Court site into a new multi-use play space while creating a Community Garden and Community Nursery on the other reserve in Playford Road. To have been able to play a role with staff in delivering these wonderful projects together with numerous other programs, events, and initiatives (big or small) for Campbelltown has been quite humbling and very satisfying. The other achievement which is just as important is embedding the new Council in their role since the elections on November, although there have been some difficult times I believe that we have remained true to our mission and ensured that the Community has been at the centre of everything we do and continued to deliver great Community outcomes.
- Delivery of the Thorndon Park playground, Wayikuu, Magill Village, new staffing structure.
- It has been a challenging year however the CEO and Staff have done a great job in managing finances and relationships to again provide excellent amenity and services for the Community.
- The CEO has been responsive to changing circumstances such as inflation and has ensured that council's strategic and operational management is accommodating of these factors.
- Cost blowouts have created many challenges to complete projects on time, but projects still get done. He finds solutions to problems.

Have you any suggestions for the CEO in relation to areas in which he may develop in the year ahead?

- **S/A** – No comment.
- Strengthen teamwork, listen more.
- Build further connections within the Business and wider community.
- N/A, keep doing what you're already doing.

Have you any suggestions in relation to where the CEO should focus his attention in the year ahead?

- **S/A** – No comment.
- Getting a plan for the new community hub delivered. Mental health supports for community. Finances.
- Continue to drive stakeholder management and look to explore additional funding sources/income generating activities in this challenging environment.
- Improving service delivery and timeliness of responses with ratepayers. Ensuring staff levels are adequate.
- Workshop with EMS and staff to work on a plan to cut spending and to limit capital new projects.

APPENDIX 2 – Comments by Category: Elected Members continued....

General Comments cont'd....

Any other comments:

- **S/A** – The last 12 months have been challenging at times and I believe as a Council we have come through this difficult time extremely well. I would like to thank all Elected Members and Staff for their support through this time.
- Overall, doing an excellent job with complex requirements.
- The CEO's efforts to encourage a team mentality and constructive relationships between Elected Members are noticed and appreciated, despite not being wholly successful.
- He leads and manages an excellent staff. He consistently performs well.

APPENDIX 3 – External Respondent Comments

External Respondent Questions

1. Please describe the nature of your interaction with the CEO.

- ERA Council interaction. We also did a lot of work on Rubbish contracts. Our Mayors also interact, and we have ad hoc catch ups.
- I have known him in a professional capacity since 2016 through his Council role and also the Norwood Football Club where I am a member.
- I mostly interact with Council at the “soldier” level however there are times that I may need to speak with the CEO. He is always accommodating, and he is always responsive.
- I have known him for many years, and he was Chair of a community association that I am associated with.
- I came across the CEO many years ago in the LG sector. In recent years the firm has provided legal advice and undertaken project work. I have also worked with him at the Norwood Football Club in strategy and innovation.

2. How do you perceive that the CEO is perceived in the community?

- He is highly regarded as a hands-on CEO. He is very engaged with the community and delivers for the community. He lives and is part of the community.
- I have heard mixed responses. Some think he is doing an outstanding job and others think he could do more.
- He presents professionally and is always across the subject matter. He is a strategic thinker. I am happy to ride on his coat tails to gain that understanding.
- He is respected. He is a family man who is proud of his environment and area. He lives in the area, and he sees things and cares for the environment in which he lives. People talk highly of him.
- He is held, as is the Council, in high regard. Staying ahead of issues is attributed to Paul and his leadership, together with the Mayor and Elected Members. They are a united team who are forward thinking and who build relationships with government.

3. How would you describe your relationship with the CEO?

- I have known him for many years; he is friendly and professional.
- Friendly and professional
- Professional which has developed into an acquaintance at the appropriate level. There is good engagement with Paul and his team and it is excellent to work with the CEO and his team.
- Transparent and high performing because we can be candid. He is dynamic and responsive. He would not give half a story - he presents the full context. He challenges me to be innovative and not be constrained by things and is looking for best practice.
- It is good; a professional one and we are comfortable in that we can share challenges and seek advice.

APPENDIX 3 – External Respondent Comments continued....

4. How would you describe:

His understanding of your needs

- He understands our needs, but I am not sure they are conveyed to the wider Council and administration.
- Excellent through the development of that relationship we have worked on different ways of gaining a full understanding and he understands what I need to enable me to be my best.
- He knows that I will only make contact if I need to. He knows my strategy and he is willing to react.
- Very well. Particularly good at working out where there are mutual benefits and we work on these together.
- He broadly understands the issues/needs as some of them are generic. E.g., Waste. He has an excellent understanding.

His responsiveness to issues raised

- Excellent. Sometimes we communicate through formal interactions and other times through more informal channels.
- 10/10
- He is good – generally he is the first responder to a request.
- We don't see an instant response, but we understand that.
- Incredibly responsive. He is one of the more dynamic executives.

5. What would say have been some positive achievements of the CEO and Council?

- Uniting the community. Getting business to deal with other businesses, reciprocal referrals. The environment – the roses look great, and he has a good eye for knowing what needs to be done e.g., Gorge Road
- I have not got a great insight here however the on-boarding of the Elected Members this year was impressive.
- The investment into community and sporting infrastructure. Campbelltown is the standout Council. They are investing themselves and getting funding at State and Federal level.. Their support for local community groups is also very good – Land Care, Arts and Culture and Service Clubs. Council is supporting them to achieve their potential. The Tree canopy in Council area is growing and the benefits will flow.
- They are reasonably responsive on the day to day things. Some sporting clubs feel they are down the list, but most understand they have to wait their turn.
- Community infrastructure and programs are absolute stand outs. They have punched above their weight to source funding and the deals they have achieved on construction projects. This has been achieved because of his relationships, 2 way accountability and addressing the issues as they occur.

6. Are there any areas you would like to see the CEO focus on?

- I don't have insight into this.
- He has positioned Campbelltown strategically and financially. CCC is well positioned. So now they need to just continue to raise the bar in terms of infrastructure and programs.

APPENDIX 3 – External Respondent Comments continued....

- Keep on keeping on and don't take your foot off the pedal. Just continue to improve.
- Relationships with the Mayor and Elected Members and ensuring they are working collaboratively.
- Continue the energy around community infrastructure. The challenge and opportunity is that Campbelltown has set a high standard – maintain that standard.

7. Are there any areas that the CEO needs to further develop in to be a better CEO?

- I do not see how he operates internally however he is one of the best CEOs I have worked with. He needs to continue to build the capacity of his team, so they achieve more.
- I would love to see something done regarding schooling for kids, getting us on board so that we can offer them work experience so that we have local kids who have some exposure to trades. We have an industrial park, and we need local kids to be able to take up apprenticeships.
- He is very successful and perceived well within the community. Keep it up.
- I am not aware how good his executive team are. Is there good succession planning in place when and if the time comes? Council should have confidence that there is a successor.
- He takes his job seriously and appears to be doing a very good job as CEO.

8. Have you any other comments you would like to make?

- No.
- He is on to it. He is in the prime of his career and it is a credit to him what has been achieved.
- Campbelltown is the best Council I interact with. There are high standards and a cohesive team – CEO, Mayor and Elected Members. It has a good culture.
- Because of the way he does things he is accessible and transparent. He is very obviously passionate, intelligent, and capable. He prides himself on outcomes not storylines. He is an outstanding representative of that community, and he is positive about the opportunities for the community.
- No.

Salary Package Scenarios - including Additional FBT Allowance

	Current	Minimum 3.77%	4%	5%	6%	June CPI 6.90%	Maximum 10.80%
Salary (per fortnight)	11,063.80	11,480.91	11,506.35	11,616.99	11,727.63	11,827.20	12,258.69
Annualised	287,658.80	298,503.54	299,165.15	302,041.74	304,918.33	307,507.26	318,725.95
Motor Vehicle Allowance	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00	12,000.00
Additional FBT Allowance (non-cash)	8,031.00	8,031.00	8,031.00	8,031.00	8,031.00	8,031.00	8,031.00
Super @ 9.3% (SalaryLink)	26,752.27	27,760.83	27,822.36	28,089.88	28,357.40	28,598.17	29,641.51
Additional 2 Weeks Annual Leave Per Annum (non-cash)	11,063.80	11,480.91	11,506.35	11,616.99	11,727.63	11,827.20	12,258.69
TOTAL SALARY PACKAGE	345,505.87	357,776.27	358,524.86	361,779.61	365,034.36	367,963.63	380,657.15

Band 3 Minimum > 357,760.00

Band 3 Maximum > 380,640.00

11.2 Paradise Recreation Plaza – Additional Unisex Toilet Facilities

Manager Infrastructure Services, Wade Della Torre's Report

Purpose of Report

To consider an opportunity for an extension to the new adult change facility to provide additional unisex toilets within the Paradise Recreation Plaza project.

Strategic Plan Link

Focus Area 1.2.3 Provide services that deliver a wide range of sporting, leisure and recreational opportunities.

Focus Area 1.3.1 Plan, create and activate places, spaces and experiences

Focus Area 3.4.1 Provide facilities that support Community groups, clubs, organisations and broader Community needs

Previous Council/Committee Resolution

At its meeting on 7 March 2023, Council resolved:

‘That Council allocate an additional \$725,000 to fund the redevelopment of the Paradise Recreation Plaza (without the inclusion of the yabby structure and the tee-pee) and that this amount be funded from the Master Plan Allocation for 2023/2024.’

At its meeting on 6 April 2021, Council resolved:

‘That Council allocate an amount of \$1,262,400 for the Paradise Recreation Plaza project in the draft 2022/2023 Annual Business Plan and Budget.’

At its meeting on 15 December 2020, Council resolved:

‘That Council adopt the Paradise Recreation Plaza Master Plan and consider allocating \$1.5 million Capital-New at the time of formulating the draft 2021/2022 Annual Business Plan and Budget and seek matching funding of \$1.5 million to redevelop the existing Paradise Skate Park into the Paradise Recreation Plaza.’

At its meeting on 15 September 2020, Council resolved:

‘That Council endorse the draft Paradise Recreation Plaza Master Plan for purposes of Community consultation.’

Background

The Master Plan for Paradise Recreation Plaza has been designed to be a recreation space that encourages activity for people of all ages, particularly older aged children and young people. The vision for the project is to create a safe, accessible and highly functioning recreation destination providing not only quality skating however also high quality play, bike/BMX and passive recreation facilities for the Campbelltown and wider community. As a regional level park (see Figure 1), the Paradise Recreation Plaza will attract people from across the metropolitan area and beyond to come and try the new facilities.

The initiative was successful in attracting 50% support funding through the State Government's Open Space Grant Program.



Figure 1: Project site

Following its meeting on 7 March 2023 Council committed additional funding and endorsed a construction contract to LCS Landscapes to deliver the Paradise Recreation Plaza vision, refer to Figure 2 below.



Figure 2: Communications Plan

The project commenced in May 2023, Figures 3 to 6 below show project progress photos.



Figure 3: Pre-construction works April 2023



Figure 4: Pre-construction works April 2023



Figure 5: Earthworks June 2023



Figure 6: Skate Park August 2023

Discussion

At its 22 February 2021 meeting DAIAAC (Disability Access & Inclusion Advisory Committee), discussed accessibility arrangements within the Paradise Recreation Plaza project in line with the following DAIAAC actions:

- DAIP Action 1.3 - Encourage and support cultural events and facilities to be accessible and inclusive of people with a disability.
- DAIP Action 9.8 - Install accessible toilets with adult sized changing benches and hoists in Council facilities.

Community consultation findings from the draft Paradise Recreation Plaza Master Plan included that an adult change table and hoist be included in one of the toilets.

Currently on the site there is an existing Exeloo toilet, refer to Figure 7 below, with approximately 20% of its useful life remaining. Within the project it is proposed to retain this toilet and undertake painting and maintenance works rejuvenating this to match the aesthetics of the overall project.

In addition to the Exeloo toilet, and based on the adult change facility at Thorndon Park (Figure 8 below), the project has funded the inclusion of an additional toilet which includes:

- Enough space for an adult and an adult in a wheelchair
- a hoist from the door to the adult change bed
- an adult change bed
- a toilet, and
- a sink.

An example of the new adult change facility is detailed in Figure 9 below and will be positioned adjacent to the existing Exeloo toilet.

The project caters for security of the new toilet facilities through appropriate lighting and toilet locking mechanisms, noting the Exeloo is accessible at any time.



Figure 7: Existing Exeloo toilet



Figure 8: Existing Change Facility at Thorndon Park



Figure 9: Example of typical adult change facility (the Paradise Recreation Plaza facility will be slightly larger than the example, colour to be monument colorbond)

In addition to the single adult change facility Staff have asked the contractor to provide Council with an option to extend the adult change facility to cater for two additional unisex toilets within the same building footprint, refer to Figure 10 below. Staff believe as this new facility will attract much higher visitation, the provision of the additional toilets will significantly reduce the risk of an under provision in toilet facilities. The additional cost for this option is approximately \$90,000.



Figure 10: Adult change facility with two additional unisex toilets (the Paradise Recreation Plaza facility will be slightly larger than the example, colour to be monument colorbond)

Staff recommend Council install the additional two unisex toilets within the footprint of the new adult change facility at this time to maximise the opportunity of incorporating this within the existing project. This will eliminate the need to design something post development with increased costs and subject to Council providing the additional funding required.

Social Implications

A redeveloped Recreation Plaza will attract people to Campbelltown as it will offer a unique experience compared to other outdoor spaces in the area with its focus on cycling, scooting, skating, sports and nature play. With the expected high number of visitors frequenting the new reserve, it is important to ensure that all the facilities, toilets included, suit the likely increase in demand.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

The useful life for the additional unisex toilets, is 50 years with an annual depreciation rate of approximately \$1,800 per year.

Governance / Risk Management

As the project intends to promote active outdoor play by providing a variety of recreation opportunities and in doing so attract a diverse and large number of visitors there is a risk reputational risk to Council by not providing adequate toilet facilities.

Retro fitting additional toilets post development will incur significantly greater financial costs.

Community Engagement

There has been an extensive history of Community engagement regarding the Paradise Skate Park with a two-stage broad consultation process being undertaken between 27 September and 31 October 2020.

Regional Implications

Being a regional facility adjacent to public transport, it is anticipated that an upgraded reserve would attract use from both local residents and visitors from the Greater Adelaide region.

Economic Development Implications

There are no economic development implications in relation to this report, although the additional attraction of visitors to the Council area may generate further Economic Development.

Financial Implications

Should Council support the additional two unisex toilets within the existing adult change facility footprint, Council would need to consider allocating \$90,000 (Capital New) within the First Budget Review for 2023/2024.

Recommendation

That Council allocates \$90,000 (Capital-New) at the First Budget Review for 2023/2024 to provide two additional unisex toilets within the existing adult change facility footprint as part of the Paradise Recreation Plaza project.

11.3 Discretionary Rate Rebate Application – Tranmere House

Manager Finance, Simon Zbierski's Report

Purpose of Report

To consider a discretionary rate rebate application received from the owner of Tranmere House for the 2023/2024 financial year.

Strategic Plan Link

Focus Area 2.5.5 Provide a fair and equitable rating system

Previous Council/Committee Resolution

Nil.

Background

Staff have received a rate rebate application from the owner of Tranmere House, which is located at 3-5 Kings Grove, Tranmere. While Council's Rating Policy states that applications for the 2023/2024 financial year were to be received by the end of May 2023, Council may still wish to consider this request for a rebate.

The application is for a 50% discretionary rate rebate. The last time this property received a discretionary rebate was back in the 2004/2005 financial year. The owner has selected this percentage on their application in reference to Section 7.2.1 of Council's Heritage Management Policy. This application also needs to take into consideration Section 166 of the Local Government Act 1999.

Discussion

The property at 3-5 Kings Grove, Tranmere is listed as a State Heritage property. Specifically, it lists the heritage features as the fence and house.

History behind the property can be found here -

<https://www.campbelltown.sa.gov.au/library/collections-and-resources/local-history-room/localhistoryarticles/local-history-articles-places/tranmere-house>

As indicated in their application, the owner has spent a lot of time and incurred significant costs over a number of years to maintain the building. Staff also sought advice from the owners in regards to costs they have incurred, as detailed below:

'Following is a summary of repairs and maintenance carried out over the years, and an indication of further work that remains ongoing and is never ending. All works and repairs to date have been paid for solely by the owners.

Bought building in 1998.

Initial expenditures were for decorating, plumbing restoration, electrical work, major replacement of perished wood in balconies, floor sanding and other sundries to make it into a home. Costing over a period of several years approximately \$200,000.

Roof repairs and painting from elevated work platforms were undertaken in 2015, costing \$90,000.

More recently, in 2023, vital repair of rotten wooden balustrades and cracked iron fretwork on first floor balcony. Replacement of perished steel beam to balcony support on frontage, costing \$10,000.

Proposed further necessary work:

- *Gutters, roof work, replacement of perished facings around balconies, replacement and repair of lead flashing to spire. EWP quote for \$15,000*
- *Replace perished window frames around tower structure, approximately \$5,000*
- *To secure and reinstall lean to and outhouses at back of house, approximately \$30,000.*

Tranmere House requires constant ongoing maintenance.'

As demonstrated by this commentary and the photos in the attachment, the owners have invested significant funds into this property, and have undertaken significant works over the years to repair and renovate the appearance of the property.

For comparative purposes, Council currently provides a 50% discretionary rate rebate for the properties located at 1 Strachan Lane, Paradise (Lyndhurst) and 3 Linwood Street, Rostrevor, for their historical significance. This property is State Heritage listed, which has more requirements to maintain the historical components of the property.

When providing the rebate for these properties, Council required the ratepayers to agree to the property being promoted as being available for public viewing (by appointment) and that Council's support through the provision of the rebate is acknowledged in any documentation used to promote the property.

Council may wish to establish similar requirements for Tranmere House, especially in regards to acknowledging Council's support to maintain the property through the rebate. Council Policy requires applications for discretionary rebates be received by 31 May for consideration for the following year. Approval for the rebate this financial year is not in accordance with Council's Policy. However given the significant investment to date and proposed further work, Staff recommend that should Council support the provision of a rate rebate for 2023/2024, the rebate be provided to a maximum of 50%, and it be requested that these funds be used to preserve and maintain the heritage aspects of the property.

Social Implications

There are no social implications in relation to this report.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

By providing a rate rebate, this would help support and encourage the owner to continue to maintain the property in accordance with the requirements associated with State Heritage properties.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

General Rates levied on the property for 2023/2024 are \$7,462.85. A 50% discretionary rate rebate would equate to a cost to Council (and a saving to the ratepayer) of \$3,731.45.

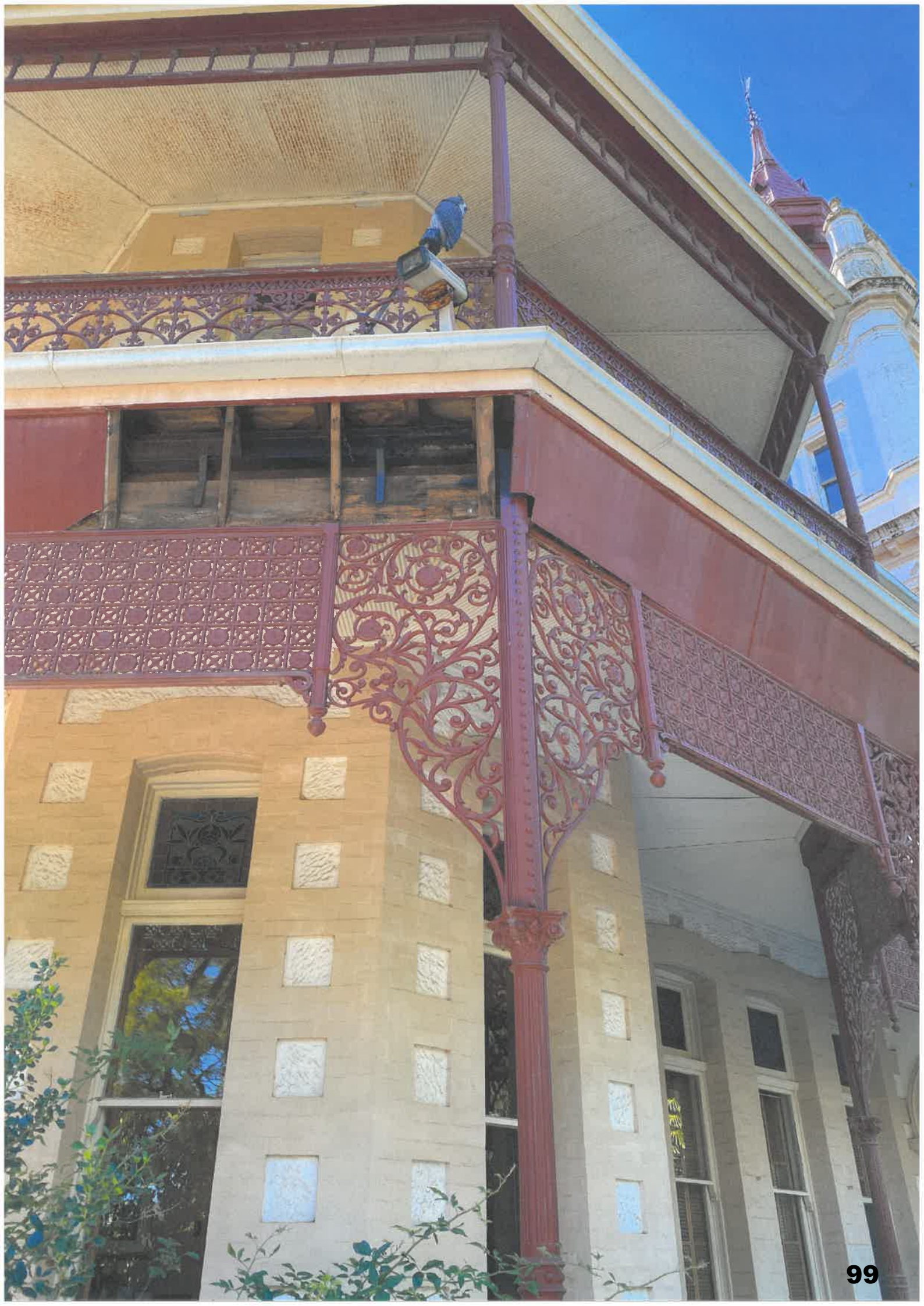
Council has fully exhausted its budgeted allocation for rate rebates for the 2023/2024 financial year. Should Council elect to provide a discretionary rate rebate, this will negatively impact on its operating result and will require an increase in this budget at the First Budget Review for 2023/2024.

In line with a recent update to Council's Rating Policy, no rebate will be provided for the Regional Landscape Levy.

Recommendation

That:

- 1. Council endorse the provision of a discretionary rate rebate of 50% in 2023/2024 for the property located at 3-5 Kings Grove, Tranmere, to assist in preserving and maintaining the local heritage aspects of the property subject to:**
 - Council's support being acknowledged in any promotional material related to the property**
 - the ratepayer agreeing to the property being promoted as being available for public viewing (by appointment)**
 - 2. this rebate be recognised at the First Budget Review for 2023/2024.**
-









Veranda wood
perished +
replaced 2000

Roof also
Repainted
2012



Working
in
Progress
2002/3



Elevated
work
platform

At
TRANMORE
House

2023



Renovation
+
House
painting
performed

2003





Heritage
Dept
Recommended
Colour
Scheme

John Thruener
Painters

Very good

Job

7003





gutters
lower level
getting attention

top gutters / down
spouts

Need
E.W. platform
for remedial
treatments

2023

11.4 Pungangga Pavilion Hire

General Manager Community Connection, Michelle Hammond's Report

Purpose of Report

To consider hire of the Pavilion (Pungangga Pavilion at Thorndon Park).

Strategic Plan Link

Focus Area 1.5.1 A connected Community with people engaged in meaningful activities

Focus Area 1.3.1 Plan, create and activate places, spaces and experiences

Previous Council/Committee Resolution

Nil.

Background

Council has always had a position through its Policy (Council Facility Hire Policy) that the Pavilion is for public use and should not be available for hire. Specifically, clause 6.1.11 states:

Pungangga Pavilion at Thorndon Park is intended to be available for general public use at all times and is not available for hire. Under special circumstances, the facility may be exclusively used for:

- Council's events
- other events as approved by Council.

Exclusive use of the Pavilion has been provided from time to time by Council resolution for events that have been deemed to have broader value to the Community. Examples of these events include Service Club Community Fundraising Events, a Music and Dance Festival, Diwali Festival, Balinese Society of SA Event and the Zap Trap Classic Rock Band event being held in November this year.

Discussion

Elected Members suggested it was timely to review whether the Pavilion should in fact be available for hire. Staff provided information at a recent CEO Briefing Session and discussed whether a small fee should be charged if the Pavilion was hired and what type of hire would be appropriate.

As the Pavilion was built with the intent of providing a valuable addition to the Thorndon Park for public use, Staff consider that it's not desirable for the Pavilion to be hired out constantly, which may be the case if it was available for general hire for things such as birthday parties, personal or group celebrations.

When Council has granted exclusive use in the past, in all cases there has been a perceived Community Benefit. Service Clubs have used it to raise funds for things like bushfires, which have also served as a way of bringing the Community together (ie those who attend the event). Cultural celebrations such as Diwali and the Balinese Association Event have also been free to the Community and were a great way of showcasing some cultural activities and awareness for the Community, adding to the vibrancy of the Council area. When exclusive use has been granted Council has not charged a hire fee due to the Policy. If Council wishes to continue to support these types of events and encourage them to come to the area, Staff do not advise charging a hire fee however suggest charging a small administration fee of \$200 to cover the cost of electricity and incidentals.

If Council agrees that the Pavilion should be made available for use for such activities they may wish to delegate that decision to Staff, or it may be that all decisions for exclusive use of the Pavilion continue to be considered by Council. Staff would be comfortable making decisions with respect to Service Club Events or events that fit within Council's Arts and Cultural Policy however would prefer that all other requests are considered by Council. To ensure equity for all, Staff think that one event per Service Club or group is appropriate. Requests for more than one use per year would come to Council for consideration. In addition, Staff would continue to refer any requests which may be considered *politically* sensitive events to Council for consideration, as well as requests that deserve consideration that don't fit within the Policy.

Social Implications

The Pavilion provides a wonderful space to bring the Community together to celebrate events from time to time. It supports the Council's vision of having a vibrant city and provides opportunities for the Community to participate in meaningful activities.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

If Council supports the Staff recommendation the Council Facility Hire Policy will need to be updated to reflect the change in approach that a nominal fee will be charged for exclusive use of the Pavilion.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

Charging a small fee of \$200 will cover the cost of electricity and go toward covering Staff time when assistance is required at the time of the event to open gates, power boxes, or attend to unanticipated issues.

Recommendation

That:

- 1. the Pavilion be available for exclusive use by Service Clubs or events that fit within Council's Arts and Cultural Policy**
 - 2. a fee of \$200 be charged for use to cover electricity and incidentals and that this be added to the Schedule of Fees and Charges, and**
 - 3. Council's Facility Hire Policy be updated accordingly.**
-

11.5 Consent Items

Items within this section have been included for information and where it was considered that little discussion was foreshadowed.

These items have been listed together to allow the Members more time to consider the strategic and operational issues facing Council.

Members still have the opportunity to ask questions regarding these reports and to move alternative recommendations should they wish.

11.5A Street Naming Proposal – 43 Avenue Road, Paradise

Senior Development Officer – Planning, Andrew Sladden's Report

Purpose of Report

To obtain Councils' endorsement of a street name for new roads as created pursuant to Land Division 22027771 at 43 Avenue Road, Paradise.

Strategic Plan Link

Focus Area 5.3.3 Provide corporate and financial governance that meets the needs of our Community and legislation

Background

Council has the authority, pursuant to Section 219 of the Local Government Act 1999 (the Act) to assign a name to, or change the name of a:

- Public Road
- Private Road, and
- Public Place.

Development Approval has been granted to Development Application 22027771 for the creation of 20 residential allotments with associated infrastructure (public roads, stormwater, street lighting etc) at 43 Avenue Road, Paradise.

As the proposed public roads will be a continuation of the existing Michele Road, the applicants have requested that the new roads be named 'Michele Road' and 'Michele Court'.

Discussion

Council's Street and Place Naming Policy provides guidance in relation to the naming of streets and other public places within the Council area.

The Policy provides for Council to assign street names for public roads created by a land division.

Clause 6.2.1 provides for roads having '*only one name and be unique within a Council suburb*' and that '*Wherever practicable, road names will be continuous from the logical start of the road to the logical end of the road, irrespective of Council boundaries, landforms or intersection roads*'.

As the subject road is a continuation of Michele Road, the applicants have requested that the new road has the same name and the cul-de-sac be called 'Michele Court', which Staff also support.

Social Implications

There are no social implications in relation to this report.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

These proposed names comply with Clause 6.2.1 of Councils' Street and Road Naming Policy.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

There are no financial implications in relation to this report.

Recommendation

That Council adopt the street names of 'Michele Road' and 'Michele Court' for the new roads created by land division 22027771 at 43 Avenue Road, Paradise.

11.5B By-Laws Implementation arrangements

Manager Governance, Lyn Barton's Report

Purpose of Report

To seek an update to a resolution made by Council in relation to the Cats By-Law.

Strategic Plan Link

Focus Area 1.4.5 Promote responsible animal ownership

Focus Area 5.3.3 Provide corporate and financial governance that meets the needs of our Community and legislative requirements

Previous Council/Committee Resolution

At its meeting on 5 September 2022, Council resolved:

‘That Council receive the Cats By-Law Update report and authorise the following employees to grant permits for the Cats By-Law on behalf of Council:

- General Manager Infrastructure, Planning & Sustainability Services, Mr Andrian Wiguna
- Manager Planning Services, Mr Nigel Litchfield
- Team Leader Administration Support & Regulation, Ms Shauna Geyer
- General Inspectors, Mr Gary Scott and Mr Michael Karagiannis.’

Background

Council's Cats By-Law was made at a meeting on 16 August 2022 and a subsequent resolution (provided above) made at the following meeting to enable Staff to provide permits for pet owners that wish to keep more than two cats on premises.

Discussion

Due to a change in staffing arrangements the resolution associated with permit approvers needs to be updated.

Social Implications

There are no social implications in relation to this report.

Environmental / Climate Change Implications

There are no environmental / climate change implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

Appropriate governance arrangements, are required to effectively manage the Cats By-Law.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

There are no financial implications in relation to this report.

Recommendation

That Council revoke its Cats By-Law resolution dated 5 September 2022 regarding Staff authority to issue permits and resolve the following:

That Council authorises the following employees to grant permits for the Cats By-Law on its behalf:

- **General Manager Infrastructure, Planning & Sustainability Services, Mr Andrian Wiguna**
 - **Manager Planning Services, Mr Nigel Litchfield**
 - **Team Leader Administration Support and Regulation, Ms Shauna Geyer**
 - **General Inspectors, Mr Gary Scott and Mr Remo Paolini.**
-

11.5C Common Seal Request – Ripples Community Arts Inc

Property Officer, Chantelle Cavuoto's Report

Purpose of Report

To seek Council's consent to apply the Common Seal on the lease agreement with Ripples Community Arts Inc.

Strategic Plan Link

Focus Area 1.3.2 Support the arts

Focus Area: 5.2.1 Strong and respectful relationship with other Councils, Government, businesses and organisations.

Previous Council/Committee Resolution

At its meeting on 6 October 2015, Council resolved:

‘That Council advise the Ripples Community Arts Inc that:

1. Council supports the proposal to establish a shed in Lochiel Park subject to Development Approval and grant funding approval
2. Council approve ‘in-kind’ support to the value of \$8,700 through project management, landscaping assistance, supply of mulch and site preparation and waiving the fees associated with the Development Application to the Ripples Community Arts Inc as a contribution toward the installation of shed in Lochiel Park subject to grant funding and electricity and sewer supply costs
3. a Community Land lease agreement between Council and the Ripples Community Arts Inc be developed with all costs associated with the preparation of the new lease to be borne by the Ripples Community Arts Inc.’

Background

Ripples Community Arts Inc provides a forum for artists of all ages in Campbelltown to cooperate, support and encourage each other in their artistic endeavours. The group's active membership is drawn predominantly from the Council area however a number of members also reside in other parts of the metropolitan area, as well as peri-urban and country communities.

Ripples Community Arts Inc run regular arts-based workshops, with most activities based at the Ripples ArtSHED, Lochend Drive, Campbelltown.

Discussion

The Ripples Community Art Inc lease expired on 30 June 2022 and included a right of renewal, which the group have sought to exercise. A holding over clause exists in the lease which allows lessee to continue to occupy the premises after the end of this lease. The new lease includes some minor updated clauses that provide consistency with current Council practices and leasing expectations, however is effectively established under the same terms as the previous lease, which has now been agreed with by the Ripples Community Arts Inc Committee.

To finalise the lease, Council needs to approve application of the common seal to complete the execution process. The common seal (a unique stamp applicable to Council) was provided on the initial lease, and whilst it is no longer Council practice to apply the seal for simple leases, as this lease is a renewal, Staff have used a similar execution processes to the original lease arrangements for consistency.

Under this lease, the term of occupancy is 22 July 2022 to 30 July 2027, with a peppercorn lease arrangement which allows the organisation to continue its services to the Community.

This report requests that Council consent to the lease extension and approve the Mayor and Chief Executive Officer affixing a common seal to the lease as part of the binding contract. Members should note that future leases for this body will not include a requirement for the common seal.

Social Implications

Continuation of the Ripples Arts lease supports Council's commitment to the arts and provides enjoyment and opportunity for the local Community to participate in arts practice.

Environmental / Climate Change Implications

There are no environmental implications in relation to this report.

Asset Management Implications

There are no asset management implications in relation to this report.

Governance / Risk Management

Section 38 of the Local Government Act requires a Council resolution for the Mayor and Chief Executive Officer to affix the common seal to any document.

Community Engagement

There are no Community engagement implications in relation to this report.

Regional Implications

There are no regional implications in relation to this report.

Economic Development Implications

There are no economic development implications in relation to this report.

Financial Implications

There are no financial implications in relation to this report.

Recommendation

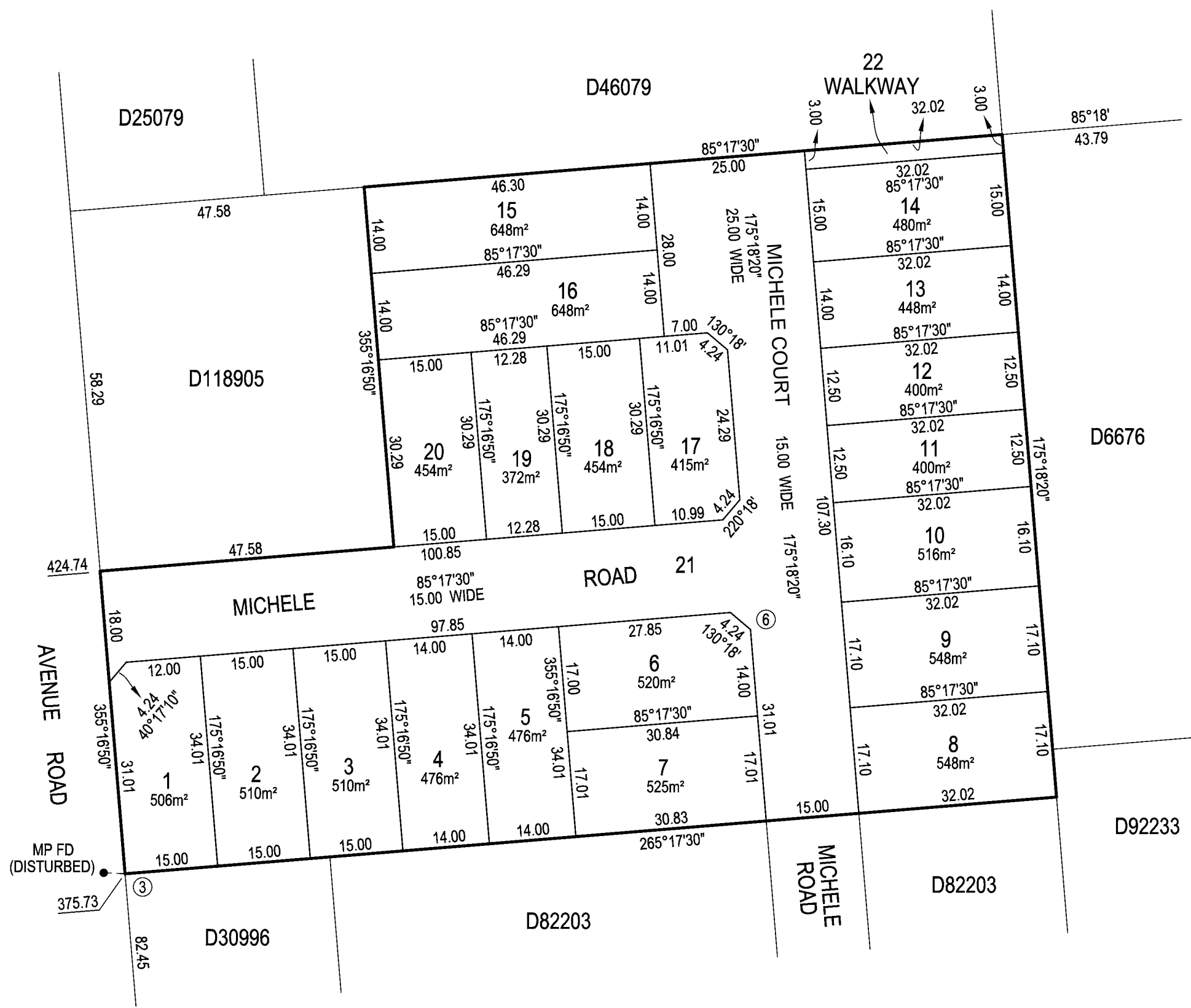
That Council authorise the Mayor and Chief Executive Officer to sign the lease under Council's Common Seal for Ripples Community Arts Inc to continue its lease until 30 July 2027.

Recommendation

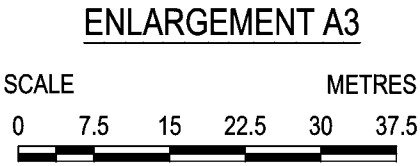
That the Consent Items be received and the recommendations contained therein be adopted.

12. Members' Reports

13. Closure of Meeting



REFERENCE MARKS				
CNR	BEARING	FROM	DIST	PSM NO
3	92°48'	MP FD	0.89	
6		PSM		6628/63302



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