



2019 / 2020
Annual Report



Greenglade Drive Reserve, Paradise

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Message from the Mayor

There is no doubt that the 2019/2020 year has been a time of progress and a time of disruption. It is only in retrospect that it can be seen as a year when the strong Community has been tested and come through with more strength than ever and with courage to face the challenges presented to it.

Planning and Development

One of the key issues in Campbelltown over recent years has been the impact of in-fill housing on the infrastructure of the city. Council put a proposal to the State Government to improve the rules for housing development in the renewal zones of the city. The State Government agreed and the changes came into effect in September 2019.

Whilst there was a significant rise in applications prior to September 2019, there was a significant decline as a result of the change. In 2019/20, 263 applications were lodged seeking approval for 509 dwellings, a 36% decline on 2018/19.

Community Events

Citizenship Ceremonies are a highlight of the calendar for many migrants to our country and through the year we held ceremonies for people pledging their loyalty to Australia. In this financial year there were 310 adults and 86 children (396 total) who became citizens in Campbelltown compared to 332 in the previous year.

The Annual Pizza Festival was a highlight of winter with great food, music and the atmosphere of an Italian festa.

The 14th NAIDOC Youth Achievement Award was won by Ms Afton Penrith of Charles Campbell College for her school leadership, sporting and academic achievements.

Volunteers are at the heart of Campbelltown's success and the Council thanks the JPs, The Fruit Crew, the Library and Hub Volunteers, the graffiti removal crew, the bus drivers, the members of all of our Advisory Committees, the friends of our parks, and the many others who give of their time to our Community throughout the year.

Our Moonlight Markets continue to be a highlight of the summer months.

Council held a series of neighbourhood barbeques over the warmer months in local parks. This was an opportunity for people to meet their neighbours and provide feedback to Council.

Council in conjunction with the Campbelltown Salvation Army provided a Christmas Evening meal for many residents including those impacted by domestic violence, and others without family or friends to share the day.

Celebrations

Campbelltown celebrated the 100 year Anniversary of Women in Local Government in December 2019 along with the 125 year anniversary of women gaining the vote. To celebrate these two milestones, where SA led the world, two information boards on local women councillors and a local story on the petition requesting women's franchise lodged in the SA Parliament were installed in the Campbelltown Library.

2019 saw the 100 years celebration of Campbelltown City Band with a free concert in December. The strength, versatility and musicality of the band were obvious reasons for its longevity.

The Australia Day celebration of citizenship included the awarding of Citizen of the Year to Ms Julie-Ann Bennett and Young Citizen of the Year to Ms Afton Penrith.

There was a packed out event celebrating local Women in Art for International Women's Day plus the launch of the 'Women of Campbelltown' Project where the achievements of local women were celebrated.

Winter saw the planting of an avenue of 150 blue gum trees at Lochend grown from seed of the last remaining indigenous trees in the area to complete the final action for the 150th celebrations.

Environment and Conservation

In March, after the devastating summer bushfires, a Climate Emergency Declaration was passed by Council with a working group of councillors established.

The Council put forward a motion to the Local Government Association seeking government assistance to help Local Government build electric or hydrogen based vehicle fleets.

This builds on many initiatives of Council including the purchase of a hybrid electric vehicle and the trial of an electric truck by East Waste. In addition, lighting is now more efficient with a changeover to LED public lighting. Campbelltown is trialling the re-use of tyres in roads and the Thorndon Park car park, and using recycled plastics in public seating and tables.

A refuge was constructed and placed in Thorndon Park to provide a place free of foxes and cats for breeding birds.

Work on making Fourth Creek (Morialta Creek) Trail Improvements was started which creates better cycling access and improved biodiversity.

During the course of the year Campbelltown investigated the introduction of a Cats By-Law and in June endorsed the proposed by-law for consultation with the Community.

COVID-19 Response

At the outbreak of the COVID-19 Pandemic, Council's Emergency Operational Plan was implemented. Three distinct teams were created and operated out of the Council Office, Campbelltown Library and The ARC Campbelltown, as well as from home.

Supports were introduced for vulnerable Community members by the Social Welfare team; Library services continued in a new format; the Council offices stayed operational with new social distancing measures; hardship provisions for rate payments were introduced; a shutdown of Council facilities including The ARC, sportsgrounds, Community buildings and the library building was handled calmly and professionally; and the continuation of rubbish collections, parks and reserves maintenance, winter tree planting programs and building maintenance programs occurred.

Council meetings continued on-line and Elected Members and Staff managed the meeting protocols to ensure open and transparent decisions through livestreaming.

City Improvements

The State Heritage listed Lochend House has been gradually restored to its former glory with the building of a complementary annexe. In this financial year the gardens have been developed with two sculptures representing early pioneer settlers installed in its grounds.

The Magill Village upgrade has continued in conjunction with Burnside Council and the Federal Government, with the successful undergrounding of power lines. Campbelltown City Council has also been part of a Connected Cities Program which monitors foot traffic to give local businesses more opportunity to service residents' needs.

The clubrooms at Daly Oval have been receiving a makeover to meet modern requirements for viewing areas for the sports, appropriate areas for women and girls to change and for disability access. Planning is well underway for the same type of makeover at the Max Amber Sportsfield.

Investigations into a Performing Arts Centre were undertaken by Elected Members who toured other venues to develop a proposal for Community consultation.

Green Flag Award

In a first for SA, Lochiel Park was awarded the prestigious Green Flag Award, which recognises a quality park or green space of international significance.

Summary

During the COVID-19 pandemic, the Council worked hard to ensure that key services continued to be delivered within the rules. The many initiatives outlined above are the highlights of what has been a challenging but productive financial year.



Jill Whittaker
Mayor



Chief Executive Officer's Report

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

During the year, Council has worked closely with residents, local businesses, neighbouring Councils and Government agencies to deliver on our vision of providing 'a quality lifestyle for its people' whilst supporting the local Community through a global pandemic.

The impact of COVID-19 has been enormous on our Community and changed our lives forever. Council was very quick to introduce support packages to assist residents, ratepayers, Community groups and sporting clubs through these unprecedented times. Furthermore, our service delivery was significantly affected with The ARC, Campbelltown Library, Community Centres, Sporting Clubs and playgrounds being forced to close or provide modified services for extended periods.

I would like to acknowledge Council's Staff during the global pandemic as their tireless commitment to our Community was unwavering and their ability to be flexible and adaptable in such uncertain times was truly amazing and very much appreciated. Even though the world was changing daily, Staff remained committed to delivering a quality service to the Community. In many cases, it required Staff to be innovative in delivering much needed services in a very different way. I think the best example was the 'click & collect' service introduced at the Library, once it was forced to close.

To address the ongoing challenges with COVID-19 we created a CV-Team that met daily to consider the changing landscape and additional restrictions being introduced. Although difficult at times the CV-Team were exceptional in their desire to make Campbelltown COVID Safe and saw every new restriction as an opportunity rather than a challenge. I personally would like to acknowledge and sincerely thank the Team, which comprised of Ms Michelle Hammond, Mr Andrian Wiguna, Mr Andrew Nairn, Mr Kevin Lowe, Ms Samantha Killington and Mr Adrian Forster.

I would also like to thank the Social Distance Monitoring Team who provided education and advice around Council outdoor sites to aid in the COVID-19 battle resulting in over 850 inspections.

Although COVID-19 occupied a considerable amount of time there were a number of significant Community events undertaken in 2019/2020, which included:

- » 125 Years of Women's Suffrage - To celebrate this significant milestone in South Australia's history, Council recognised '125 years of Women's Suffrage' with the launch of our commemorative boards. The boards acknowledge local participation by women and men in signing the original suffrage petition, the story of a local woman who was actively involved with the WCTU (Women's Christian Temperance Union) and the women who have held the position of an Elected Member in Council's 150 year history.

- » Moonlight Markets – the markets continued to be an outstanding success attracting people from all over metropolitan Adelaide to experience all that Campbelltown has to offer. These events not only create Community pride they also have a positive impact on the local economy especially through the Campbelltown Food Trail businesses.
- » Pizza Festival – the Pizza Festival continues to go from strength to strength and it was great to see the amazing support from the local Community. This year the number of people attending each venue has been amazing with many regularly being sold out. The enjoyment, dancing, entertainment and of course the pizzas on offer all contributed to the Pizza Festival being an overwhelming success.

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

For 2019/2020, Council recorded an operating surplus of \$3.1 million, which has been supported by an average rate increase of 2.70% plus growth from new properties of 1.12%, additional income received through the settlement of The ARC legal action against Caltex, recovery of costs overcharged in previous years by SAPN (SA Power Networks) and advance payments received through the Financial Assistance Grants program. The strong result was achieved despite Council providing significant financial support in last quarter of the financial year which saw a range of costs waived to help ratepayers, businesses, sporting clubs and community groups deal with the COVID-19 pandemic.

Council remains free of any loans, and enjoys holding a strong cash and investment balance of \$27.0 million as at 30 June 2020. This enables Council to be well positioned to respond to any future financial implications and prepare to fund the upcoming updates to its suite of Infrastructure Asset Management Plans.

Council is committed to supporting the Community through difficult times as we are still unsure what the long term impacts of COVID-19 are going to be on our Community. We will continue to look for ways to improve our efficiency and productivity to reduce the cost of providing services whilst providing a quality lifestyle for our people.

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



Paul Di Iulio
Chief Executive Officer



Introduction

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

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

The structure of the Annual Report is as follows:

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Annual Report 2019 / 2020

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

Appendix 1

Council's Annual Financial Statements for the year ended 30 June 2020

Appendix 2

Eastern Health Authority Inc Annual Report 2019/2020 and Audited Financial Statements

Appendix 3

East Waste Inc Annual Report 2019/2020 and Audited Financial Statements

Council's approach to the Annual Report is based on a commitment to reaching a broad readership and assisting with the achievement of Strategic Objective 2.4 (Effective interaction between Council and the Community). The Annual Report provides a valuable insight into the profile and culture of the City, and an overview of the year's activities.

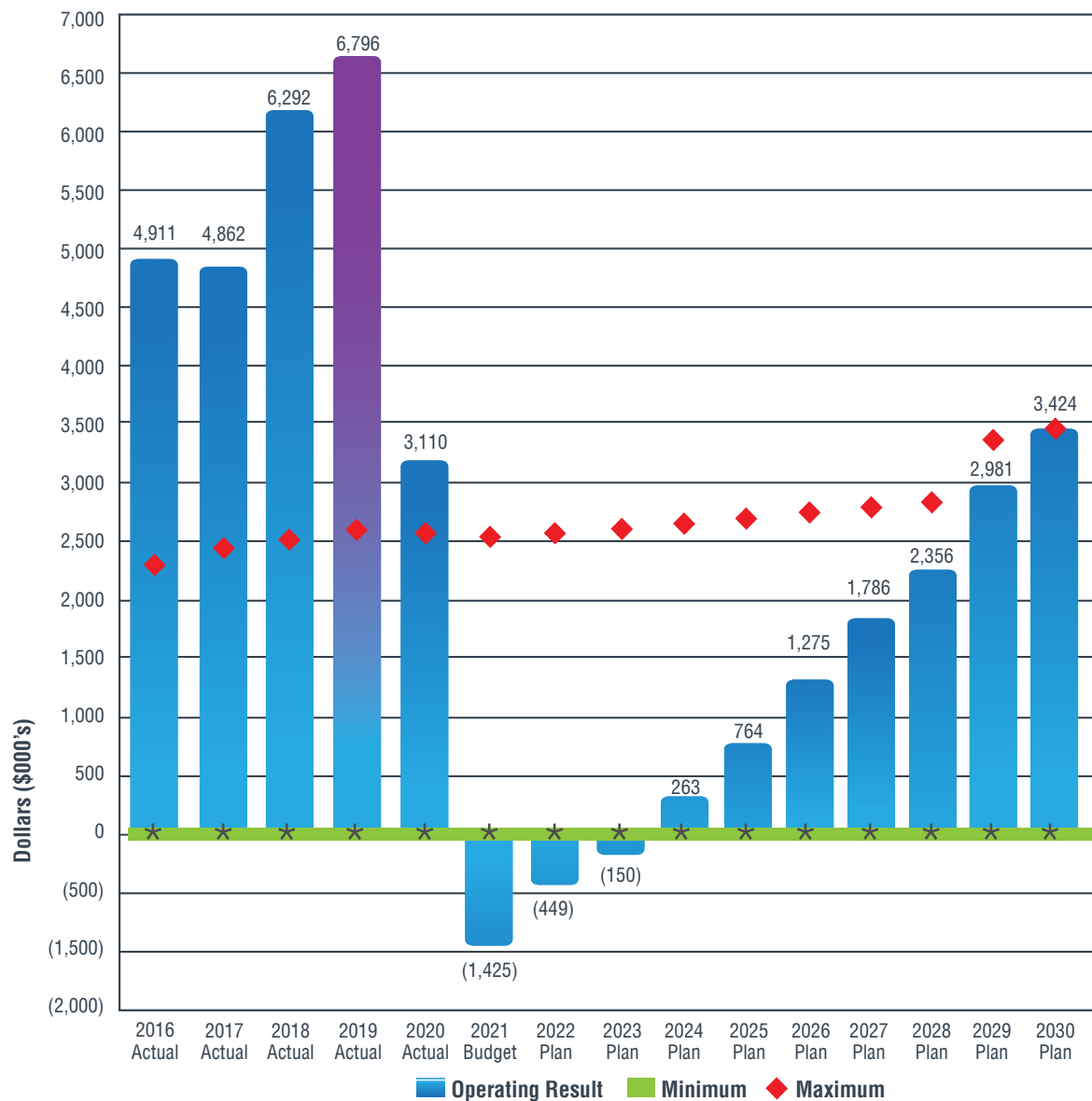
Financial Summary

Summarised Statement of Comprehensive Income	2019 / 2020 (000's)	2018 / 2019 (000's)
Income	54,275	54,798
Expenses	49,165	48,002
Operating Surplus / (Deficit)	3,110	6,796
Asset Disposal & Fair Value Adjustments	(2,945)	(1,344)
Amounts Received Specifically For New or Upgraded Assets	2,053	1,101
Physical Resources Received Free of Charge	1,033	27
Net Surplus / (Deficit)	3,251	6,580
Summarised Balance Sheet	2019 / 2020 (000's)	2018 / 2019 (000's)
Current Assets	30,601	26,796
Non-Current Assets	615,201	613,138
Total Assets	645,802	639,934
Current Liabilities	7,245	8,451
Non-Current Liabilities	948	821
Total Liabilities	8,193	9,272
Net Assets	637,609	630,662
Total Equity	637,609	630,662



Financial Sustainability

Council adopted a revised version of its LTFP (Long Term Financial Plan) in April 2020. The graph below shows the performance of Council's operating result since 2015/2016, the adopted budget for 2020/2021 and forecasted projections contained within the remaining years of the adopted LTFP.



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

Council's strong operating surplus in 2019/2020 was supported by the recognition of additional income received through the settlement of The ARC legal action against Caltex of \$1.0 million, recovery of costs overcharged in previous years by SAPN (SA Power Networks) of \$0.3 million and advance payments received through the Financial Assistance Grants program of \$0.9 million.

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

Local Government

Profile of the Council Area

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



52,192 Estimated Population
at 30 June 2019



26,000 Street and Reserve trees



254.8 km Roads



330 km Footpaths



64 Playgrounds



570,308 Attended
The ARC Campbelltown



21,616 Dwellings in the Council area



14,437 Children and young
people (aged <25 years)



12,997 Residents aged 60 or over



11,146 Residents enrolled in
schools or higher education



10,658 Jobs in the Council area



8,000 Volunteers



5,596 Residents speak Italian at home



4,461 Residents live and
work in the Council area



3,874 Local Businesses



2,436 ha Size of Council
area (24km²)



2,321 Residents speak
Mandarin at home



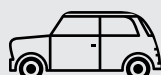
168 New Businesses created
within last 12 months



91 ha of biodiversity reserves (over 30)



60% of waste diverted from landfill



51% Households with 2 or more cars



35% Speak another language at home



34% Residents born overseas



15% Open Space



10 km Distance by road between
Council Office and Adelaide GPO



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



Representation Quota / Review

The City of Campbelltown has 11 Elected Members including the Mayor, who each represent an average of 3,234 electors.

The following chart compares the City of Campbelltown's representation quota with that of other Councils of a similar size and type. The quota is derived by dividing the total number of electors for each Council by the number of Elected Members. The average for these Councils (based on the Representation Quota column below) is 2563.

Council Name	Number of Electors	Number of Elected Members (inc Mayor)	Representation Quota
Campbelltown	35,575	11	3,234
Burnside	31,624	13	2,432
Holdfast Bay	27,899	13	2,146
Mitcham	48,514	14	3,465
Norwood Payneham & St Peters	25,344	14	1,810
Unley	27,247	13	2,095
West Torrens	41,419	15	2,761

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

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

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

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

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

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

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



Local Government Elections

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

Information about currently serving Elected Members is provided on pages 18-20 of this report.

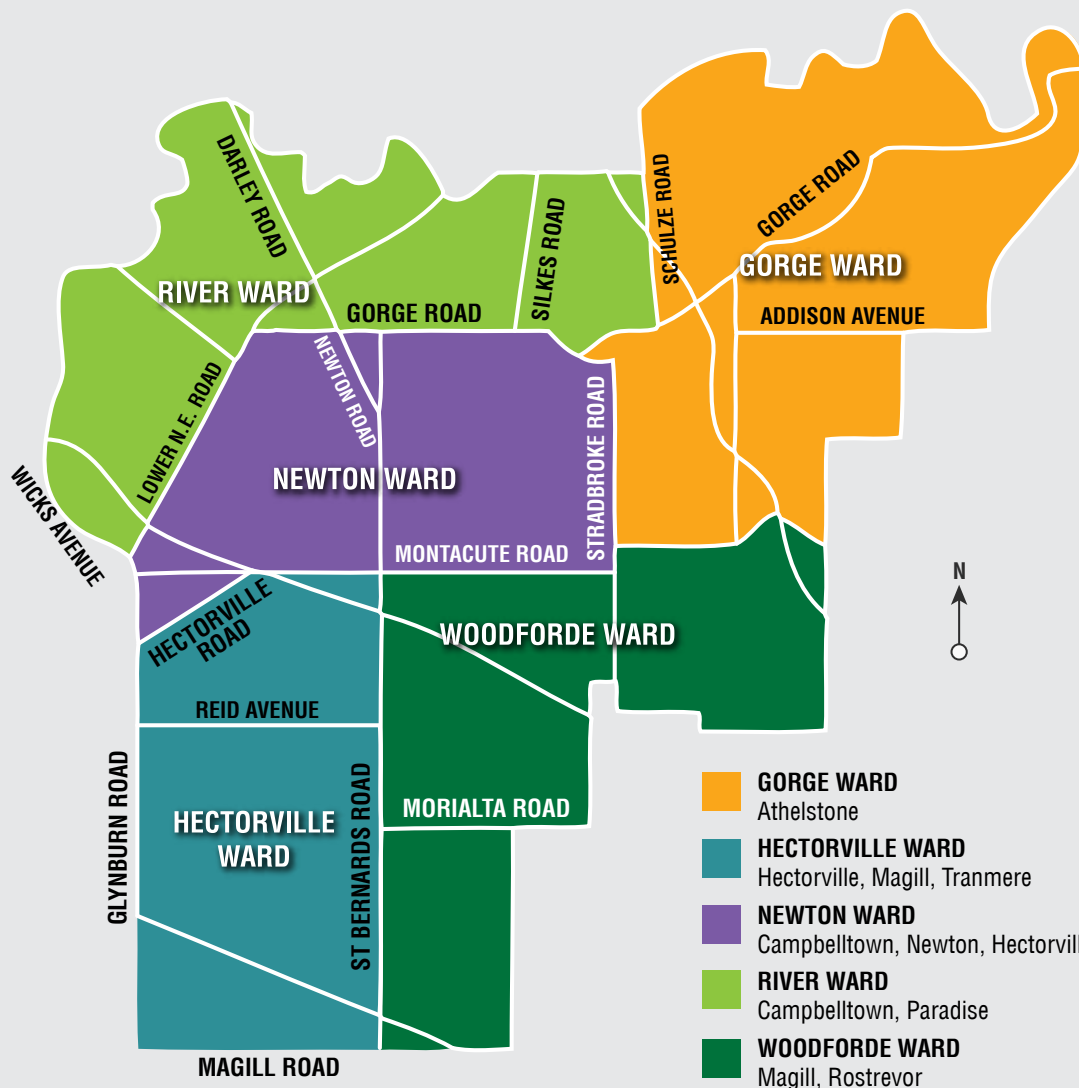
To become an Elected Member, a person needs to be:

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

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

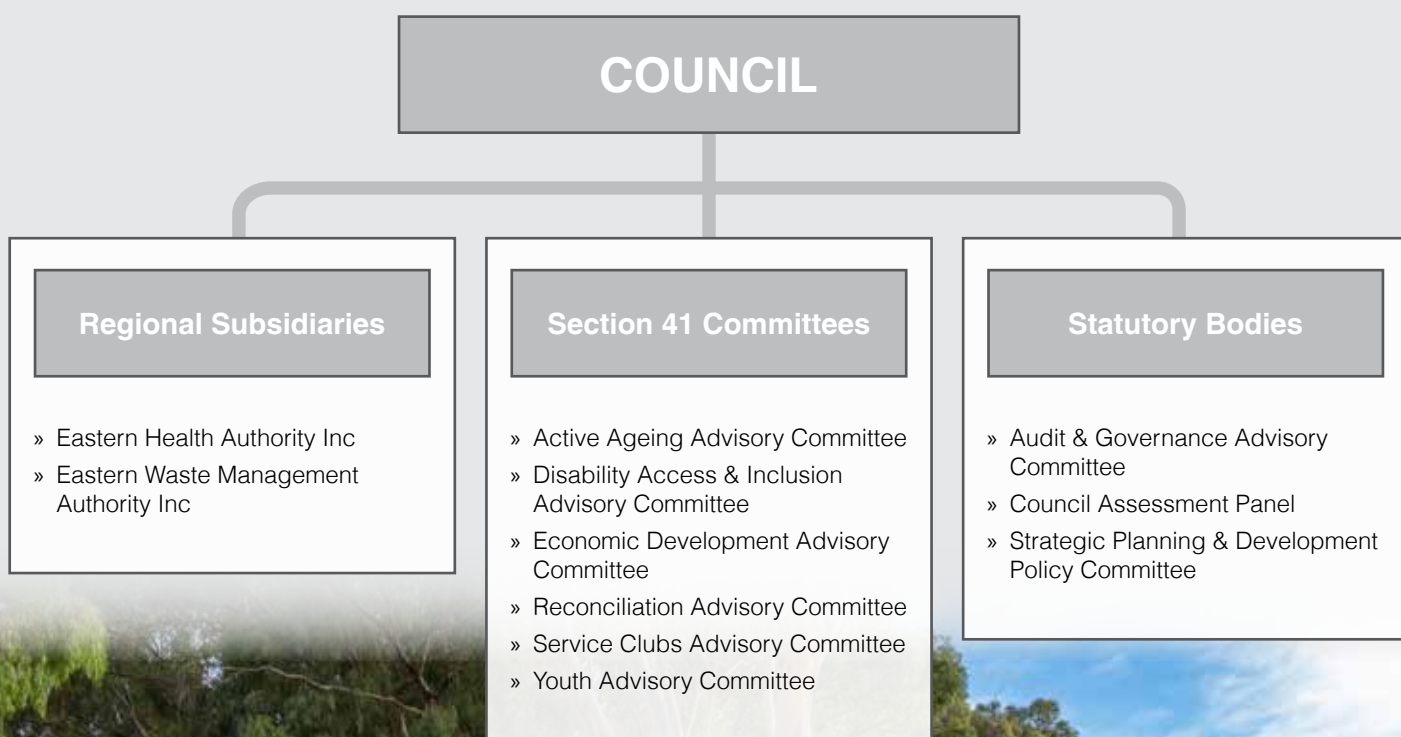
Further information about voting procedures is available from the Electoral Commission SA on 1300 655 232 or visit www.ecsa.sa.gov.au.

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



Council Structure

Council's structure at 30 June 2020 was as follows:



Council Subsidiaries

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

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

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

Eastern Health Authority Inc

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

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

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

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

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

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Eastern Waste Management Authority Inc

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

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

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



Committees

At 30 June 2020, Council had 8 Section 41 (Local Government Act 1999) Committees (2 statutory and 6 discretionary) and a Council Assessment Panel.

Committee reports are provided below. Where relevant, the Committee membership referenced is as at 30 June 2020.

Disability Access and Inclusion Advisory Committee

The Committee was chaired by Cr Johanna McLuskey and comprised Mayor Jill Whittaker, Cr John Kennedy, Ms Angela Carlesso (until November 2019), Ms Karen Beale, Mr Ad'm Martin, Mr Peter Emery, Mr Ben Waechter (from December 2019), Mr Luke Axford representing Barkuma (until February 2020), Ms Danielle Broadway representing Barkuma (from February 2020) and Niravakumar Patel representing CARA (from February 2020).

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

- » Reviewed and responded to the South Australian Government State Disability Inclusion Plan 2019-2023 consultation
- » Informed the development of Council's 2020-2024 Disability Access & Inclusion Plan in line with Disability Inclusion Act 2018 requirements. This builds on the work Council achieved within its 2016-2020 Access & Inclusion Plan.
- » Reviewed and provided advice on the access improvements for Steve Woodcock Sports Centre
- » Advocated for access improvements experienced by Charles Campbell College students who are blind or vision impaired
- » Provided advice regarding accessible features for the Thorndon Park Super Playground Concept Plan consultation
- » Provided advice regarding COVID-19 information for people with a disability included on Council's 'Be Kind' dedicated COVID-19 web page.

Active Ageing Advisory Committee

The Committee was chaired by Cr Britton-La Salle and comprised Mayor Jill Whittaker, Cr John Kennedy, Ms Reeve Brice, Ms Rosaria Ciaravolo, Mr John Schluter, Ms Julie Carman, Ms Bettina Seifert, Mr John Hall, Ms Linley Denson, Ms Marilyn von Thien, Ms Vale Pederson (until November 2019), Ms Diane Schluter (until November 2019), Ms Katrina Spencer (from December 2019) and Ms Kathleen Bell (from December 2019).

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

- » Provided stakeholder input into the State Government Office for Ageing Well in South Australia report
- » Implementation of the Mindset for Life retirement program for Community members
- » Development and promotion of the Staying Active and Staying Connected Guides for people aged 60+
- » Provided advice regarding COVID-19 information for older people included on Council's 'Be Kind' dedicated COVID-19 web page
- » Undertook social research 'Experiences of isolation and belonging in older age' including in depth interviews with 31 older people. The initiatives that have come out of this project include:
 - › Moonlight Market Community bus service
 - › LOVE Campbelltown established their '10 at 10' face to face social program
 - › Christmas lunch in partnership with Salvation Army Campbelltown
 - › Gardening interest group at the Community Hub @ the ArtHouse.

Committees

Audit and Governance Advisory Committee

The Committee comprised Mr Roberto Bria, (Chair) Mr Leigh Hall OAM, Ms Amanda Harfield (until November 2019), Dr Andrew Johnson (from December 2019), Cr Matthew Noble and Cr Elena Casciano.

The Committee met 5 times during the year and reviewed matters in line with the Terms of Reference of the Committee and the Committee's work plan.

Some of the topics that the Committee advised Council on were:

- » External audit reports and correspondence
- » Annual Financial Statements and Annual Report
- » Long Term Financial Plan and Targets
- » Annual Business Plan and Budget
- » Internal Financial Controls Review
- » Separate Rate – Campbelltown Shopping Centre Toilets/Infrastructure Asset Management Plans.

The Committee reviewed:

- » Public Interest Disclosure Policy and Procedures
- » Revised Children and Vulnerable Persons Safety Policy
- » Treasury Management Policy
- » Records Management Policy
- » Rating Policy
- » Draft Emergency Management Policy
- » 2019 Local Government Risk Scheme Highlights
- » Draft Accredited Professionals Policy
- » Fraud and Corruption Prevention Policy
- » Governance Legislation Self Audit 2020.

Economic Development Advisory Committee

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

The Committee met on 4 occasions (July, September and November 2019 and May 2020) to discuss items to progress outcomes from the Economic Development Plan, opportunities for a co-working space in the City, activating Brookside Cellars, enhancing the Flavours of Campbelltown Food Trail, recommending budget bids to Council for consideration including a small business grants scheme, business mentoring programs and providing additional economic resources.

Reconciliation Advisory Committee

This Committee was chaired by Mr Shouwn Oosting and comprised Mayor Jill Whittaker, Cr Dr Sue Irvine, Cr Luci Blackborough, Mr Ivan-Tiwu Copley, Ms Lisa Hanson, Ms Nicole Lungershausen, Mr Russell Jackson, Ms Renae Agius (until November 2019) and Ms Afton Penrith (from December 2019).

The Reconciliation Advisory Committee focussed on monitoring Council's Reconciliation Action Plan. The Committee continued to develop and implement a number of activities from the Reconciliation Action Plan which include:

- » Supported annual NAIDOC Youth Awards
- » Attended Reconciliation SA Breakfast for Anniversary of the National Apology
- » Made a Reconciliation Week video highlighting Council and Community Reconciliation actions
- » Thank you letters sent from the Chair and Mayor to congratulate Community groups and organisations on their Reconciliation actions
- » Staff presented at a Local Government forum on 'Truth Telling' and Reconciliation
- » Signage for Fourth Creek including use of the Kurna name 'Morialta Parri'.

Service Clubs Advisory Committee

The Committee has been chaired by Cr McLuskey and comprised Mayor Whittaker, Cr Flynn, Mr Chris Ward, Mr Benny Bosman, Mr Trevor Symonds, Mr Michael Cook, Mr Ian Coat, Mr Geoff Edwards, Mr Graeme Packer and Ms Alexandra James.

The Service Clubs Advisory Committee focuses on partnership opportunities, promotion and marketing of new initiatives. The Committee continually has discussions about how Service Clubs and Council can work together to jointly deliver projects that have a significant benefit to the local Community. The establishment of the Campbelltown Chapter of Operation Flinders was a fantastic example of how the Service Clubs and Council teamed up together to provide a great outcome for young people in the local Community. This great initiative has become an annual event with the ongoing support of a number of Service Clubs.

Committees

Strategic Planning and Development Policy Committee

This Committee was chaired by Mr David Brown and comprised Cr Johanna McLuskey, Cr Dr Sue Irvine, Mr Michael O'Connell (from January 2019) and Mr Garth Heynen.

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

The Committee met on 4 occasions during the year to consider and provide feedback and direction to Council with regard to a number of matters including the State Government Planning Reforms developing strategies to address the targets in the most recent iteration of The 30 Year Plan for Greater Adelaide, Council's Limited Scope Residential Development Plan Amendment and most recently has provided some initial input into Council's review of its Strategic Plan.

Youth Advisory Committee

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

- » Elected Members - Mayor Whittaker, Cr Johanna McLuskey, Cr Luci Blackborough (until January 2020), Cr John Kennedy (from January 2020)
- » Youth Community Members – Mr Aaron Drayton, Ms Giulia-Giorgina Condoluci, Ms Jing-Yang Li, Ms Khushboo Gera, Mr Rishi Adhikari, Mr Lewis Pipe (previously school representative until November 2019, Community representative from January 2020), Ms Divsha Sharma (previously school representative until November 2019, Community representative from January 2020), Ms Abigail Guez (until November 2019), Ms Ashlee Leach (until November 2019), Ms Josephine Virgara (until November 2019), Mr Ryan Colsey (until November 2019) Mr Tyler Hughes (until November 2019), Ms Kirrily Snape (until November 2019) and Mr Thomas Schell (until November 2019)
- » Rotary Club of Campbelltown – Mr Sam Mitchell (until December 2019)
- » Rotary Club of Magill Sunrise – Mr Greg Schuetze (until December 2019)
- » Kiwanis Club of Rostrevor/Campbelltown - Mr Chris Ward (until December 2019)
- » School Representatives –

Charles Campbell College – Ms Gul Zehra

Norwood Morialta High School – Ms Divsha Sharma (until November 2019) and Ms Amberley Owbridge (from February 2020)

Rostrevor College – Mr Lewis Pipe (until November 2019) and Mr Christy Saji (from November 2019)

St Ignatius College – Mr Jackson Pawelski.

The Campbelltown YAC (Youth Advisory Committee) provide advice to Council on matters relating to young people. The YAC worked together to develop, implement and review the annual YAC Work Plan. In April 2020 the YAC Work Plan was interrupted by COVID-19, however the following activities were undertaken:

- » Movies in the Park held in Thorndon Park
- » 300 Study packs packed and distributed to local young people
- » Mental health information business card with information for parents and friends
- » Library programs and events including Books on Screen Halloween and weekly 12-16yo club
- » School holiday programs including beeswax wraps, henna workshops, Murder mystery event.

Council Assessment Panel

Mr Stephen Smith is the Presiding Member of the Council Assessment Panel. The Panel comprised Ms Anna Leombruno, Mr Paul Johnson, Mr Brett Steiner and Mr Julian Rutt.

Ms Camilla Nott was an additional member of the Panel for 2 meetings (replacing one of the appointed Independent Members when they were unable to attend a meeting) in accordance with Section 85 of the Planning, Development and Infrastructure Act 2016.

The Panel is entrusted with the role of assessing and making decisions on new development where the matter is not delegated to Council Staff. The independent members of the Panel (Mr Smith, Mr Johnson, Mr Rutt and Mr Steiner) bring a broad range of expertise from planning, environmental and architectural backgrounds.

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

Forty-seven Development Applications were considered during the year with the majority being for new residential development; 38 resulted in approvals whilst 9 were refused. There have been 7 appeals to the Environment, Resources and Development Court against decisions of the Council Assessment Panel in the past 12 months.

The Panel at each meeting raises matters that should be considered by the Council at future reviews of the Development Plan.

Elected Members 2018 –



**Mayor
Jill Whittaker**
0438 375 868

- Disability Access & Inclusion Advisory Committee
- Reconciliation Advisory Committee
- Libraries Board
- Local Government Finance Authority of SA
- Vice President Lions Against Violence Adelaide



Cr Dom Barbaro
Gorge Ward
0411 711 949

- CEO Performance Review Panel
- Economic Development Advisory Committee



**Cr Johanna
McLuskey**
Gorge Ward
0416 098 198

- Disability Access & Inclusion Advisory Committee
- Service Clubs Advisory Committee
- Strategic Planning & Development Policy Committee
- Youth Advisory Committee
- Murray Darling Association



**Cr Luci
Blackborough**
Hectorville Ward
0403 004 105

- Economic Development Advisory Committee
- Reconciliation Advisory Committee
- Youth Advisory Committee
- Australian Local Government Women's Association South Australia (Committee Member)



**Cr John
Kennedy,**
OAM JP
Hectorville Ward
0401 519 258

- Active Ageing Advisory Committee
- Disability Access & Inclusion Advisory Committee
- Campbelltown Community Club (President)
- Eastern Health Authority Board
- Hectorville Sports & Community Club Board
- Murray Darling Association



**Cr Elena
Casciano**
Newton Ward
0433 107 114

- Audit & Governance Advisory Committee
- Paradise Primary School Governing Council
- Rugby Union South Australia (Director)
- Loreto College Marryatville (Director)



**Deputy Mayor
Cr Anna Leombruno**
Newton Ward
0418 806 118

- Council Assessment Panel
- Charles Campbell College Governing Council



Cr Dr Sue Irvine
River Ward
0413 393 738

- Reconciliation Advisory Committee
- Strategic Planning & Development Policy Committee



Cr Matthew Noble
River Ward
0403 875 766

- Audit & Governance Advisory Committee
- Historical Society



Cr Therese Britton-La Salle
Woodforde Ward
0498 225 044

- Active Ageing Advisory Committee
- CEO Performance Review Panel
- Murray Darling Association



Cr John Flynn
Woodforde Ward
0448 563 118

- CEO Performance Review Panel
- Economic Development Advisory Committee
- Stradbroke Primary School Governing Council
- St Joseph Primary School, Payneham School Board
- Ambassador to the Federation of Catholic Schools Parent Community

Workshops / CEO Briefing Sessions

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

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

Date	Session	Mayor Whittaker	Cr Barbaro	Cr Blackburn	Cr Britton-La Salle	Cr Casciano	Cr Flynn	Cr Dr Irvine	Cr Kennedy	Cr Leombruno	Cr McLuskey	Cr Noble
08 July 2019	Flying the Rainbow Flag, Performing Arts Feasibility Study, Topical Issues	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
19 August 2019	ID Profile Training, Rate Review, Environmental Update, Public Question Time and Topical Issues	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
09 September 19	Magill Village and Botanic Grove Master Plan	Y	A	Y	N	A	Y	Y	Y	Y	Y	Y
23 September 19	LGA Reform Update and Opportunity	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y
21 October 19	Connected Cities Project, Circular Economy, Climate Change, Public Health Plan and LGA AGM Motions	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y
11 November 19	Confidentiality Orders and Conflict of Interest Provisions	Y	A	Y	Y	Y	Y	Y	Y	Y	A	Y
02 December 2019	Understanding Cat Behaviour	Y	N	A	N	Y	Y	Y	Y	A	Y	Y
10 February 2020	Planning Reform, Verge Adaptation and Mental Health	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	A
16 March 2020	Alternative Housing and COVID 19 Discussion	Y	A	Y	Y	A	Y	Y	Y	Y	Y	Y
31 March 2020	COVID-19 and Remote Council Meeting	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
20 April 2020	Cat By Law / Jolt	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
11 May 2020	Local Area Traffic Management Plan / Cat By Law / Asset Management Plans	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y
25 May 2020	Boundary Reform	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
15 June 2020	Strategic Plan, Performing Arts Centre, Face to Face Council and Committee Meetings	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Total		14	8	13	12	10	14	14	14	13	13	13

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

Elected Member Training and Development

Elected Member Training and Development Plan 2019/2020

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

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

Leading Campbelltown, Council's intensive Elected Member training program, was conducted at The ARC Campbelltown on Friday 13 December 2019. The morning sessions focussed on team building, whilst sessions in the afternoon were related to updates about Council's Performing Arts project, the CEO Performance Review Panel, a workshop for the new Strategic Plan, and Media training.

Additional Training

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

Date	Training / Development Activity	Elected Members
25-30 August 2019	IPWEA Conference	1
8-9 October 2019	CWP Conference	3
11 October 2019	National LG Councillors Mental Health Conference	2
13 October 2019	Enhanced Public Speaking and Presenting for Elected Members	1
18 October 2019	Norman Waterhouse Environment & Planning 2019 Master Class	2
30-31 October 2019	LGA Conference and AGM	4
14-15 February 2020	Climate Emergency Summit	3

Elected Member Register of Overseas and Interstate Travel

Register of Overseas and Interstate Travel – Council Members

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

Councillor	Dates	Destination	Purpose	Total Cost	Link to Council decision
Cr Dom Barbaro	25-30 August 2019	Hobart	IPWEA Conference	\$1,624.00	7 May 2019
Cr Anna Leombruno	11 October 2019	Melbourne	National LG Councillors Mental Health Conference	\$294.00	3 September 2019
Cr John Flynn	11 October 2019	Melbourne	National LG Councillors Mental Health Conference	\$294.00	3 September 2019
Cr Luci Blackburn	14-15 February 2020	Melbourne	Climate Emergency Summit	\$683.42	21 January 2020
Cr Elena Casciano	14-15 February 2020	Melbourne	Climate Emergency Summit	\$578.60	21 January 2020
Cr Dr Sue Irvine	14-15 February 2020	Melbourne	Climate Emergency Summit	\$578.60	21 January 2020

Notes:

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

The dates of travel include the dates of departure and return.

Elected Member Training and Development

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

Name	02 Jul 2019	16 Jul 2019	06 Aug 2019	20 Aug 2019	03 Sep 2019	17 Sep 2019	23 Sep 2019 (Special)	02 Oct 2019	15 Oct 2019	05 Nov 2019	19 Nov 2019	03 Dec 2019	17 Dec 2019	21 Jan 2020	04 Feb 2020	18 Feb 2020	03 Mar 2020	17 Mar 2020	02 April 2020 (Special)	07 Apr 2020	21 Apr 2020	05 May 2020	19 May 2020	02 Jun-2020	16 Jun 2020	TOTAL
Mayor Whittaker	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	I	Y	Y	Y	Y	Y	Y	24
Cr Barbaro	Y	Y	Y	Y	Y	Y	Y	A	A	Y	Y	Y	Y	N	Y	Y	Y	Y	I	Y	Y	Y	Y	Y	Y	21
Cr Blackborough	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	Y	Y	A	Y	Y	A	Y	Y	Y	Y	Y	Y	21
Cr Britton-La Salle	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	23
Cr Casciano	Y	Y	Y	Y	Y	A	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	22
Cr Flynn	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	24
Cr Dr Irvine	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	23
Cr Kennedy	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	I	Y	Y	Y	Y	Y	Y	23
Cr Leombruno	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	I	Y	Y	Y	Y	Y	Y	24
Cr McLuskey	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	22
Cr Noble	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	Y	Y	Y	Y	Y	Y	I	Y	Y	Y	Y	Y	Y	23

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

Payment of Allowances

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

Elected Members Allowances

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

The Elected Member allowances were effective from the declaration of the November 2018 Council elections and were indexed on 9 November 2019. The allowances in effect for 2019/2020 were as follows:

	Prescribed Allowance from 9 November 2018	Prescribed Allowance from 9 November 2019
Mayor	\$69,080	\$71,648
Deputy Mayor	\$21,588	\$22,390
Elected Member and Chairperson of a Prescribed Committee	\$21,588	\$22,390
Elected Member	\$17,270	\$17,912
Elected Member who is Chairperson of a Section 41 Committee	\$170 per meeting, limited to an aggregate amount of \$1,020 per annum	\$177 per meeting, limited to an aggregate amount of \$1,058 per annum

Payments for 2019/2020

	Elected Member Allowance Entitlement ¹	Elected Member Allowance Paid	DAP/CAP Allowance Paid	Chairperson Allowance	Total Allowances Paid
Mayor Whittaker	\$71,006.00	\$51,391.25	n/a	n/a	\$51,391.25
Cr Leombruno	\$22,189.38	\$22,189.38	\$3,600.00	n/a	\$25,789.38
Cr Kennedy	\$17,751.50	\$17,751.50	n/a	n/a	\$17,751.50
Cr Barbaro ²	\$17,751.50	\$17,751.50	n/a	\$871.00	\$18,622.50
Cr Noble ³	\$17,751.50	\$17,751.50	n/a	n/a	\$17,751.50
Cr McLuskey ⁴	\$17,751.50	\$17,751.50	n/a	\$347.00	\$18,098.50
Cr Casciano	\$17,751.50	\$17,751.50	n/a	n/a	\$17,751.50
Cr Blackborough	\$17,751.50	\$17,751.50	n/a	n/a	\$17,751.50
Cr Dr Irvine	\$17,751.50	\$17,751.50	n/a	n/a	\$17,751.50
Cr Britton-La Salle ⁵	\$17,751.50	\$17,751.50	n/a	\$1,204.00	\$18,955.50
Cr Flynn ⁶	\$17,751.50	\$17,751.50	n/a	\$871.00	\$18,622.50

¹ The entitlement listed is based on 1 quarterly allowance paid prior to the determination of the November 2019 annual indexation and excludes allowances paid to Elected Members who are a Chairperson of a Council Committee.

² Includes allowance as Chairperson of the Chief Executive Officer Performance Management Panel of \$871.

³ Part of allowance was used to purchase an Apple Pen on behalf of the Elected Member totalling \$204.

⁴ Includes allowance as Chairperson of the Disability Access and Inclusion Advisory Committee of \$347.

⁵ Includes allowance as Chairperson of the Active Ageing Advisory Committee of \$1,204.

⁶ Includes allowance as Chairperson of the Economic Development Advisory Committee of \$871.

Payment of Allowances

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

Allowances Paid to Independent Committee Members

During 2019/2020 Independent Members were paid a sitting fee in accordance with the following schedule:

Council Entity	Last Adopted by Council	Applicable From	Sitting Fee per Meeting Independent Chairperson / Presiding Member	Sitting Fee per Meeting Independent Member
Audit and Governance Advisory Committee	7 April 2015 17 December 2019	1 July 2015 17 December 2019	\$500 \$500	\$350 \$400
Council Assessment Panel	4 December 2018	4 December 2018	\$500	\$400
Economic Development Advisory Committee	19 May 2015	1 July 2015	n / a	\$275
Reconciliation Advisory Committee	18 December 2018	18 December 2018	\$170 Capped at \$1,020 per annum	\$0
Strategic Planning & Development Policy Committee	7 April 2015	1 July 2015	\$275	\$275

Payments Made to Independent Committee Members in the 2019/2020 financial year

Audit & Governance Advisory Committee	
Independent Member	Sitting Fee
Mr Roberto Bria (Chairperson)	\$2,500
Mr Leigh Hall	\$1,450
Ms Amanda Harfield	\$1,050
Dr Andrew Johnson	\$800

Economic Development Advisory Committee	
Independent Member	Sitting Fee
Mr Brian Hales	\$1,100
Mr Chris Kourniotis	\$275
Ms Tracey Powell	\$1,375
Mr John Socratous	\$550

Reconciliation Advisory Committee	
Independent Member	Sitting Fee
Shouwn Oosting	\$170

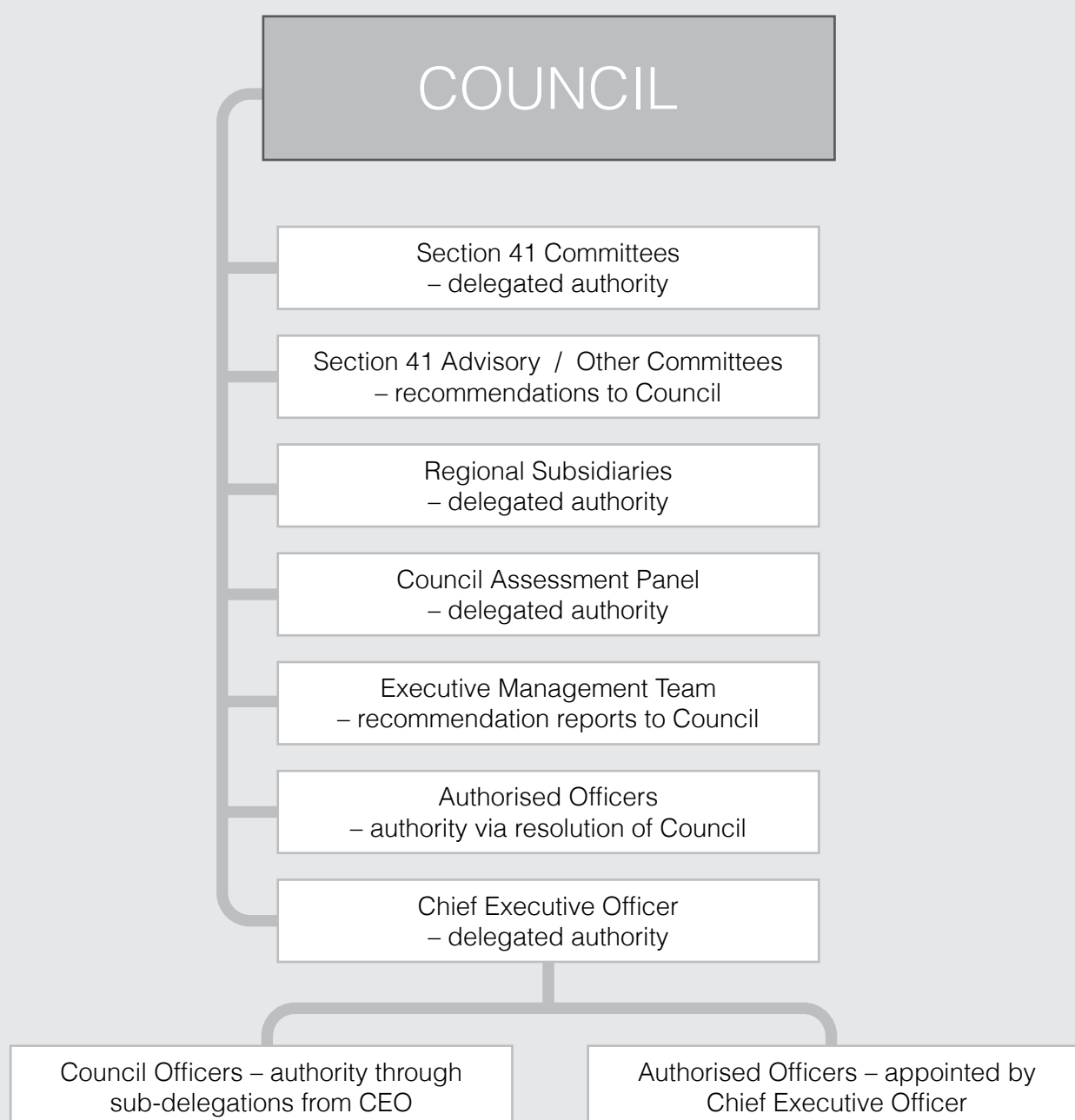
Council Assessment Panel	
Independent Member	Sitting Fee
Mr Stephen Smith (Presiding Member)	\$5,500
Mr Paul Johnson	\$4,100
Mr Julian Rutt	\$4,900
Mr Brett Steiner	\$4,400
Ms Camilla Nott	\$800

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

Decision Making

Decision Making Structure of Council

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



Report on Internal Review of Council Decisions

Council's Policy

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

During the year, Council received 3 applications for review of a decision in accordance with Section 270 of the Local Government Act 1999. A further matter received on 27 June 2019 was also investigated during 2019/2020. All matters received were reviewed and closed during the year.

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

Date Requested	About	Decision	Closed	
27/6/2019	Invert Denial – 5/64 Reservoir Road, Paradise	Decision upheld with some Staff recommendations for improvement	5/11/2019	\$987 (legal advice) and Staff time
15/9/2019	Invert Denial – 1A Adair Street, Newton	Decision overturned with some Staff recommendations for improvement	2/12/2019	Staff time
7/10/2019	Street tree removal – 20 Karrawirra Avenue, Rostrevor	Decision upheld	19/11/2019	Staff time
19/2/2020	Council meeting practices	Decision upheld	2/6/2020	\$9,500 (legal advice) and Staff time

A comparison of requests to the previous 4 years shows that Section 270 Internal Reviews requests declined compared to the previous 2 years:

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

Request for Service and General Complaint Handling

Council adopted a Request for Service and General Complaint Handling Policy on 20 March 2012 and most recently reviewed the Policy on 17 December 2019. The Policy clarifies how Staff will manage requests for service and general complaints received from the local Community, including timeframes and escalation processes in respect to complaints.

There were 6,435 requests for service (including general complaints) actioned by Staff during the year. A comparison of requests over the last 4 years shows that customer requests have generally been fairly steady in demand:

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

During the year, Staff received 114 pieces of correspondence from the Community through letters, emails and website forms in relation to general complaints. Staff responded to requests and escalated matters as appropriate. Complaints were most frequent in relation to the following:

- » Individual development matters, developer behaviour and noise (especially in relation to development)
- » Programming and improvement requests at The ARC
- » Road work and Council construction matters
- » Staff behaviour, especially in relation to lack of or delayed action on matters
- » Dog management issues, particularly related to dogs off leash in various locations
- » Traffic control, long stay car parking outside residents' homes, and requests for car parking permits
- » Tree management – street and reserve tree planting and removal matters.

Community Engagement

Council is committed to consulting and engaging with the local Community, and places high importance on ensuring the views of the Community are considered in its decision-making.

Council's Public Consultation Policy has been developed incorporating the IAP2 (International Association for Public Participation) framework for public participation and the requirements of the Local Government Act 1999.

Community engagement activities seek to provide meaningful and timely opportunities for the Community to participate in decision making through all phases of a project; informing, consulting, involving and collaborating with stakeholders, residents and ratepayers at different times during the life of a project. Persons responding to consultations are encouraged to participate in engagement activities in an honest and genuine way to assist Council to fully understand Community views.

During 2019/2020, Council engaged a total of 3,460 Community members:

- » 615 Community members attended engagement activities (including 5 Talking Points, one public meeting, one Stakeholder meeting, 5 workshops and several advisory committee meetings)
- » 2,845 Community members provided feedback on Council's engagements.

Some engagement opportunities were modified or cancelled due to COVID-19 restrictions from March through to June 2020.

Community engagement conducted throughout the year included:

- » Botanic Grove Reserve Master Plan
- » Campbelltown Transport Plan (Southern Section) Stages 1 and 2
- » Community Satisfaction Survey 2019
- » Disability Access and Inclusion Plan (Stage 1)
- » Draft 2019/2020 Annual Business Plan and Budget
- » Environment Management Plan (Stage 1)
- » Heather Court Bridge Paradise
- » Playground consultations:
 - › Stage 1 - Thorndon Park Super Playground
 - › Stage 2 - Fox Avenue Reserve Playground, Murray Park Reserve Playground
- » Playground Development Evaluations at:
 - › Flinders Parade Reserve, Newton
 - › Grandview Grove Reserve, Magill
 - › Grantham Grove Reserve, Paradise
 - › Melville Grove Reserve, Hectorville
 - › Reservoir Road, Paradise
 - › Rosedale Court, Newton

- » Murray Park Reserve Playground (Stage 2)
- » Regional Public Health Plan
- » Separate Rate and Rating Policy
- » Stradbroke Road Speed Reduction
- » Strategic Plan (Stage 1)
- » Toilet Facilities at Gurners Reserve (Stage 1) and Padulesi Park.

Techniques used for engagements varied as they are dependent on the project and purpose of the engagement. Techniques used by Council in 2019/2020 included:

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

City wide and targeted promotion occurred for each project including:

- » Distribution of flyers, posters, bookmarks and consultation packs at key Council locations and local locations when relevant
- » Advertising in the Messenger, Advertiser, Council's electronic newsletter, and local newsletters and locations where local digital advertising is available
- » Posts on social media (Facebook, Twitter and Instagram)
- » Notices on Council's website, strategically located street banners and corflutes as well as site specific signage for particular projects
- » Letters/emails to stakeholders, residents and ratepayers, those directly affected and past participants
- » Doorknocking around sites of specific projects.

Council's Online Community Panel continued to provide regular feedback throughout the year whilst Council transitioned to a new engagement platform. Members of the Community are invited and encouraged to join the Panel or to stay in touch with Council engagement activities by subscribing to the Council's monthly e-newsletter at www.campbelltown.sa.gov.au/subscribe

Use of Confidentiality Provisions

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

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

Use of the provisions

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

90(2)	A Council or Council Committee may order that the public be excluded from attendance at a meeting to the extent (and only to the extent) that the Council or Council Committee considers it to be necessary and appropriate to act in a meeting closed to the public in order to receive, discuss or consider any information or matter listed in subsection (3) (after taking into account any relevant consideration under that subsection) – 12 occasions.
90(3)(a)	Information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) – 2 occasions.
90(3)(b)(i)	Information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the Council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the Council – 10 occasions.
90(3)(d)(i)	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 – 9 occasions.
91(7)	The Council or Council Committee orders that the document or part be kept confidential – 13 occasions.
91(9)	The Council or Council Committee may delegate to an employee of the Council the power to revoke the order – 1 occasion.

Status of Orders

Council has made the following orders during the year:

Date	Item of Business	Action / Exclusion	Release date if known
6 August 2019	East Waste – Reappointment of Independent Chair	90(2) and (3) (a) and (3)(h), 91(7)	21 July 2020
23 September 2019	Potential Purchase of Woodford House	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	21 July 2020
19 November 2019	Tender Report – Hectorville Sports & Community Club Clubroom Upgrade	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
19 November 2019	Subsidiary Legal Matter	90(2) and (3)(h), 90(3)(b)(i), 91(7)	
19 November 2019	Strategic Land Purchases	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
25 November 2019	Brookside Cellars	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	
17 December 2019	East Waste – Appointment of Independent Chair	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	21 July 2020
17 December 2019	Australia Day Awards 2020	90(2) and (3)(a), 91(7)(b), 91(9)(c)	21 July 2020
17 December 2019	Tender Report – Max Amber Sportsfield Building Design	90(2) and (3), 90(3)(b)(i), 90(3)(d)(i) and (ii), 91(7)	21 July 2020
18 February 2020	Alleged Tree Damaging Activity	90(2), (3)(h), 91(7)	
7 April 2020	Electric Vehicle Charging Station Update – Jolt	90 (3)(d)(i) and (ii), 91(7), 90(3), 90 (3)(b)(i)	21 July 2020
19 May 2020	11.9 Land Purchase	90(2), 90(3)(B)(l), 90(3)(d)(i) and (ii), 91(7)	
19 May 2020	11.9 Land Purchase	90 (3)(d)(i) and (ii), 91(7), 90(3), 90 (3)(b)(i)	21 July 2020
2 June 2020	Land Purchase – Crown Solicitor's Advice	90(2), 90(3)(b)(l), 90(3)(d)(i) and (ii), 91(7)	

Community Access to Information

By-Laws

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

The following five By-Laws are in operation:

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

Work progressed on the preparation of a Cats By-Law during the year; Elected Members received briefings from two consultants in relation to cat behaviour prior to considering the draft By-Law. The draft By-Law was endorsed for consultation on 16 June 2020.

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

Freedom of Information

Council received 9 requests for information under the Freedom of Information Act from 1 July 2019 to 30 June 2020 (compared to 7 in 2018/2019).

In summary:

FOI Requests	Personal Affairs	Non-Personal Affairs	Total
Number of Applications Received	0	9	9
Brought Forward	0	1	1
Withdrawn	0	0	0
Refused	0	1	1
Applications requiring consultation	0	5	5
Completed as of 30 June 2020	0	9	9
Unfinished (carried forward)	0	1	1

Access Determination Details:

- » Three applications were granted in full
- » Five applications were granted in part. The basis for disallowing access in full for these applications was based on:
 - » Schedule 1 - Exempt Documents – Documents affecting personal affairs – Clause 6 (1) and (2) of the Freedom of Information Act 1991
 - » Schedule 1 – Exempt Documents – Documents subject to Legal Professional Privilege – Clause 10 (1) of the Freedom of Information Act 1991
 - » Schedule 1 – Exempt Documents – Documents affecting business affairs - Clause 7 (1)(c)(i) and (ii)(A) and (B) of the Freedom of Information Act 1991; and
 - » Schedule 1 – Exempt Documents – Internal working documents – Clause 9 (1)(a) & (b) of the Freedom of Information Act 1991.
- » One application was refused based on Schedule (1) – Exempt Documents – Clause 7, Documents affecting business affairs of the Freedom of Information Act 1991
- » One application was carried forward as it was unfinished by 30 June 2020
- » Two accredited Freedom of Information Officers spent approximately 4% of their time assessing applications and making their determinations.

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

List of Codes of Conduct / Practice

During 2019/2020, Council maintained the following Codes of Conduct/Practice as required by the Local Government Act 1999 or the Local Government (Elections) Act 1999:

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

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

List of Registers

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

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

Council maintains the following registers under other pieces of legislation:

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

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

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

Local Nuisance and Litter Complaints

In the last 12 months, Council's Authorised Officers have investigated 982 matters pursuant to the Local Nuisance and Litter Control Act 2016. The majority of these related to illegal dumping on public land. Staff issued 34 Cautions, 6 expiation notices and 12 Abatement Notices concerning the investigated matters. In a number of other cases Staff were able to address matters in an informal manner.

Issue	No. of matters investigated
Litter	597
Noise	48
Smoke	19
Dust	20
Odour	7
Promotional/Graffiti	114
Unightly Land	145
Drag out (dirt/debris)	32
Total	982

Online Services | Website & Social Media

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

Over 1,000 people subscribed to Council's monthly e-newsletter to stay in the loop with upcoming events, activities, engagement opportunities, Council services and much more.

The website averaged 24,000 visitors per month, with some of the most accessed pages being Campbelltown Library Services, COVID-19 Council Update, Kerbside Collection and Online Payments Form.

The homepage provided easy access to the most popular sections of the website, as well as links to Council's social media accounts. With over 5,000 followers on Council's Facebook page, over 1,000 followers on Instagram and over 3,500 followers on Twitter, social media is a great way to stay up-to-date with Council information, as well as other information relevant to the local area.

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

For more information, visit the links below:

- » www.campbelltown.sa.gov.au
- » www.instagram.com/campbelltownsa
- » www.twitter.com/CampbelltownSA
- » www.facebook.com/CampbelltownSA

Our Organisation

Structure

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



Executive Management Team



Paul Di Iulio
Chief Executive Officer



Michelle Hammond
General Manager Corporate &
Community Services



Andrian Wiguna
General Manager
Infrastructure Services



Andrew Nairn
Acting General Manager Urban
Planning & Leisure Services

As at 30 June 2020, there were four positions which made up the City of Campbelltown's EMT (Executive Management Team). This included the Chief Executive Officer and three General Managers. EMT is responsible for leading and developing the administration, as well as building the organisational capability and culture required to deliver the vision, strategies and framework set out in the Strategic Plan 2020.

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

Executive Management Team (at 30 June 2020)	
Chief Executive Officer	Paul Di Iulio
General Manager Corporate & Community Services	Michelle Hammond
General Manager Infrastructure Services	Andrian Wiguna
Acting General Manager Urban Planning & Leisure Services	Andrew Nairn

Management Team – Members and Board Membership (at 30 June 2020)		
Chief Executive Officer	Paul Di Iulio	East Waste (Deputy Chair) Norwood Football Club (President/Chairman) Redlegs Club (Chairman) SYC Inc (Director) Diles Investment Pty Ltd (Director) SANFL (League Director) State Government's Game On Expert Panel Adelaide Cemetery Authority (Director)
General Manager Corporate & Community Services	Michelle Hammond	Netball SA Risk & Audit Committee Eastern Health Authority
General Manager Infrastructure Services	Andrian Wiguna	Indonesian Diaspora Network of South Australia Institute of Public Works Engineering Australasia, SA (Director) Parks & Leisure Australia SA/NT Region (Treasurer)
Acting General Manager Urban Planning & Leisure Services	Andrew Nairn	Baseball SA (Finance Director) Recreation SA (Chairman)
Executive Manager Economic Development & Innovation	Kevin Lowe	ERA Economic Development Group (Chairman) Propel South Australia (Deputy Chair) Parks & Leisure Australia SA/NT Region
Manager Asset & Engineering Services	Wade Della Torre	
Manager Community Services & Social Development	Tracy Johnstone	Lions Against Violence Adelaide (Secretary)
Manager Finance	Simon Zbierski	Demons Touch Football Association Marryatville High School Governing Council (Chairperson) South Australian Local Government Financial Management Group Inc
Manager Governance & Community Interaction	Lyn Barton	Eastern Region Alliance Governance Group (Chairperson)
Manager Information Services	Jo Farrelly	
Acting Manager Leisure Businesses	Chelsea Bevitt	
Manager Library Services	Tamara Williams	
Manager City Operations	Aubrey Van Ristell	
Manager People and Culture	Samantha Killington	
Manager Planning Services	Nigel Litchfield	

Our Organisation

Staffing Overview

Employee numbers as at 30 June 2020 are provided below and shown as FTE (Full-Time Equivalent) while the gender ratio is reflective of headcount. All numbers exclude agency and casual employees.

	Female	Male	Total	Full-Time Equivalent
Contract Full Time	5	18	23	23.0
Contract Part Time	18	6	24	15.6
Full Time	20	57	77	77.0
Part Time	32	4	36	23.9
Total	75	85	160	139.5

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

The age profile of our workforce was as follows:

Age	Percentage %
<25	1
25-34	12
35-44	29
45-54	28
55 and over	30

Employee turnover in 2019/2020 was 8% (excluding casuals) and due to employees retiring or pursuing other career opportunities.

Recognition of Service

Council continued to acknowledge the dedication and loyalty of its employees for their contribution to Council. As at 30 June, the following employees reached the below years of service:

Length of Service	Employee Name
10 Years	Mr Bill Ikonomou
	Mr Daniel Totani
	Mr Jeff Zajax
	Ms Sarah Trigg
	Ms Amelia Thiele
15 Years	Mr David Sorgini
	Mr Simon Zbierski
	Mr Rob Keighley
	Mr Chris Staunton
25 Years	Ms Michelle Hammond
30 Years	Ms Susan Kunhegyesy
35 Years	Mr Rob Johnston
40 Years	Mr Mario Scalzi

Enterprise Bargaining

There are two industrial instruments applicable in Council, which provide the employment conditions for employees working under the Local Government Employees Award and the South Australian Municipal Salaried Officers Award:

- » The City of Campbelltown Municipal Officers Staff Enterprise Agreement Number 9, 2018
- » The City of Campbelltown Field Staff Enterprise Agreement Number 10, 2018.

Organisational Development

Council's aim is to support the workforce in pursuit of sustainable long-term performance through the development and provision of organisational development programs and services. Development programs in the period included:

- » Opportunity for Staff to participate in a Career Development program
- » Enhancing Leadership Capability through the introduction of 360 feedback surveys
- » Refreshing the Performance Management framework
- » Support of Staff participation in the Local Government Professionals' development programs.

Council utilised an e-learning platform to deliver organisational compliance and procedural training requirements. The e-learning modules provide a flexible and easy learning option for the workforce.

Our Organisation

Culture

This year Staff continued to build on the initial work undertaken to take culture from good to great including a number of action items. These included quarterly updates with all Staff, activities to engage with and say thanks to Staff at other times throughout the year, robust people and culture practices, structural change to support innovation, wellbeing initiatives and improved collaboration.

Peer-to-peer recognition is provided through the Staff Recognition Wall and options are available for managers to recognise and reward high performance and behaviour. Council's annual Award of Excellence celebrated the year's value champions, with acknowledgement of the outstanding work Staff deliver, whilst reinforcing the organisational values and underpinning behaviours required for success.

Healthy Lifestyle Program

Council supports a range of Healthy Lifestyle initiatives to assist Staff to maintain fit and healthy lifestyles. These include mental health awareness sessions and a series of webinars, free voluntary health assessments, skin cancer screenings, flu vaccinations, hearing screenings, drug and alcohol awareness, mental health first aid course, shoulder and back massages, Cancer Council Big Morning Tea, Ergonomic assessments of Workstations and Healthy lifestyle survey.

In response to COVID-19, Staff were provided with information updates and webinars to support their wellbeing during this period.

Work Health & Safety and Return to Work

Council has submitted its annual Risk Evaluation Action Plan to the LGAWCS (Local Government Association Worker Compensation Scheme) and closed out all of its actions, which provided Council with a 100% rebate.

Work Health Safety, Return to Work and Risk Management biennial audit was conducted by the Local Government Association Workers Compensation Scheme and Local Government Association Mutual Liability Scheme. Council performed exceptionally well with no non-conformances.

Council has an extensive internal audit program whereby action plans are developed and corrective actions undertaken to continuously improve the WHS and RTW (Work Health Safety and Return to Work) system. The WHS & RTW system continues to improve safety through its extensive WHS Training Plan.

Throughout the year the Business Continuity Plan was tested, reviewed and updated including a partial activation for COVID-19. The WHS Instructions and Safe Operating Procedures continued to be updated following consultation with Staff. With the updating of the Heavy Vehicle National Law, Council further trained all Depot Staff in Load Restraint, Fatigue and Chain of Responsibility. All Council's heavy vehicles were reviewed and updated to comply with the legislation. Contractors were informed by letter of the requirements of compliance when dealing with Council.

Working on roads is one of the main hazards for Council workers and extensive Workzone Traffic Management training and internal audits on worksites during the year were undertaken which assisted in significantly reducing the risk to Staff.

Council has developed and introduced a new pre-start Operational Checklist for the use of Chipper/s and Ride on Mower/s.

Council continues to utilise the SkyTrust online Safety Management System for its Contractor Management, Workplace Safety Inspections, Accident and Hazard records and investigation and Plant Management.

Council utilised online training for Staff, which included WHS Fundamentals, Risk Management for Workers, Managers and Supervisors and Working Safely with Chemicals in the Workplace.

Council utilised the ChemAlert hazardous chemical online maintenance system by up loading all chemical safety data sheets and risk assessments for use by Staff.

Employee Assistance Program

Council's Employee Assistance Program is available to assist Staff with specific circumstances in the workplace or their personal life. Assistance is also available to Managers to provide them with additional support to deal with complex or difficult situations.

COVID-19

Council have of course been responding to COVID-19, which has included undertaking risk assessments, procuring hand wipes and hand sanitiser, placing markings on the floors to facilitate social distancing, developing COVID Safe Plans, providing guidance to the Public and ensuring the safety of Staff is paramount.

Programs and Facilities

Community Grant Information

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

During 2019/2020, Community Grants were distributed as follows:

Name of Group	Amount (\$)
Minor (approved by Staff)	11,957
<i>Financial</i>	
Adelaide Knit and Natter	700
ARPA Athelstone	495
Campbelltown Combined Probus	700
Campbelltown Community Club	700
Campbelltown Over 50's	700
Campbelltown Quilters	700
East Adelaide Bore Rifle Club	700
Gums Landcare	700
Kotara Campbelltown	700
Magill Quilters	700
Pilgrim Lutheran Church	520
Ripples Arts Inc	700
St Vincent de Paul	700

In-kind (Hall or Bus)	
Athelstone Table Tennis Club	331
Campbelltown Historical Society	90
Cancer Council Fundraiser	863
Cat Adoption Fundraiser	863
CFS Foundation Fundraiser	785
LOVE Campbelltown	310

Name of Group	Amount (\$)
Major (approved by Council)	18,686
Athelstone Community Garden	2,000
Campbelltown ArtHouse	2,000
Campbelltown Little Athletics	2,000
Campbelltown Salvation Army	894
Dante Alighieri Society SA	1,800
Eastern Adelaide Domestic Violence Service	2,000
Rotary Club of Campbelltown	2,000
Rotary Club of Morialta RYDA program	1,626
Walking SA	4,366

Events (approved by Council)	8,514
Diwali Festival	5,320
Lions Club of Rostrevor – Black Hill Challenge	1,536
Salvation Army Christmas Lunch	1,658



Programs and Facilities

Personal Achievement Grants

The Personal Achievement Grants scheme is provided to recognise the personal achievement of individuals representing South Australia or Australia in State, National or International events. Applicants must be residents of the City of Campbelltown.

During the year, 47 personal achievement grants totalling \$8,650 were provided in the following fields:

Aerobics	3
Athletics	2
Baseball	1
Basketball	2
Cheerleading/dance	10
Chess	6
Cultural event	1
Futsal	1
Gymnastics	2

Ice Hockey	1
Karate	2
Rock climbing	1
Soccer	7
Swimming	1
Table Tennis	3
Tennis	2
Tenpin Bowling	1
Touch Football	1

Council Facilities

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

Halls and Meeting Places

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

- » Athelstone Community Hall
- » Brookside Cellars
- » Campbelltown Function Centre
- » Campbelltown Memorial Oval Hall
- » Foxfield Oval Hall
- » Hectorville Community Centre
- » Lochend Community Hall
- » Magill Girl Guides
- » Magill Senior Citizens Hall
- » Meals on Wheels Hall.

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

The Marchant Community Centre, Athelstone offers programs and services to the Community. Contact the Centre direct on 8366 9361 for further information.

Programs and Facilities

Sporting Facilities

The ARC Campbelltown

The ARC was on track for a strong year in 2019/2020 until the impact of COVID-19 in early March 2020. With venue capacities capped, the Learn To Swim program was the first to close, and a week later The ARC was completely closed as mandated by the State Government. The ARC remained closed for all member and Community uses until 9 June 2020. When doors reopened, program initially required reduced class sizes of 10 in dry classes and 20 in aquatic classes. By the end of June, 20 was the capacity for all classes. As The ARC was initially capped at 80 people in the facility at a time, memberships remained on hold and a pay per visit booking system implemented.

This had a significant impact not only on the financial result but critically visitation and participation. Monthly average visitation reduced from 69,399 in the previous year to 47,526 per month for total visits of 570,308 (832,000 in 2018/2019). This was the lowest recorded in the four-year operational history of The ARC. Community sport was also severely impacted, with 36,670 less participants over all The ARC programs and user groups. Basketball, Netball, Futsal and Volleyball were the most impacted sports.

Major events hosted over the year included:

- » Squash SA Racquetball Open
- » School Sport SA Basketball and Volleyball Carnivals
- » SA Christian Schools Volleyball Cup
- » Handball SA Schools Cup
- » Australian Masters Games Volleyball
- » Volleyball SA Schools Cup.

One of the biggest annual events the Norwood Basketball Club Easter Classic was cancelled due to COVID-19.

The highest profile event held during the year was hosting the Australian Masters Games Volleyball tournament which saw 150 players compete over 3 days of competition.

A strategic focus during the year was female sport, particularly for Netball. The ARC became a major sponsor of Newton Jags Netball Club which saw clinics of 120 girls across the year; further clinics with Ms Erin Bell saw another 90 girls attend, and the social netball competition at The ARC was very successful with strong team participation.

The function space continued on an education and training theme with a range of skills taught including yoga, first aid, pool lifeguard and tertiary programs through an arrangement with the Simon Black Academy. The ARC remains committed to Community groups and programs with continuing support to groups such as the Rotary Club of Morialta, Lighthouse Disability Group, EHA Immunisations Clinics, Little Kickers, Mature Age Badminton and Indoor Bias Bowls.

COVID-19 saw an adjustment to Group Fitness programs with classes going on-line; a number of classes live streamed through The ARC's Group Fitness Members Facebook page during April and May. Nearly 18,000 views were recorded which went a long way to keeping members engaged during a period of isolation.

Lochiel Park Golf at Geoff Heath Par 3 Golf Course

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

Tennis Courts and Ovals

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

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

Programs and Facilities

Campbelltown Library

Due to COVID-19 restrictions, Campbelltown Library was required to close from 23 March to 18 May 2020.

The Library operated a very popular Call, Click and Collect Service during the closure period. Library members were able to order items online and collect them from the Library entrance from Staff. This allowed the Community to access Library materials in a safe manner.

The Toy Library was closed from 23 March to 30 June 2020 and all events were also cancelled during this period.

Prior to closure, events and programs included the following:

- » Back to School Trivia night
- » Buying your first home information session
- » An astronomy talk
- » A movie screening and history presentation for ZestFest
- » A Bad Art Night
- » Zero Waste wrapping workshop
- » An introduction to sustainable gardens session
- » Demographics of Campbelltown information session.

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

Digital Literacy continued to be of importance and relevance to the Community, and a variety of programs were held to improve digital capabilities. These included sessions on internet safety for 55+, simple photo editing, streaming apps, NBN information sessions, and getting started with iPads. Library Volunteers provided assistance with digital devices 3 times a week prior to closure. In all, there were 180 digital literacy sessions held with over 1,200 attendees.

Volunteers play an important role in delivering many aspects of the Library service, including shelving, deliveries to housebound patrons, assisting with Storytime and the Toy Library, facilitating Games groups, running book sales and IT help. An average of 85 Volunteers gave over 7,000 hours to the Library service over the course of the year.

The Library recorded 191,304 visits in 2019/2020, and the Toy Library had 29,666 visitors. A total of 431,038 items were borrowed during the year, including books, magazines, audiobooks, CDs, DVDs and Blu-rays.

An average of 603 children attended Storytime sessions per month when sessions were being held in person, and an average of 287 children per month attended Wriggle & Giggle sessions. During the closed period and prior to the end of the year, successful Storytime sessions, Wriggle & Giggle sessions, craft sessions and school holiday programs were produced for viewing online. These were well received and allowed children to stay connected to the Library from the safety of their own homes.



Programs and Facilities

Community Bus

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

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

In 2019/2020 the Door to Door bus service carried 2,113 passengers to the following locations:

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

Campbelltown City Council provided 16 charter hires at reasonable rates to Community groups and residents in Campbelltown or adjoining Local Government areas. Hire is available 7 days a week, with the exception of the door-to-door service times (subject to the availability of volunteer drivers).

Private Bus Subsidy

Council provides private bus subsidies to eligible local Community groups to support their core activities. Community groups can book a private bus and contribute towards the cost with Council subsidising up to \$400. A total of 12 subsidies were provided to 6 Community groups during 2019/2020 totalling \$3,796.

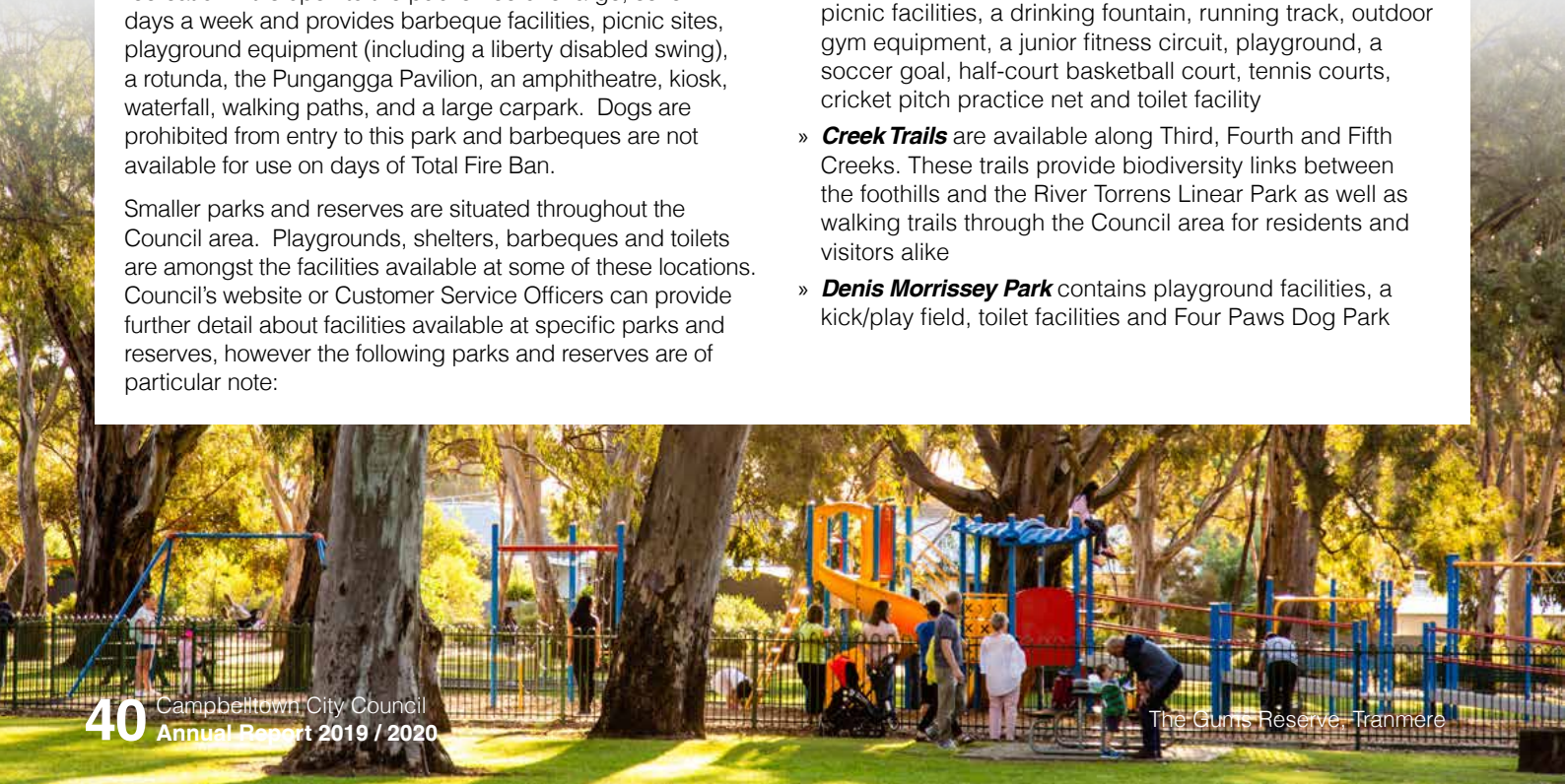
Parks and Reserves

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

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

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

- » **Anderson Court Outback Adventure Park** is situated behind the Campbelltown Public Library and adjacent the Campbelltown Community Children's Centre. It aims to provide an explorative journey for children of varying abilities. Each feature of the design is based on the five Es principle: Explore, Environment, Educate, Eco-friendly and Excite
- » **Charlesworth Park**, Campbelltown contains barbeque and picnic facilities, a drinking fountain, running track, outdoor gym equipment, a junior fitness circuit, playground, a soccer goal, half-court basketball court, tennis courts, cricket pitch practice net and toilet facility
- » **Creek Trails** are available along Third, Fourth and Fifth Creeks. These trails provide biodiversity links between the foothills and the River Torrens Linear Park as well as walking trails through the Council area for residents and visitors alike
- » **Denis Morrissey Park** contains playground facilities, a kick/play field, toilet facilities and Four Paws Dog Park



Programs and Facilities

- » **Grandview Grove Reserve** and Playground in Magill is a new reserve which contains a picnic area, playground and a grassed area with established trees providing shade
- » **Gurners Reserve** contains an all abilities playground, barbeque and picnic facilities, a drinking fountain, half-court basketball court, and two large grassed areas for informal games of football, soccer and cricket. Dogs are allowed off leash on this Reserve between 6am and 10am, and 5pm and 8pm daily; at all other times dogs must be leashed
- » **The Gums Reserve** is a large reserve containing Council's War Memorial Garden and biodiversity area. Whilst principally a natural reserve, the area also contains playground facilities, outdoor gym exercise equipment, shelter sheds, barbeque facilities, a carpark and toilet facilities
- » **Lochiel Park** contains a picnic area, barbeque facilities, walking and cycling trail, toilet facilities, playground, basketball court and fitness track
- » **Nightingale Reserve Magill** is close to the University SA Magill Campus and contains a playground, barbeque facilities, tennis courts and toilet facilities
- » **Oakdale Avenue Reserve, Newton** contains a barbeque, picnic setting, Bocce field, playground, half-court basketball court and fitness track
- » **Paradise Skate Park** contains a large kick/play field, picnic tables, a skate facility, carpark and toilet facilities
- » **The River Torrens Linear Park** trail runs along the north-western boundary of the Council area and contains barbeque and picnic facilities, shared walking and cycling path, playgrounds, toilets facilities, and connections between Athelstone and Henley Beach
- » **Rotary Bush Garden** (formerly Biodiversity Park) is located on the corner of Montacute and Newton Roads, Campbelltown. It has been developed, with funding support from the Urban Forest Million Trees Program, to showcase local indigenous plant species
- » **Ryan Avenue Reserve Athelstone** contains a barbeque facility, tennis and basketball courts, a playground and toilet facilities
- » **Unity Park, Campbelltown** contains a playground suitable for use by children with disabilities. This Park also contains barbeque, netball and half-court basketball, table tennis and playing facilities
- » **Wadmore Park/Pulyonna Wirra** is situated in Athelstone and covers approximately 30 hectares. The Park has a network of walking trails through a bushland setting, just minutes from local homes, sporting fields and Black Hill Conservation Park.

Neighbourhood Development Program

Neighbourhood BBQ's

Each year Council runs Neighbourhood BBQ's with the purpose of providing a space for neighbours to meet and connect with each other. It is well known that knowing your neighbours can make you feel safer, feel more connected and feel like you belong. Neighbourly relationships sometimes need permission to happen and that is what Council's Neighbourhood BBQ's aim to do. Every Street in the Campbelltown area will be invited to a BBQ as the program rolls out. This year Staff ran 6 BBQ's in Athelstone, Tranmere, Paradise and Newton with over 300 residents participating. The annual Neighbour Day BBQ for the whole Community held in March was cancelled due to COVID-19.

Neighbourhood BBQ, Thorndon Park, Paradise

Awards



Australia Day Awards

2020 CITIZEN OF THE YEAR

Ms Julie-Ann Bennett

Ms Julie-Ann Bennett is the brainchild and coordinator behind the civic pride movement for the City of Campbelltown, LOVE Campbelltown. Her vision is for residents to connect, learn and work together. In little over a year, LOVE Campbelltown has become an online Community space which is integral to the people of the City of Campbelltown. Julie-Ann manages a team of voluntary administrators and has recently launched a new website for the group.

Through LOVE Campbelltown, Julie-Ann has helped to promote our city, and in turn support the efforts of the various Campbelltown City service clubs, Community groups, and Council itself, and to connect residents with each other and local businesses. Julie-Ann, a resident in Athelstone for over 20 years, embodies the LOVE Campbelltown ethos with a desire to encourage and build up others by creating an environment where people can connect and feel part of the Community.

Julie-Ann supports many local groups like Rotary, Lions, Inner Wheel and Kiwanis. She believes in reinvigorating and supporting current organisations and does not believe in reinventing the wheel, undermining or overlapping services. Julie-Ann is a member of the Campbelltown Historical Society where she sits on the committee. She has been presented with a number of awards for speaking at various clubs.

In addition to her efforts in Campbelltown, Julie-Ann volunteers at the Salvation Army, Do Unto Others program which feeds and serves the homeless in Adelaide and also helps out at the Salvation Army breakfast program for children. She has done this for many years. She has been a Compassion sponsor and supports the work of the Christian Blind Mission and the Fred Hollows Foundation (for 25 years).



Awards



2020 YOUNG CITIZEN OF THE YEAR

Ms Afton Penrith

While being a highly motivated high achiever at Charles Campbell College, Ms Afton Penrith has also undertaken various leadership and business study courses in Sydney and Melbourne and represents her football Club and Charles Campbell sporting teams with pride and leadership skills, Afton is also a part of the Port Adelaide Football Club's Women's Aboriginal AFL Academy.

Afton is a visible role model to other young Aboriginal children in and around Campbelltown City Council. Afton is a descendant of the Mamu people from Far North Queensland on her mother's side and Wirdjuri people of Central NSW on her father's side. This has driven Afton to strive to step in the footsteps of

her father's first Aboriginal owned irrigated Agricultural Project in Australia. Afton has attended a number of professional development programs to build her skills so as to be the next Managing Director of this Company.

Afton's passion for the sportsfield has led her to be a strong participant within the Hope Valley Football Club and the Norwood Football Club and also undertaking a certificate towards Recreational studies within the SAATA program; also playing football at Port Adelaide Football Club. This is often where Afton's team orientated skills, approach and behaviour have shone. Afton's desire to work within a group has seen her develop in role modelling, leadership and confidence to work well within a group environment but also working autonomously when required.

From all of Afton's participation and commitment to her sport and her learning including always engaging in positive interactions with teaching Staff and her peers, will build her into an amazing leader within her own Community and her Aboriginal Community who will benefit the most.

NAIDOC Award

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

Ms Afton Penrith was Council's 2019 NAIDOC Youth Award Winner. Afton is a descendent of the Mamu people from Far North Queensland and the Wiradjuri people of central NSW, studying at Charles Campbell College. Afton has achieved both academic and sporting success including playing for Port Adelaide's Women's Indigenous team. Afton aspires to follow her father into business, being the first Aboriginal owned agricultural project once she finishes school.

Council Awards

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

- » 2019 Australian Smart Cities Awards - Built Environment Award (joint project between the City of Campbelltown and the Cities of Prospect, Burnside, Playford and Port Adelaide Enfield along with the University of Adelaide)
- » 2019 Parks & Leisure Australia – National Green Flag Award, first awarded in South Australia for excellence in parks management
- » The Campbelltown Fruit Crew project was one of 3 finalists in the Local Government Professionals SA Leadership Excellence awards for the category: Leadership in Community Services.

Strategic Management Performance

Framework

Council maintains a Strategic Management Planning Framework (last updated 19 January 2016) that identifies the Strategic Management Plans for the purpose of Section 122(1)(b). Council reaffirmed this decision at its meeting on 17 December 2019.

Strategic Management Plans are underpinned by supporting documents including Management Plans, Departmental Business Plans, and other Operational Plans and documents.

Council commenced review of its Strategic Management Plans during the year. In particular, Council undertook the following work in relation to its Strategic Management suite:

- » Strategic Plan – completed a desktop review and Stage 1 consultation for a new Plan
- » Economic Development Plan – commenced a desktop review of the Plan adopted in 2018
- » Environmental Management Plan – completed a Future Directions document and Stage 1 consultation for a new Plan
- » Social Plan – the Plan was reviewed and a new Community Plan Discussion Paper and demographic papers prepared with a view to the new Community Plan being finalised in October 2020
- » Infrastructure Asset Management Plans – 3 Asset Management Plans (Bus Stops, Bridges and Buildings) were prepared and presented to the Audit and Governance Advisory Committee for comment at its June 2020 meeting prior to being presented to Council for endorsement for public consultation in the 2020/2021 financial year. Drafting and consultation on a further 4 Plans will occur in the latter part of 2020
- » Long Term Financial Plan – in accordance with legislation requirements, Council revised and adopted its Long Term Financial Plan on 7 April 2020.

Further work on Plans at Council included:

- » Completion of the Max Amber Sportsfield Master Plan and the Industrial Precincts Landscape Master Plan
- » Continuation of work on the Botanic Grove Reserve Master Plan
- » A draft Campbelltown Transport Plan (Southern Section) was prepared and then endorsed for Stage 2 consultation with the Community
- » Commencement of work on the Paradise Recreation Plaza (Skate Park) Master Plan
- » Continuation of work with the City of Burnside on the implementation of the Magill Village Master Plan. Work on the undergrounding of power on Magill Road was completed, whilst detailed design for streetscape works was 90% completed by end of year
- » Endorsement of the Regional Public Health Plan; the Plan was adopted by all 5 constituent Councils and the Board in early 2020/2021
- » Continuation of implementation works for various adopted Plans.

To enable the coordination and implementation of Council's Master Plans, Staff from across Council continued to work together through the Strategic Projects (Master Plans) Coordination Group, resolving coordination issues and establishing priority areas for recommendation to Council in terms of funding and implementation.

Similarly, Council continued to liaise with the Department of Planning, Transport and Infrastructure regarding design works for the undergrounding of power and streetscape works on Lower North East Road in Campbelltown Village precinct.

Strategic Plan Performance

Staff worked on Strategies and Actions to deliver Towards 2020 – City of Campbelltown Strategic Plan 2010-2020 (revised 15 November 2016) during the financial year. This Plan contains the following Goals:

- » Quality Living
- » Leadership
- » City Planning
- » Environmental Responsibility
- » Local Economy.

Departmental Business Plans were established and implemented; 183 Actions were planned for completion during the period with results as follows:

Total Actions

Completed	In Progress	Not Started	Deferred*	Total
156	19	4	2	181

*Deferred means through Council or EMT direction

Detailed information regarding Council's expenditure of funds and progress in regard to larger projects undertaken during 2019/2020 is documented in Appendix 1 of Council's 2020/2021 Annual Business Plan & Budget, available from Council's website or Council's Office during business hours.

A further report on Strategic Plan performance is provided below.

Towards 2020 – Summary of progress 2019/2020

Goal	% of Actions completed
Quality Living	87% (72 of 83)
Leadership	81% (46 of 57)
City Planning	85% (28 of 33)
Environmental Responsibility	100% (6 of 6)
Local Economy	100% (4 of 4)
Overall	91%

Quality Living

Objectives

- 1.1 A cohesive Community which values diversity, encourages equity and inclusiveness, and celebrates quality of life
- 1.2 Effective communication, learning and service delivery that supports the Community
- 1.3 City infrastructure that provides a range of welcoming, attractive and safe facilities that encourage social interaction and an active Community
- 1.4 Strong partnerships and effective management of resources to achieve mutual benefits for the Community
- 1.5 A healthy and safe Community through planning, advocacy and compliance.

Achievement highlights

- » The Campbelltown Fruit Crew were finalists for the Local Government Professionals Awards; 9 volunteers gave 70 hours of their personal time to harvest 946kg of fruit that went to 12 Community organisations as well as local Grow Free carts and Animal Rescue groups
- » 6 neighbourhood barbeques were held with 274 attendees
- » 'Be Kind' COVID-19 webpages were created to support local residents
- » Staff worked with local Community members on the 'Show and Tell Your Streets' program, Repair Café investigation, Community Garden and Community Orchard programs, a new Bee Flow hive at Lochiel Park Community Garden, and the Community Pollinator Garden competition preparations
- » A NAIDOC week video to support reconciliation in the City
- » 249 volunteers gave 16,133 hours of their personal time to support Council programs
- » The Campbelltown Community Hub continued to grow in income, volunteers and clientele despite being closed from March to June 2020 due to COVID-19
- » The Campbelltown Home Support Program provided customers with almost 7,000 hours of Domestic Assistance, 589 hours of assisted shopping, 2,359 hours of home maintenance and \$38,398 of home modifications; under 65 years clients received 170 hours of assessment and 130 hours of care coordination
- » In collaboration with the Salvation Army, Council held a Christmas lunch at the Function Centre
- » The Youth Advisory Committee provided 300 Study packs to Students prior to end of year exams
- » An accessibility improvement investigation was undertaken for Athelstone Scout Hall
- » The Campbelltown Library Gallery held 8 exhibitions featuring local artists; a collaborative exhibition by 16 artists, the Audrey Emery's 32nd annual children's art exhibition and a SALA (South Australian Living Artists) exhibition by Amber Aged Care were features
- » Campbelltown Library held a range of events and activities including a trivia night, information talks, movie screenings, presentations and workshops. 1,832 children attended 24 school holiday activities in January 2020; other children's programs were held throughout the year
- » 80 volunteers delivered 780 hours of service to Library programs
- » 1,200 people attended 180 digital literacy events at the Campbelltown Library until COVID-19 ceased programming
- » Council's 4 websites were transferred to a new platform (Squiz)
- » Improvements were made to fairways at Lochiel Park Golf at Geoff Heath Par 3 Golf Course to remove undergrowth and over hanging trees
- » Masterplans were completed for Max Amber Sports Field and Botanic Grove Playground, whilst funding was received to progress the Chain of Trails Master Plan
- » In partnership with Burnside Council supported the undergrounding of power through the South Australian Power Networks and the Power Line Environment Committee scheme as the first phase of implementing the Magill Village Master Plan
- » Council recognised 10 local women at a Suffrage event including the launch of suffrage boards that are now placed in the Council office foyer
- » New suburb signs were implemented for the suburbs of Hectorville, Magill, Rostrevor and Tranmere
- » Council's door to door shopping service provided transport for 2,113 passengers
- » Design works were undertaken to upgrade cycling infrastructure along Fourth Creek
- » Playground works were undertaken at Greenglade Drive Playground, Rosemary Avenue Reserve and Melba Court Reserve, whilst outdoor exercise equipment was installed at Thorndon Park
- » Design works were undertaken for the Athelstone Recreation Reserve Clubroom redevelopment and Foxfield Oval Change Rooms
- » The Draft Campbelltown Transport Plan (Southern Section) was endorsed for public consultation; traffic improvement was also undertaken for Church Road.

Strategic Management Performance

Leadership

Objectives

- 2.1 Open, transparent and accountable decision making
- 2.2 Investment in strong leadership through training and development
- 2.3 A collaborative and flexible approach that enhances, supports and continuously improves service delivery
- 2.4 Effective interaction between Council and the Community
- 2.5 Quality corporate and financial governance for the City.

Achievement highlights

- » Governance arrangements were completed for the Public Interest Disclosure Act and to accommodate new procedural matters for COVID-19
- » Works commenced to implement new policy and procedure arrangements for the Planning Development and Infrastructure Act
- » Leading Campbelltown was held on 13 December 2019 to enable Elected Members to undertake professional and personal development training
- » Work continued on a Boundary Realignment with Adelaide Hills Council following the completion of Stage 1
- » 35 new computers were provided for use at Campbelltown Library
- » Staff published Discover Campbelltown South Australia, a photography book highlighting the people and features of the area
- » Capture Campbelltown murals were installed at Campbelltown Arthouse and the Council office foyer
- » Staff upskilled and created numerous videos featuring Council programs and events
- » Council endorsed a draft Cats By-Law for public consultation

- » 71 Social Plan actions were completed
- » Council implemented rate relief arrangements due to COVID-19 including a 0% general rate increase (plus growth) and a discretionary rate rebate to eligible properties to ensure they are not levied any more than the amount levied for the 2019/2020 financial year.

» City Planning

Objectives

- 3.1 An effective Development Plan that is sustainable and builds strong communities
- 3.2 Effective Infrastructure and Asset Management that allows for growth
- 3.3 Planning aligned to local needs and State Plans.

Achievement highlights

- » Stormwater works were undertaken including drainage works at Hextall Avenue, and water sensitive urban design works for Pinneri and David Streets, and the Max Amber Sportsfield redevelopment
- » A trial was undertaken to widen narrow concrete footpaths; Council resolved a new strategy and approach for narrow footpaths in February 2020
- » A shared bicycle path was built at Sycamore Terrace
- » Fourth Creek Trail improvements were undertaken
- » Building improvement works were completed at King George Hall and Magill Guides Hall
- » Council received a grant from the State Government to roll out kitchen caddy kits and compostable bags to all households in Campbelltown not currently registered for the food waste program.



Environmental Responsibility

Objectives

- 4.1 Valuable recreation and open spaces enhanced through effective planning and management
- 4.2 Opportunities to conserve energy and resources are maximized
- 4.3 Initiatives that advocate for the sharing of environmental information, knowledge and activities.

Achievement highlights

- » Staff supported Athelstone Primary School to build a frog pond
- » The Greener Neighbourhoods grant project was undertaken at trial sites in Campbelltown to increase greening and water sensitive urban design; a further application for median tree planting was submitted for Montacute Road
- » Staff assisted with planting for the Fourth Creek trail project and a Community planting at Newton of almost 500 plants
- » A consultant was engaged to prepare a new Wadmore Park Management Plan
- » An energy assessment was undertaken at Campbelltown Memorial Oval to help develop solar and battery options for this site
- » Staff worked with the State Government and Aerometrix on a tree canopy assessment program
- » The Living Smart Program was organised in readiness for implementation in 2020/2021
- » A bird refuge was installed at Thorndon Park
- » Native Vegetation Preservation Grants were provided to the Campbelltown Landcare Group and The Gums Landcare Group
- » Council resolved to create a Climate Solutions Strategy during 2020/2021.

Local Economy

Objectives

- 5.1 Advocacy for local employment
- 5.2 Business and industry partnerships which support growth in the local economy
- 5.3 Promotion of Community events, facilities and attractions to enhance the local economy.

Achievement highlights

- » The Food Trail program was enhanced; more businesses were involved and a promotional video launched the new booklet
- » Businesses were supported during COVID-19 through the launch of additional Instagram accounts to help with business promotion
- » The Moonlight Markets and Pizza Festival continued with the latter growing in size and support
- » Industrial Precinct signage was installed in the Council area
- » Provided support to local businesses who were impacted by COVID-19 through website, social media and bus shelter advertising and promotion with the 'Buy Local' messaging.

Council's Projections and Plans

Council's projections and plans for the next financial year are identified principally in the 2020/2021 Annual Business Plan and Budget, and Management Plans.

Whilst the level of strategic activity has been curtailed for 2020/2021 due to the COVID-19 pandemic, some of the strategic activities anticipated to be undertaken (from Council's Annual Business Plan) include:

- » Development of detailed design work to support the creation of a super playground at Thorndon Park
- » Facility improvements at The ARC Campbelltown, Lochend House, Steve Woodcock Sports Centre, Athelstone Scout Hall, Foxfield Oval and the Campbelltown Library
- » Installation of bicycle infrastructure throughout the City and the improvement of lighting along key sections of the River Torrens Linear Park
- » Construction of 32 new fully accessible footpaths across the City and improvement of the condition of 15 streets through the scheduled reseal programs
- » Introduction of a Climate Solutions strategy and small business grants program.

Annual Business Plan Performance

Council's Annual Business Plan performance for 2019/2020 is documented in Appendix 1 (pages 71 to 90) of Council's 2020/2021 Annual Business Plan and Budget as required by legislation. Copies of this document are available from Council's website or Council's Office during business hours.

Community Land Management Plans

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

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

Council undertook a review of its Community Land Management Plan, including public consultation during 2015/2016. The revised plan was adopted by Council at its meeting held on 2 February 2016. The Plan is next scheduled for review during 2021/2022.

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

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

Financial Performance

Competitive Tendering

The Procurement Policy was reviewed by Council during the year on 17 December 2019.

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

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

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

- » Encourages purchases being made in an open, fair and transparent manner
- » Promotes accountability, efficient purchasing practices and their continuous improvement
- » Is consistent with Council's strategic and long-term financial directions
- » Ensures the integrity of all procurement processes conducted by the Council (ie in accordance with its legislative and common law responsibilities)
- » Facilitates achieving value for money through the most appropriate provider
- » Ensures open and effective competition
- » Encourages local and Australian businesses and/or generates local employment
- » Complies with Council's environmental obligations under the National Greenhouse and Energy Reporting Act 2007

- » Encourages the maintenance of assets at acceptable standards in the most cost effective manner
- » Appropriately manages risk
- » Is consistent with Council's IAMP (Infrastructure Asset Management Plans) where relevant
- » Demonstrates sensitivity to the current and future needs of a diverse Community.

Use of Local Goods and Services

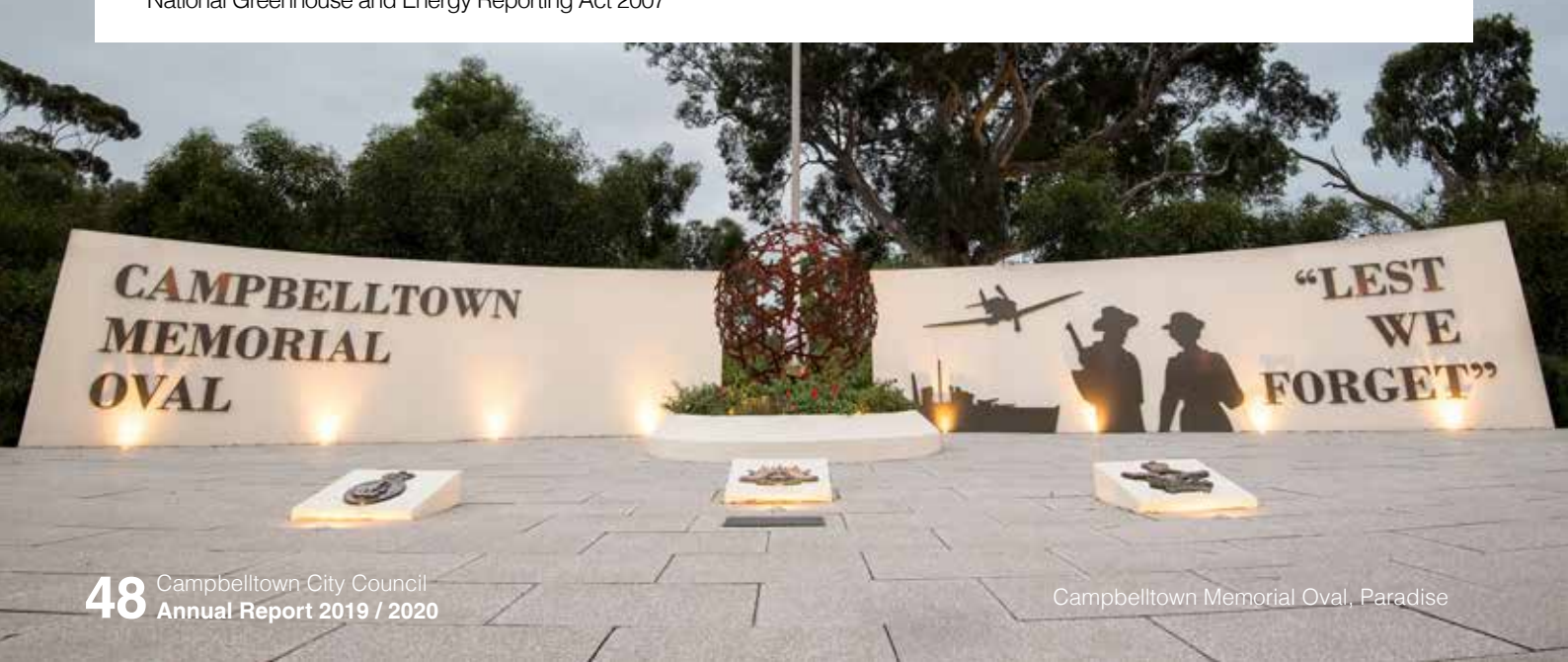
Section 6.16.2 of Council's Procurement Policy states:

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

Fraud & Corruption Prevention

Council adopted a Fraud and Corruption Prevention Policy on 20 March 2012. This document was comprehensively reviewed during 2019/2020 due to the introduction of the Public Interest Disclosure Act 2018; the updated Policy was adopted on 7 April 2020.

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



National Competition Policy – Clause 7 Statement Reporting

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

The main aims of the Policy are to:

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

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

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

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

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

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

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

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

The City of Campbelltown has not received any complaints in relation to its application of competitive neutrality or the principles of the National Competition Policy during 2019/2020.

Auditor Information

The Auditors, Galpins, were paid \$24,450 (excluding GST) for the annual audit of Council's Financial Statements for the year ended 30 June 2020.

Council's Audited Financial Statements for the year ended 30 June 2020

The principal Financial Statements for the year ending 30 June 2020 are provided over page. Detailed audited Annual Financial Statements are available at Appendix 1.



Statement of Comprehensive Income

for the year ended 30 June 2020

\$'s	2020	2019
Income		
Rates	39,531,132	38,114,532
Statutory Charges	1,031,727	1,096,714
User Charges	4,736,813	5,830,172
Grants, Subsidies and Contributions	3,629,253	7,304,898
Investment Income	406,064	536,886
Reimbursements	2,168,415	1,104,056
Other Income	745,216	778,358
Net Gain – Equity Accounted Council Businesses	26,374	32,620
Total Income	52,274,994	54,798,236
Expenses		
Employee Costs	13,574,149	13,124,507
Materials, Contracts & Other Expenses	22,462,038	22,816,817
Depreciation, Amortisation & Impairment	13,117,965	12,060,849
Finance Costs	7,975	40
Net Loss – Equity Accounted Council Businesses	3,256	-
Total Expenses	49,165,383	48,002,213
Operating Surplus / (Deficit)	3,109,611	6,796,023
Physical Resources Received Free of Charge	1,033,315	26,902
Asset Disposal & Fair Value Adjustments	(2,944,938)	(1,344,478)
Amounts Received Specifically for New or Upgraded Assets	2,053,041	1,101,175
Net Surplus / (Deficit)	3,251,029	6,579,622
Other Comprehensive Income		
<i>Amounts which will not be reclassified subsequently to operating result</i>		
Changes in Revaluation Surplus – I,PP&E	3,666,981	45,283,511
Share of Other Comprehensive Income – Equity Accounted Council Businesses	11,898	6,346
Total Amounts which will not be reclassified subsequently to operating result	3,678,879	45,289,857
<i>Amounts which will be reclassified subsequently to operating result</i>		
Other Equity Adjustments - Equity Accounted Council Businesses	17,088	24,448
Total Amounts which will be reclassified subsequently to operating result	17,088	24,448
Total Other Comprehensive Income	3,695,967	45,314,305
Total Comprehensive Income	6,946,996	51,893,927

Statement of Financial Position

as at 30 June 2020

\$'s	2020	2019
ASSETS		
Current Assets		
Cash and Cash Equivalent Assets	26,988,358	21,706,448
Trade & Other Receivables	3,589,121	5,040,001
Inventories	23,559	24,346
Total Current Assets	30,601,038	26,770,795
Non-Current Assets		
Financial Assets	314,244	283,384
Equity Accounted Investments in Council Businesses	306,557	254,453
Other Non-Current Assets	3,666,678	4,415,727
Infrastructure, Property, Plant & Equipment	610,913,314	608,209,873
Total Non-Current Assets	615,200,793	613,163,437
TOTAL ASSETS	645,801,831	639,934,232
LIABILITIES		
Current Liabilities		
Trade & Other Payables	5,226,774	6,597,042
Borrowings	88,932	-
Provisions	1,928,533	1,853,729
Total Current Liabilities	7,244,239	8,450,771
Non-Current Liabilities		
Borrowings	84,578	-
Provisions	863,641	821,084
Total Non-Current Liabilities	948,219	821,084
TOTAL LIABILITIES	8,192,458	9,271,855
Net Assets	637,609,373	630,662,377
EQUITY		
Accumulated Surplus	127,588,794	127,410,228
Asset Revaluation Reserves	454,049,501	452,577,469
Other Reserves	55,971,078	50,674,680
Total Equity	637,609,373	630,662,377

Statement of Changes in Equity

for the year ended 30 June 2020

\$'s	Accumulated Surplus	Asset Revaluation Reserve	Other Reserves	Total Equity
2020				
Balance at the end of previous reporting period	127,410,228	452,577,469	50,674,680	630,662,377
Net Surplus / (Deficit) for Year	3,251,029	–	–	3,251,029
Other Comprehensive Income				
- Gain (Loss) on Revaluation of I,PP&E	–	3,666,981	–	3,666,981
- Transfer to Accumulated Surplus on Sale of I,PP&E	2,194,949	(2,194,949)	–	–
- Share of Other Comprehensive Income – Equity Accounted Council Businesses	11,898	–	–	11,898
- Other Equity Adjustments – Equity Accounted Council Businesses	17,088	–	–	17,088
Other Comprehensive Income	2,223,935	1,472,032	–	3,695,967
Total Comprehensive Income	5,474,964	1,472,032	–	6,946,996
Transfers between Reserves	(5,296,398)	–	5,296,398	–
Balance at the end of period	127,588,794	454,049,501	55,971,078	637,609,373
2019				
Balance at the end of previous reporting period	117,834,994	408,165,346	52,768,110	578,768,450
Net Surplus / (Deficit) for Year	6,579,622	–	–	6,579,622
Other Comprehensive Income				
- Gain (Loss) on Revaluation of I,PP&E	–	45,283,511	–	45,283,511
- Transfer to Accumulated Surplus on Sale of I,PP&E	871,388	(871,388)	–	–
- Share of Other Comprehensive Income – Equity Accounted Council Businesses	6,346	–	–	6,346
- Other Equity Adjustments – Equity Accounted Council Businesses	24,448	–	–	24,448
Other Comprehensive Income	902,182	44,412,123	–	45,314,305
Total Comprehensive Income	7,481,804	44,412,123	–	51,893,927
Transfers between Reserves	2,093,430	–	(2,093,430)	–
Balance at the end of period	127,410,228	452,577,469	50,674,680	630,662,377



Statement of Cash Flows

for the year ended 30 June 2020

\$'s	2020	2019
Cash Flows from Operating Activities		
Receipts		
Rates Receipts	39,039,674	38,111,694
Statutory Charges	1,037,927	1,102,954
User Charges	4,736,813	6,230,172
Grants, Subsidies and Contributions (operating purpose)	3,629,253	7,304,898
Investment Receipts	406,064	536,886
Reimbursements	2,384,457	1,208,368
Other Receipts	4,285,394	2,774,068
Payments		
Payments to Employees	(13,393,379)	(13,353,546)
Payments for Materials, Contracts & Other Expenses	(25,857,076)	(25,980,456)
Finance Payments	(7,331)	(40)
Net Cash provided by (or used in) Operating Activities	16,261,796	17,934,998
Cash Flows from Investing Activities		
Receipts		
Amounts Received Specifically for New / Upgraded Assets	2,053,041	1,101,175
Sale of Replaced Assets	681,364	188,367
Sale of Surplus Assets	–	3,689
Payments		
Expenditure on Renewal / Replacement of Assets	(10,063,573)	(13,110,457)
Expenditure on New / Upgraded Assets	(3,658,945)	(5,719,394)
Net Cash provided by (or used in) Investing Activities	(10,988,113)	(17,536,620)
Cash Flows from Financing Activities		
Receipts		
Proceeds from Bonds & Deposits	222,162	84,056
Payments		
Repayment of Lease Liabilities	(102,335)	–
Repayment of Bonds & Deposits	(111,600)	(140,969)
Net Cash provided by (or used in) Financing Activities	8,227	(56,913)
Net Increase (Decrease) in Cash Held	5,281,910	341,465
plus: Cash & Cash Equivalents at beginning of period	21,706,448	21,364,983
Cash & Cash Equivalents at end of period	26,988,358	21,706,448
Additional Information:		
Total Cash, Cash Equivalents & Investments	26,988,358	21,706,448



Melville Grove Reserve, Hectorville



Melba Reserve Nature Playground, Hectorville



Campbelltown Memorial Oval Playground, Paradise



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