

This year in Campbelltown Annual Report 2024/2025



A safe, sustainable,
vibrant **Community**





We acknowledge that we work, live and play on Kurna Yarta. We respect the unique connection and relationship Kurna Peoples have to Country and their ever enduring cultural heritage.



Ivan-Tiwu Copley, local Kurna / Peramangk Elder.
Artwork above by Ivan-Tiwu Copley.

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- Appendix 2** Eastern Health Authority Inc Annual Report 2024/2025 and Audited Financial Statements
- Appendix 3** East Waste Inc Annual Report 2024/2025 and Audited Financial Statements

Message from the Mayor

Campbelltown City Council is thriving, evolving into a vibrant community that prioritises safety and sustainability.

Our dedicated Elected Members are committed to making decisions that not only enhance our city but also ensure financial responsibility. Over the past 5 years, we've celebrated 4 operating surpluses and received high praise from the Essential Services Commission of SA for our financial sustainability. Remarkably, our rates have only risen in line with CPI, thanks to the relentless efficiency of our Staff. We're also focused on generational equity, ensuring that our assets, valued at over a billion dollars, are well-maintained for future generations. Regular reviews of our management plans keep us on track to address current issues effectively.

With 279 km of roads and 303 km of footpaths, the maintenance and development of our infrastructure is no small feat. That's where the My Local Services App comes in, empowering our residents to report issues quickly. A big thank you to everyone using their phones to alert us about hazards like uneven footpaths—keeping our walkways safe is a top priority!

Our population is growing rapidly, now at 58,000, up from 53,000 in 2020/2021, which has brought its own set of challenges, such as increased parking and traffic as new homes go up and more cars hit the roads. Every time someone walks, cycles, or takes public transport, they help reduce congestion. To tackle these challenges, we have conducted a comprehensive traffic study of our northern suburbs, building on 2020 research. Surprisingly, less than 10% of residents currently use alternative transport options; we're committed to implementing solutions based on both studies in 2026/2027.

Campbelltown is a mosaic of ages, work histories, cultures, and beliefs, and this diversity is the backbone of our community-building initiatives. We're fostering programs that bring together residents from all walks of life to collaborate and enrich our peaceful and prosperous area.

While we embrace Artificial Intelligence (AI) to enhance our efficiency, we recognise that true customer service requires a human touch. People desire personal interactions—not robots—to maintain our parks, playgrounds, and reserves, or to assist with planning queries. AI is a fantastic tool, but it should serve us, not lead us.

At our core, we are dedicated to serving the community, enhancing our environment, and managing assets to cultivate a rich, fulfilling community life. We provide the leadership necessary to navigate challenges and build a brighter future for all.

Jill Whittaker OAM
Mayor



Chief Executive Officer's Report

Reflecting on 2024/2025 as a year of achievement and steps towards strategic and operational improvements, I am pleased to present this year's Annual Report for Campbelltown City Council.

This year we have spent time reflecting and building on the past to prepare and prioritise various strategic plans for the future. We adopted seven new Asset Management Plans, along with updating our Long Term Financial Plan, and revised Strategic Plan, Community Wellbeing Plan, Economic Development Plan and Environment Plan.

The Elected Members, in their third year of the Council term, spent considerable time working with Staff considering the potential redevelopment of the Council Office building site at 172 Montacute Road, Rostrevor. Considering innovative opportunities that might future-proof the Community, Council worked on refining models so they could be short-listed and presented to the Community for consultation. Taking care and attention with this project, whilst continuing to prioritise the many important strategic and Operational matters, the Elected Members demonstrated their enduring commitment and care for our residents and ratepayers.

Council continued to partner with local businesses, Community organisations and other Councils to achieve common goals, fostering an environment of collaboration and shared prosperity. Partnerships and a commitment to innovation resulted in the following awards being received during 2024/2025 for Council projects:

- Master Landscapes South Australia – Paradise Recreation Plaza – Best Project of the Year (+\$1M Category)
- Park of the Year Award from the 2024 Parks and Leisure Australia National Awards of Excellence for Paradise Recreation Plaza
- Cool Spaces for Summer 2023/2024 Program – Resilient Australia Award for Local Government
- 2024/2025 LGA Workers Compensation Scheme WHS Best Practice Metropolitan Awarded to Campbelltown City Council for 'Tree Well Removal Tools'
- Institute of Public Works Engineering Australasia Award for Best Public Works Project Between \$2 million and \$5 million
- Lochiel Park Green Flag Award 2024/2025.

Council received several Parks and Leisure Australia SA/NT Awards of Excellence, including for the Playford Road Reserve play space and Reconciliation River Walk (a joint project with the City of Tea Tree Gully).

We continued to demonstrate our commitment to finding climate solutions for our city, the following major projects are noteworthy:

- Council committed to a new electricity contract which sources power entirely from wind and solar; thus Council's emissions from electricity will be fully eliminated from 1 July 2025. This means that whether you're visiting our library, a sports centre, or local park, you will be enjoying spaces powered by clean, green energy, including our street lighting.
- Future-proofing the city through innovative solutions that included the first community battery in Australia becoming operational at Tuku Wirra, Magill, benefiting SA government nominated households.
- Council committed to transferring our fleet to electric vehicles to reduce emissions and encourage sustainable transportation within our Community.

This year, the Essential Services Commission of South Australia (ESCOSA) reviewed Council's finances, as part of its commitment to provide an advisory scheme to all 68 South Australian Councils. In February 2025, Council received its Local Government Advice Report advising that ESCOSA found Council's current and projected financial performance to be sustainable, 'considering the Council's robust strategic planning processes, sound operating surpluses and rates growth per property consistent with inflation.' This result supports Council's commitment to responsible financial management and aligns with the strong financial position Council has maintained.

Moving forward, our vision is clear – to build a Campbelltown that is safe, sustainable and vibrant whilst responsive to the changing needs of our Community. We continue to invest in our people, infrastructure and environment, ensuring that Campbelltown remains a place we are all proud to call home.

I would like to thank our dedicated Elected Members, Staff and Volunteers whose tireless efforts and support have made our many successes throughout the year possible. I would also like to thank you, our residents and business owners in the local Community. Your engagement, feedback and support are invaluable to us. Together, we are shaping the future of Campbelltown for the better.

Paul Di Iulio
Chief Executive Officer



Our Report Structure

Our Annual Report documents Council's achievements and performance during 2024/2025, providing a historical record and insight into activities, services and successes.

This Annual Report has been prepared in accordance with requirements of the *Local Government Act 1999 (Act)* and demonstrates Council's commitment to openness, transparency and accountable reporting. It contains information required by the Act, our financial statements, and Annual Reports provided by our regional subsidiaries and Council's Audit and Risk Advisory Committee.

The structure of this Annual Report is as follows:

- | | |
|----------------------|---|
| Annual Report | Council's report containing legislatively required information, abridged financial information and the Audit and Risk Advisory Committee Annual Report. |
| Appendix 1 | Council's Annual Financial Statements for the year ended 30 June 2025. |
| Appendix 2 | Eastern Health Authority Inc Annual Report 2024/2025 and Audited Financial Statements. |
| Appendix 3 | East Waste Inc Annual Report 2024/2025 and Audited Financial Statements. |

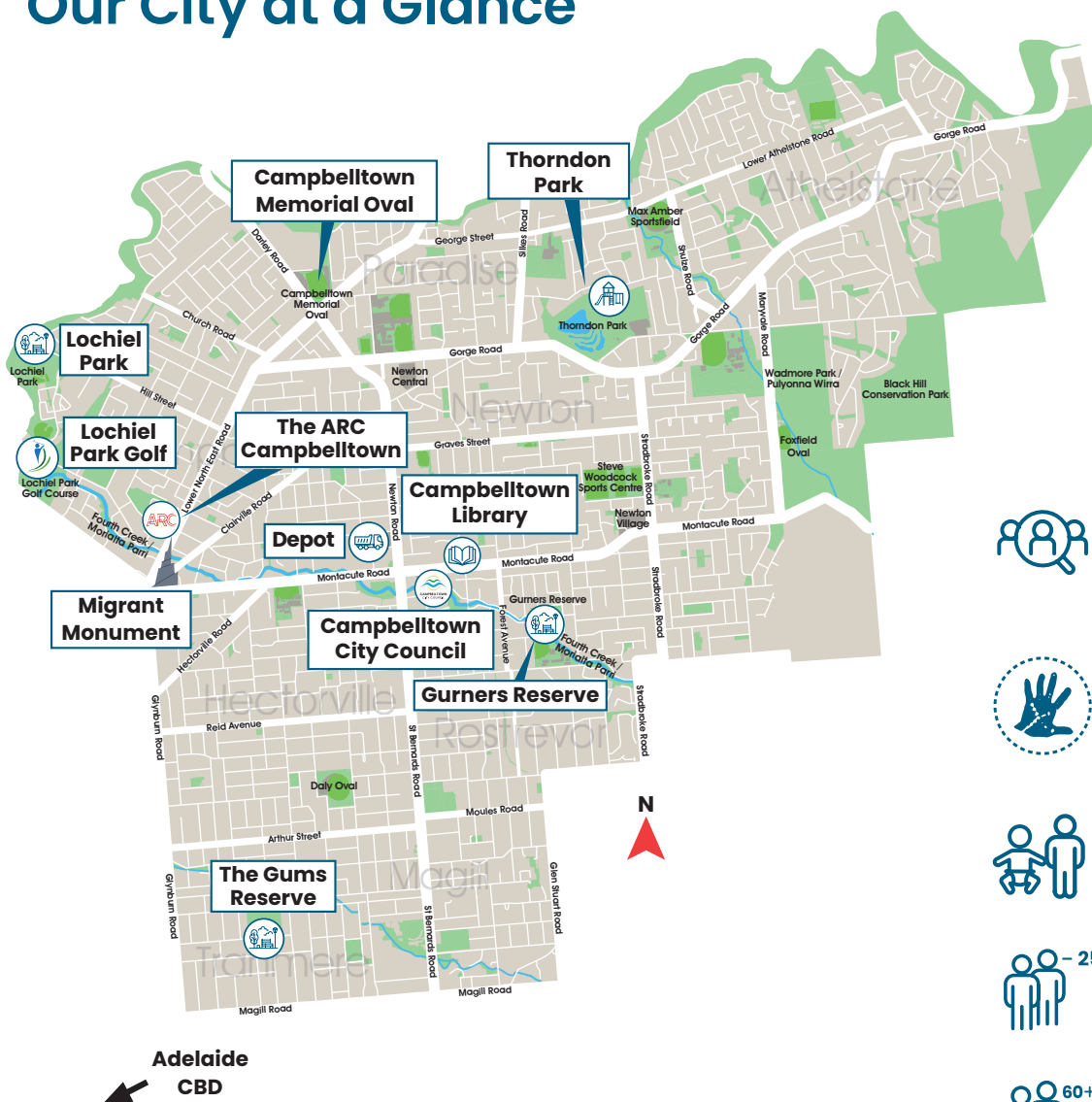
Council's website (www.campbelltown.sa.gov.au) is the principal distribution method for this Annual Report, however hard copies of the document are available from Council's Office at 172 Montacute Road upon request.



Monaro-Padova Playground upgrade

Who We Are

Our City at a Glance



57,988
Residents
(ERP 2024)



441
First Nations
People



40
Median Age



15,358
Aged <25 yrs



14,202
Aged >60 yrs



36%
Residents born overseas



63%
Working



15%
Volunteer



2,436ha
Total land area



303 km
Footpaths



279 km
Roads



34,000
Council Trees



64
Playgrounds



15%
Open Space

This Year in Campbelltown



Handled **9,178** customer requests



Held **9** public consultations



Managed **21** Social Media accounts



Planted **1,200** Street and Reserve trees



Mowed **4,500 ha** of turf



Managed **1,147** litter requests



Installed **21** Smart Watering Meters



Inspected **789** buildings



Diverted **12%** FOGO trial area waste



Inspected **15,940** individual trees



Collected **54** dogs



Managed **68** cat complaints



Procured **100%** renewable electricity to power Council facilities and assets



Supported **3,800** online subscribers; via Connect 2 Campbelltown and Catch Up



Received an average of **19,764** visits per month to Council's website



Approved **719** Planning applications



Painted **16km** of road with bike sharrows



Helped Community to plant **11,250** seedlings



Thorndon Park, Paradise

Our Elected Members

	<div><div><div>Mayor Jill Whittaker OAM</div><div></div><div><ul style="list-style-type: none">• CEO Performance Management Review Panel ✦• CEO Performance Management Review Committee ✦• Ex Officio:<ul style="list-style-type: none">– Ageing Well Advisory Committee– Climate Solutions Advisory Committee– Disability Access and Inclusion Advisory Committee– Economic Development Advisory Committee– Reconciliation Advisory Committee– Service Clubs Advisory Committee– Youth Advisory Committee</div></div></div>
Gorge Ward	<div><div><div>Cr Dom Barbaro</div><div></div><div><ul style="list-style-type: none">• CEO Performance Management Review Panel (Chair) ✦• CEO Performance Management Review Committee• Economic Development Advisory Committee• Service Clubs Advisory Committee</div></div><div><div><div>Cr Johanna McLuskey</div><div></div><div><ul style="list-style-type: none">• Climate Solutions Advisory Committee (Chair) ✦• Audit and Risk Advisory Committee• CEO Performance Management Review Panel ✦• CEO Performance Management Review Committee ✦• Climate Solutions Advisory Committee• Disability Access and Inclusion Advisory Committee• Reconciliation Advisory Committee ✦• Youth Advisory Committee ✦</div></div></div></div>
Hectorville Ward	<div><div><div>Cr Luci Blackborough</div><div></div><div><ul style="list-style-type: none">• Disability Access and Inclusion Advisory Committee (Chair) ✦• Economic Development Advisory Committee (Chair)• Climate Solutions Advisory Committee</div></div><div><div><div>Cr Yassir Ajrish</div><div></div><div></div></div></div></div>
Newton Ward	<div><div><div>Cr Claude Scalzi</div><div></div><div><ul style="list-style-type: none">• Climate Solutions Advisory Committee ✦• Reconciliation Advisory Committee</div></div><div><div><div>Cr Anna Leombruno</div><div></div><div><ul style="list-style-type: none">• Deputy Mayor ✦• Ageing Well Advisory Committee (Chair)• Council Assessment Panel• Economic Development Advisory Committee ✦• Service Clubs Advisory Committee• Greater Adelaide Regional Organisation of Councils ✦</div></div></div></div>
River Ward	<div><div><div>Cr Jagdish Lakhani</div><div></div><div><ul style="list-style-type: none">• Ageing Well Advisory Committee• Disability Access and Inclusion Advisory Committee• CEO Performance Management Review Panel ✦</div></div><div><div><div>Cr Matthew Noble</div><div></div><div><ul style="list-style-type: none">• Eastern Health Authority Board• Reconciliation Advisory Committee ✦• Youth Advisory Committee ✦</div></div></div></div>
Woodforde Ward	<div><div><div>Cr John Flynn, JP</div><div></div><div><ul style="list-style-type: none">• Deputy Mayor ✦• Audit and Risk Advisory Committee• CEO Performance Management Review Committee (Chair) ✦• Disability Access and Inclusion Advisory Committee (Chair) ✦• Reconciliation Advisory Committee ✦• Youth Advisory Committee ✦• Stradbroke Primary School Governing Council</div></div><div><div><div>Cr Therese Britton-La Salle</div><div></div><div><ul style="list-style-type: none">• Ageing Well Advisory Committee• Climate Solutions Advisory Committee ✦• Economic Development Advisory Committee ✦• Reconciliation Advisory Committee ✦• Service Clubs Advisory Committee (Chair)• Youth Advisory Committee ✦• Murray Darling Association (Chair, Region 7)</div></div></div></div>

✦ = appointed until 30 November 2024 ◆ = appointed from 1 December 2024

Our Executive Management Team

Our Executive Management Team (EMT) is responsible for leading and developing the administration of Council, as well as building the organisational capability and culture required to deliver the vision, strategies and framework set out in our Strategic Plan.

At 30 June 2025, EMT consisted of the Chief Executive Officer and three General Managers (the General Manager Corporate Services position was vacant).



Paul Di Iulio
Chief Executive Officer

- Adelaide Cemetery Authority – Director
- East Waste – Director and Audit and Risk Committee Member



Michelle Hammond
General Manager
Community Connections

- Eastern Health Authority – Board Member

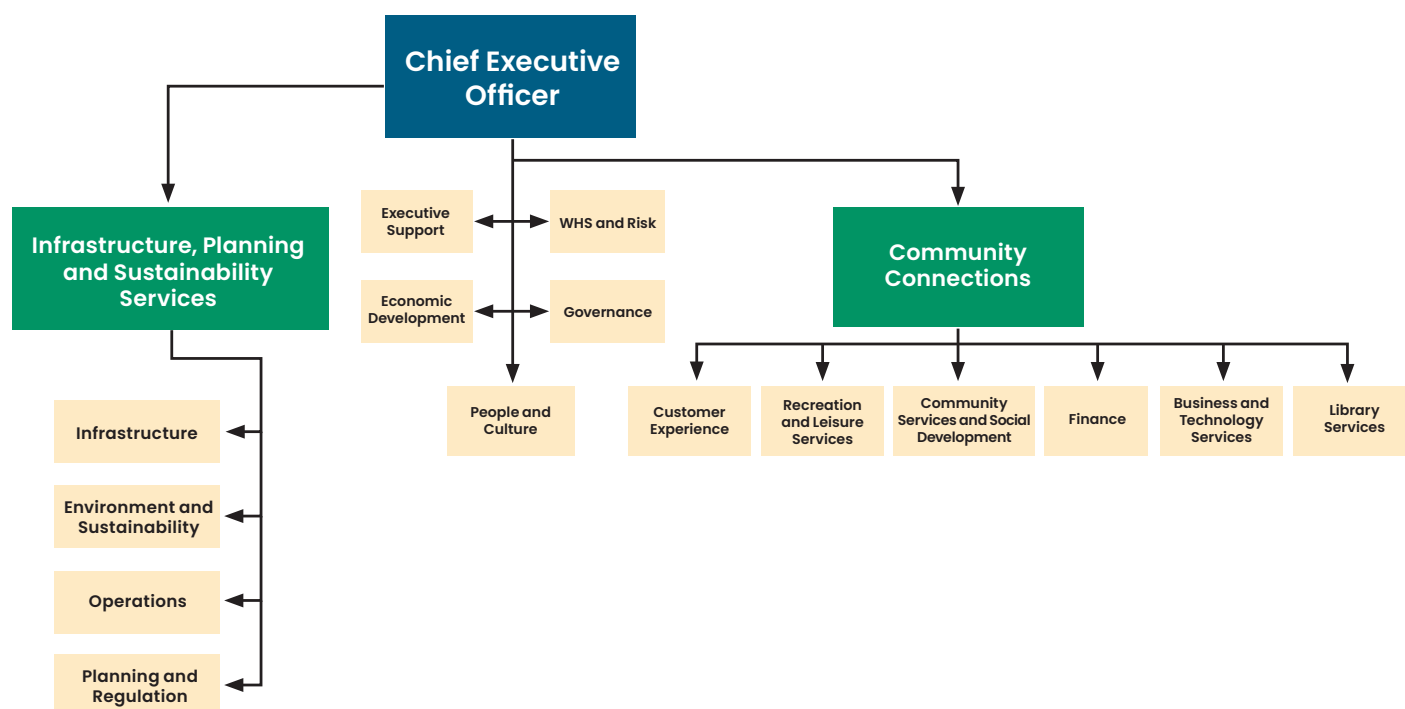


Andrian Wiguna
Infrastructure, Planning and
Sustainability Services

- East Waste – Deputy Director

EMT salaries ranged from \$223,623 to \$313,680 per annum, plus superannuation. EMT are also provided with a motor vehicle inclusive of private use.

Our Organisational Structure at 30 June 2025



Our Performance

Our Finances – Summary Highlights

Financial Snapshot

Summarised Statement of Comprehensive Income	2024/2025 (\$'000's)	2023/2024 (\$'000's)
Income	70,422	64,269
Expenses	65,021	63,610
Operating Surplus/(Deficit)	5,401	659
Physical Resources Received Free of Charge	60	671
Asset Disposal and Fair Value Adjustments	(1,246)	(1,982)
Amounts Received Specifically for New or Upgraded Assets	7	1,075
Net Surplus/(Deficit)	4,222	423

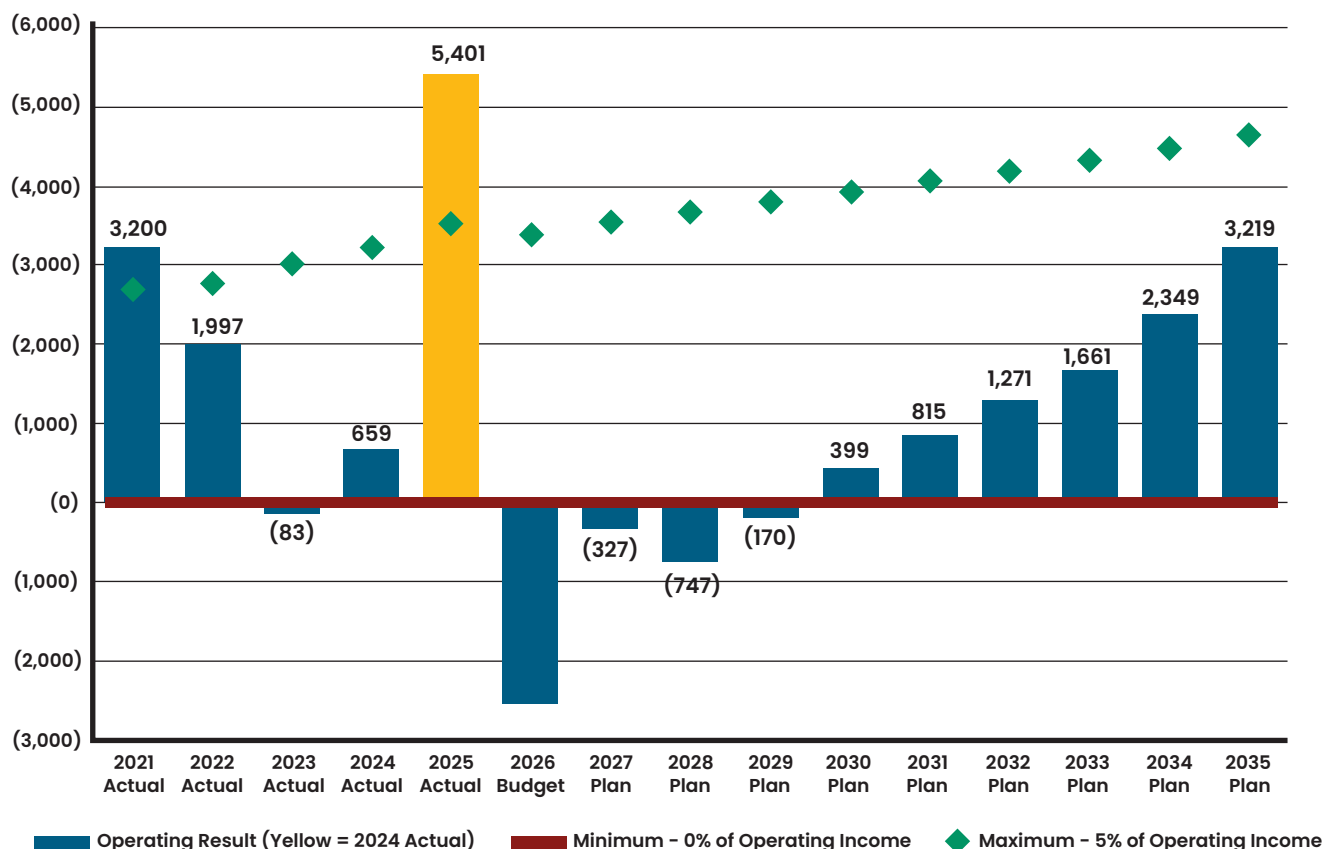
Summarised Statement of Financial Position	2024/2025 (\$'000's)	2023/2024 (\$'000's)
Current Assets	59,978	46,460
Non-Current Assets	993,360	942,161
Total Assets	1,053,338	988,621
Current Liabilities	9,628	8,478
Non-Current Liabilities	808	925
Total Liabilities	10,436	9,403
Net Assets	1,042,902	979,218
Total Equity	1,042,902	979,218

Our Financial Sustainability

Our current Long Term Financial Plan (LTFP) was adopted by Council on 6 March 2025.

The graph below shows the performance of our operating result since 2020/2021, the adopted budget for 2025/2026 and forecasted projections contained within the remaining years of the adopted LTFP.

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



We recorded a strong operating surplus in 2024/2025. The General Rate increase was 4.80% plus growth from newly created and developed properties of 1.18%, which generated an additional \$2.8 million in income. Outside of the General Rate increase, the largest impact on our operating result, compared to the previous financial year, was the Grants Commission payments received in advance totalling \$1.2 million and Special Local Road grants totalling \$1.5 million.

We have projected an operating surplus in 2025/2026, in line with our LTFP projections, after adjusting for the 2025/2026 Grants Commission payments that were received in 2024/2025.

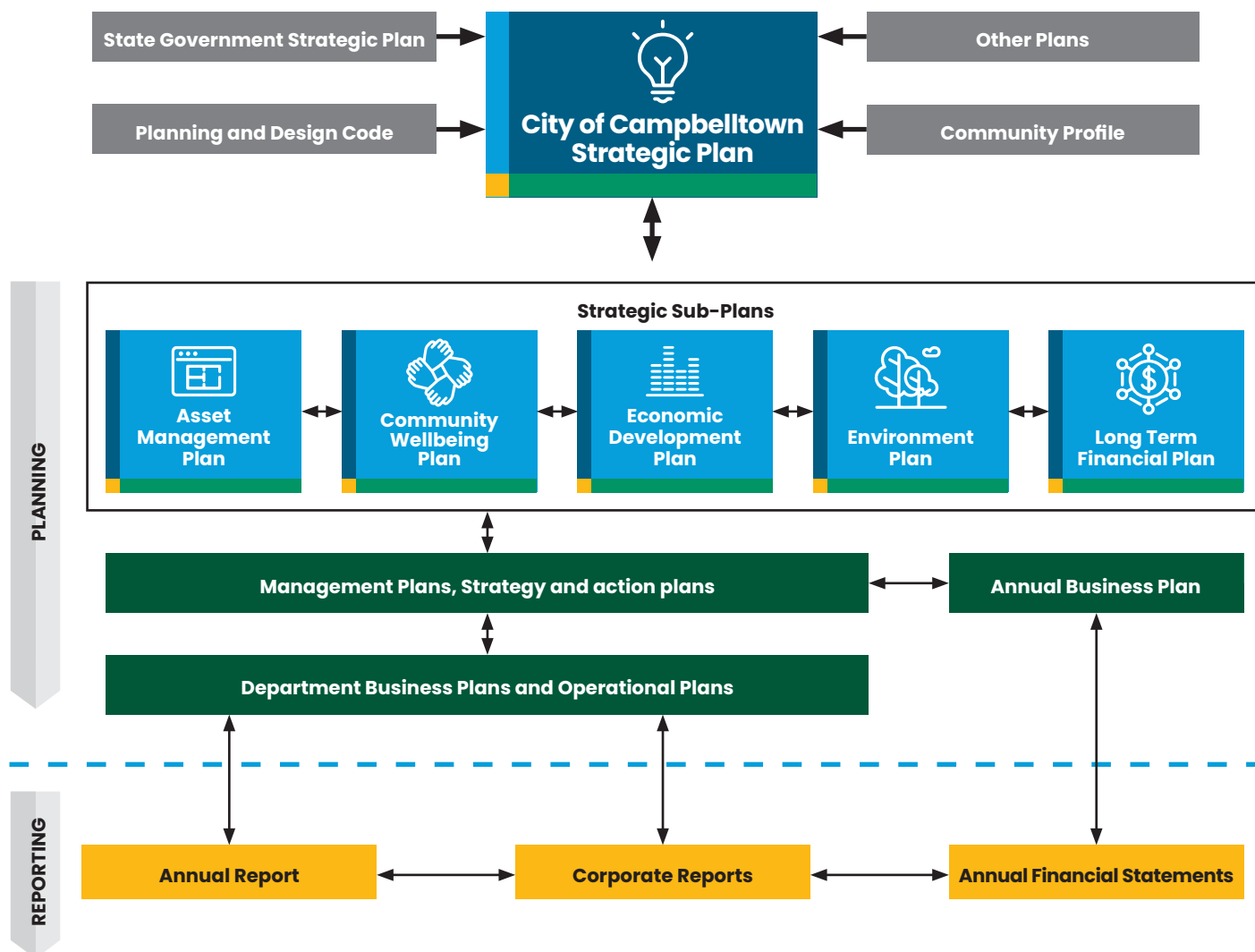
Our Strategic Performance

Strategic Framework

Our strategic management planning suite, maintained for the purpose of Section 122(8) of the Act is identified in our Strategic Management Planning Framework.

During 2023/2024, we finalised review of our Strategic documents.

We retained our Vision for 'A safe, sustainable, vibrant Community' and our Mission, 'The Community is the centre of everything we do' which Council representatives including Elected Members, Staff and Volunteers operate under the following Strategic Framework:



Our Performance this year

We manage the delivery of our Strategic Plan through regular reporting on this Plan, Strategic Sub-Plans, associated Management Plans, Strategies and Action Plans, and Departmental Business Plans.



Goal 1

Support our Community and Businesses

This Goal's purpose:

- Support our Community members to participate actively in Community life. We will build on the connections already created through our highly productive library programs and events, activities at the ARC Campbelltown and other sports and leisure facilities, Community development and social inclusion programs, and business and organisational partnerships.
- Provide opportunities for our local business Community to support them to be successful in our Council area.

Our Themes for the next 4 years are:

- Provide services and programs that reflect Community needs
- Work with our Community to connect people and create a sense of belonging
- Focus on customer experience
- Support our local businesses

Creating a connected Community we are all proud of.

Goal 1 – Support our Community and Businesses

Theme	Key Achievements	Key Planned Activities	Executive Owner ¹
Provide services and programs that reflect Community needs	January – June 2025 <ul style="list-style-type: none"> • 361,387 visits to The ARC including 11,914 learn to swim classes, 84,273 casual swim visits and 60,500 ARC court sport participants • Draft Library Plan project commenced • Toy Libraries grant sourced to support Disability Access and Inclusion • Campbelltown Library been recognised as working towards dementia-friendly accreditation by Dementia Australia. • Campbelltown Home Support Program delivered (2,604 one way transport trips, 4,817 social group programs hrs, 323 hrs of individual shopping support) 	2025 <ul style="list-style-type: none"> • Create an ARC Vision Statement • Finalise the Library Plan 	GMCC
Work with our Community to connect people and create a sense of belonging	January – June 2025 <ul style="list-style-type: none"> • Funding secured for Hectorville neighbourhood project • Launch of the 2025 Women of Campbelltown • Review of hired facilities undertaken 	2025 <ul style="list-style-type: none"> • Revise Community Wellbeing Plan sub-plans 	GMCC
Focus on customer experience	January – June 2025 <ul style="list-style-type: none"> • Customer Service audit completed 	2025 <ul style="list-style-type: none"> • Create a Communications Strategy 	GMCC
Support our local businesses	January – June 2025 <ul style="list-style-type: none"> • Magill Village Easter activation event held in partnership with City of Burnside • Two Tasting Australia bus tours successfully held (fully booked) 	2025 <ul style="list-style-type: none"> • Create a Prospectus to attract new businesses 	CEO

¹ CEO = Chief Executive Officer; GMCC = General Manager Community Connections



Goal 2

Protect and enhance our environment

This Goal's purpose:

Following declaration of a Climate Emergency in 2019, Council has adopted a Climate Solutions Strategy and progressed urgent action regarding Climate Change. We are taking action to encourage our residents to contribute towards environmental sustainability, and to protect and enhance our natural environment; our creeks and trails, parks and reserves, street trees and verges. We are minimising our waste and improving sustainable kerbside collection processes, aiming to enable circular economy outcomes, and taking action to harness and improve our use of water.

Our Themes for the next 4 years are:

- Lead our City to a Climate resilient, sustainable future
- Green our City
- Improve our waste and resource recovery
- Manage our water resources sustainably

Supporting a greener, healthier and climate resilient future.

Goal 2 – Protect and enhance our Environment

Theme	Key Achievements	Key Planned Activities	Executive Owner ²
Lead our City to a Climate resilient, sustainable future	January – June 2025 <ul style="list-style-type: none"> • Council signed a power purchase agreement to procure 100% of its electricity needs from renewable energy • Environmentally Sustainable Design in Infrastructure Projects document adopted and Staff commenced use for projects • Cool Spaces program 2024/2025 successfully implemented • Successful Community Bulk Buy Event 2025 resulted in 242 households requesting quotes • Purchased 2 electric vans 	2025 <ul style="list-style-type: none"> • Eliminate Council's Scope 2 emissions from 1 July 2025 • Review Climate Solutions Strategy and Action Plan • Implement energy audit recommendations (following review at 8 Council sites) • Hold Sustainable Transport Incentive launch to provide Community rebates for e-bikes and cargo bikes 	GMIPSS
Green our City	January – June 2025 <ul style="list-style-type: none"> • Annual tree planting program completed; 1,236 trees planted • Vibrant verge and tree assistance grant distributed to Community • Community planting events held to rewild Fifth Creek and increase River Drive, Athelstone canopy 	2025 <ul style="list-style-type: none"> • Grant distribution for environmental initiatives • Continue Rewilding Fifth Creek program 	GMIPSS
Improve our waste and resource recovery	January – June 2025 <ul style="list-style-type: none"> • Waste and Resource Recovery Strategy endorsed for community engagement • FOGO Trial program continued at completion of the trial period 	2025 <ul style="list-style-type: none"> • Adopt Waste Strategy and commence implementation • Continue FOGO Trial program in current trial area 	GMIPSS
Manage our water resources sustainably	January – June 2025 <ul style="list-style-type: none"> • 1st stage of Third Creek erosion control completed 	2025 <ul style="list-style-type: none"> • 2nd stage of Third Creek Erosion Control (Gums Reserve) 	GMIPSS

²GMIPSS = General Manager Infrastructure, Planning and Sustainability Services

A photograph of a construction site on a road. In the foreground, a worker in a yellow high-visibility vest and white hard hat is digging a deep trench with a shovel. To the left, an orange skid steer loader is parked. In the background, a white dump truck and another worker are visible. A blue water bottle sits on the edge of the trench. The scene is set outdoors with trees and a clear sky.

Goal 3

Manage our assets effectively

This Goal's purpose:

Through this Goal, Council will deliver on its commitment to creating and enhancing its assets, implementing the works required through our adopted Infrastructure Asset Management Plans. We will continue to proactively manage our assets to foster innovative, environmentally sustainable and emerging technologies in our operations, and improve Community members' experiences within the Council area. There is a sustained focus on stormwater management and providing facilities and green space that are safe, accessible and attractive for residents.

Our Themes for the next 4 years are:

- Enhance and maintain our assets to meet current and future Community needs
- Plan our stormwater infrastructure for the future
- Provide a safe pedestrian and transport network
- Provide progressive, accessible and sustainable assets and facilities

Future-proofing our city.

Goal 3 – Manage our assets effectively

Theme	Key Achievements	Key Planned Activities	Executive Owner
Enhance and maintain our assets to meet current and future Community needs	January – June 2025 <ul style="list-style-type: none"> Commenced implementation of Asset Management Plans Completed asset unit rate and useful life audit Completed building asset condition and valuation assessment Completed asset audits (footpaths, playgrounds, stormwater assets) 	2025 <ul style="list-style-type: none"> Commence Community Levels of Service project Investigate mobile field data capture for maintenance programs and hazard identification 	GMIPSS
Plan our stormwater infrastructure for the future	January – June 2025 <ul style="list-style-type: none"> Completed Gorge Road, Athelstone Recreation Reserve and Carlow Avenue flood mitigation projects 	2025 <ul style="list-style-type: none"> Flood mitigation – Hallet Avenue, Tranmere and Gorge Road, Athelstone Third Creek Erosion Control (Stage 2) at the Gums Reserve Stormwater Management Plan (Stage 1) – (Southern Section) 	GMIPSS
Provide a safe pedestrian and transport network	January – June 2025 <ul style="list-style-type: none"> Transport Plan (northern section) endorsed and community engagement completed Delivered the annual road renewal program including two sub arterial roads (Stradbroke Road and Reid Avenue) 	2025 <ul style="list-style-type: none"> Adopt Transport Plan and consider initiatives Source funding for initiatives from Transport Plan Compliance with new E-scooter legislation implications Commence road and footpath renewal programs 	GMIPSS
Provide progressive, accessible and sustainable assets and facilities	January – June 2025 <ul style="list-style-type: none"> Community Hub (Office and Performing Arts Centre) options endorsed for community engagement Open Space Strategy endorsed for community engagement Upgraded Spencer Street, Monaro Crescent and Donald Street Reserves 	2025 <ul style="list-style-type: none"> Adopt Open Space Strategy Confirm preferred Community Hub option following community engagement Upgrade Tranquil Court and Pamela Avenue Reserve Design works – RTLP Path lighting, Lochiel Park Golf building, Rostrevor Tennis Club Building Lochend House Restoration 	GMIPSS



Goal 4

Deliver strong leadership

This Goal's purpose:

This Goal focuses on improving our organisational culture, maintaining and improving strong partnerships with a range of stakeholders, and provision of corporate functions to support a safe, sustainable and vibrant future for our Community.

Our Themes for the next 4 years are:

- Enable our people
- Support our Community
- Deliver corporate systems for sound decision making and service delivery
- Manage community safety effectively
- Support responsible, innovative and vibrant development of our City

Creative, courageous and considered thinking – to secure Campbelltown's future – and our future is bright

Goal 4 – Deliver strong leadership

Theme	Key Achievements	Key Planned Activities	Executive Owner ²
Enable our people	January – June 2025 <ul style="list-style-type: none"> Performance Review and Development (PRD) program revised and training delivered to staff Diversity and Inclusion Plan adopted 	2025 <ul style="list-style-type: none"> Review Recruitment processes Deliver 2025/2026 Elected Member Training and Development Plan Staff complete PRD program 	CEO
Support our Community	January – June 2025 <ul style="list-style-type: none"> Innovation Strategy completed 	2025 <ul style="list-style-type: none"> Adopt revised Open Space Strategy Finalise the Boundary Alignment – Adelaide Hills Deliver the Community Satisfaction Survey 	CEO
Deliver corporate systems for sound decision making and service delivery	January – June 2025 <ul style="list-style-type: none"> ESCOSA Local Government Advice report received Adopted 2025/2026 Annual Business Plan and Budget and Long Term Financial Plan Essential 8 Maturity Level 2 Plan completed and Cyber Security Officer appointed Internal Audit Work Plan implemented Contract Management Policy endorsed 	2025 <ul style="list-style-type: none"> ECSA finalise the Representation Review Develop Cyber Security Framework and training package Adopt a Digital Strategy Commence Community Land Management Plan Review Internal Audit Plan review Council to join the LGRS Strategic Risk Program 	CEO
Manage community safety effectively	January – June 2025 <ul style="list-style-type: none"> Cemetery practices reviewed Parking complaints monitored 	2025 <ul style="list-style-type: none"> Develop Regional Public Health Plan Develop Cemetery Strategy Community education program for responsible pet ownership 	GMIPSS
Support responsible, innovative and vibrant development of our City	January – June 2025 <ul style="list-style-type: none"> Established a Council position for Renewal SA Magill Precinct Participated in GARP consultation opportunities Confirmed support for Co-Located Housing overlay 	2025 <ul style="list-style-type: none"> Support land division development at Darley Road to facilitate additional housing in Paradise Commence preparation of the Housing Strategy 	GMIPSS

Our Projections and Plans

Our projections and plans for the next financial year are identified principally in the 2025/2026 Annual Business Plan and Budget, and Management Plans.

Key strategic activities anticipated to be undertaken in 2025/2026 include:

- Considering feedback from consultation for the Council precinct redevelopment project at 172 Montacute Road, Rostrevor
- Launching the Tastes of our Town festival (revamped Pizza Festival) this July
- Continuing the weekly green waste collection in the suburb of Campbelltown, and developing a Waste and Resource Recovery Plan for consideration by Council
- Reviewing our Climate Solutions Strategy and considering our directions for priority over the next 4 years
- Reviewing our Open Space Strategy and Thorndon Park Master Plan
- Expanding solar power in our city (at the Campbelltown Library and Stage 1 of the River Torrens Linear Park project)
- Third Creek erosion control works
- Undertaking detailed design work for Hambledon Hub
- Upgrading Council's technology and computing systems
- Commencing development of a Housing Strategy
- Continuing a sustained focus on stormwater management.

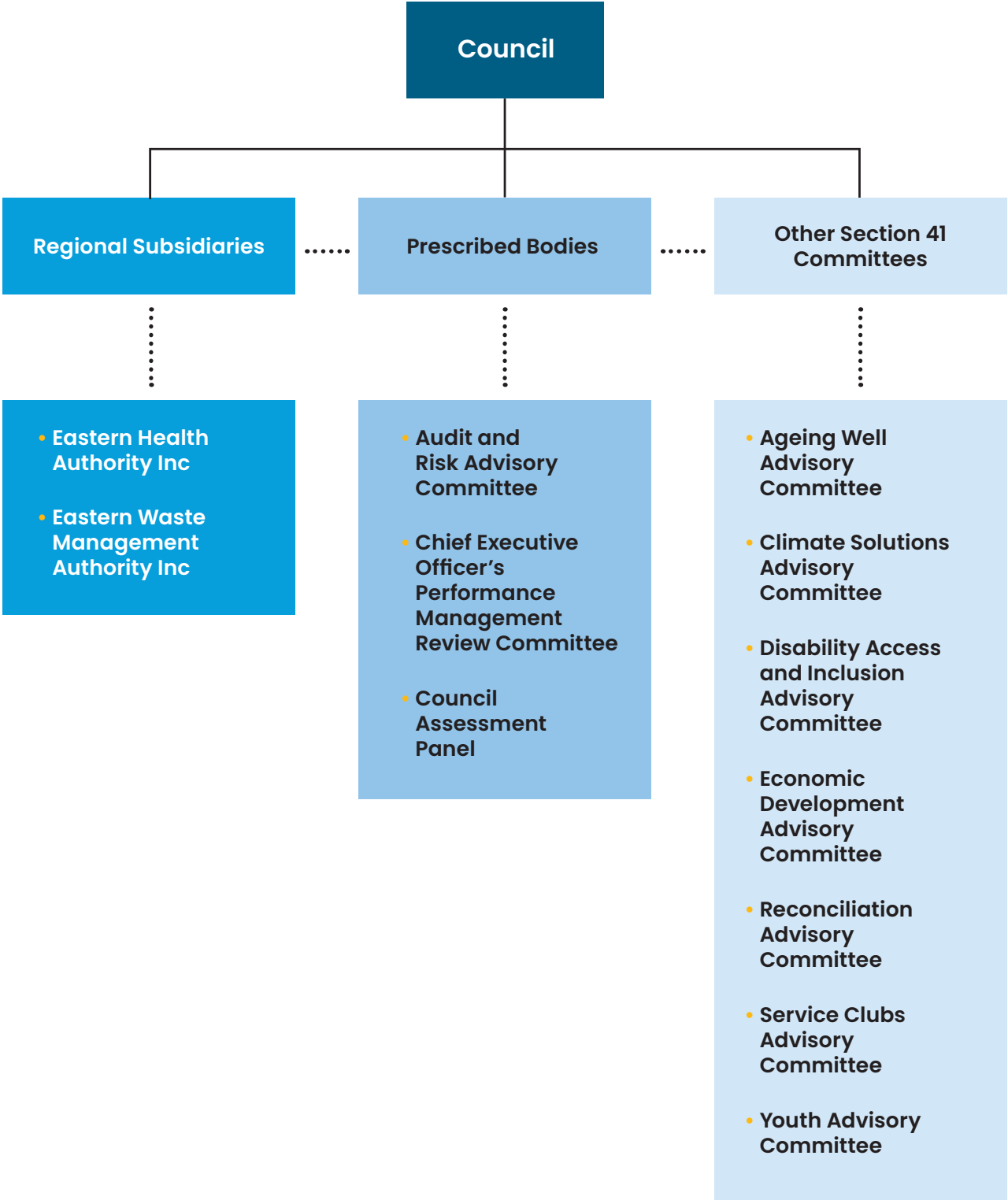
Annual Business Plan Performance

Our Annual Business Plan performance for 2024/2025 is documented in Appendix 1 (pages 31 to 38) of Council's 2025/2026 Annual Business Plan and Budget as required by legislation.



Playford Road Reserve upgrade

Our Subsidiaries, Committees and Panels



Regional Subsidiaries

Council is a member of two Regional Subsidiaries established under Section 43 of the Act:

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

Regional Subsidiary Annual Reports and Financial Statements are provided at Appendix 2 and 3 respectively to this Annual Report.

Eastern Health Authority



This Regional Subsidiary provides a wide range of environmental health services to the Community in the Eastern and inner Northern suburbs of Adelaide.

Council's representatives on the EHA Board during 2024/2025 were Cr Matthew Noble and General Manager Community Connections, Ms Michelle Hammond.

Council delegates responsibilities for the following to the EHA Board:

- *Environment Protection Act 1993*
- *Expiation of Offences Act 1996*
- *Local Government Act 1999*
- *Safe Drinking Water Act 2011*
- *South Australian Public Health Act 2011*
- *Supported Residential Facilities Act 1992.*

EHA is also responsible for the operation and enforcement of the *Food Act 2001* within the Council area.

East Waste



This Regional Subsidiary provides kerbside collection of general waste, recyclables, green organics and at-call hard waste from properties within the Council areas that make up the subsidiary.

Chief Executive Officer, Mr Paul Di Iulio was Council's Board Member for East Waste during 2024/2025.

Committees and Panels

At 30 June 2025, Council's decision-making structure included the Council Assessment Panel (established in accordance with requirements of the *Planning, Development and Infrastructure Act 2016*) and 9 Section 41 Committees (established in accordance with requirements of the Act).

Committee and Panel reports are provided below. Further information is provided at www.campbelltown.sa.gov.au/committees.

Committee/Panel Name	Purpose of the Committee	Membership
Ageing Well Advisory Committee	Provides strategic advice on Campbelltown as an age friendly community focusing on housing, physical environment, participation, health, wellbeing and services to support all older people aged 60 years + to age well in Campbelltown.	Comprised of the Mayor (ex officio), 3 members of Council and 10 community representatives.
Audit and Risk Advisory Committee (Prescribed Committee)	Provides independent assurance and advice on accounting, financial management, internal controls, risk management and governance through implementation of its functions as prescribed in Section 126(4) of the <i>Local Government Act 1999</i> .	Comprised of 2 Elected Members and 3 independent members
Chief Executive Officer's Performance Management Review Committee (Prescribed Committee)	Established by Section 102A of the <i>Local Government Act 1999</i> , this Committee annually reviews the performance of the Chief Executive Officer with the assistance of a Qualified Independent Person.	Comprised of the Mayor (ex officio), 3 members of Council and a qualified independent person
Climate Solutions Advisory Committee	Provides Council with strategic advice in relation to addressing the impact of Climate Change in Campbelltown and monitor the delivery of the actions from the Climate Solutions Strategy.	Comprised of the Mayor (ex officio), 3 members of Council and 4 independent members with a specialised skill set in the area of climate change.
Council Assessment Panel (CAP) (Prescribed Panel)	The Council Assessment Panel is an independent authority appointed by Council to make decisions on development applications.	Comprised of one Elected Member and 4 independent members.
Disability Access and Inclusion Advisory Committee	Monitors Council's Disability Access and Inclusion Plan and provide strategic advice in relation to addressing access and social inclusion barriers for people with a disability and their carers.	Comprised of the Mayor (ex officio), 3 members of Council, 4 community representatives with a lived experience of disability and 2 representatives from a disability organisation.
Economic Development Advisory Committee	Provides strategic advice on economic development and employment growth opportunities in Campbelltown.	Comprised of the Mayor (ex officio), 3 members of Council and 5 business people.

Committee/Panel Name	Purpose of the Committee	Membership
Reconciliation Advisory Committee	Provides strategic advice in relation to Reconciliation, and informs and monitors Council's Reconciliation Action Plan.	Comprised of the Mayor (ex officio), 3 members of Council, 4 Aboriginal and Torres Strait Islander people (or agency representatives) and 2 non Aboriginal and Torres Strait Islander community members.
Service Clubs Advisory Committee	Enhance the close working relationship between Council and the clubs and identifies projects that enable partnership opportunities.	Comprised of the Mayor (ex officio), 3 members of Council and one person nominated from each of the local service clubs.
Youth Advisory Committee	Advises Council on matters relating to young people as active, involved and diverse citizens in the Campbelltown Community.	Comprised of the Mayor (ex officio), 2 members of Council and 10 youth community members who live, work, recreate or study in Campbelltown.

Council thanks the following independent Committee and Panel Members who finished their Committee positions throughout the year:

- Mr Chris Hedges – Economic Development Advisory Committee (October 2023 – 16 January 2025)
- Mr Robert Wray – Ageing Well Advisory Committee (March 2024 – 13 January 2025)
- Mr Shouwn Oosting – Reconciliation Advisory Committee (2007 – 25 February 2025). Mr Oosting was an inaugural member and Committee Chair during his 18 year tenure on the Committee.



Magill Village upgrade

Community Participation

The ARC Campbelltown

Almost 790,000 people visited The ARC Campbelltown at 531 Lower North East Road, Campbelltown during the year.



518 Learn to Swim classes per week



73 Group Fitness classes per week



581 Court hours used per week



232,792 Café products sold

Campbelltown Library

Nearly 213,000 people visited Campbelltown Library during the year.



3,577 Adult Events and Programs participants



1,591 Makerspace session participants



2,214 Digital Literacy session participants



101,351 Electronic loans Books | Magazines | Audiobooks



538,415 Items borrowed Books | Magazines | CDs | DVDs | Blu-rays



14,200 Children/Youth Events and Programs participants



28,061 Toy Library visits



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 Council residents.

During the 2024/2025 period, 60 Personal Achievement Grants totalling \$15,300 were approved in the following fields:

- Athletics
- Badminton
- Ballet
- Baseball
- Basketball
- Cheer/Dance
- Chess
- Cricket
- Film Making
- Football
- Gymnastics
- Hockey
- Irish Dancing
- Netball
- Ninja
- Rowing
- Soccer
- Table Tennis
- Taekwondo
- Tennis
- Touch Football
- Volleyball
- Water Polo

Volunteers

Council has 215 active volunteers across 12 program areas:

- Ageing Well Programs
- Campbelltown Home Support Program
- Community Bus
- Cool Spaces Transport
- Environmental
- E-waste and Chemical Support
- Food Projects – Fruit Crew and Community Orchard
- Graffiti Removal
- Justice of the Peace
- Library
- Oral History
- Section 41 Committees

During the 2024/2025 period, Council's volunteers provided over 20,013 hours to the Community. We are extremely grateful for the contribution made by Volunteers to the local community and recognises them at the annual Volunteer's Dinner in May and a smaller end of year function.



Community Grant Information

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

During 2024/2025 the following Community Grants were approved:

Name of Group	Amount (\$)
Major (approved by Staff)	21,707
Financial	
Athelstone Community Garden	2,000
Charles Campbell College	1,400
Friends of Lochiel Park Inc	2,000
Good Better Best Men	2,000
Hectorville Sports and Community Club	2,000
Newton Community Garden Incorporated	1,005
Ripples Community Arts Inc	2,000
Rotary Club of Magill Sunrise	1,302
Rotary Club of Morialta	2,000
The Gums Landcare Group	2,000
Tong De Association of SA Inc	2,000
U3A	2,000
Minor (approved by Staff)	7,851
Financial	
Campbelltown Over 50s Fun Club	700
Campbelltown SES	300
Knit4Charities, Adelaide Knit and Knatter	700
Magill Church of Christ	350
Repair Café Campbelltown SA	700
St Vincent de Paul Society SA. (Vinnies) Newton Conference	700
St Vincent de Paul Society SA. Hectorville/Tranmere Conference	700
In-Kind (Hall, Oval or Bus)	
Budgerigar Council of South Australia	1,000
Hindu Council of Australia - SA Chapter	475
Magill Probus Club Inc	265
Pilgrim Lutheran Church Magill Inc	511
Rotary Club of Campbelltown	450
South Australian Orchid Council Inc	1,000

Community Arts Grants Project

Council's Community Arts Project Grant initiative provides opportunities to further untap the creative talents in our area including opportunities to experience, celebrate and enjoy Arts and Community in all its forms whilst growing Arts and Community in the local area. Grants of up to \$3,000 may be applied for with the aim to:

- Support the development and implementation of Community Arts activities and projects across our Council area
- Provide opportunities for local artists and audiences
- Provide a benefit to the local Community and an opportunity for people to connect.

Council also offers support for registered Fringe Festival and South Australian Living Arts Festival (SALA) events, performers, performances or exhibitions located within the local area. Council offers a Registration Fee Subsidy of up to \$200 towards event registration fees, and a Venue Hire Discount Subsidy which is a negotiated discount on venue hire for Fringe or SALA events held in Council buildings.

During 2024/2025 the following Grants were approved:

- Ripples Community Arts – The Feathers Project
 - \$2,000 for the design, fabrication and installation of a series of metal sculptures of local native bird feathers found within the Lochiel Park region
- Fringe 2025 – 2 registration subsidies
- SALA 2025 – 3 registration subsidies



Campbelltown Art Show and Sale 2025

Awards and Prizes

Australia Day Awards

2025 Citizen of the Year – Joint Winners

Ivan-Tiwu Copley OAM

Ivan is a committed and respected elder of Aboriginal descent from the Peramangk people, the Kurna people of the Adelaide Plains and the Minang people of Western Australia. Ivan has dedicated his life to indigenous reconciliation and better outcomes for Indigenous Australians. He has conducted many Welcome to Country and smoking ceremonies over the years, and has served on the Reconciliation Advisory Committee achieving excellent results, is Chairperson of the Turkindi Network of SA and longest serving Member on the City of Adelaide Reconciliation Committee dedicating 19 years' service of valuable guidance and support.



Ivan established the Aboriginal Funeral Fund which assists family members to travel to funerals. He has been described as a 'bridge for all peoples'. In many ways he has educated many people about Kurna history and has also led tours showing native foods. Through his work with Rotary, he established the first clean drinking water purifier in the Aboriginal community of Leigh Creek, having raised the funds for it himself.

Karsan Hutchinson

Karsan empowers his students through education and community engagement. He provides invaluable learning opportunities and experiences for children, guiding them towards becoming compassionate, informed citizens who contribute positively to society. Karsan fosters a sense of Community, values experiential learning, and prioritises student engagement. His work embodies a holistic approach, blending academic growth with Community connection to prepare students for a meaningful, well-rounded education. This not only benefits students in their personal growth, but also the local Community.



Karsan has strengthened connections between Thorndon Park Primary School and the broader local Community through excursions, environmental initiatives, and intergenerational programs. This provides students with real-world experiences in Community participation and environmental stewardship. He encouraged children and their families to participate in the National Tree Planting day at Thorndon Park, and helped to restore local habitats on school grounds, securing 250 seedlings for planting through the Nature Blocks Junior Program.

2025 Senior Citizen of the Year – Ms Kathy Pfeiffer

Kathy never tires of helping the Community. On any given day she is out helping someone, somewhere. She should be known as Kathy everywhere, Kathy will help, Kathy never refuses. She just does it, tirelessly, humbly, everyday every week, every month. It's not what you do but how you do it – and Kathy is exceptional at this. Kathy is a very quiet achiever, never talking about her awards or achievements – She just does it.



With too many contributions to mention some of which include activities like her transport help every Friday where she is committed to getting members of the Community to their appointments, helping with shopping whilst giving friendship, encouragement and a listening ear to these people. I have not ever heard her refuse a 'letter box drop' for the Council often requested at the last minute and she's out posting pamphlets at 6.30 am to fit it in her day. She is always at the Orchard on Volunteer days and makes extra trips for additional watering or putting the green bins out. Everything she does is helping in some way for the Community.

2025 Young Citizen of the Year – Mr Charlie Sproule

Charlie was the 2024 Head Prefect at Charles Campbell College and gave freely of his time to actively support and mentor primary students who were part of Rotary Early Act Club. Charlie played a pivotal role in helping refine ideas presented by the team, and acting on them, to make a change within the Community.

Charlie is admired and respected by students at the College, and he is viewed as a solid, reliable and hardworking student by Staff. He has mentored other student leaders who have collectively made very positive contributions to improving student engagement and agency across the school. His passionate and caring approaches to supporting our Early Act students has left a valuable and lasting impression on them.

Charlie is a humble young person, always promoting the work of others, and if any young person typified the mantra of service above self, this would be Charlie.



2024 NAIDOC Award

Lia So

Lia actively contributes to her community and has inspired numerous individuals within her community as a role model. She is an extremely high achiever in her chosen sport, Australian Rules Football, where she has been recognised and awarded numerous achievements within her local area, South Australia and nationally.

Lia has contributed to the local Community as a junior SANFL member and player at both the Athelstone Football Club in the mixed competition for three seasons up to the age of 14, and now at the Hectorville Football Club in the girls' U16 competition.

Lia is also in the process of completing the Australian Rules Football Academy (ARFA) program at Charles Campbell College and just participated in the AFLW Woomeras program in Brisbane and is about to compete in the 2024 SA U15 State Football team.



Campbelltown Writer's Competition

The 2024 competition (themed 'Journey') was held 1 July – 30 September 2024, with a range of events including author talks, creative writing and editing workshops, a poetry slam night and final awards ceremony including guest author, Victoria Purman. Entries were judged by Writers SA and awarded as follows:

Junior Writer (7–14 years)

- Winner – *The Library of Unborn Books* by **Cady Harmer**
- Runner up – *Insanity's Fractured Reality* by **Sirat Kaur Brar**
- Runner up – *Jeff's Crazy Wish* by **Rosco Harmer**

Youth Writer (15–24 years)

- Winner – *The Tale of the Campbelltown Kids* by **Naisha Raj**
- Runner up – *Little Brown Girl* by **Surpreet Jaiswara**
- Runner up – *To Drown or to Swim* by **Malana Treulieb-Berk**

Open Writer (25+ years)

- Winner – *Looking for Paradise* by **Penelope Mackenzie**
- Runner up – *Waters Across the Plains* by **Alexander Robertson**
- Runner up – *A lifetime of Autumns* by **Emma Earle**

Council Awards

During the year, we were successful in achieving the following awards:

- Master Landscapes South Australia – Paradise Recreation Plaza – Best Project of the Year (+\$1M Category)
- Resilient Australia Award for Local Government for Cool Spaces for Summer 2023/2024 Program
- Park of the Year Award from the 2024 PLA (Parks and Leisure Australia) National Awards of Excellence for Paradise Recreation Plaza
- Lochiel Park Green Flag Award 2024/2025
- Institute of Public Works Engineering Australasia Award for Best Public Works Project Between \$2 million and \$5 million for Playford Road Reserve
- 2024/2025 LGA Workers Compensation Scheme WHS Best Practice Metropolitan Awarded to Campbelltown City Council for 'Tree Well Removal Tools'
- Parks and Leisure Australia SA/NT Regional Awards of Excellence for:
 - Reconciliation River Walk – Community Based Initiative of the Year Award (Joint winner with City of Tea Tree Gully)
 - Playford Road Reserve – Playspace (over) 500k Awards
 - Playford Road Reserve – Park of the Year Award.



Rewilding Fifth Creek

Our People

Our Management Team

The Management Team, made up of members of the EMT and Managers, support the development of leadership and expertise within Council. This team collectively bring diverse perspectives and broad networks to the decision-making table.

Management Team – Members at 30 June 2025

- Chief Executive Officer – Paul Di Iulio
- General Manager Community Connections – Michelle Hammond
- General Manager Infrastructure, Planning and Sustainability Services – Andrian Wiguna
- Manager City Operations – Mario Scalzi (Acting)
- Manager Community Services and Social Development – Tracy Johnstone
- Manager Customer Experience – Donna Busuttil
- Manager Environment and Sustainability Services – Kimberley Kueh
- Manager Finance – Simon Zbierski
- Manager Governance – Lyn Barton
- Manager Information and Communication Technology – Tarun Sidhwani
- Manager Infrastructure Services – Wade Della Torre
- Manager Library Services – Tamara Williams
- Manager People and Culture – Ritu Datta
- Manager Planning Services – Nigel Litchfield
- Manager Recreation and Leisure Services – Andrew Nairn

Our Workforce Profile

At 30 June 2025, the workforce (excluding agency Staff) comprised:

Staff Members

172 Staff
(147.84 Full-Time Equivalent (FTE))

Gender

84 (49%) identify as Female
88 (51 %) identify as Male

Average Tenure

10 years, 11 months

Permanent Staff

101 Full Time
31 Part Time

Fixed Term Staff

15 Full Time
18 Part Time

Casual

7 Staff

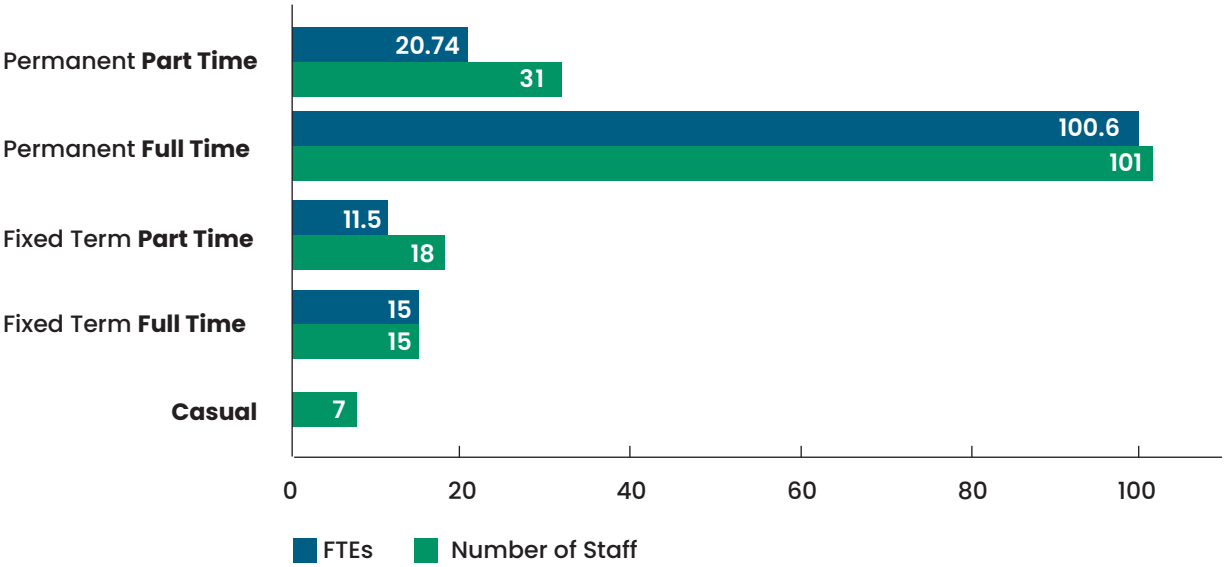
Work Type

Inside Staff 126 (73%)
Outside Staff 46 (27%)

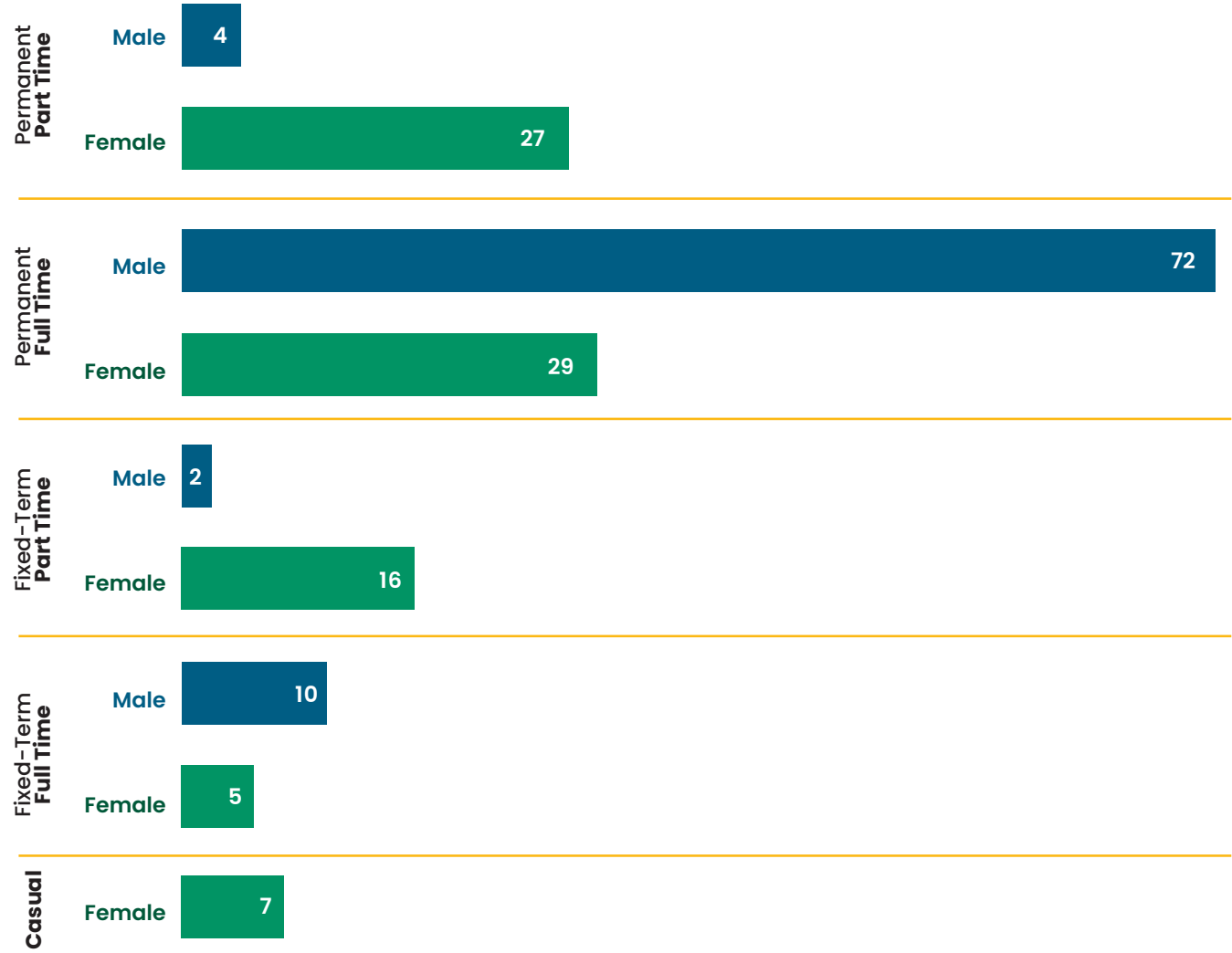
Management Team

7 (47%) identify as Female
8 (53%) identify as Male

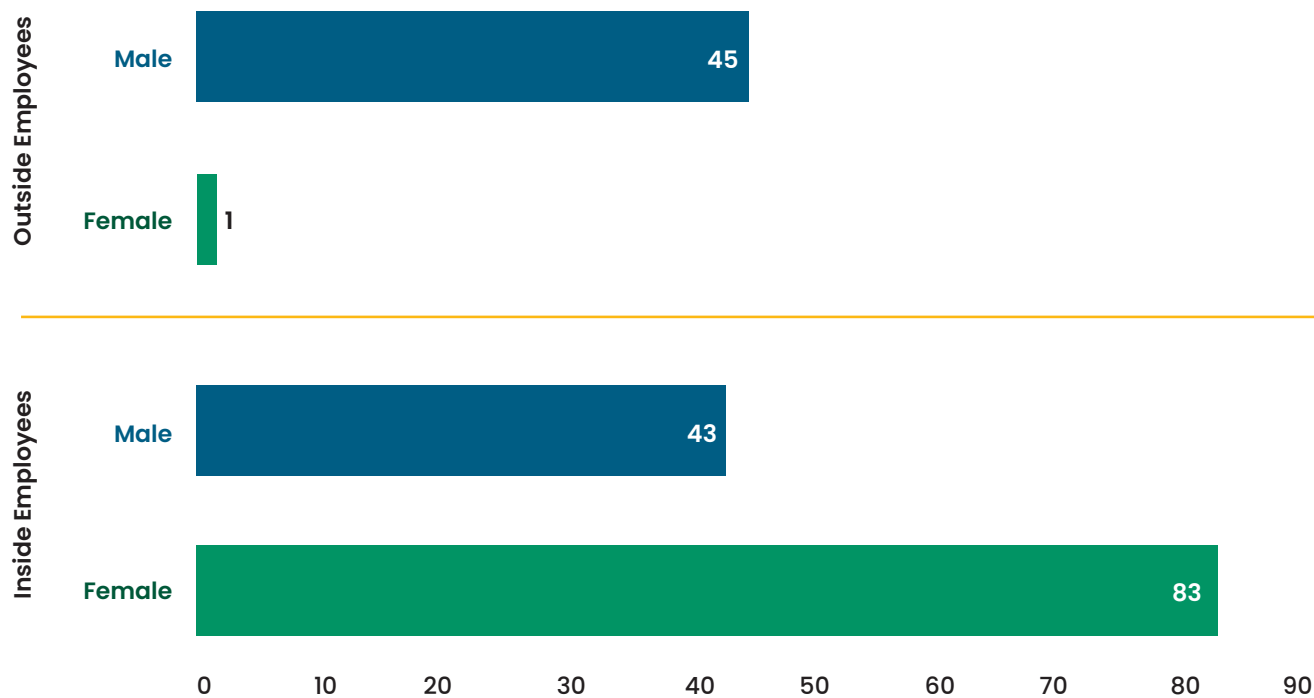
Number of Staff and FTE



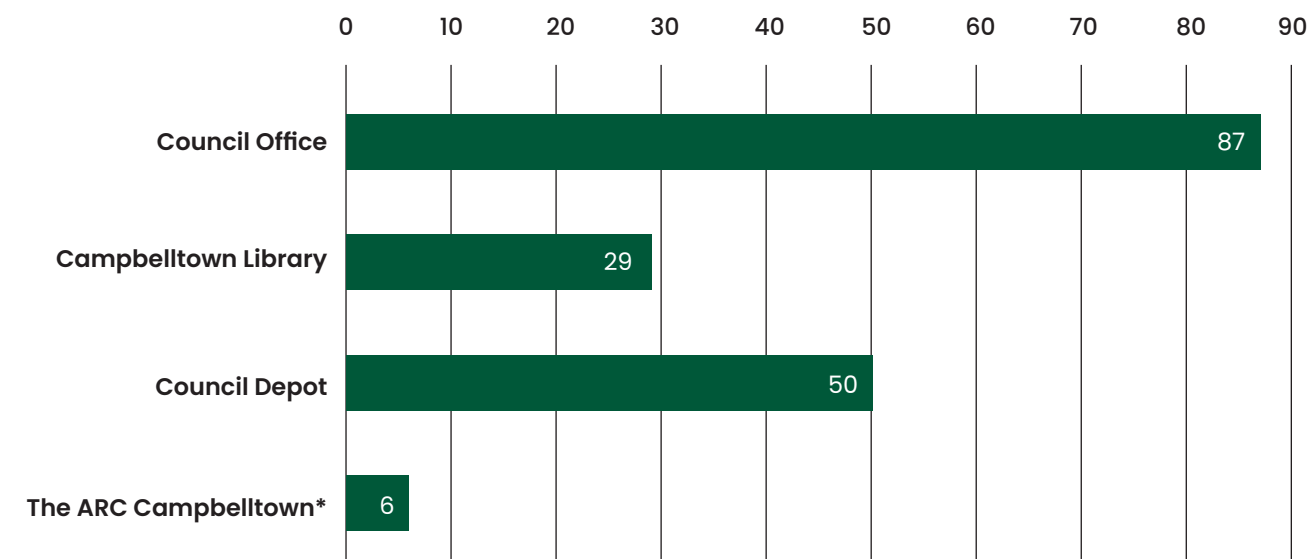
Employment Type Gender Snapshot



Indoor/Outdoor Workforce Gender Snapshot



Staff at each location



*Excludes ARC Agency Staff

Number of Staff by Age Group and Gender		
Age Group	Female	Male
25 years or below	1	1
25 years – 29 years	5	8
30 years – 34 years	8	8
35 years – 39 years	15	6
40 years – 44 years	13	20
45 years – 49 years	11	9
50 years – 54 years	15	11
55 years – 59 years	9	12
60 years – 64 years	6	11
65 years – 69 years	1	1
70 years and above	0	1
Grand Total	84	88

Our Workplace

Our diverse and deeply committed workforce enables Council to deliver its vision to provide a safe, sustainable and vibrant Community.

The broad range of professional and personal development activities, flexible work arrangements, Staff benefits, and health and wellbeing initiatives enable our Staff to maintain a healthy work-life balance and reach their full potential.

Recognising Our People

We appreciate that peer-to-peer recognition can be powerful for increasing Staff collaboration and morale.

Service Milestone Recognition enables our Council to recognise the contribution, loyalty and outstanding achievements of Staff Members through their years of service. As at 30 June 2025, the following Staff Members achieved tenure milestones.

10 years

Joel Fortune
Aldo Mennillo
Luke Perilli

15 years

Danny Totani

20 years

Robert Keighley
Christopher Staunton
Andrian Wiguna

30 years

Michelle Hammond

45 years

Mario Scalzi

Leadership Capability

Leadership development has been a focal point for our organisation's leaders to ensure they are enhancing their capability and equipping themselves with the necessary skills and resources to lead and coach their teams.

This year, our organisation hosted a series of leadership forums, during which it further embedded the Leadership Capability Framework.

Our Leadership Capability Framework empowers our leaders to embrace the desired behaviours in leading our organisation, and creates a shared understanding of what effective leadership looks like.

The 6 key capabilities are:



Accountability



Authenticity



Empathy



Communication



Courage



Strategic

This Framework is designed to support our present and future leaders by aligning with leadership initiatives. The leadership forums allowed People Leaders to concentrate on adaptability, conflict resolution, team motivation, having difficult conversations and creating a positive culture.

We also facilitated the ASPIRE Emerging Leaders Program 2024-2026 – A Leadership Odyssey, which involves 11 emerging leaders participating in a bespoke leadership development program that aligns with our Leadership Capabilities and underpinned by our Corporate Values.

Our organisational values empower our staff to embrace the desired behaviours in our organisation, and create a workplace that delivers the best outcomes for our Community and each other.

The 5 corporate values are:



Leadership



Customer Focus



Integrity



Teamwork



Respect

Building Staff Capability

In support of delivering their best for the Council, Staff engage in regular performance and development conversations. These meaningful discussions offer Staff the chance to establish and evaluate goals in alignment with the Strategic Plan, recognise accomplishments, and enhance their skills through an agreed professional development plan.

Our organisation has revitalised its Performance Review Procedure by implementing an electronic process, thereby minimising our environmental footprint and streamlining the overall process.

Inclusive Traineeship

Council continues to support our Community through inclusive traineeships including disability traineeships. This year's trainee worked in our Council Office within the Finance team during the year.

Governance and Regulatory Reporting

Local Government Elections

No Local Government Elections were held during the reporting period, with our last elections being held in November 2022. The next scheduled Local Government Elections are November 2026.

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

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

The *Local Government (Elections) Act 1999* provides further information on the requirements for Local Government Elections such as how elections are to be conducted, who can nominate, who can vote and how the votes are to be counted. Information about voting procedures is available from the Electoral Commission SA (www.ecsa.sa.gov.au or telephone 1300 655 232).

The Local Government Association also provides information regarding elections on their website www.lga.sa.gov.au.

Representation Quota/Review

Our Council has eleven Elected Members, including the Mayor. Each Elected Member represents an average of one Elected Member to 3,425 electors.

The following chart³ compares the Council's representation quota with that of other Councils of a similar size and type. The quota is derived by dividing the total number of electors for each Council by the number of Elected Members. The average for these Councils (based on the Representation Quota column below) is 2,674.

Council Name	Number of Electors	Number of Elected Members (inc Mayor)	Number of Wards	Number of Electors per Elected Member
Campbelltown City Council	37,677	11	5	3,425
Adelaide Hills Council	31,698	13	2	2,438
City of Burnside	32,754	13	6	2,519
City of Holdfast Bay	28,934	13	4	2,225
City of Mitcham	50,244	13	6	3,864
City of Norwood Payneham & St Peters	26,345	14	6	1,881
City of Unley	28,043	13	6	2,157
City of West Torrens	43,290	15	7	2,886

We conducted a Representation Review (a legislative process to determine whether the Community would benefit from an alteration to Council's composition or Ward structure) during 2024/2025, however time expired before the review could be completed. We are awaiting an ECSA decision for the outcome of this review as they took control of the process on 2 May 2025.

³ Source: Electoral Commission SA 2025 (made available via LGA)

By-Laws

We currently have the following By-Laws:

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

Our By-Laws were last reviewed as follows:

- By-Laws 1-5 were gazetted on 13 July 2023 and came into effect on 13 November 2023
- By-Law 6 was gazetted on 25 August 2022 and implemented on 1 June 2023.

All By-Laws and associated resolutions are accessible from our website.

Community Land Management Plans

Section 193 of the Act requires that all local government land owned by Council or under Council's care and control (excluding roads) is classified as Community Land.

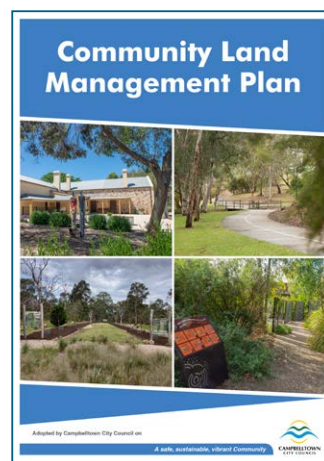
Council has two Community Land Management Plans; there is a specific Plan for Lochiel Park Lands and a Plan for the remainder of the Council area. These Plans detail how Council will develop, manage and maintain land such as sporting fields, Community facilities, biodiversity and drainage reserves.

The Plans set out the purpose of the land, and Council's objective, strategies and performance targets for management of the land. Arrangements for land that is suitable for leasing / licensing are also included in the Plans.

Our Community Land Management Plans were most recently reviewed as follows:

- Community Land Management Plan – 4 April 2023
- Lochiel Park Lands Community Land Management Plan – 18 January 2022.

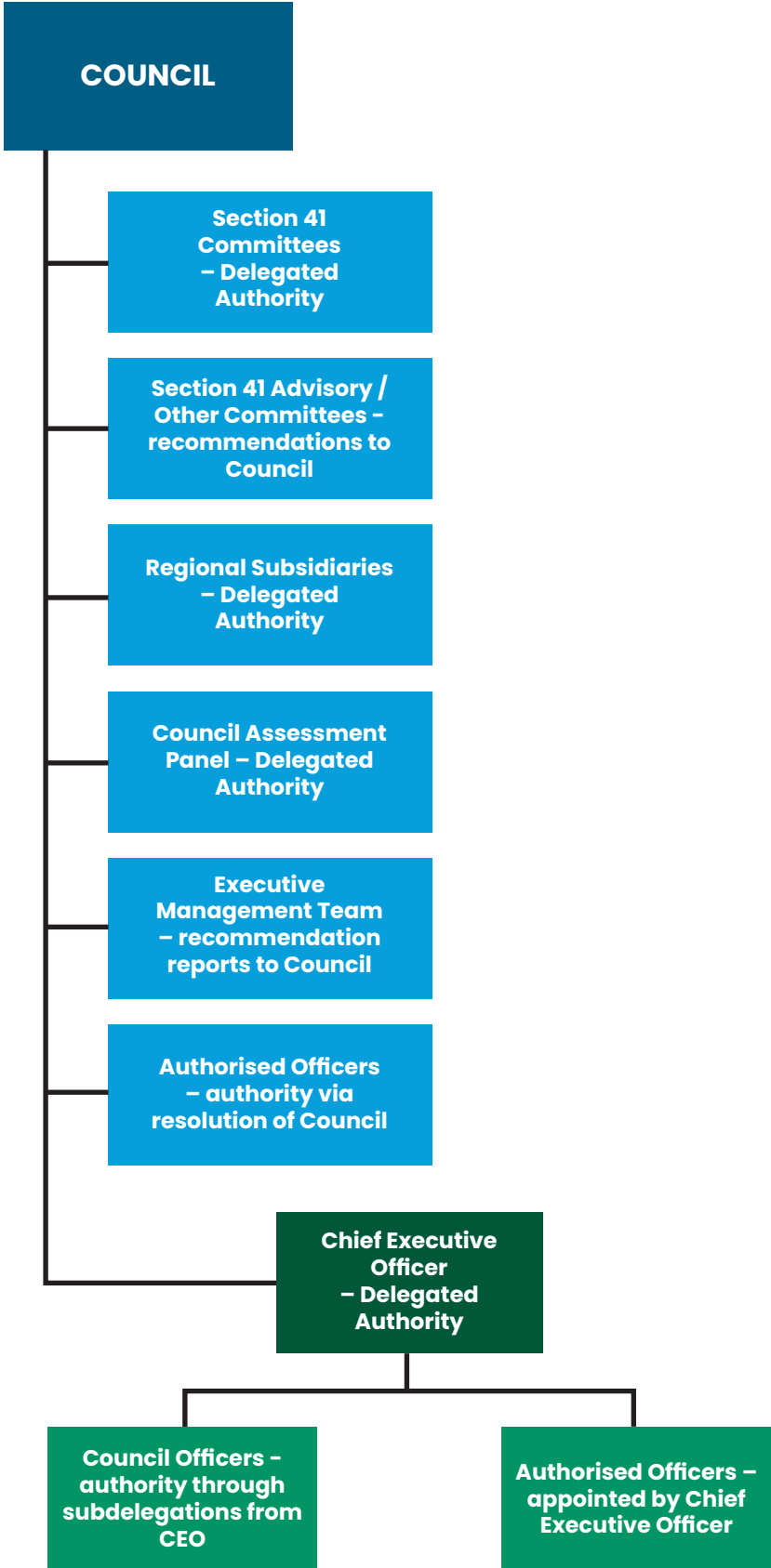
A minor review of Council's Community Land Management Plan is scheduled for 2025/2026.



Thorndon Park Nature Trail

Council’s Decision-Making

Council makes decisions that may directly or indirectly affect our Community, stakeholders or other interested parties. The following mechanisms are used by our Elected Members and Staff when making decisions.



Elected Member Attendance at Council Meetings

Council met 23 times during the year (every 1st and 3rd Tuesday of the month except January where Council met on the 3rd Tuesday of the month). No special meetings were held during the year.

Mayor and Elected Members	Number of Meetings attended (out of 23)
Mayor Jill Whittaker OAM ¹	22
Cr Yassir Ajrish	18
Cr Dom Barbaro ²	19
Cr Luci Blackborough	19
Cr Therese Britton-La Salle	16
Cr John Flynn	22
Cr Jagdish Lakhani	20
Cr Anna Leombruno	22
Cr Johanna McLuskey	21
Cr Matthew Noble	21
Cr Claude Scalzi	21

Leave of Absences

(1) Mayor Whittaker OAM	3 September 2024	1 meeting
(2) Cr Barbaro	16 April – 31 May 2025	2 meetings

Elected Member Training and Development

Elected Member Training and Development Plan 2024/2025

During 2024/2025, Elected Members completed their mid-term refresher mandatory training as follows:

- Mandatory Elected Member Training Module 3 – Council Meetings and Procedures
- Mandatory Elected Member Training Module 4 – Financial Management

Council's Elected Members Mandatory Training Register is available from Council's website.

Members also participated in a two day training program in December 2024, which included the following topics:

- Countering Foreign Interference
- Vulnerable Persons Safety and Wellbeing
- High Performing Teams
- Community Engagement
- Demographic and Community Profile.

Council Informal Gatherings

CEO Briefing Sessions and Workshops are informal gatherings (open to the public unless otherwise determined by the Chief Executive Officer) and training sessions held regularly for the purpose of providing information to Elected Members about topical matters.

During 2024/2025, Council held 17 informal gatherings (training sessions or CEO Briefing Sessions). Further session details are provided on our website.

Session Details	Mayor Whittaker	Cr Ajrish	Cr Barbaro	Cr Blackburn	Cr Britton-La Salle	Cr Flynn	Cr Lakhani	Cr Leombruno	Cr McLuskey	Cr Noble	Cr Scalzi
Elected Member Training 9 July 2024	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 29 July 2024	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 5 August 2024	✓	✗	✓	✓	✓	✓	✓	✓	✓	✗	✓
Elected Member Training 13 August 2024	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓
CEO Briefing Session 21 August 2024	✗	✗	✗	✗	✗	✓	✓	✓	✓	✓	✗
CEO Briefing Session 10 September 2024	✓	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 8 October 2024	✓	✗	✓	✓	✗	✓	✓	✓	✓	✓	✓
CEO Briefing Session 21 October 2024	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 12 November 2024	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 10 December 2024	✗	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
CEO Briefing Session 11 February 2025	✓	✗	✓	✗	✗	✓	✓	✓	✓	✓	✓
CEO Briefing Session 11 March 2025	✓	✗	✗	✓	✗	✓	✓	✓	✓	✓	✓
CEO Briefing Session 17 March 2025	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✗
CEO Briefing Session 31 March 2025	✓	✓	✓	✓	✗	✗	✓	✓	✓	✓	✗
CEO Briefing Session 8 April 2025	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	✗
CEO Briefing Session 13 May 2025	✓	✗	✗	✓	✓	✓	✓	✓	✓	✗	✗
CEO Briefing Session 10 June 2025	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
TOTAL (17 sessions in total)	15	4	13	14	10	15	17	17	17	15	12

✓ = Attended

✗ = Did not attend



Paradise Recreation Plaza

Allowances – Elected Members and Committees

Elected Member allowances

Section 74 of the Act requires that every four years, the Remuneration Tribunal of South Australia determine the allowances for all South Australian Councils. Council is classified as a Group 2 Council.

Payments for 2024/2025 were as follows:

Mayor and Elected Members	Elected Member Allowance Entitlement	Elected Member Allowance Paid	Council Assessment Panel Allowance Paid	Committee Chairperson Meeting Allowance	Total Allowances Paid
Mayor Jill Whittaker OAM ¹	\$82,892.00	\$82,892.00	N/A	N/A	\$82,892.00
Cr Yassir Ajrish	\$20,723.00	\$20,723.00	N/A	N/A	\$20,723.00
Cr Dom Barbaro [#]	\$22,484.40	\$22,484.40	N/A	N/A	\$22,484.40
Cr Luci Blackborough [*]	\$20,723.00	\$20,669.04	N/A	\$603.00	\$21,272.04
Cr Therese Britton-La Salle	\$20,723.00	\$20,723.00	N/A	N/A	\$20,723.00
Cr John Flynn	\$25,676.73	\$25,676.73	N/A	N/A	\$25,676.73
Cr Jagdish Lakhani	\$20,723.00	\$20,723.00	N/A	N/A	\$20,723.00
Cr Anna Leombruno ^{**}	\$24,369.36	\$24,369.36	\$4,800.00	\$398.00	\$29,567.36
Cr Johanna McLuskey	\$20,723.00	\$20,723.00	N/A	\$785.00	\$21,508.00
Cr Matthew Noble	\$20,723.00	\$20,723.00	N/A	N/A	\$20,723.00
Cr Claude Scalzi	\$20,723.00	\$20,723.00	N/A	\$188.00	\$20,911.00

[#] CEO Performance Management Review Panel remuneration allowance (2023/2024)

^{*} Allowance paid monthly

^{**} Deputy Mayor allowance (part-year)

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

Sitting Fees Paid to Independent Committee Members/Panels

Independent Members sitting fees for the period were as below:

Council Body	Council Resolution Date	Applicable From	Sitting Fee per Meeting Independent Chairperson / Presiding Member	Committee Chairperson Meeting Allowance
Audit and Risk Advisory Committee	17 December 2019	17 December 2019	\$500	\$400
Council Assessment Panel	4 December 2018	4 December 2018	\$500	\$400
Economic Development Advisory Committee	19 May 2015	1 July 2015	N/A	\$275
Reconciliation Advisory Committee	18 December 2018	18 December 2018	\$170, capped at \$1,020 per annum	\$0
Climate Solutions Advisory Committee	7 December 2021	7 December 2021	\$275	\$275

Sitting Fees paid to Independent Members (excluding superannuation)

Audit and Governance Advisory Committee	
Independent Member	Sitting Fee Paid
Mr Roberto Bria (Chair)	\$3,000
Dr Andrew Johnson	\$1,600
Mr Philip Vincent	\$2,000

Council Assessment Panel	
Independent Member	Sitting Fee Paid
Mr Stephen Smith (Presiding Member)	\$4,000
Mr Julian Rutt	\$3,700
Mr Paul Johnson	\$2,400
Mr Brett Steiner	\$2,000

Economic Development Advisory Committee	
Independent Member	Sitting Fee Paid
Mr John Socratous	\$1,100
Mr Brian Hales	\$1,100
Ms Tracey Powell	\$825
Mr Christopher Hedges	\$550

Reconciliation Advisory Committee	
Independent Member (Chair only)	Sitting Fee Paid
Mr Shouwn Oosting (Chair until February 2025)	\$170

Note: Mr Ivan-Tiwu Copley does not accept payment for his position as Chair on the Reconciliation Advisory Committee (commenced 6 May 2025).

Climate Solutions Advisory Committee	
Independent Member	Sitting Fee Paid
Ms Kirsty Robinson	\$550
Professor John Boland	\$550
Mr David Brown	\$550

Note: Mr Patrick Greene does not accept payment for his position on the Climate Solutions Advisory Committee.

Registers – Overseas and Interstate Travel

Elected Members Overseas and Interstate Travel

This register provides details of travel undertaken by Elected Members in their official capacity (no overseas travel was funded by Council during 2024/2025).

Elected Member	Conference Dates	Destination	Purpose	Total Travel Cost (transport, accommodation and incidentals)
Mayor Jill Whittaker	4-5 July 2024	Canberra	ACLG Conference Canberra	\$1,439.80
Cr John Flynn	3-4 July 2024	Canberra	ALGA NGA Conference	\$898.04
Cr Jagdish Lakhani	2-5 July 2024	Canberra	ALGA NGA Conference	\$1,906.58
Cr Jagdish Lakhani	24-27 June 2025	Canberra	ALGA NGA Conference	\$1,832.04
Cr Therese Britton-La Salle	24-27 June 2025	Canberra	ALGA NGA Conference	\$1,832.04
Mayor Jill Whittaker	24-27 June 2025	Canberra	ALGA NGA Conference	\$1,800.00
				Total \$9,708.50

Staff Members Overseas and Interstate Travel

This register provides details of travel undertaken by Staff in their official capacity (no overseas travel was funded by Council during 2024/2025).

Staff Member	Conference/ Meeting Dates	Destination	Purpose	Total Travel Cost (includes transport, accommodation and incidentals)
Mr Tarun Sidhwani	27 August 2024	Melbourne	Infor LG2024 – Elevating Local Governments	\$301.10
Mr Paul Di Iulio	16–18 October 2024	Melbourne	NEDC Conference	\$1,122.86
Dr Emily Moskwa	16–18 October 2024	Melbourne	NEDC Conference	\$1,522.86
Ms Donna Busuttil	21–23 October 2024	Melbourne	IQPC – Customer Contact Week for Government	\$1,064.90
Ms Bianca Connelly	4–5 December 2024	Perth	2024 Age Friendly Australia National Conference – Invited to present	\$685.00
Mr Paul Di Iulio	24–27 June 2025	Canberra	ALGA NGA Conference	\$1,920.81
Mrs Caroline Moeller	15–18 June 2025	Melbourne	Corporate PA Summit – Melbourne	\$1,260.60
				Total \$7,878.13

Report on Internal Review of Council Decisions

We received 4 applications for review of a decision in accordance with Section 270 of the Act. Details of each application are below.

Date Requested	About	Decision	Closed	Cost (exc GST)
13 August 2024	Closure of ARC Campbelltown Creche	Decision upheld with addition of Staff to prepare a report on sourcing an external provider to run the creche	6 September 2024	5 hours Staff time
17 February 2025	Cooke Terrace Athelstone building matter	Decision upheld with some improvement works required in the Development Compliance team	NEDC Conference	\$11,841.50 and 9 hours Staff time
18 March 2025	Neighbourhood matters	Decisions upheld	9 April 2025	8.5 hours Staff time
5 June 2025	Investigation Processes	Incomplete at 30 June 2025		

A comparison of requests to recent years shows the number of Section 270 Internal Review requests to be relatively stable.

Financial Year	Number of Requests	Movement in relation to previous year
2022/2023	4	+4
2023/2024	3	-1
2024/2025	4	+1

Local Nuisance and Litter Complaints

During 2024/2025, our Authorised Officers investigated 502 matters pursuant to the *Local Nuisance and Litter Control Act 2016*. Most complaints related to unsightly land on private properties.

We issued 15 Cautions, 4 Expiation Notices and 4 Abatement Notices concerning investigated matters. In several other cases, we addressed matters in an informal manner.

Issue	No. of Matters Investigated
Litter	64
Noise	51
Smoke	25
Dust	19
Odour	15
Promotional/Graffiti	2
Unsightly Land	305
Vibration	0
Drag Out (dirt/debris)	21
Total	502

The Expiation notices issued included: working on a development site on a Public Holiday (2 notices issued at different locations); working on a construction site after 7 pm, and blowing leaves and vegetation on to the road.

One Litter Abatement notice and 3 Nuisance Abatement notices were issued. No applications were made by Council to the court for civil penalties or prosecutions.

Health and Safety Duties

For the purposes of Schedule 4 clause 2(f) of the Act, the following matters are prescribed:

- (a) the total number of contraventions of section 75G of the Act by members of the Council during the relevant financial year;
- (b) the total costs incurred by the Council relating to dealing with complaints alleging that a member of the Council has contravened or failed to comply with section 75G of the Act and any referrals of such complaints to the Behavioural Standards Panel during the relevant financial year.

The total number of contraventions	0
The total costs incurred by the Council relating to dealing with complaints	0

Use of Confidentiality Provisions

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

On each occasion that *Section 90(2)* of the Act was utilised to exclude the public from meetings, the meeting minutes included the proceedings for making a confidentiality order and the grounds 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 in confidence any information or matter listed in subsection (3) (after taking into account any relevant consideration under that subsection) – **16 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 – **13 occasions**.

90(3)(d)(i) & (ii) 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 – **12 occasions**.

91(7) The Council or Council Committee orders that the document or part be kept confidential – **18 occasions**.

91(9) The Council or Council Committee may delegate to an employee of the Council the power to revoke the order – **1 occasion**.



The Gums Reserve Bench Project

Date	Item of Business	Action / Exclusion (Sections of the Act)	Release Date If Known
16 July 2024	11.10 Yongala Street, Tranmere – Drainage Easement	90(2) and (3)(h), 90(3)(h), 91(7)	24 December 2024
3 September 2024	11.5 Tender Report – River Torrens Linear Park Maintenance 2024	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	24 December 2024
3 September 2024	11.6 Update on Eastern Adelaide Retail Power Purchase Agreement	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	24 December 2024
17 September 2024	11.13 ICT Improvement	90(2), 90(3)(e), 91(7)	24 December 2024
15 October 2024	11.6 Strategic Land Purchase Report	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	23 December 2024
15 October 2024	11.7 ICT Digital Strategy	90(2), 90(3)(e), 90(2) and (3)(e), 91(7)	24 December 2024
3 December 2024	11.9 Tender Report – Concrete Works 2024	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	9 May 2025
3 December 2024	11.10 Tender Report – The ARC Campbelltown Cleaning Services 2024	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	9 May 2025
17 December 2024	11.14 Australia Day Awards 2025	90(2), 90(3)(o), 90(2) and (3)(a)(o), 91(7)(b), 91(9)(c)	9 May 2025
17 December 2024	11.15 Technology One	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	9 May 2025
18 March 2025	11.4 Lighting along the River Torrens Linear Park Path	90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	Not Released
18 March 2025	11.9 Tender Report – Footpath Works 2024/2025	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	23 May 2025
18 March 2025	11.10 Tender Report – The ARC Campbelltown Staff Recruitment and Employment Services 2025	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	23 May 2025
18 March 2025	11.9 Tender Report – Footpath Works 2024/2025	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	2 September 2025
18 March 2025	11.10 Tender Report – The ARC Campbelltown Staff Recruitment and Employment Services 2025	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	2 September 2025
1 April 2025	11.5 Fleet Vehicles Replacement 0 Electric Vans Attachment Only	90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	23 May 2025
15 April 2025	11.22 Land Lease – Daly Oval Report and Attachment	90(2), 90(3)(d)(i) and (ii), 91(7), 90(3), 90(3)(b)(i)	Not Released
6 May 2025	11.11 Tour Down Under 2026	90(2), 90(3)(c), 90(2) and (3)(c), 91(7)	23 September 2025

Access to Council Documents

We maintain the documents detailed below as required by the Act and the *Local Government (Elections) Act 1999*. These documents are available for public inspection, principally from Council's website or at the Council Office where not available online (unless marked otherwise). Where documents are available for purchase, charges are set out in the Fees and Charges Schedule available on our website.

Codes of Practice

We maintain the following Codes of Practice in accordance with the Act:

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

Council Registers

We maintain the following Registers in accordance with requirements of the *Local Government Act 1999* or the *Local Government (Elections) Act 1999*:

- Assessment Record
- By-Laws Register
- Community Land Register
- Fees and Charges Schedule
- Register of Council and Committees Disclosure of Interests
- Register of Delegations and Sub-delegations
- Register of Elected Members' Interests
- Register of Elected Members' Allowances and Expenses including conference and training costs
- Register of Elected Members' Mandatory Training 2022 – 2026
- Register of Gifts and Benefits – Elected Members
- Register of Gifts and Benefits – Staff Members
- Register of Officers' Interests
- Register of Staff Remuneration, Salaries and Benefits
- Register of Public Roads.

Note: As per legislation, the Register of Officers' Interests is not available for public viewing.

We also maintain a Land Management Agreement Register under the *Planning, Development and Infrastructure Act 2016*.

Freedom of Information

We received 12 requests for access to information under the *Freedom of Information Act 1991* from 1 July 2024 to 30 June 2025 (compared to 6 in 2023/2024).

Freedom of Information Requests	Personal Affairs	Non-Personal Affairs	Total
Number of Applications Received	0	12	12
Brought Forward	0	0	0
Withdrawn	0	0	0
Refused	0	0	0
Transferred to another Agency	0	0	0
Applications requiring consultation	0	7	7
Unfinished (carried forward)	0	0	0
Completed as of 30 June 2025	0	12	12

Access Determination Details:

- Four applications were released in full
- Seven applications were released in part in accordance with Schedule 1 – Exempt documents – Documents affecting personal affairs – Clause 6 (1) of the Act
- One application was determined as “record does not exist”.

Two accredited Freedom of Information Officers spent approximately 7% of their time assessing applications and making their determinations.

We publish an updated Freedom of Information Statement on our website annually in accordance with Section 9(1a) of the *Freedom of Information Act 1991*.

Our Finances

– Regulatory Reporting

Use of Local Goods and Services

Clause 6.17.2 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.'

Competitive Tendering

Council requires a tender for purchases greater than \$30,000 as set out in our Procurement Policy. For all procurements, the Policy requires assessment of the following criteria to ensure value for money for Council, with a range of market approaches 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
- What is the most efficient process to achieve the Council's objectives in a timely and cost-efficient manner
- The capacity of potential contractor/s to submit a proposal that adequately responds to Council's procurement method.

The Procurement Policy is underpinned by the following principles:

- Encouraging purchases being made in an open, fair and transparent manner
- Promotes accountability, efficient purchasing practices and continuous improvement
- Ensuring consistency with Council's strategic and long-term financial directions
- Ensuring the integrity of all procurement processes conducted by Council and in accordance with its legislative and common law responsibilities
- Facilitating achieving value for money through the most appropriate provider
- Ensuring open and effective competition
- Encouraging local and Australian businesses and/or generates local employment
- Complying with Council's environmental obligations under the *National Greenhouse and Energy Reporting Act 2007*, where applicable
- Encouraging the maintenance of assets at acceptable standards in the most cost effective manner
- Appropriately managing risk
- Demonstrating sensitivity to the current and future needs of a diverse Community.

Fraud and Corruption Prevention

Council's Fraud and Corruption Prevention Policy is available from Council's website.

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.publicintegrity.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 Council by virtue of the *Government Business Enterprise (Competition) Act 1996* and the *Revised Clause 7 Statement on the application of competition principles to Local Government under the Competition Principles Agreement (September 2002)*.

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.

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).

We did not commence or cease any significant business activity during the reporting period. However, we continued to be a member of the Eastern Health Authority and East Waste, businesses with activities relevant to the National Competition Policy and categorised as conducting significant business activity for Category One under the principles of the National Competition Policy.

There are no business activities relevant to Category Two applicable to Council.

Consideration was given to the principles of the National Competition Policy during development and adoption of our By-Laws.

- The Permits and Penalties, Local Government Land and Moveable Signs By-Laws restrict competition to a significant degree, however 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 provides a limited restriction that is able to be managed separately under *Section 222* of the Act and similarly the public benefits of the Roads By-Law outweigh the cost of the restriction.

Council has not received any complaints in relation to its application of competitive neutrality or the principles of the National Competition Policy during 2024/2025.

Statement of Expenditure Incurred on Credit Cards

The total amount of expenditure incurred using credit cards provided by Council during the 2024/2025 financial year was \$443,527 (including GST). This compares to \$448,591 (including GST) incurred in the 2023/2024 financial year.

Legal Expenses

The below table documents our legal expenses over the last 3 financial years:

2024/2025	2023/2024	2022/2023
\$215,190	\$207,424	\$373,897

Gifts (including hospitality) – Elected Members and Staff

Following is a summary of gifts (including hospitality) above the value of \$50 provided to our Elected Members and Staff required to be reported in the Annual Report each year.

Description	Recipients	Value for each individual (exc GST)
Elected Members Training Dinner	3 Staff Members 7 Elected Members	\$92
Service Clubs Dinner	2 Staff Members 8 Elected Members	\$55
Volunteers Dinner	17 Staff Members 8 Elected Members	\$55

Auditor Information

The Auditors, Dean Newbery, were paid \$26,000 (excluding GST) for the annual audit of Council's Financial Statements for the year ended 30 June 2025.



FOGO Display at Campbelltown Library

Council's Annual Financial Statements for the year ended 30 June 2025

Detailed audited Annual Financial Statements are available at Appendix 1.

Statement of Comprehensive Income

	2025	2024
Income		
Rates	50,830,243	47,908,258
Statutory charges	1,429,345	1,438,283
User charges	7,782,314	7,173,119
Grants, subsidies and contributions – capital	2,252,730	1,042,093
Grants, subsidies and contributions – operating	4,564,458	3,106,589
Investment income	2,524,067	2,100,361
Reimbursements	243,943	635,171
Other income	716,858	833,764
Net gain – equity accounted council businesses	77,907	31,419
Total Income	70,421,865	64,269,057
Expenses		
Employee costs	18,093,228	17,098,903
Materials, contracts and other expenses	28,646,481	28,483,909
Depreciation, amortisation and impairment	18,281,571	17,981,321
Finance costs	19	92
Net loss – equity accounted council businesses	0	46,250
Total expenses	65,021,299	63,610,475
Operating surplus/(deficit)	5,400,566	658,582
Physical resources received free of charge	60,500	671,470
Asset disposal and fair value adjustments	(1,246,392)	(1,981,923)
Amounts received specifically for new or upgraded assets	7,707	1,074,766
Net surplus/(deficit)	4,222,381	422,895
Other comprehensive income		
Amounts which will not be reclassified subsequently to operating result		
Changes in revaluation surplus – I,PP&E	59,452,136	11,698,026
Share of other comprehensive income – equity accounted council businesses	4,949	8,821
Total amounts which will not be reclassified subsequently to operating result	59,457,085	11,706,847
Amounts which will be reclassified subsequently to operating result		
Other equity adjustments – equity accounted council businesses	4,684	0
Total amounts which will be reclassified subsequently to operating result	4,684	0
Total other comprehensive income	59,461,769	11,706,847
Total comprehensive income	63,684,150	12,129,742

Statement of Financial Position

\$	2025	2024
Assets		
Current assets		
Cash and cash equivalent assets	13,302,006	7,145,381
Trade and other receivables	4,590,379	4,173,950
Other financial assets	42,000,000	35,120,000
Inventories	24,838	20,477
Other current assets	60,815	0
Total current assets	59,978,038	46,459,808
Non-current assets		
Trade and other receivables	292,585	320,996
Equity accounted investments in Council businesses	371,681	284,141
Other non-current assets	5,431,041	1,770,246
Infrastructure, property, plant and equipment	987,265,326	939,785,838
Total non-current assets	993,360,633	942,161,221
Total assets	1,053,338,671	988,621,029
Liabilities		
Current liabilities		
Trade and other payables	7,165,887	5,961,294
Borrowings	0	1,709
Provisions	2,462,030	2,514,665
Total current liabilities	9,627,917	8,477,668
Non-current liabilities		
Provisions	808,365	925,122
Total non-current liabilities	808,365	925,122
Total liabilities	10,436,282	9,402,790
Net assets	1,042,902,389	979,218,239
Equity		
Accumulated surplus	109,001,574	116,629,042
Asset revaluation reserves	835,662,594	776,888,021
Other reserves	98,238,221	85,701,176
Total council equity	1,042,902,389	979,218,239
Total equity	1,042,902,389	979,218,239

Statement of Changes in Equity

\$	Accumulated surplus	Asset revaluation reserve	Other reserves	Total equity
2025				
Balance at the end of previous reporting period	116,629,042	776,888,021	85,701,176	979,218,239
Net surplus/(deficit) for year	4,222,381	0	0	4,222,381
Other comprehensive income				
Share of OCI – equity accounted council businesses	4,949	0	0	4,949
Gain/(loss) on revaluation of I,PP&E	0	59,452,136	0	59,452,136
Transfer to accumulated surplus on sale of I,PP&E	677,563	(677,563)	0	0
Other equity adjustments – equity accounted council businesses	4,684	0	0	4,684
Other comprehensive income	687,196	58,774,573	0	59,461,769
Total comprehensive income	4,909,577	58,774,573	0	63,684,150
Transfers between reserves	(12,537,045)	0	12,537,045	0
Balance at the end of period	109,001,574	835,662,594	98,238,221	1,042,902,389
2024				
Balance at the end of previous reporting period	123,664,915	766,794,389	76,716,658	967,175,962
Net surplus/(deficit) for year	422,895	0	0	422,895
Other comprehensive income				
Share of OCI – equity accounted council businesses	8,821	0	0	8,821
Gain/(loss) on revaluation of I,PP&E	0	11,698,026	0	11,698,026
Transfer to accumulated surplus on sale of I,PP&E	1,604,394	(1,604,394)	0	0
Other equity adjustments – equity accounted council businesses	(87,465)	0	0	(87,465)
Other comprehensive income	1,525,750	10,093,632	0	11,619,382
Total comprehensive income	1,948,645	10,093,632	0	12,042,277
Transfers between reserves	(8,984,518)	0	8,984,518	0
Balance at the end of period	116,629,042	776,888,021	85,701,176	979,218,239

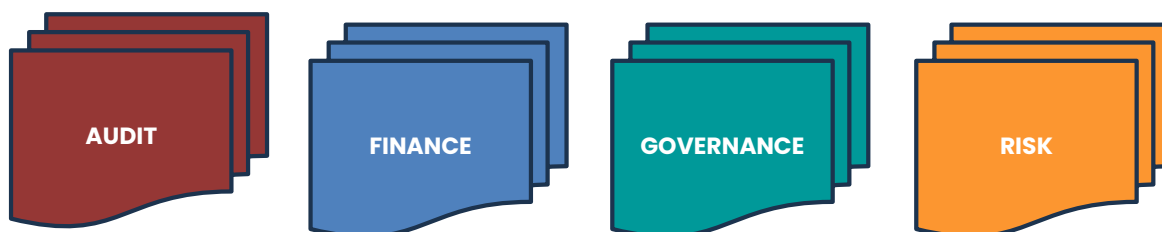
Statement of Cash Flows

\$	2025	2024
Cash flows from operating activities		
Receipts		
Rates receipts	50,771,218	47,599,609
Statutory charges	1,431,182	1,438,283
User charges	8,301,836	7,763,779
Grants, subsidies and contributions (operating purpose)	4,579,506	3,106,589
Investment receipts	2,524,067	2,100,361
Reimbursements	261,124	692,455
Other receipts	2,552,477	1,493,759
Payments		
Payments to employees	(18,687,121)	(17,101,388)
Payments for materials, contracts and other expenses	(29,323,623)	(31,628,895)
Finance payments	(19)	(92)
Net cash provided by (or used in) operating activities	22,410,647	15,464,460
Cash flows from investing activities		
Receipts		
Amounts received specifically for new or upgraded assets	7,707	1,074,766
Grants utilised for capital purposes	2,252,730	1,042,093
Sale of replaced assets	106,728	488,701
Payments		
Expenditure on renewal/replacement of assets	(8,140,771)	(10,087,365)
Expenditure on new/upgraded assets	(3,121,567)	(4,682,557)
Net purchase of investment securities	(6,880,000)	(35,120,000)
Net cash provided (or used in) investing activities	(15,775,173)	(47,284,362)
Cash flows from financing activities		
Receipts		
Proceeds from bonds and deposits	193,708	378,927
Payments		
Repayment of lease liabilities	(1,709)	(6,609)
Repayment of bonds and deposits	(670,848)	(549,588)
Net cash provided by (or used in) financing activities	(478,849)	(177,270)
Net increase (decrease) in cash held	6,156,625	(31,997,172)
Plus: cash and cash equivalents at beginning of period	7,145,381	39,142,553
Cash and cash equivalents held at end of period	13,302,006	7,145,381
Additional information:		
Plus: investments on hand – end of year	42,000,000	35,120,000
Total cash, cash equivalents and investments	55,302,006	42,265,381

Audit and Risk Advisory Committee

Annual Report 2024/2025

Our Purpose is to provide independent assurance and advice on accounting, financial management, internal controls, risk management and governance through implementation of its functions as prescribed in Section 126(4) of the *Local Government Act 1999*.



Kaurna Acknowledgement

We acknowledge that we work, live and play on Kaurna Yarta. We respect the unique connection and relationship Kaurna Peoples have to Country and their ever-enduring cultural heritage.

Committee Membership

Chair: Mr Roberto Bria – Independent Member

Members: Cr John Flynn – Council Member

Cr Johanna McLuskey – Council Member

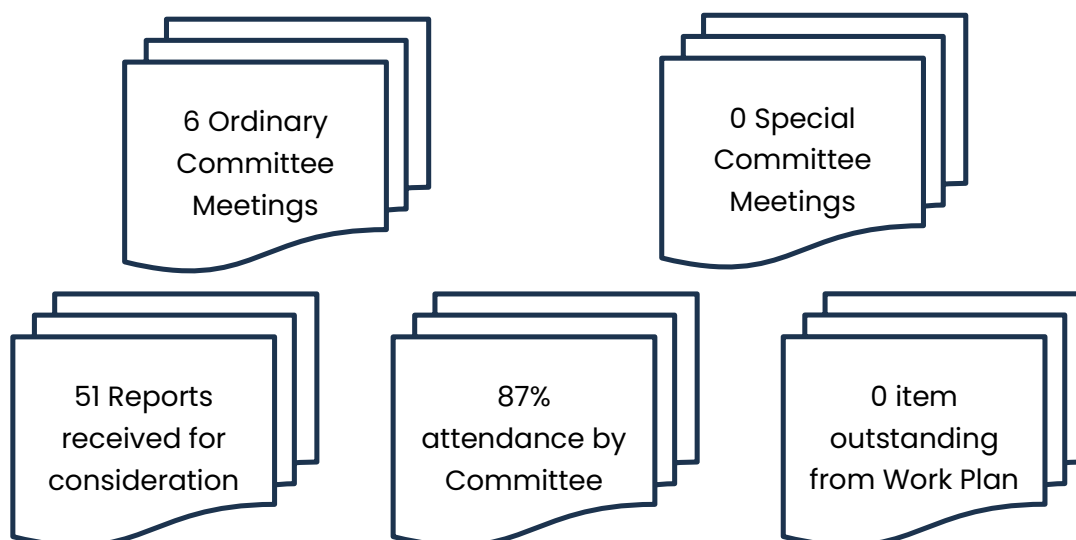
Dr Andrew Johnson – Independent Member

Mr Phil Vincent – Independent Member

Committee Operations

Throughout the year the Committee has complied with its obligations under Section 126 of the *Local Government Act 1999* and supporting legislation.

Details of Committee operations during the year are detailed below.



Committee Activities and Work Plan

The Committee reported its activities to Council after each meeting as required by legislation. Topics discussed during this period included the following. Items denoted by an asterisk were not anticipated in the original work program:

Internal Audit <ul style="list-style-type: none"> • Internal Audit Report – Fraud and Corruption – Gap Analysis* • Internal Audit Reports: <ul style="list-style-type: none"> – Governance – Project Management – Financial Stewardship – Revenue and Assets and Liabilities – Budget Development • CEO Report on Internal Audit Processes* • Progress Report on Internal Audit • Review Internal Audit Program 	External Audit <ul style="list-style-type: none"> • Review of 2024/2025 Interim External Audit • Certification of Auditor Independence for 2024/2025 Annual Financial Statements • External Audit Plan – Financial Year Ending 30 June 2025*
Finance <ul style="list-style-type: none"> • 2024/2025 Long Term Financial Plan (LTFP) Budget update • Review the Draft General Purpose Financial Statements for the year ended 30 June 2024 • Review the Draft 2025/2026 Annual Business Plan and Budget • Review 2025/2026 LTFP assumptions • Endorse the draft 2025/2026 LTFP • Review Key Financial Targets • Review outcomes of Council's 2024/2025 Internal Financial Controls • Local Government Advice from ESCOSA * • Endorse the Draft 2025/2026 LTFP • Investment Strategy Outcomes* • Review of 2023/2024 Annual Financial Statements 	Governance and Strategy <ul style="list-style-type: none"> • Review Strategic Management Plans: <ul style="list-style-type: none"> • Economic Development Plan 2028 • Environment Plan 2028 • Community Plan 2028 • Review of updated Asset Management Plans (Transport, Footpath and Walkway, and Open Space assets) • Review Draft 2023/2024 Annual Report • Review Committee's compliance with Terms of Reference • Policy Reviews: <ul style="list-style-type: none"> – Draft Behavioural Support Policy – Draft Artificial Intelligence and Language Policy – Draft Contract Management Policy
Risk <ul style="list-style-type: none"> • 2023/2024 Local Government Risk and Insurance Scheme Highlights • The ARC Lynxight Drowning Prevention Technology Budget Bid Report* • Quarterly Risk Management Report 	Committee Administration <ul style="list-style-type: none"> • Adopt Work Program – July 2025 to June 2027 • 2023/2024 ARAC Annual Report* • Annual Self-Assessment outcomes • Appointment of Chairperson • Progress Report against Work Program

Roberto Bria

Chair

30 October 2025



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