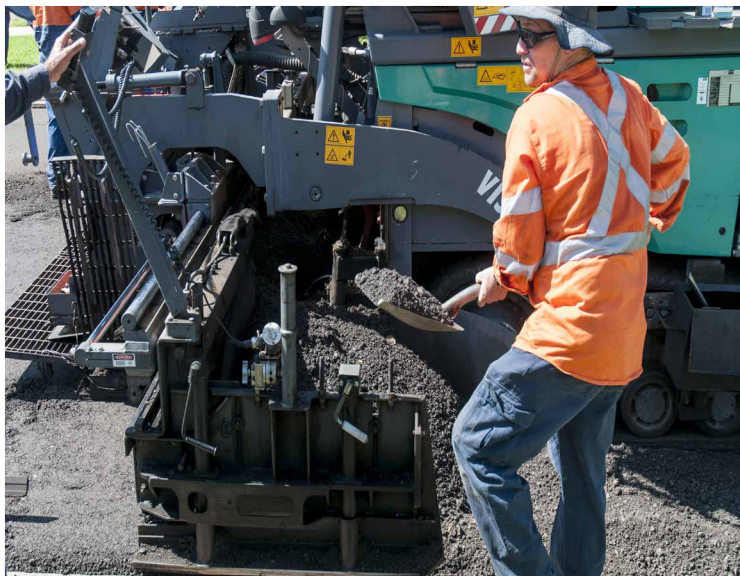




Our home  
*Our City* Our future

## FAIRFIELD CITY COUNCIL 2013-2014 ANNUAL REPORT





For further information please contact the Customer Service Centre on 9725 0222 or visit our website [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)  
If you require an interpreter please call the Telephone Interpreter Service on 131 450 for assistance.

للحصول على معلومات إضافية يرجى الاتصال بمركز خدمة الجمهور على الرقم ٩٧٢٥ ٠٢٢٢، أو مراجعة موقعنا الإلكتروني [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)  
إذا كنت بحاجة إلى مترجم فوري، يرجى الاتصال بخدمات الترجمة الفورية الهاتفية (TIS) على الرقم ١٣١ ٤٥٠. سعيًا للمساعدة.

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了解更多資訊，請聯絡客戶服務中心（電話：9725 0222）或訪問我們的網站 [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)。

如果您需要傳譯員服務，請致電電話傳譯服務處 131 450 尋求協助。

Per ulteriori informazioni siete pregati di contattare il Centro Assistenza Clienti al numero 9725 0222 o di visitare il nostro sito web [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)  
Se avete bisogno di un interprete chiamate il Servizio di Interpretariato Telefonico al numero 131 450 per assistenza.

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 ដើម្បីសុំជំនួយ។

Para obtener más información, póngase en contacto con el Centro de servicios al cliente llamando al 9725 0222 o visite nuestro sitio web en [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)  
Si requiere los servicios de un intérprete, llame al Servicio de intérpretes telefónicos al 131 450 para recibir asistencia.

Để biết thêm thông tin, xin liên hệ với Trung Tâm Dịch Vụ Khách Hàng ở số 9725 0222 hoặc truy cập trang mạng của chúng tôi [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au)  
Nếu quý vị cần thông dịch viên, xin gọi Dịch Vụ Thông Dịch Viên Qua Điện Thoại ở số 131 450 để được giúp đỡ.



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# Mayor and City Manager Message

Welcome to Fairfield City Council's Annual Report for 2013/2014.

During 2013/2014, Council provided a wide range of quality services across many areas and implemented many initiatives that improved the lives of residents and the physical environment of Fairfield City. We also implemented various initiatives to achieve efficiency and sustainability improvements within Council.

Fairfield City Council's financial position remains strong and we have clear strategies to ensure we maintain this status in the long term. In March 2013, NSW Treasury Corporation (TCorp) released a report that provided an independent assessment of Fairfield City Council's financial capacity and its future sustainability. Based upon a range of financial criteria and observations, TCorp found that Council has been well managed over the review period and is considered financially sustainable.

This year Council introduced a number of projects that realised efficiencies. These included the installation of solar panels on the roof of Fairfield City Council's administration building in Wakeley, which has reduced Council's electricity consumption by 10.3% compared to last year. Council now has a total of 18 sites using solar power.

Another area that saw significant investment is the Sustainable Resource Centre. Upgrades to the capacity of the centre have dramatically cut the cost of building and maintaining roads. They have also provided a new income stream for Council from the sale of materials which are recycled at the plant, including sand, road base and cement.

Council produced many new recreational facilities throughout 2013/2014. New outdoor gym equipment was installed at Horsley Park Reserve and Emerson Street Reserve and a new cycleway was constructed at Orphans School Creek. Additionally new walking circuits were constructed at Horsley Park and Emerson Street Reserve.

Council is working with residents, local police and businesses to ensure the City is safe. A suite of mobile solar powered, closed circuit television camera units have been trialled at several locations across the Fairfield Local Government Area. Mobile CCTV units will operate around the City to target areas known to experience antisocial behaviour and other crime hot spots – as identified by police, residents and the business community. As part of

the City's CCTV program, upgrades have also been made to existing networks in the Cabramatta, Canley Vale and Canley Heights CBDs. This will continue to roll out in the next year into Horsley Park and Villawood.

This year also saw the completion of Fairfield City Council's new \$1.4 million Canley Heights Community Centre. The Centre consists of a hall, an upgraded baby health clinic, office and meeting spaces, kitchen and amenities, as well as 47 new car parking spaces.

Additionally, new and improved parking was provided at Canley Vale with the completion of Adams Park car park. Providing 56 spaces the project improved the aesthetics of the entire streetscape along the Canley Vale Road frontage and the corner of Sackville Street.

During 2013/2014, Fairfield City continued to provide the many unique, culturally-rich and family-friendly festivals for which it is famous, including the Moon Festival in September, Culinary Carnivale in Fairfield Town Centre in October and the Bring It On! Festival in April. For the fifth year running Council's Youth Week program, which features the Bring it On! Festival, was recognised at the Local Government Awards, winning best local government Youth Week program for 2014. On Australia Day, 26 January 2014, Council also sponsored community events in Fairfield City.

Council also continued to deliver other major projects such as the Parks Improvement Program, the footpath and cycle way construction program, Stormwater Management, Flood Mitigation and Natural Resources Management.

We are proud of these and many other achievements during 2013/2014, which have met the needs of local residents, businesses and other local stakeholders. We invite you to find out more in this Annual Report 2013–2014.



Frank Carbone  
Mayor



Alan Young  
City Manager

# About the Annual Report

The Annual Report tells the community what we have delivered out of the 2013-2014 Operational Plan over the past year.

The Annual Report is made up of four parts:

**Part 1** - Fairfield City Overview: looks at our City's history and profile, the elected Councillors, Council's organisational structure and services that we provide for the community.

**Part 2** - Achievements and Highlights: tells you what we have done for the community over the past year.

**Part 3** - Statutory Information: tells you what Council's corporate responsibilities are and what we have done or signed up to for the community over the past year.

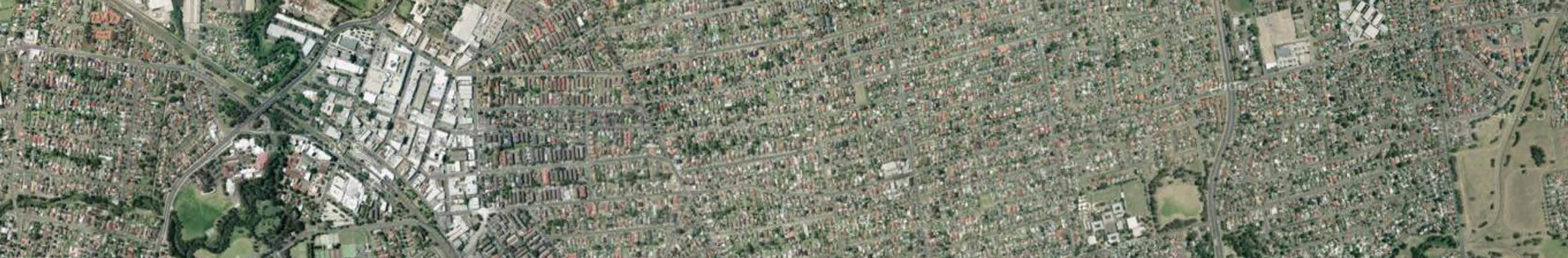
**Part 4** - Financial Summary: details the financial summary of Council including where our money came from and where it was spend.



Council's Operational Plan tells the community what projects and services Council has planned to do.

To find out what is happening in your area, have a look at the 2014-2015 Operational Plan by visiting Council's Website [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au) (go to Council > Corporate Plans, Policies and Registers > Operational Plan).





# Fairfield City Profile

## FAIRFIELD CITY COUNCIL'S COMMITMENT TO ITS ABORIGINAL RESIDENTS

Fairfield City Council (Council) acknowledges the Cabrogal people of the Darug nation as the traditional custodians of Fairfield City and pays its respect to the Elders, both past and present. The Cabrogal name comes from 'cobra grub', an edible freshwater worm harvested from local creeks in our City. Council also recognises the spiritual relationship Aboriginal Australians have with the land and the right to live according to their own beliefs, values and customs.

In July 2000, Council signed a Local Government Commitment acknowledging and recognising Aboriginal and Torres Strait Islander people as the first people of Australia. It also acknowledged their loss and grief caused by alienation from traditional lands, loss of lives and freedom, and the forced removal of children.

The signing of this significant agreement took place during National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week to symbolise our vital partnership with the Aboriginal and Torres Strait Islander people in Fairfield City.

### OUR HISTORY

Our City is home to the Cabrogal people of the Darug nation. The Darug are indigenous people of Australian Aborigines which were united by a common language, strong ties of kinship and survived as skilled hunters in family groups or clans.

Our City was a great source of food for Clans to live on for either weeks or even months at a time. The traditions and tribal law restricted the clans to take only what was necessary to survive. The arrival of the First Fleet in 1791 signaled major changes in how our landscape was utilised.

In the mid-1800s the land was used mainly for timber logging, farming and vineyards. Fairfield is named after the family estate of John Horsley - Fairfield Manor in Somerset, England to honour the family.

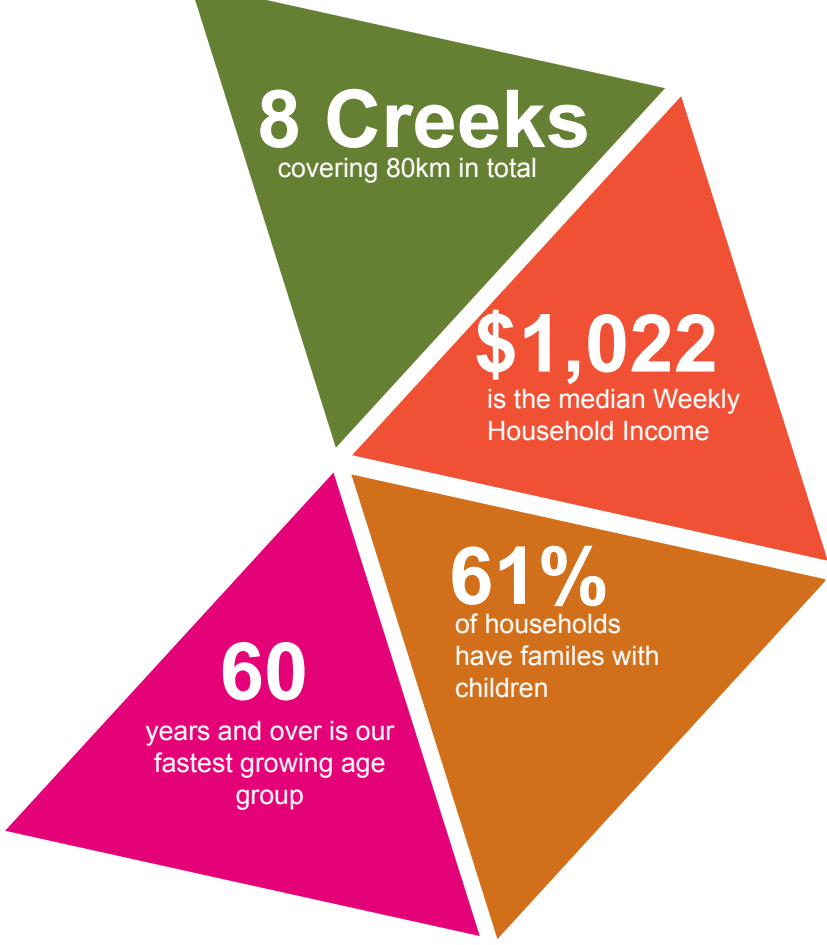


**5,500Ha**

Western Sydney Regional Parklands and Chipping Norton Lake

**452**  
Parks

## Fast Facts



**32km** from Sydney CBD

**27** Suburbs

**102km<sup>2</sup>**  
Land area



**70%**  
Speak a language other than English at home. These include Vietnamese, Assyrian, Arabic, Cantonese and Spanish

**50%**  
of residents came from countries where English is not the first language

**36**  
is the Median Age

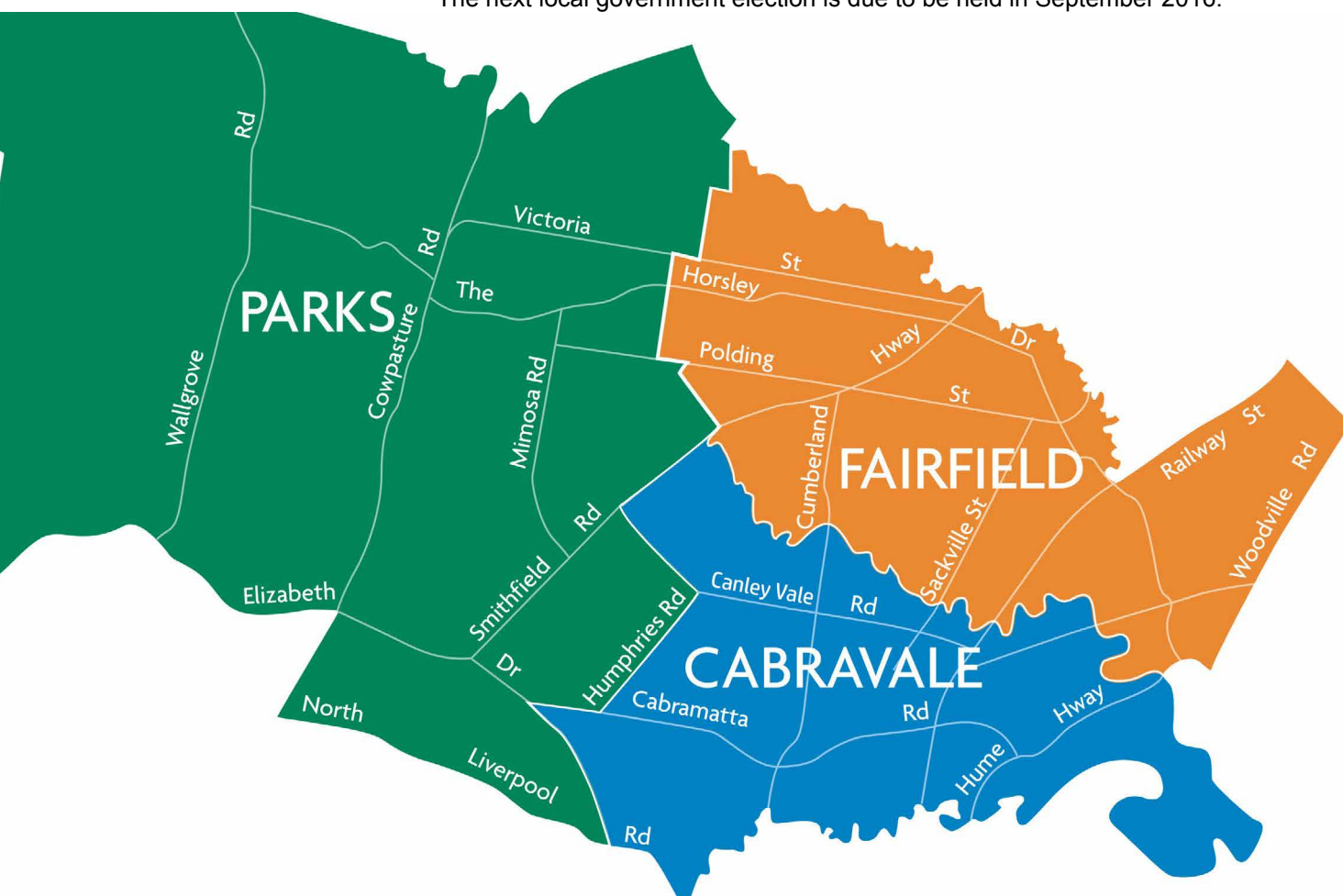




# Our Elected Representatives 2012-16

Fairfield City is divided into three wards – Fairfield, Parks and Cabravale. There are 13 elected representatives. A popularly elected Mayor representing the City and 12 Councillors representing the three wards (four in each). The elected representatives are responsible to act as advocates and represent the interests of residents, property owners and businesses in Fairfield City.

The next local government election is due to be held in September 2016.



## MAYOR



Frank Carbone  
9725 0203

## FAIRFIELD WARD



Deputy Mayor  
George Barcha  
0427 901 166



Charbel Saliba  
0417 708 582



Lawrence White  
0438 222 971



Ken Yeung  
0416 113 888

## PARKS WARD



Milovan Karajcic  
0417 770 110



Ninos Khoshaba  
0447 112 210



Joe Molluso  
0418 440 971



Zaya Toma  
0450 924 933

## CABRAVALE WARD



Del Bennett  
0409 665 101



Dai Le  
0410 899 787



Kien Ly  
0427 961 710



Nhan Tran  
0458 300 255

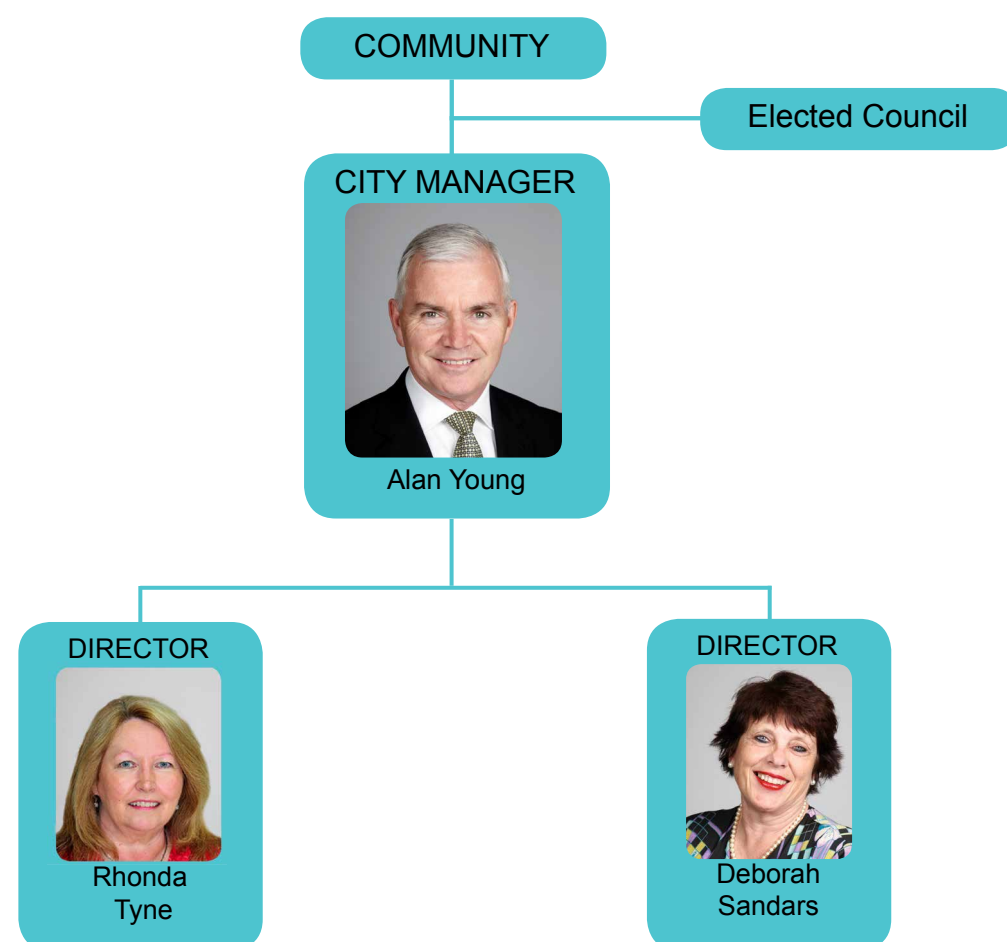




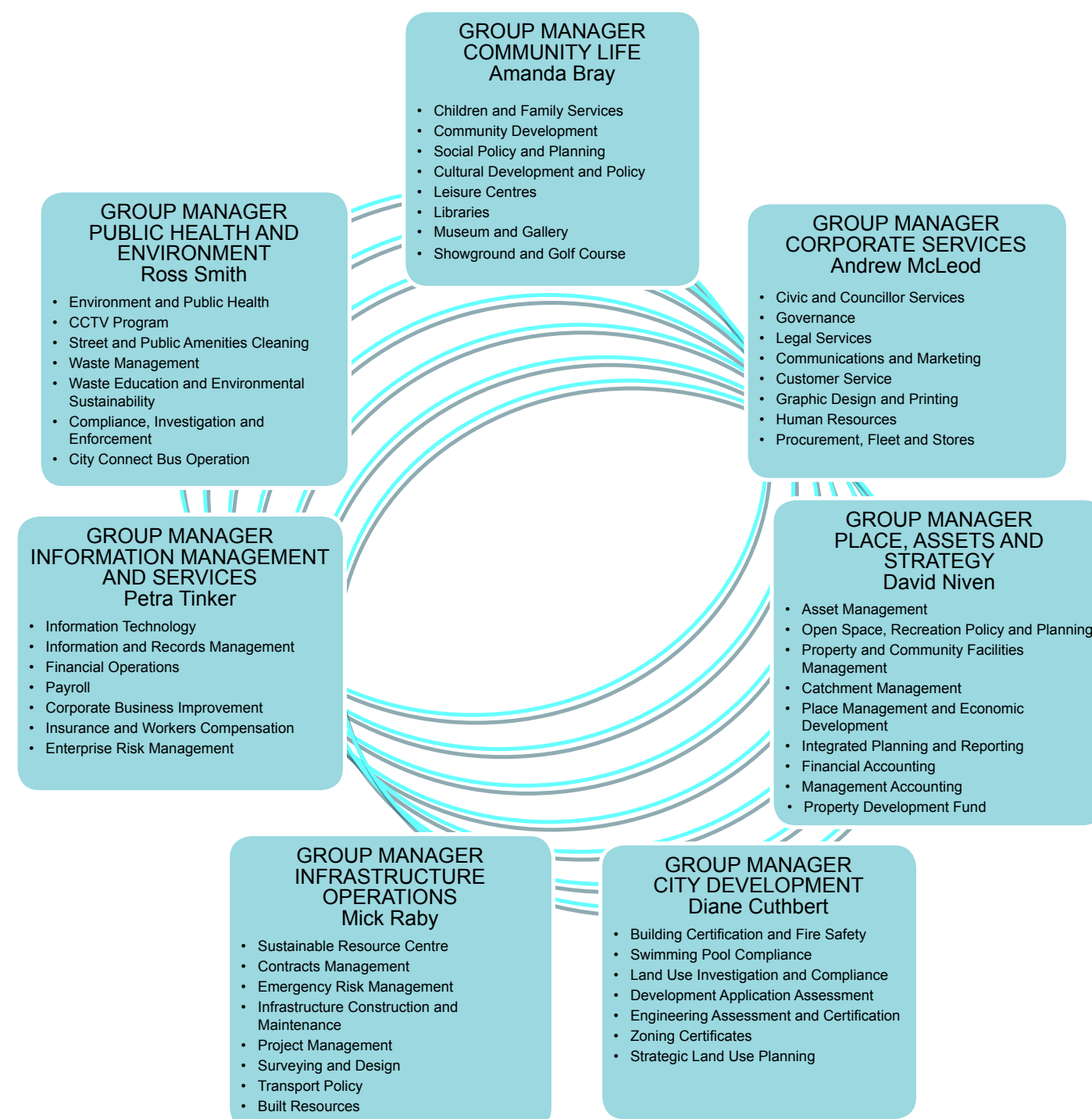
# Our Organisation Structure

The organisation is led by the Executive Leadership Team consisting of the City Manager, two Directors and seven Group Managers.

The Executive Leadership Team is responsible for overseeing the functions of Council including our services, initiatives, major projects, developing policies and plans, and providing internal service support.



## Seven Group Managers and their Functions







# Integrated planning and Reporting Framework

The Local Government Integrated Planning and Reporting (IPR) Framework was introduced in NSW in 2009 to improve Council's long-term community, financial and asset planning. The IPR Framework ensures Councils plan for a sustainable future for its community by addressing their needs and priorities as they identify them.

Fairfield City Council's IPR Framework comprised of a number of plans; 10 year Fairfield City Plan, 10 year Resourcing Strategy, 4 year Delivery Program and annual Operational Plan. The Reporting Framework includes the End of Term, Annual, Six Monthly and Quarterly Reports which talk about our progress against achieving the goals and priorities of our community.

## FAIRFIELD CITY PLAN

The Fairfield City Plan is the Community's Strategic Plan, which has been prepared for Council through a series of community consultations. This Plan sets out the community's vision, needs and priorities for the next 10 years and is identified under the following five themes:

- Theme 1 – Community Wellbeing
- Theme 2 – Places and Infrastructure
- Theme 3 – Environmental Sustainability
- Theme 4 – Local Economy and Employment
- Theme 5 – Good Governance and Leadership

## RESOURCING STRATEGY

The Resourcing Strategy includes three things: the Long Term Financial Plan (money), Workforce Management Plan (people) and Asset Management Plan (assets). It identifies how much of the community's needs and priorities Council can deliver, with the resources it has available.

## DELIVERY PROGRAM (4 Years)

The Delivery Program is a high-level plan that sets out the projects, programs and services Council has committed to deliver during its term of office, which works towards achieving the community's needs and priorities identified in the Fairfield City Plan.

## OPERATIONAL PLAN (1 Year)

The Operational Plan is a one-year plan that is developed each year providing the detail of the works identified for that year in the Delivery Program.

## COMMUNITY'S VISION

We are Fairfield City – a welcoming, safe and diverse community where we are proud to belong, invest and prosper.

## COUNCIL'S MISSION STATEMENT

Partnering with the community to achieve the Vision for Fairfield City by:

**Leadership** – Actively promoting the community's vision for the City.

**Commitment** – Caring about our community and the people in the organisation.

**Sustainability** – Considering the environmental, social, governance and economic impact of decisions.

**Integrity** – Being fair, open, ethical and consistent in all activities.

**Participation** – Providing genuine opportunities for participation in Council decisions and activities.

**Best Value** – Ensuring quality service and effective use of resources that people need and can afford.

**Improvement** – Learning from experience and seeking better ways of doing things.

## COMMUNITY'S PRIORITIES FOR THE FUTURE

In 2012, we engaged members of the community and asked them how they would picture the future of Fairfield City and as a result a list of the top ten priorities were identified.

1. Improve Community Safety
2. A Clean and Attractive Place
3. Better Health Services
4. Less Rubbish Dumping
5. Cleaner Environment
6. Improved Roads
7. Better Public Transport
8. Access to Schools, Universities and TAFE
9. More Parking
10. More Activities for Children and Youth







# Overview of Council Services

Fairfield City Council provides a wide range of services to the community. There are 46 services that work towards achieving the community's shared Vision, Goals and Priorities identified in the Fairfield City Plan 2012-2022.

The services are split between external and internal services. External services relate to services that are delivered directly to the community, while internal services relate to corporate services that support the external delivery of Council and seek to improve Council's efficiency, sustainability and accountability.

## EXTERNAL SERVICE

### Access to Information

Provides accurate and reliable information held by Council to the community, businesses and other stakeholders, including Council. Update and maintain the accuracy of the databases that contain land and spatial information.

### Asset Management – Civil and Built

Monitors and maintains community infrastructure and assets at an agreed standard by undertaking condition inspections and identifying required maintenance and renewal works.

### Asset Management – Open Space

Provides the management (including the planning and scheduling of maintenance) of Council-owned open space and associated assets including parks, reserves, sporting fields, trees, native bush and public amenities.

### Building Control and Compliance

Performs the assessment, investigation, certification and enforcement of laws and regulations for developments within Fairfield City to ensure safety and quality.

### Catchment Management

Implements projects involving design, construction, maintenance, research and education that seek to reduce the risk to life and property from mainstream and stormwater flooding, as well as to improve water quality, reduce creek bank erosion, regenerate and maintain our creek and wetland corridors.

### CCTV Camera Program

Manages the Closed Circuit Television (CCTV) program in public places and Council facilities across Fairfield City.

### Children and Family Services

Provides quality children and family services including child care and early intervention programs to ensure a good future for our children and families within Fairfield City.

### Civic and Councillor Services

Implements the management and administration of processes and protocols for Council's formal decision-making, including supporting its elected representatives.

### City Connect Bus

Provides a free City Connect bus service for areas that are poorly serviced by existing private bus routes and increases accessibility to key destinations and community facilities.

### Communications

Provides information and encourages engagement with the local community through corporate publications, local newspapers, social media; promotes Council services and initiatives; and encourages participation in Council activities and local government.

### Compliance, Investigation and Enforcement

Conducts the investigation and enforcement of regulatory and compliance laws within Fairfield City on environmental, community, parking and companion animals (dogs and cats) issues.

### Customer Service Admin Building

Delivers a centralised Customer Service Centre, which provides information and advice to customers via the Administration Centre front counter and the call centre.

### Development Planning

Conducts the assessment and processing of all Development Applications and Construction Certificates across residential, commercial and industrial development.

### Emergency Risk Management

Provides assistance, leadership and resources support to the emergency and disaster planning and response services within Fairfield City.

### Environmental and Public Health

Monitors and enforces regulatory and compliance laws within Fairfield City for environmental and public health standards.

### Fairfield Consulting Services

Supplies consultancy services to external clients on engineering related matters. These include studies, designs and plans. This service ceased this year.

### Infrastructure Construction and Maintenance

Provides the construction, maintenance, repair, inspection and testing of Council assets - including fleet, plant, roads, signs, footpaths, drainage, kerbs, gutters, car parks, ovals and Council buildings.

### Leisure Centres

Manages and maintains Council's three leisure centres (Praiiewood Leisure Centre, Fairfield Leisure Centre and Cabravale Leisure Centre) which offer a range of aquatic and dry leisure services.

### Library

Provides library services (including a wide range of resources, information, internet access, programs and services) at five locations within Fairfield City - Cabramatta, Fairfield, Wetherill Park, Bonnyrigg and Smithfield.

### Museum and Gallery

Manages and maintains the buildings that make up the Museum, Gallery and historic village site as well as collecting, preserving, curating and exhibiting the items of historical and cultural value the buildings house. It also runs a program of exhibitions, education, heritage, culture and public arts to educate and inform a wide audience and showcase Fairfield's unique history and culture.

### Place Management and Economic Development

Manages and coordinates activities, projects and issues across Fairfield City within the three place areas in Fairfield, Cabramatta and Parks. This includes place management of the City and town centres, stakeholder management and liaison services, promotion and marketing of business and employment centres, review of development applications and processing minor activity applications.

### Property and Community Facilities

Coordinates the management of Council-owned properties and community facilities including community buses, sporting fields, community centres/ halls, leased and licensed properties and multi-deck car parks.

Property development and real estate functions to buy, sell, or lease land, grant easements and road closures.





### Showground and Golf Course

Undertakes the management and maintenance of Fairfield Showground, Fairfield Markets, Fairfield Golf Course, Parklands Function Centre and a number of the community clubs based on site.

### Social and Cultural Development

Develops and implements policy, programs, community sector capacity building and partnerships in the areas of youth, arts, cultural development, health, family services, crime and safety, aged, disability, multicultural and disadvantaged communities to ensure local services and advocacy make a real difference to the life of the local community.

### Strategic Land Use Planning

Develops and manages Council's Land Use Planning Framework, as well as represents Council's interest in rural and urban planning matters with the State and Federal Governments and adjoining Councils. Preparation of Zoning Certificates.

### Street and Public Amenities Cleaning

Provides the cleaning of street and public amenities in the town centres, residential and industrial areas across Fairfield City.

### Surveying

Provides surveying and spatial data services to internal and external customers at a cost.

### Sustainable Resource Centre

Recycles construction waste to produce marketable construction materials using innovative and cost-effective methods that result in a commercial return to Council. The service enables Council to divert construction and demolition waste from landfill for recycling and reuse.

### Waste Education and Environmental Sustainability

Provides the education and promotion of environmental sustainability within Fairfield City. This includes the delivery of education programs and leading corporate and community sustainability initiatives.

### Waste Management

Provides the management of domestic and commercial waste services across Fairfield City.

### INTERNAL SERVICE

### Built Resources

Produces the designs for civil, urban and landscape infrastructure and the development and implementation of traffic, transport and road safety programs and policies for residents within Fairfield City.

### Construction Contracts Management

Undertakes the procurement process and management of external construction contracts over \$150,000 for the engineering services.

### Corporate Business Improvement

Manages Council's Corporate Business Improvement Program to ensure a strategic focus and alignment of Council's processes and systems. This includes the implementation and maintenance of the Corporate Quality Management System and Quality Assurance Program.

### Financial Management

Conducts the delivery of Council's financial services, analysis, advice and reporting to ensure appropriate cash flow and long-term financial viability.

### Financial Operations

Produces and issues the annual rates notices, management and processing of revenue collection and supplier payments for Council.

### Governance

Ensures that Council maintains a sound system of internal control that supports Council's capability to fulfil its legal, financial and ethical obligations. These policies, processes and systems support the achievements of the Council's aims and objectives while safeguarding the public's privacy, access to information and public funds.

### Graphic Design and Printing

Provides graphic design and printing services to enhance the cost-effectiveness and quality of Council's publications and provides a commercial printing service to external customers.

### Human Resources

Provides strategic and operational human resources service including project management, industrial and employee relations, work health and safety and organisational and workforce development.

### Information and Records Management

Organises and manages Council's records and information, (including access, retrieval, storage and disposal) to ensure information of Corporate value is held by Council and is available to meet business requirements and assist Council officials.

### Information Technology (IT)

Provides the planning, implementation, maintenance and support of Council's information technology systems and infrastructure.

### Insurance

Provides the management of Council's workers' compensation self-insurer licence, general insurance renewals and management of claims.

### Integrated Planning and Reporting

Implements the compliance, coordination and development of the Integrated Planning and Reporting Framework (documents and reports) and internal improvements to corporate planning, performance and reporting.

### Major Projects and Program Management

Coordinates the Project Management funding, design, construction and commissioning of major new community infrastructure.

### Payroll

Manages Council's payroll system, including payment of staff, advice and support.

### Procurement, Fleet and Stores

Develops, maintains and uses competitive, transparent, accountable and ethical procurement and supply processes when the acquisition of goods and services are required to deliver Council services.

### Property Development Fund

Provides Council with a self-funded Property Development Fund for the purpose of generating additional revenue through entrepreneurial real estate activities with the commercial returns being reinvested and available for identified projects for Fairfield City.



# ACHIEVEMENTS AND HIGHLIGHTS

## Measuring our progress against the Delivery Program 2013-2017

↑ Increased	↓ Decreased	↔ No change	△ New indicator and baseline established 2013-2014	⬜ New Service 2013-2014
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### THEME ONE: Community Wellbeing

Services	Indicators	Our performance compared to 2012/13
CCTV Camera Program	% Trend in requests received from NSW Police video footage	⬜
Children and Family Services	% Customers satisfaction survey	↑ 1%
Compliance Investigation and Enforcement	% Trend cats and dogs impounded	↑ 0.5%
Environmental and Public Health	% Food and regulated premises that comply at inspections	↑ 29.5%
	% Compliance with environmental legislation and standards at inspections	↑ 66%
Museum and Gallery	% Trend in customer visits to Council Museum	↓ 1.2%
Property and Community Facilities	% Trend occupancy rate of Council's commercially and community leased or licensed properties	↑ 8%
	% Trend community facilities booked / utilised	↑ 7.5%
Showground and Golf Course	% Trend on players at the Fairfield Golf Course	↓ 7%
	% Trend on visitors to the Showground	↑ 6%
	Markets Customer Satisfaction (Bi-annual survey rating quality / value of markets)	↓ 4.5%
Social and Cultural Development	# Strategies in implementation	↑ 46
	# Disability access improvements	↑ 3
	# Grant funds received to deliver services and programs	↔ (9)
	\$ Grants funds received to deliver services and programs	↑ \$80,675
	# Community events	↑ 119
Street and Public Amenities Cleaning	% Trend in complaints on street and public amenities cleaning	↑ 83%
	% Requests attended to within agreed timeframe	↔ (98%)
Waste Management	% Complaints on waste management resolved within service level agreement	↓ 66%
	% Increase in domestic waste recycled per household	↑ 94%
	% Trend in tonnes of material collected from Council clean-ups	↑ 4.3%
	% tree mulch recycled	↓ 29.6%

### THEME TWO: Place and Infrastructure

Services	Indicators	Our performance compared to 2012/13
Asset Management – Civil and Built	% Increase in asset value	↑ 1%
Asset Management – Open Space	% Routine maintenance inspections on parks, playgrounds and sporting fields against service standards	↓ 15%
	% initiatives completed within timeframe	↑ 10%
	% Offensive or non-offensive graffiti removed on Council assets within service standard	↔ (100%)
	% Council and private tree inspections completed within timeframe	↓ 6.5%
	% trend in Council and private tree approval for pruning and removal	↑ 78%
Built Resources	% Civil, urban and landscape initiatives undertaken	↔ (100%)
	% Traffic, transport and road safety initiatives delivered on time and within budget	↔ (100%)
Building Control and Compliance	% Applications determined within the statutory time limit	↓ 26.5%
	% Trend Annual Fire Safety statements submitted	↑ 4.5%
City Connect Bus	% Utilisation of City Connect bus service	⬜
	% Trend on time running of City Connect bus service	⬜
Major Projects and Construction Contracts Management	% Major projects on schedule	△
	% Major projects less than 10% cost variation	↑ 10%
	% Contracts completed with less than 10% cost variation	↑ 10%
	% Contracts completed	△
Development Planning	% Development Applications and assessment determined within statutory timeframe	↓ 17%
Emergency Risk Management	% Completion of annual review of Fairfield Emergency Risk Management Plan	↔ (100%)
Fairfield Consulting Services	% Customer satisfaction with Fairfield Consulting Services (only for 2013-14)	↔ (100%)
Infrastructure Construction and Maintenance	% Reduction in trend of reactive maintenance required	↓ 10%
	% Programmed initiatives delivered on time	△
Strategic Land Use Planning	Review of Local Environmental Plan in Year 3 of Delivery Program	n/a
	% Planning Certificate S149 (2) applications received are issued within service level agreements	↔ (93%)
Surveying	% Customer satisfaction with surveying service	↑ 5%





### THEME THREE: Environmental Sustainability

Services	Indicators	Our performance compared to 2012/13
Catchment Management	Area of riparian corridors and bushland reserves rehabilitated and maintained	Δ
	Cumulative number of initiatives completed under Floodplain Risk Management Program	↑ 4 initiatives
	Cumulative number of initiatives completed under Stormwater Management Program	↑ 2
Waste Education and Environmental Sustainability	% Increase in number of participants attending activities undertaken	↑ 229%
	% Increase in recycling rates	↓ 0.3%
	% Trend in reduction on energy consumption	↑ 10%
	% Trend in reduction on water consumption	↑ 5.5%
	% Trend cost savings to Council through intervention of Waste Enforcement Group	↑ 128%

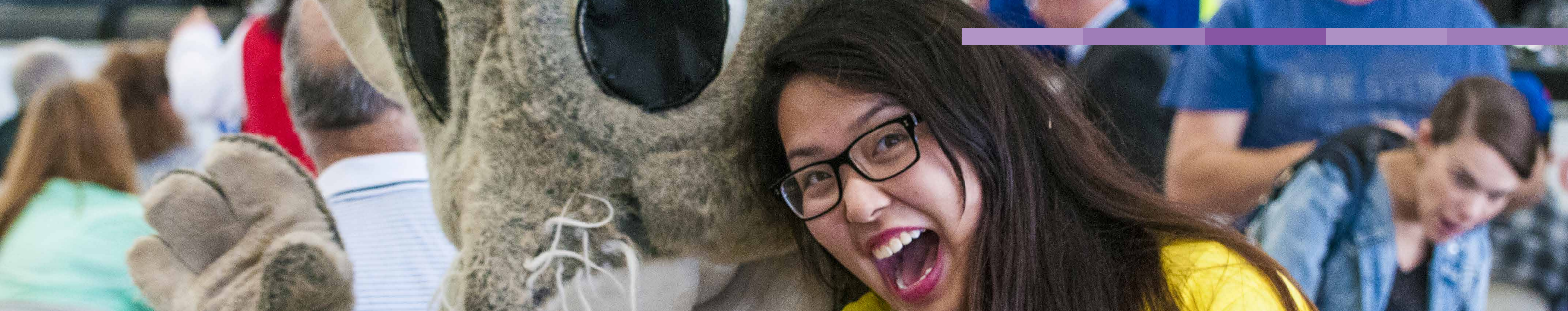
### THEME FOUR: Local Economy and Employment

Services	Indicators	Our performance compared to 2012/13
Place Management and Economic Development	% Programmed initiatives completed	↓ 21%

### THEME FIVE: Good Governance and Leadership

Services	Indicators	Our performance compared to 2012/13
Access to Information	% Accuracy on property descriptions against NSW Land and Property Information description	↔ (100%)
	% Trend in requests for information (Government Information Public Access Act)	↑ 38%
Civic and Councillor Services	% Trend in accurate and timely business papers published	↔ (100%)
	# Code of conduct breaches	↓ 13
Communications	% Increase in number of followers on Facebook and Twitter	↑ 59%
	% Key publications (City Life and City Connect) published on time	↔ (100%)
Corporate Business Improvement	% Internal Quality Management audits completed	↔ (100%)
	# Corporate Business Improvement programmed initiatives completed	↔ 16
Customer Service Administration Building	% Customers satisfied with service received at front counter and Call Centre	↓ 3%
Financial Management	% Investment earning rate	Δ
	% Long Term Financial Plan indicators are on target	↔ (73%)
Financial Operations	% Trend invoices paid within nominated trading time	↔ (95%)
	% Increase in rates notices issued electronically	↑ 199%
Governance	% Internal audit recommendations implemented within agreed timeframes and budgets	↔ (100%)
	% Governance initiatives completed within time and budget	↔ (100%)
Graphic Design and Printing	% Graphic design and printing jobs completed within quoted timeframe	↔ (90%)
Human Resources	% Workforce Management Plan's actions completed on time	↔ (100%)
	% Work Health Safety corrective actions identified completed	↓ 9.5%
Information and Records Management	% Trend in documents processed within two days of received	↔ (87.5%)
	% Trend in Electronic Data Records Management System support and training sessions delivered	↓ 22%
Information Technology	% Trend in infrastructure and core systems availability during business hours	↓ 10%
	% Trend in Service levels met for Helpdesk /Desktop support and core application availability	↑ 5.5%
Insurance	% Reduction in incoming new claims for workers compensation and public liability	↓ 2%
Integrated Planning and Reporting	# Integrated Planning and Reporting requirements within 7 days of legislative timeframe	↔ (100%)
	% Planning and reporting improvement program actions implemented within agreed timeframe	↔ (100%)
Payroll	# Trend in payroll reported errors	↑ 2
Procurement, Fleet and Stores	% Purchasing and tendering compliance with policy and legislative requirements	↑ 30%
Property Development Fund	% Profit margin on council's property development and investment	Δ
Sustainable Resource Centre	# Tonnes CO2 emissions saved	↑ 17%





# ACHIEVEMENTS AND HIGHLIGHTS

## THEME ONE - COMMUNITY WELLBEING

FAST FACTS

\$20.9m

EXPENDITURE

### Key Highlights

PROJECTS

- Tennis Courts were resurfaced and upgraded at Avenel Street, Canley Vale.
- Gym equipment and walking circuits were implemented at Horsley Park and Emerson Street Reserves.
- Whitlam Library had an upgrade to improve the overall layout and look of the Library.
- Construction works started for the new \$8.55 million Fairfield Youth and Community Centre which is funded through the Australian Government's Regional Development Australia Fund.
- CCTV cameras were enhanced at Cabramatta, Canley Vale and Canley Heights CBD's and mobile camera's placed in Villawood, Yennora and Emerson Street Reserve.

SERVICES

- Almost 22,600 people attended workshops and exhibitions held at the Fairfield Museum and Gallery.
- International Day of People with a Disability Expo was held in partnership with Fairfield, Bankstown and Liverpool City Councils.
- 500 people attended a From Peace in the Home to Peace in the World Conference for which Council partnered with the Fairfield Immigrant and Refugee Women's Network.
- Over 1,225,554 people visited Council's leisure centres.
- Learn to Swim Lessons at Council's leisure centres provided 12,412 people with access to lessons.
- Clean-up Waste Service collected 7,572 tonnes of waste.
- The Bring it On! Festival attracted approximately 11,000 people and was supported by approximately 120 volunteers.

### PROJECTS

- Upgrade of the Avenel Tennis Courts on Avenel St, Canley Vale.



- Refurbishment of Whitlam Library improved the overall layout and look of the Library.
- Upgrade to Emerson Reserve, with the installation of new outdoor exercise equipment available for residents to use at any time.
- Upgrade of Horsley Reserve Park with new gym equipment, pathways and improvements to the landscape.



- Improvement works to Prairiewood Leisure Centre, including a new efficient boiler installed that will improve the quality of the heated pool and reduces the cost and energy consumption associated with its use.
- Addressed issues and enhanced CCTV cameras in Cabramatta, Canley Vale and Canley Heights CBD's.
- Mobile CCTV cameras were installed at Villawood, Yennora and Emerson Street Reserve.

### AWARDS

- Puff Free Parks Program was awarded the NSW Innovative Community Engagement Award by the NSW Cancer Council.
- The Outstanding Youth Leader category in the annual ZEST awards, hosted by Western Sydney Community Forum, was awarded to Fairfield Youth Advisory Committee (YAC) member Katrina Di Pietro.
- The 2013 Bring it On Youth! Festival was the joint winner in the Best On-going Commitment to Local Youth Week Award.
- CPR Save Life Program won the 2013 Local Community Initiative of the Year in the annual Water Safety Awards by AUSTSWIM.
- The Fairfield Health Partnership program won the Highly Commended Award Innovation in Partnership by the South West Sydney Local Health District.

### FESTIVALS

- As part of Youth Week, the Bring it On! Festival attracted 11,000 community members and engaged 120 volunteers. The volunteers were given the opportunity to collaborate with a range of community organisations and assisted in the co-ordination of the event.
- Fairfield Multicultural Festival attracted 850 community members and presented 15 performing groups representing the diverse culture in Fairfield City. Participating Partners included Fairfield City Council, NSW Spanish and Latin American Association for Social Assistance (SLASA) Inc. and the Community Relations Commission.
- Employment and Training Expo for Refugees and Migrants attracted 700 community members and hosted 19 workshops by the following organisations: Fairfield City Council, TAFE NSW, Department of Human Services, NSW Police, Fairfield Migrant Interagency and the Fairfield Emerging Communities Action Partnership.
- The Sacred Music Festival featured devotional music from the Sydney Arabic Choir, Siasi 'O Tonga Hou'Eiki Sydney Choir, Forte Choir, Tuan Ngoc Huan, Shohrat Tursun and Sacred Unplugged. The event aimed to build community cohesion by bringing people of different religions and cultures together.





- Fairfield Showground hosted 23 community events and weekly markets for 600,279 community members. These events included the Eid Festival, BMX Bike Show, Chilean Festival, Sydney Fiesta Kultura and All Chrysler Day show.

#### SERVICES

- Council provided funding to 34 community organisations to deliver programs and information to the community.
- 85% of Council's community facilities are booked on a daily basis. These include the use of community buses, community centres and sporting fields.
- 7,572 tonnes of waste was collected from the Clean-up Waste Service this year.
- The Museum and Gallery hosted more than 20 exhibitions and attracted close to 22,600 visitors.



- 793m<sup>3</sup> of garden waste was diverted from landfill and turned into mulch for residents to use.
- International Day of People with a Disability Expo hosted 60 service stalls for 600 community members. The event was held in partnership with Bankstown City Council and Liverpool City Council.
- Council ran two Grant Information sessions for 80 community members about applying for Council grants and ClubGRANTS.
- Council partnered with the Fairfield Immigrant and Refugee Women's Network and hosted a From Peace in the Home to Peace in the World Conference for 500 community members. The Conference aimed to encourage women to break the silence around domestic violence.

- Council's Leisure Centres attracted 1,225,554 community members.



- Council's Leisure Centres ran Fitness Programs for residents, community groups, veterans and special groups for children.
- 12,412 community members enrolled into Learn to Swim lessons at Council's leisure centres.
- Council's Immunisation Program provided 60 free sessions and immunised more than 1,176 children aged between 2 months and 5 years.
- Our gym facilities are being used well with 3,583 members signed to our leisure centres.
- The Open Your Eyes Be Waterwise safety presentation and the CPR Save Life program were delivered to 367 students from 17 pre-schools and primary schools. This program is designed to educate students about water safety and basic life support skills.
- The Leisure Centres ran two 12 Week Challenges for 86 community members who achieved a total weight loss of 376kg as a result of this program.
- The Boot Camp program ran 132 sessions at Prairiewood Leisure Centre and 61 sessions at Fairfield Leisure Centre.
- 22 pool parties were held for 299 children and 114 spectators.
- 8,240 swimmers from four swim clubs used the Prairiewood and Fairfield Leisure Centres.
- 41 local school swimming carnivals were held for 13,498 students at the Prairiewood and Fairfield Leisure Centres.
- 130 swimmers attended the annual Squad

- Championships at Prairiewood Leisure Centre.
- Seniors Week at the Cabravale Leisure Centre engaged 150 seniors through various activities, including a group exercise session, dietary presentation, and information sessions with a chiropractor and podiatrist.



- Six community groups with 258 community members attended the Learn to Swim Program at three leisure centres.
- The Parklands Function Centre hosted 107 functions for small group, which included training, general meetings or weddings.
- A pilot program to support young people in relation to cyber bullying, safe driving, personal and general safety issues was held weekly at the Whitlam Library.
- In partnership with Fairfield Police, Big Heart Vision and Bunnings, Council ran a Finding My Place Program at Council's Libraries for Year 9 boys. The program targeted boys who had been disengaged from their local school.
- The Community Recycling Bike Project had volunteers repairing 30 bikes (with 12 of those bikes lent to the community), and about 230 volunteer hours were given by the local community.
- A new book club for Spanish speakers was established in July at the Bonnyrigg Library.
- The In Shape Lifestyle Modification Program was translated into multiple languages, including Spanish, Khmer and Italian, which assisted the community when using the newly installed gym equipment available at Endeavour Reserve, Fairfield West.
- Fifteen community events were held as part of White Ribbon Day Campaign 2013 and 16 Days to Eliminate Violence Against Women. The events were designed to raise awareness of domestic violence and sexual assaults against women.
- As part of the Youth Media Harmony Project, local young people participated in a film project to explore issues such as acceptance, stereotypes, and negative perceptions of Fairfield City.
- As part of National Drug Action Week 2013, Council ran a Minimising the Harm of Drugs forum for community workers and residents. Local drug and community agencies worked with Council through the Community Drug Action Team to present a range of speakers and information on local drug services.
- National Aboriginal and Islander Day of Commemoration events were held at early learning centres, Council libraries, schools as well as a public event in Hilwa Park, Villawood. Council partnered with Woodville Community Centre and Bonnyrigg

- Public School for these events.
- The Social Change Through Creativity Forum highlighted Fairfield's cultural development, active citizenship, social inclusion, and promoted the well-being of the community. This forum assists community workers to use the arts to assist people to deal with a wide variety of issues.
- As part of International Women's Day, Council presented the Vietnamese Women's Association with an information display about ending poverty for women through economic empowerment.
- Council ran a literacy program for students and parents that attended Council's early learning centres. The program aimed to increase the skills levels of students and assisted them with the transition from early education to primary school. Based on assessments, literacy skills of participants significantly improved.
- The annual Seniors' Concert was held in November and attracted a diverse range of community groups and residents.



#### GRANT

- Senator the Hon Marise Payne turned the first sod to mark the start of major construction works for the new \$8.55 million Fairfield Youth and Community Centre. Council acknowledged the \$7.35 million funding awarded under the Australian Government's Regional Development Australia Fund.
- The State Government allocated \$367,005 or \$1.85 per capita to Fairfield Council libraries in 2013-2014. An additional \$126,420 for disability and geographic adjustment will also be received.
- \$58,500 received from Minister for Planning and Infrastructure for the design of the Fairfield Adventure Park under the Metropolitan Greenspace Grants Program.

#### ADVOCACY

- The regional Dare to Care Conference was held at Fairfield RSL and included representatives from Fairfield City Council, Bankstown City Council, Liverpool City Council, Macarthur Disability Services, and Bankstown Area Multicultural Network. Conference delegates discussed the potential affects to the frail aged and people with disabilities because of changes in service.





# ACHIEVEMENTS AND HIGHLIGHTS

## THEME TWO - PLACES AND INFRASTRUCTURE

### FAST FACTS

**\$63.7m**  
EXPENDITURE

#### Key Highlights

##### PROJECTS

- More than \$12.57 million of works were completed including new roads, roundabouts, playgrounds, upgrades to park and community facilities, and childcare centres.
- Completed over 900 metres of replacement footpaths across the city.
- Installed 5,700 metres of new footpaths across the city.
- New car parks at Canley Heights Town Centre and Adams Park, Canley Vale.
- New trees were planted in Fairfield St, Brenan St, Polding St, and Rawson St as part of the street tree planting program.
- Built and opened Canley Heights Community Centre (incorporating Rumbriah Hall).
- A new cycleway was constructed at Orphans School Creek.

##### SERVICES

- Improved asset system to capture individual asset conditions, locations and detailed descriptions.
- Local Environmental Plan (LEP) 2013 was updated.
- Provided grant funding to assist residents with maintenance costs associated with heritage homes.

##### PROJECTS

- A new bus shelter was established at Brenan Park with a connecting footpath.
- In total, 119 projects and more than \$12.57 million of works were completed. These included new roads, roundabouts, pedestrian facilities, local area traffic management works and traffic control signal upgrades, car parks, footpaths, kerb and gutter and drainage works, a new community centre, playgrounds, upgrades to park and community facilities, and childcare centres.

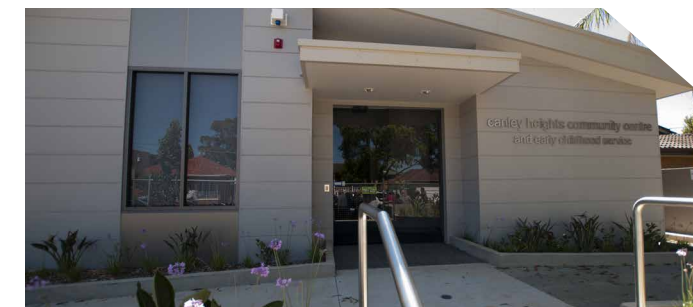


- Council completed more than 900 metres of replacement footpaths and 5,700 metres of new footpaths across the City.



- A new car park was constructed at Canley Heights (44 Derby Street).
- Safety switches were installed at all Council properties as part of the Residual Current Devices Program.
- The air-condition system was upgraded with the replacement of a chiller and ductwork at Council's Administration building.

- Canley Heights Community Centre (Rumbriah Hall Community Centre) was built and opened. This included new fit-outs which has improved the functionality of the Centre and were joint funded by the Community Building Partnership Grant and NSW Government for Future Grant.



- As part of the Street Tree Planting program, new trees were planted in Fairfield St, Brenan St, Polding St, and Rawson St to maintain a green landscape and improve the overall look of the area.
- A new cycleway along Orphan School Creek was established, expanding the cycle network across Fairfield City.
- A new car park was developed in Adams Park in Canley Vale.
- As part of the Smithfield-Wetherill Park public domain improvements, the intersection at Elizabeth St and Horsley Drive was upgraded.
- New road and traffic management facilities were upgraded for safety and traffic flow, which included installation of painted median islands on Edensor Road, Edensor Park.
- Improvements to air-conditioning, car park lighting, furniture, security fencing and pedestrian path have been undertaken at Fairfield Showground, Prairiewood, Cabravale and Fairfield Leisure Centres and Fairfield Golf Course.



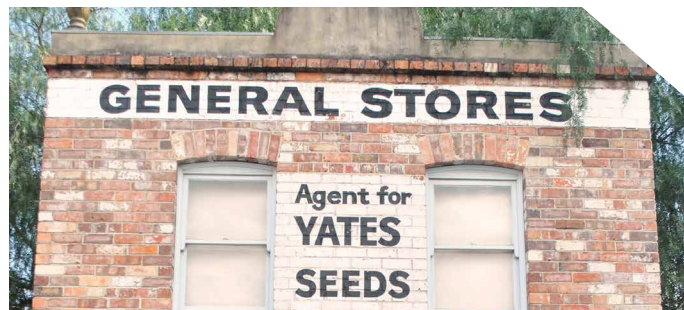


- Refurbishment works have been completed on the toilet block roofs at the Joe Broad Reserve, Terone Park and Bossley Park.
- Stage one of the Horsley Park Gateway Project was completed, which included the installation of banner poles and new signage for Horsley Park Shopping Village.
- Fairfield Heights Town Centre Streetscape Project included the replacement of old concrete footpaths with a contemporary pavement treatment, new street furniture, new street trees and safer pedestrian crossing. This increased the visual quality and general amenity of the centre and created a important civic space for social gatherings.
- Chisholm Park Facility was renovated, which included a new amenity building available for local sporting groups.

#### SERVICES

- Fire damage caused at Knight Park was repaired.
- Parkes Reserve amenity building, which was damaged by a motor vehicle collision, was restored and returned to service with minimal disruption.
- Adoption of the new Community Facilities Policy by Council to assist in the decision-making process in a transparent and equitable way.
- Council is implementing the actions identified in the Asset Management Strategy. This year's focus has been on asset creation and handover procedures, which are critical to the management of assets for the community and commencement of a public domain manual.
- Changes to Council's asset system have improved the way Council captures individual asset conditions, locations and detailed descriptions.
- Council is allowing the construction of secondary dwellings (i.e. granny flats) on rural zoned lands. Design controls to guide the design of these types of developments have been developed and applications can now be lodged to seek approval for a granny flat.
- Council's Local Environmental Plan (LEP) 2013 has been updated, which included minor amendments to neighbourhood shops, shop top-housing and small bars.

- To improve heritage listings and retain their historical importance in Fairfield City, Council has provided grant funding to assist residents with maintenance costs associated with heritage homes.



#### GRANTS

- Council received \$25,000 from the Sport and Recreation Facilities, and Participation Grant from the NSW Office of Communities (Sports and Recreation). The grant is for improvements and installation of exercise equipment in Adams Park.

#### ADVOCACY

- Council advocated to the Fire Commissioner to ensure that the Fairfield Fire Station was capable to respond to potential fires in high-rise buildings.







# ACHIEVEMENTS AND HIGHLIGHTS

## THEME THREE - ENVIRONMENTAL SUSTAINABILITY

FAST FACTS

\$3.4m

EXPENDITURE

### Key Highlights

#### PROJECTS

- Portable CCTV cameras and a number of hand-held tracking devices were purchased to combat illegal dumping and littering in Fairfield City.
- Reduced electricity consumption by 10% compared to the same period last year across various council sites through the installation of solar panels on buildings.
- To offset greenhouse gas emissions for various events and new developments 6,000 native plants were planted by Council staff and community volunteers.

#### SERVICES

- 60 sites across the City had works undertaken to reduce weeds, increase biodiversity, creek and bush regeneration and provide cleaner waterways.
- Council collected 11,574 tonnes of domestic recycling from Fairfield City residents.
- Over 145 tonnes of rubbish were removed from local creeks and gross pollutant traps.
- 3,862 residents participated in 133 waste and sustainability educational activities.

#### PROJECTS

- Council has completed a Rural Area Flood Study, which aimed to determine the mainstream flooding conditions, including flood levels, flow rates and flood risk, in the study area.
- To compliment works on Council's administration building air- conditioning system, the boiler was replaced with an environmentally friendly system.
- Council bought ten portable CCTV cameras and a number of hand-held tracking devices for the Waste Enforcement Group to assist them in combating illegal dumping and littering in Fairfield City.
- Lighting upgrades were installed at four local parks - Knight Park, Endeavour Reserve, Brennan Park and Powhatan Reserve.
- 6,000 native plants were planted by Council staff and community volunteers near Orphan School Creek, Wakeley and De Freitas Wetland. The purpose of this initiative is to offset Council's greenhouse gas emissions produced from the Bring It On! Festival and the development of Wilga Street Car Park.
- As part of Council's stormwater projects, seven educational signs were installed to promote our initiatives: installation of gross pollutant traps, development of rain gardens and rehabilitation of creeks.
- Electricity consumption at Council's top eleven sites has been reduced by 10% compared to the same period last year. This has been achieved through the installation of solar panels on 17 Council buildings.



- Kids' Environmental Education Program (KEEP) school education project has engaged 3,595 students from 13 primary schools in Fairfield City.
- Council has restored and regenerated land on Orphan School Creek through a Hawkesbury Nepean Catchment Management Authority Grant. This involved clearing noxious weeds and planting 8,001 native alluvial woodland plants.



## AWARD

- The Crossing Water Project won the 2014 Stormwater NSW Award for Excellence in Integrated Stormwater Design.

## SERVICES

- Volunteers dedicated 550 hours on activities conducted by members of Fairfield Creeks and Wetlands Group, Fairfield Indigenous Flora Park Group and Cabramatta Flying Fox Committee.
- Natural Resource Management Creek Care Program selected 60 sites across the City and implemented the following initiatives: weeds reduction, increased biodiversity, creek and bush regeneration, cleaner waterways and maintenance of reserves.
- Council has mulched more than 132 tonnes of garden waste. The mulch was distributed free of charge to local residents and parks as part of the Space Maintenance Program.



- Council collected 11,574 tonnes of domestic recycling from Fairfield City residents.
- The total energy consumption for gas and electricity at Council buildings has been reduced by 3%.
- Council has removed 145 tonnes of rubbish from three local creeks and gross pollutant traps.
- 133 waste and sustainability educational activities were organised with a total of 3,862 residents participating in these activities.
- Chemical CleanOut event was organised in October 2013, collecting 30.5 tonnes of waste chemicals.







# ACHIEVEMENTS AND HIGHLIGHTS

## THEME FOUR - LOCAL ECONOMY AND EMPLOYMENT

**FAST FACTS** **\$4.9m**  
EXPENDITURE

### Key Highlights

#### PROJECTS

- Held the Smithfield Wetherill Park Action Planning Forum and launched the Smithfield Wetherill Park Economic Analysis.
- Culinary Carnivale, Western Sydney's Spanish and Latin American food festival was held starring TV Chef Miguel Maestre.
- Over 90,000 people attended this year's Moon Festival.
- Upgrades were made to 12 shopping centres and the Villawood Town Centre, which included new seating, paving and planter boxes.

#### SERVICES

- Business Forums were held in various locations across the city.
- Sponsored Fairfield City Local Business and South West Sydney Regional Training Awards
- Small Business Bus program commenced providing advice and support to small businesses.

#### PROJECTS

- Council consulted local businesses and the Cumberland Chamber of Commerce at the Smithfield Wetherill Park Action Planning forum to inform them about the development of the Smithfield Wetherill Park Economic Analysis.
- Council has implemented initiatives as part of the Fairfield City Centre Marketing Plan, including two local events (Mother's Day and Easter Bunny), re-designing the business newsletter and reprinting the *Fairfield Feast* booklet.

#### FESTIVALS

- Lunar New Year celebrations welcomed the Year of The Horse and thousands of people joined the fun at Freedom Plaza, Cabramatta Town Centre. The event was an action-packed weekend filled with entertainment, traditional rituals, authentic Asian dishes, exciting lion dancers, beautiful traditional dancers complete with costumes and vibrant live performances.
- The 15th Moon Festival attracted 90,000 people with survey findings extremely positive, revealing increased turnover on the day for almost all 100 stallholders, providers and local businesses.
- Culinary Carnivale, which is part of the *Sydney Morning Herald* Good Food Month, is Western Sydney's Spanish and Latin American food festival. This year's event was hosted at Fairfield City Centre and included the renowned TV Chef Miguel Maestre, several cultural performers, flavourful food stalls and many more activities. As a result the event put our City centre's cafes and restaurants on the map, resulting in potential opportunities with the Benevolent Society Taste Food Tours and SBS Food Safari Tours.



#### SERVICES

- Fairfield Heights Town Centre forum was delivered to the community in June.
- Council sponsored Fairfield City Local Business Awards and South West Sydney Regional Training Awards and delivered employment outlook presentations to high school career advisers.

- Council initiated the Small Business Bus program to selected areas, including Smithfield Wetherill Park and Fairfield City Centre. The program is designed to provide advice and support to small businesses.



- Volunteering is an opportunity for community members to increase skills and knowledge, which would result in better employment opportunities. The Fairfield Volunteer Project encourages volunteering by providing specific education, funding and equipment.
- Council worked in partnership with the Cancer Council to deliver the 2013 Relay for Life event at Horsley Park Reserve.
- Stage two of Bibby's Place landscaping project was completed and a community tree planting ceremony was held to celebrate this completion.
- 12 shopping centres and Villawood Town Centre have had upgrade works undertaken, including paving, new planter boxes and seating.
- The Villawood District Business forum was held at Villawood Senior Citizens Centre with local businesses, the Mayor and Councillors, and Council service providers. Issues and recommendations arising from this forum have been used to update the Villawood Safety Audit Implementation Plan and determined the priorities for future works and activities.
- Smithfield Wetherill Park Economic Analysis stage one and two has been completed, which included an economic and planning review.

#### ADVOCACY

- Fairfield City Council has advised the NSW Department of Planning and Infrastructure, and the Planning Assessment Commission, that it will maintain its objections to the Jacfin-Horsley Park Employment Precinct in Horsley Park. Council outlined its concerns and recommendations.





# ACHIEVEMENTS AND HIGHLIGHTS

## THEME FIVE - GOOD GOVERNANCE AND LEADERSHIP

### FAST FACTS

**\$19.6m**  
EXPENDITURE

#### Key Highlights

##### PROJECTS

- In order to improve our efficiency, new accounts payable scanning software designed to automatically match invoice numbers to purchase orders was implemented.
- Council spent \$7.2 million with local businesses in Fairfield City in 2013/2014 as part of the Make Fairfield City Council your Business program.
- Increased production of recycled road base material at Council's Sustainable Resource Centre to cut the cost of Council's roads program.
- Lobbied the State and Federal Governments to retain the 5% Pensioner Rebate.
- Commenced the Dutton Lane Redevelopment project, with approvals now granted.
- Australia Day celebrations were held throughout the City with Saverino Salemi being awarded the Fairfield City Citizen of the Year 2014.

##### SERVICES

- Redesigned rates notices with more information. They now include the comparison of our residential rate with neighbouring Councils and a five-year history of rates paid.
- Launched an Emerging Leaders program for 20 nominated employees to be trained and mentored on leaderships skills working towards succession planning.
- Council received outstanding results in the WorkCover NSW audit in order to remain as a self insurer saving Council considerable money on its insurance costs.

##### PROJECTS

- Council has deployed a new communication system called Lync and provided training to all Council staff. This has improved Council's ability to effectively engage with the community.
- Council has installed Voice over Internet Protocol (VoIP) handsets across our administration buildings. VoIP is an economical way to communicate in today's world because it uses the internet to make phone calls and is considerably cheaper compared to landline calls.
- Accounts payable scanning software has been implemented into Council's operational system. It is designed to automatically match invoice numbers to purchase orders, which has improved efficiency.
- To improve service to the community, Council bought two new side-loading garbage trucks and two new street cleaning specialist utility vehicles.
- Council hosted a breakfast for 40 local businesses as part of the Make Fairfield City Council Your Business program. Council spent about \$7.2 million with local businesses in Fairfield City in 2013/2014.



- Audits were conducted by WorkCover NSW to ensure Council is meeting the standards required to hold a self-insurance workers' compensation licence. Council received outstanding results for both audits conducted in the Claims Management System and the Work Health and Safety System.
- Council has upgraded its mapping information systems.
- Council has undergone a significant restructure to improve service delivery, provide cost savings and an enhanced focus on leadership and development.
- The Development Application for the Dutton Lane Redevelopment was approved.
- Australia Day celebration events were held throughout the city.
- Australia Day Awards were presented in four categories and awarded to the following: Fairfield Citizen of the Year - Saverino Salemi, Fairfield City Youth of the Year - Basim Shamaon, Fairfield City Sports Achiever of the Year - Stefan Pupovac and Fairfield City Volunteer of the Year - Peter Moore.

##### AWARD

- The Manager Construction and Maintenance - Kerry Whitehead was awarded the Ministers' Award for Women in Local Government.

##### SERVICES

- The Council supported the Mayor's membership to the Metropolitan Mayors Association to provide a regional approach to Local Government.
- Council's Community Safety and Crime Prevention Facebook page was launched to enhance the way Council interacts with our community by providing a quick, widely accessible and easy-to-use information sharing platform.
- Local Government Open Day was held in August 2013 and attracted many residents and school children who enjoyed learning about the many different services Council provides. This was an excellent opportunity for residents to interact with Council.
- Council's rates notice was redesigned to include the comparison of our residential rate with neighbouring Councils and a five-year history of rates paid.
- As part of Council's Learning and Development Program, an Emerging Leaders program was introduced in 2013. 20 nominated employees have been trained and mentored on leaderships skills.
- The Sustainable Resource Centre experienced more than 1,000 days without sustaining one lost day injury.
- Capacity of the Sustainable Resource Centre was increased with the commissioning of the new pugmill (recycling demolition materials to produce road base product).

##### ADVOCACY

- Council has lobbied State and Federal Governments in support of the 5% Pensioner Rebate, which was withdrawn in the 2014 Federal Budget.
- Council received three significant discussion papers that will shape the future of Local Government. This year Council has made submissions to the Local Government Act Review, Revitalising Local Government and Key Measures for Local Government to enable better comparison between Council performances.





# STATUTORY INFORMATION



## Diversity and Multicultural Activities

### DIVERSE AND MULTICULTURAL SERVICES

Diverse and Multicultural Services is a core business of Council. Council supports refugees and emerging migrant communities, by providing specialist advice and to enhance cooperation across the local multicultural services sector.

This year's priority focus areas included settlement, health, education, employment, and the strengthening of 'soft infrastructure' to best support refugee and migrant communities. Council convenes and/or supports various interagencies/networks to give a platform to the community. Working in partnership and encouraging collaboration between agencies allows Council to better use its resources to advocate and deliver services to the community.

### Events and Celebrations

Council supports local organisations with celebrations and events that encourage community participation and community cohesion. Annual events regularly supported include Refugee Week, Harmony Day, Anti-Poverty Week and International Women's Day.

### Community Engagement, and Access for Asylum Seekers and Migrants

Council actively supports and participates in community-based partnerships that assist the emerging refugee communities of Fairfield City to develop their social/cultural infrastructure; and build linkages between these communities and mainstream service providers. For example, the Community Services EXPO 2014 – for Migrants and Asylum Seekers was coordinated by Council in partnership with St Vincent de Paul Society and the Spanish and Latin American Association for Social Assistance (SLASA). The Expo provided an opportunity for 36 local service providers, government and non-government organisations to distribute and share information, build partnerships and network with other agencies. The event focused on engaging and assisting humanitarian entrants, asylum seekers and migrants.

The Expo targeted the suburbs of Mt Prichard, Cabramatta West, St Johns Park and Bonnyrigg. St Vincent de Paul identified these as areas of great need due to the increase of refugees and asylum seekers urgently needing basic services.





### Capacity Building for new and emerging and small ethnic organisations

Council is committed to skilling up and building the capacity of new and emerging and small ethnic organisations to support their role as community advocates. Some of the workshops and training provided this year include:

- Working in partnership with the Sudanese community leaders to explore the development and delivery of programs focused on language proficiency, unemployment and access to Centrelink benefits.
- Worked in partnership with community leaders from diverse backgrounds to provide support, mentoring and information to the Ahwazi community. In the past year more than 170 community members from the Ahwazi community, an Arabic ethnic minority group from Iran, settled in Fairfield City. The aim of the project is to engage the Ahwazi community with low language proficiency, who are isolated from services and from their own community.
- Council and the Great Lakes Agency for Peace and Development (GLAPD) worked in partnership to explore the development and delivery of programs supporting the local Burundi, Rwandan and Ugandan communities. The workshops focus on language proficiency, unemployment and access to local services.

### Advocacy

Council's Multicultural Advisory Committee (MAC) played an important role in advocating to State and Federal Governments on issues affecting Culturally and Linguistically Diverse (CALD) communities, refugees and asylum seekers in Fairfield City. This year, the MAC advocated on:

- Funding for the Settlement Grants Program (SGP).
- Involving ethnic community groups in the settlement process.
- Changes to the delivery of English as a Second Language (ESL) class for migrants and refugee students under the Local Schools Local Decisions Policy.

*Council's Access and Equity Activities are activities that benefit the broad community by promoting fairness in the way we distribute our resources and services, recognising the community's cultural and religious rights, and providing the opportunities to participate in consultations to determine our future direction.*

## Access and Equity Activities

Council partnered with many community organisations in order to achieve these activities. The following provides an overview of access and equity activities Council has undertaken:

- Access improvements to toilets and kitchens have been implemented at Cabramatta Community Centre, and Prairiewood Youth and Community Centre.
- In partnership with the Heights Community Services (HCS), Council promoted and encouraged carers and people with disabilities to use accessible sites such as libraries and leisure centres.
- Council employs a staff member to support Home and Community Care (HACC) Services by providing specialist advice and implementing the Disability Access Plan.
- Side by Side is a youth disability project designed to raise awareness of barriers faced by young people with disabilities. This project is delivered in partnerships with Cabramatta Community Centre.
- Council and HCS developed a Nutritional and Food Security Project to assist in lowering the cost of essential foods for the elderly with low income, people with disabilities and carers.
- Council and HCS provided lunch once a week at Mt Pritchard Community Hall for the elderly and people with disabilities who are at risk of malnutrition.
- Consultation with the Home and Community Care identified potential services required for Fairfield City. As a result, Council can plan and advocate for these services.
- The Planning Ahead program trained and educated community members to plan their personal affairs ahead of time before their mental competency to make decisions declined due to illness or age.
- Council provides Gentle Tai Chi exercises to seniors in partnership with the Multicultural Community Care Services (MCCS).
- Council and MCCS ran nutritional projects for Frail Aged People Program in five community languages.
- Council incorporates access and equity to all its events, buildings and programs as part of its service to the community.
- Council supported a Carers' Week event for local carers.
- As part of International Day of People with Disabilities, Council held an expo for local community members with disabilities. Clients from disability services, local special schools and members of the community participated in the event.
- Council held a Seniors Week Fair providing opportunity for seniors, carers, their families and the community to find out about local services, gain knowledge of issues of importance and experience the benefits of healthy lifestyle activities.
- The Accessibility Program aims to upgrade community buildings, venues and parks to enhance accessibility of people with various levels of physical abilities.
- 21 community centres and venues have accessible toilets.
- All libraries are now easily accessible.
- The new Fairfield Youth and Community Centre has been designed to meet existing access requirements.





COMPLIANCE WITH THE NSW CARERS (RECOGNITION) ACT 2010 AND NSW CARERS CHARTER

Fairfield City Council recognises the valuable social and economic contribution that carers make to the community and the people for whom they care for in line with the NSW Carers (Recognition) Act 2010 and NSW Carers Charter.

Resident Carers

Council widely consulted service providers and carers. The findings from the consultations have been included in the Strategy on Ageing for Fairfield City 2013–2017 and Council’s Disability Action Plan.

Council Staff Carers

To comply with the NSW Carers Act 2010, and to ensure that all members of staff have an awareness and understanding of the NSW Carers Charter. Council is developing a strategy to raise awareness of the Act and to ensure that the principles of the Carers Charter are reflected in all its functions, operations, policies and procedures.

Council has in place a Carers’ Leave Policy that supports staff who are carers and who are required to care and support a family member (or a member of the employee’s household) who is ill or who requires care as a result of an unexpected emergency. A review of this policy is being undertaken to ensure compliance with the NSW Carers Charter.

DISABILITY INCLUSION BILL

The Disability Inclusion Bill, which will replace the Disability Services Act 1993, has been passed through the NSW Parliament. The new legislation will become the Disability Inclusion Act 2014 and will increase rights, protections, inclusion and safeguards for people with disabilities. The new Act will require local Councils to put in place a Disability Inclusion Action Plan that promotes the inclusion of people with disability.

Fairfield City Council is closely following the development and implementation requirements of the Disability Inclusion legislation. Council already as a Disability Access Plan and an Access Improvement Plan, and will be reviewing the Plan in preparation for the new requirements.



CONTRIBUTION OF GRANTS

Through resolutions of Council the following amounts were granted under Section 356 of the Local Government Act:

Funding Scheme	Number of Grants	Amount Granted
Mayoral Donations Scheme	13	\$6,600
Community Volunteer Fund	6	\$6,000
Mayoral Scholarship Fund	8	\$8,545
Councillors Community Fund	1	\$1,000
Language and Cultural Awareness Fund	0	Nil
Heritage Grants Scheme	5	\$13,995
Heritage Rate Rebate Scheme	7	\$42,405
Memorandum of Understanding (MOU)	32	\$94,640
Fairfield Sports Aid Foundation	8	\$650
Total	80	\$173,835

Memorandum of Understanding

Below is a listing of Non-profit Community Organisations (NCO) that received financial assistance from Council in 2013-2014 to assist through a MOU in delivering community development and place-based services or events.

Name of Organisation	Type	Relationship	Project
Bonnyrigg Public School	NCO	MOU	Aboriginal Community Engagement Project 2013 Creative Arts Competition NAIDOC event
Woodville Community Services	NCO	MOU	Aboriginal Community Engagement Project
Community First Step	NCO	MOU	Cool Connections Resource
Cabramatta Community Centre	NCO	MOU	White Ribbon Day
Fairfield Police	NCO	MOU	White Ribbon Day at Fairfield Station
Bonnie Women’s Refuge	NCO	MOU	Pathways to no-violence
Fairfield Migrant Resource Centre	NCO	MOU	White Ribbon Day – Talk and breakfast event
South West Sydney Legal Centre	NCO	MOU	White Ribbon Day Business Breakfast about Domestic Violence
Khmer Community of NSW Inc	NCO	MOU	Be Happy and Smart in Khmer Community
Samoan Victim Support Group (SVSG)	NCO	MOU	A Warriors Promise: Says No to Violence in Fairfield City
Woodville Community Services	NCO	MOU	NAIDOC event
Villawood Family Fun Day	NCO	MOU	Community engagement, encouraging families to use the new equipment in a local park
Powerhouse Youth Theatre	NCO	MOU	Short Cuts Film Festival Performance program for young people and young people with a disability
Immigrant and Refugee Women’s Network (IRWN)	NCO	MOU	Workshops to women about domestic Violence within the CALD community
Immigrant Women’s Health Service	NCO	MOU	Workshops to improve the economic ability of family issues for newly arrived women
Karen Australian Organisation Inc.	NCO	MOU	Refugee Week celebrations 2014
The Smith Family	NCO	MOU	Refugee Week celebrations 2014
Service For The Treatment and Rehabilitation for Torture and Trauma Survivors (STARTTS)	NCO	MOU	Outreach Monthly Alliance Activities
Ted Noffs Street University	NCO	MOU	Street Jamz Hip Hop program (Bring it On! Festival)
Immigrant Women’s Health	NCO	MOU	Fairfield Volunteer Project
Parents Café Inc	NCO	MOU	Refugee Week celebrations 2014
Fairfield Migrant Resource Centre	NCO	MOU	Refugee Week celebrations 2014
Community First Step and STARTTS	NCO	MOU	Youth Week Programs, Multicultural Soccer tournament for refugee young people/ migrants
Immigrant Women’s Health Service and IRWN	NCO	MOU	Refugee Week celebrations 2014
Parks Community Network Inc	NCO	MOU	Healthy diet and lifestyle for older Men
Parks Community Network Inc	NCO	MOU	Cooking and life skills for people with visual impairment
The Heights Community Centre	NCO	MOU	Centre based meals for elderly and people with disabilities
The Heights Community Centre	NCO	MOU	Multicultural active seniors together
The Heights Community Centre	NCO	MOU	Carers access to services in the Community
The Heights Community Centre	NCO	MOU	Nutritional Project for the elderly and people with disabilities which are at risk of malnutrition
Bankstown Area Multicultural Network	NCO	MOU	Planning Ahead Bi-Lingual Train the Trainer Program for the elderly in Fairfield City





EXTERNAL BODIES EXERCISING COUNCIL FUNCTIONS

There were no external bodies exercising functions delegated by Council during the 2013-2014 reporting period.

SPONSORSHIPS, EXTERNAL BODIES AND PARTNERSHIPS

Sponsorships

Council has recieved the following sponsorships to support the events detailed below.

Moon Festival 2013			
Company Details	Type	Cash	In-kind
2AC Chinese Radio	Community Partner		\$6,050
Australian Chinese Buddhist Society	Community Partner	\$6,050	
Australian New Express Daily	Community Partner		\$5,500
Blue Star Air Conditioning	Platinum	\$25,000	
Bupa	Major	\$19,800	
Cabra-Vale Diggers Club	Community Partner	\$6,050	
Cabramatta Bowling and Recreation Club	Community Partner	\$6,050	
Canley Heights RSL & Sporting Club	Community Partner	\$6,050	
Etcom (GM Holden)	Community Partner	\$6,050	
Ettason	Community Partner	\$6,050	
Fairfield Advance	Community Partner		\$9,000
Fairfield City Champion	Community Partner		\$6,765
First One Australia	Community Partner	\$6,050	
Ibis Styles	Community Partner	\$6,050	
Iron Chef Seafood Restaurant	Community Partner	\$1,100	\$4,500
Lycamobile	Community Partner	\$6,050	
Mekong Mounties Group	Principal	\$28,000	
Nestle	Community Partner	\$5,170	
Oriental Merchant	Community Partner	\$6,050	
Peter Warren	Community Partner	\$6,050	
SBS	Community Partner		\$6,050
Sing Tao Newspaper	Community Partner		\$6,050
Telstra	Supporting Partner	\$12,100	
TVB Australia	Community Partner		\$6,050
Virgin Atlantic	Community Partner		\$5,500
Bring It On! Festival 2014			
Stockland Wetherill Park	Principal	\$8,415	\$1,650
St Johns Park Bowling Club	Community	\$2,000	
Parks Community Network	Major	\$7170	
Cabra-Vale Diggers Club	Supporting	\$5,000	
Canley Heights RSL	Supporting	\$2,000	
McDonalds	Community		\$5,000
News Australia (Fairfield Advance)	media		\$18,000

Cabramatta Lunar New Year 2014			
Company Details	Type	Cash	In-kind
2AC Chinese Radio	Media		\$2,500
ABC Tissue Products Pty Ltd	Supporting	\$2,750	
Australian Chinese Buddhist Society	Major		\$5,500
Blue Star Air Conditioning	Principal	\$10,000	
Cabramatta Bowling Club	Supporting	\$2,750	
Cabra-Vale Diggers	Major	\$6,050	
Canley Heights RSL & Sport-ing club	Supporting	\$3,070	
Central Equity	Supporting	\$1,650	\$3,800
Dan Viet Newspaper	Media		\$2,500
Etcom (for Trivett Classic BMW)	Supporting	\$2,750	
Ettason	Major	\$5,600	
Lycamobile	Supporting	\$2,750	
Medicare Local	Supporting	\$2,750	
Mekong Mounties Group	Supporting		\$2,500
Nestle- Sustagen	Supporting	\$2,750	
News Australia (Fairfield Advance)	Media		\$5,500
Oriental Merchant	Major	\$4,350	\$1,700
Royal Umbrella Amyson Pty Ltd	Supporting		\$4,000
SBS	Media		\$2,500
TVB Australia	Media		\$7,590
Culinary Carnival 2014			
Fairfield Forum	Silver	\$3,300	
Neeta City	Silver	\$3,300	
Elias Pharmacy	Festival Partner	\$1,650	
SCU	Festival Partner	\$1,650	
Austral News Publishing	Media Partner		\$10,117
St. Johns Park Bowling Club	Festival Partner	\$1,650	
Pillinger's Hiring Services	Festival Partner	\$1,650	
Fairfield City Champion	Media Partner		\$4,154
Global Family Day Care	Festival Partner	\$1,650	
Universal Family Day Care	Festival Partner	\$1,650	
Fairfield Hotel	Festival Partner	\$1,650	
Seniors Concert 2014			
Marconi Club	Supporting Partner		2,600

External Bodies

Below is a list of government agencies, organisations and businesses that provided financial support in 2013-2014 to projects that assisted in the delivery of children's services, community development and place-based services and events.

Organisation	Type	Relationship	Project
Department of Health	Federal Government	Contract	Healthy Communities Initiative
National Motor Vehicle Theft Reduction Council	Federal Government	Grant	Operation Bounce Back
Department of Education	Federal Government	Subsidy	Subsidy to assist with the inclusion of children with a disability
Arts NSW	State Government	Grant	Annual program funding for Fairfield City Museum and Gallery
NSW Department of Family and Community Service	State Government	Grant	Aged and Disability Project
NSW Department of Justice	State Government	Grant	Safer Home and Community Project
South Western Sydney Local Health District (SWSLHD)	State Government	MOU	Health Partnership
NSW Department of Family and Community Service	State Government	Contract	Subsidy for Youth, Community and Capacity Building, Australian Early Development Index and Families Facilitation Program
		Grant	Supported Playgroups
		Grant	Early Intervention Project
NSW Department of Education and Communities	State Government	Contract	Families Together
		Grant	Grant to assist in the provision of Preschool and Long Day Care Services
		Subsidy	Subsidy to assist in with the inclusion of children with a disability
NSW Roads and Maritime Services	State Government	Contract	NSW Bike Week
Department of Ageing Disability and Home Care	State Government	Grant	Fairfield Seniors Week event

Partnerships

Below is a listing of community partnerships that assisted the delivery of community development services and events in 2013-2014.

Project	Organisation / Business	Type
Fairfield Seniors Network and Seniors Services Interagency	Fairfield Migrant Resource Centre, The Heights Community Services, The Parks Community Network Inc, Cabramatta Community Centre, Anglicare, Multicultural Community Care Services (MCCS) and NSW Spanish and Latin American Association for Social Assistance (SLASA)	NCO (Non-profit Community Organisation)
South West Sydney Ageing and Disability Forum	Bankstown City Council - Ageing and Disability CPO, Liverpool City Council - Ageing and Disability CPO, Bankstown Area Multicultural Network, CatholicCare, Macarthur Disability Services (MDS) and TAFE NSW	Local Government and NCO
Puff Free Parks project	Cancer Council of NSW	NCO
Fairfield Seniors Week Expo	Fairfield Migrant Resource Centre, The Heights Community Services, The Parks Community Network, Cabramatta Community Centre, Anglicare Multicultural Community Care Services (MCCS) and NSW Spanish and Latin American Association for Social Assistance (SLASA)	NCO
International Day of People With Disabilities Expo	Bankstown City Council and Liverpool City Council	Local Government
WSCN Unemployed Youth - bikes program	iCareer and Newleaf Communities	NCO
Mental Health Alliance project	SouthWest Connect	NCO
Building a Future Without Domestic and Family Violence Workshop	Fairfield Domestic Violence Committee, NSW Police, South Western Sydney Medicare Local, Housing NSW, Bonnies Womens Refuge, Liverpool Fairfield Womens Domestic Violence Court Advocacy Service, South West Sydney Legal Centre, South West Sydney Court Assistance Scheme, Fairfield Migrant Resource Centre, Domestic Violence Court Advocacy Service, Community Corrections – Fairfield, Cabramatta Community Centre, BenSoc, Multicultural Health Service, The Benevolent Society and Community First Step	State Government and NCO
Outreach Alliance Activities across Fairfield City	SouthWest Connect, MTC Youth Connections, Service For The Treatment and Rehabilitation for Torture and Trauma Survivors (STARTTS), Youth off the Streets, White Lion, Cabramatta Youth Team, Family Relationship Centre and Assyrian Resources Centre	NCO
Bonnyrigg Youth Centre	Cabramatta Youth Team, Daystar Foundation and iCareer	NCO



Project	Organisation / Business	Type
T-Way Stakeholders Group - Respond to anti-social activity at Prairiewood	Stockland - Wetherill Park Shopping Centre, Asset Security, BRI Security, State Transit Authority Roads and Maritime Services, Open Family Australia now Whitelion, Parks Community Network, Prairiewood High School and Fairfield Local Area Command	State Government, NCO and Businesses
Aged and Disability Workforce Issues Working	Bankstown Area Multicultural Network	NCO
Fairfield AEDI Working Group (Australian Early Development Index)	Families Together, Bonnyrigg Public School, Woodville Community Services, Fairfield Family Relationship Service and The Smith Family	State Government and NCO
Paint Fairfield REaD (early literacy strategy)	Families NSW Facilitation Project, NSW Health, Cabramatta Community Centre, Bonnyrigg Public School and South West Connect	State Government and NCO
Fairfield Family Events Working Group	Bonnyrigg Public School, The Smith Family, Woodville Community Services and Uniting Care Burnside	NCO
Families Together parenting programs	Marsden Road Public School,	NCO
Police Community Engagement and Open Day	Fairfield Local Area Command and NSW Police	State Government
Fairfield Volunteer Project – development of training kit	Immigrant Women's Health, Human Services Multicultural Services	NCO
Bring It On! Bootcamp Training Week	Daystar Foundation, Parks Community Network Inc, Newleaf Communities, Big Heart Big Vision and Liverpool Youth Accommodation Service Assistance	NCO
Bring It On! Festival Health, Career and Education Precincts and Youth interactive activities	Fairfield/Cabramatta PCYC, Cabramatta Community Centre, Woodville Community Services, Family Planning NSW, South West Sydney Area Health Services, Invincible Worldwide, Lotus House, NSW Police, Fairfield and Cabramatta LAC, Team 9Lives, Community First Step, SouthWest Connect, Liverpool Youth Accommodation Service Assistance, Multicultural Health, ANGLICARE, Parkside Youth, Salt Australia, Jobfind Centre, Headspace, Parks Community Network, University Western Sydney, The Anchor/ Unifam, Samoa Victims Support Group, NSW Spanish and Latin American Association for Social Assistance (SLASA), Bossley Park and Prairiewood High Schools, CuriousWorks, The Welcome Centre, Chiro Health and Wellness, NRMA, Mission Australia and South West Sydney Family Referral Service	State Government, NCO and Businesses
Chatterbox Bus Outreach	Whitelion	NCO
Community Drug Action Team Network	Fairfield Community Corrections, Fairfield Liverpool Youth Health Service, Multicultural Health SWSLHD, Vietnamese Australian Women's Association, Fairfield Drug Health Services, Salvation Army, Drug Arm Australasia, Fairfield Multicultural Health, PCYC, Probation and Parole, NSW Police, Woodville Community Services and People Against Persecution of Addicts	NCO
Burundi, Rwanda and Uganda Community Support	The Great Lakes Agency for Peace and Development International	NCO
Ahwazi Community Support Project	NSW Spanish and Latin American Association for Social Assistance (SLASA)	NCO
Pathways to Employment and Training Expo for Refugees and Migrants	Fairfield Migrant Interagency and the Fairfield Emerging Communities Action Partnership	NCO
Fairfield Migrant Interagency	Fairfield Hospital, Fairfield Migrant Resource Centre, Department of Social services, Assyrian Australian Association, Multicultural Enterprises Australia, Khmer Community Of NSW, Communities for Children The Smith Family, Prisma Cross- Cultural, New Horizons, Uniting Care Mental Health, Relationship Australia, Legal Aid NSW, Mission Australia, Navitas Fairfield, Dept. of Human services, St Anthony's Family Care, Macedonian Australian Welfare Association, NSW Spanish Latin American for Social Assistance, Advance Personnel Management , Community Health, AFFORD – Fairfield, Uniting Care - Training & Development Services, Community First Step, Money-Care, Vietnamese Community in Australia, Family Referral Service, Bankstown Canterbury Community Transport, Housing NSW- Fairfield, ANGLICARE, Green Valley Police, Guide Dogs NSW/ACT, Asian Women at Work, MAX Employment., Family Referral Service, The Smith Family, FACS – Housing NSW, Hammond Care, STARTTS, Australian Foundation for Disabilities , Mosaic, St Vincent de Paul, Settlement Services International and SLASA	NCO



## Environmental and Planning Activities

### COMPANION ANIMAL ACT AND REGULATION ACTIVITIES

Council is required to report a detailed statement of activities relating to enforcing and ensuring compliance with the Companion Animal Act and Regulation.

### Lodgement of pound data and returns with the OLG

Records of Council showed that a total of 1,721 animals were impounded during last financial year, which is made up of 863 dogs and 858 cats.

### Seeking alternatives to euthanasia for unclaimed animals

After impoundment, Council's Animal Shelter - Renbury Farm reviews each seized animal and explores alternative options, such as sending to rescue home, animal adoption or foster care, before any decisions are made in regard to the destruction of an animal.

### Lodgement of data about dog attacks with the OLG

Council reports dog attacks to the Office of Local Government, by the Companion Animal Register, within 72 hours of being notified of the attack. Last financial year 87 incidents were reported.

### Expenditure on companion animal management and activities

Some \$273,710 was spent on the management of companion animals and related activities.

### Companion animal education programs and desexing initiatives

Council has implemented community education programs, promoted and assisted in the desexing of cats and dogs, which included:

- Providing an information display stall and free micro-chipping at Council's Open Day on 31 July 2013.
- Free microchipping day for dogs and cats was held during this financial year.
- Operation Cat Program was held in September 2013 and offered Fairfield City residents discounted cat de-sexing and microchipping for cats and dogs, and promoted information to Animal Welfare League (AWL).
- A Discounted Desexing Program for cats and dogs was promoted on Council's website.
- Free microchipping service to residents experiencing financial hardship.
- Notifying all local vets of all firework displays to be conducted in the area and providing information on webpage; notified AWL during firework displays.





### Council's off leash facilities

Council continued to provide two off leash areas, which are at Freeman Avenue Reserve on Railway Parade, Canley Vale and King Park on the corner of Kembla Street and Townsville Road, Wakeley. Both off leash areas have public seating and fenced. These areas are provided with degradable doggie poo bags, a waste bin and a self-filling drinking bowl for dogs. Both areas are regularly maintained.



Freeman Avenue Reserve



King Park

### ENVIRONMENTAL UPGRADE AGREEMENTS

Fairfield City Council did not enter any environmental upgrade agreements under S406 in 2013-2014.

### BUSHFIRE HAZARD REDUCTION ACTIVITIES

There was no requirement to carry out any bushfire hazard reduction activities during the year.

### STORMWATER LEVY

Council's Stormwater Levy program is funded from a charge levied on all rateable properties in Fairfield City. The program provides an additional source of funding for stormwater management projects.

In 2013-2014, \$1.51 million was raised by the Stormwater Levy, of which approximately \$1.15 million was spent on a mix of planning, design, construction, maintenance, education and research projects, as outlined in the table below.

Ref No.	Project	Status	Comments	Funds
CF1325	Landscaping of a raingarden at Bibbys Place, Bonnyrigg	Completed	Landscaping of the raingarden that was constructed in 2012/13 within the open space between Bibbys Place and Edensor Road, was completed. The raingarden will help improve water quality and public amenity.	\$14,168
MPSLP1415	Construction of drainage swale at Nolan Place Reserve, Mt Pritchard	Completed	A stormwater swale incorporating water sensitive urban design was constructed to reduce overland flood risk.	\$18,468
MPSLP1414	Construction of drainage swale at Jindabyne Street Reserve, Bossley Park	Completed	A drainage swale incorporating water sensitive urban design was constructed to improve stormwater drainage and public amenity, as part of overall improvements to the reserve.	\$42,441
MPSLP1413	Construction of raingardens within Shakespeare Street, Wetherill Park	Completed	Raingardens were incorporated into a series of traffic calming devices.	\$15,000
MPSLP1416	Repairs to trunk stormwater drainage channel at 65 Elizabeth Street, Wetherill Park	Completed	Urgent repair work was undertaken to the trunk stormwater drainage channel that services the Wetherill Park industrial estate.	\$200,000
MPFMP1415	Rectification of Prospect Creek Floodway at Fairfield Park, Fairfield	Carried Forward	Construction contractors were engaged to undertake repairs to the Prospect Creek Floodway.	\$1,037
-	Design of 6 Gross Pollutant Traps (GPTs) across Fairfield City	Completed	The design of GPTs at six sites across the City was completed and construction approval obtained. The GPTs are designed to capture rubbish, vegetation debris and sediment in order to protect the health of the City's waterways.	\$1,555
MPSLP1411	Construction of a GPT on Stimsons Creek at Fairfield Street, Fairfield East	Deferred to 2014/15	After unsuccessful tendering for construction of the GPT in 2013/14, the project was deferred and will be completed in 2014/15.	\$541
MPSLP1410	Design of creek rehabilitation works on Orphan School Creek between Avoca Road and Cumberland Highway	Completed	Investigations and designs into the protection and rehabilitation of a 750 metres long reach of Orphan School Creek were completed. Construction is scheduled for 2014/15.	\$27,834
MPSLP1408	Burns Creek Catchment Management Plan	Completed	The second year of this multi-year project integrating flooding, water quality, stream health, biodiversity and public amenity was completed.	\$180,896
MPSLP1409	Smithfield Catchment Management Plan	Completed	The second year of this multi-year project integrating flooding, water quality, stream health, biodiversity and public amenity was completed.	\$183,231
MPSLP1404	Stormwater gully pit maintenance	Completed	Ongoing cleaning of high priority stormwater gully pits across the City was undertaken to reduce the risk of localised flooding.	\$15,799
MPSLP1403	Maintenance of stormwater projects	Completed	High priority stormwater projects such as flood detention basins, constructed wetlands and raingardens were maintained to ensure their continued performance.	\$205,422
MPSLP1401	Stormwater education	Completed	Educational signs and creek name signs were installed at seven stormwater project sites and at 40 sites along creeks respectively to raise public awareness on stormwater.	\$29,080
MPSLP1402	Water quality monitoring	Completed	15 sites across the City's waterways were monitored as part of an ongoing program to assess and report on waterway health.	\$24,870
MPSLP1405	Cooperative Research Centre for Water Sensitive Cities	Completed	Council continued to contribute to and benefit from this nine-year national and international research program into best practice stormwater management.	\$13,500
MPSLP1407	Valuing River Health Research Project	Completed	The second year of this three-year research program into the value of waterway health to local communities was completed.	\$11,000
MPSLP1406	Catchment management officers	Completed	Catchment management officers continued to be employed on contract to help deliver stormwater projects.	\$167,571







### PLANNING AGREEMENTS

A Voluntary Planning Agreement (VPA) is an agreement entered into by a planning authority (such as Council or NSW Department of Planning & Infrastructure) and a developer. Under the agreement a developer agrees to provide or fund:

- Public amenities and public services
- Affordable housing
- Transport or other infrastructure
- Dedication of land contribution
- Monetary contributions
- Construction of infrastructure contributions
- Materials for public benefit and/or use

VPAs cannot be entered into unless public notice has been given and an explanatory note is made available for inspection for at least 28 days. VPAs now on public exhibition, in the process of being finalised or have been executed are:

- Bonnyrigg Living Communities VPA
- Calabria Club VPA
- Fairfield Chase VPA
- 83-85 The Crescent, Fairfield VPA

#### Bonnyrigg Living Communities VPA

The Bonnyrigg Living Communities Project involves the redevelopment of the Housing NSW estate in Bonnyrigg over 18 year. The VPA with Bonnyrigg Partnerships covers the developer contributions for the project. In 2013/14 Bonnyrigg Partnerships started stage 3 of the development, which includes construction on the minor infrastructure works. Construction also started on the amenities building for Tarlington Reserve, but has been deferred to address community concerns. Works have been completed at Bonnyrigg Library as required by the VPA and involved the purchase of new furniture, and the fitting and cabling for extended public space. This has resulted in improved

amenity for library users and improved access to computers and laptop facilities.

Bonnyrigg Partnerships also obtained approval for a significant modification to the concept plan, in order to meet the needs of the community. However, before negotiations to amend the VPA could start, the developer went into receivership. Once Bonnyrigg Partnership has secured a new developer for the estate, Council will begin its negotiations.

#### Calabria Club VPA

The Voluntary Planning Agreement requires the dedication of land for open space by the developer to Council. Council is then required to embellish the land, which includes weeding, re-vegetation.

#### Fairfield Chase VPA

The Voluntary Planning Agreement requires the development contribution payment for the provision of additional car parking within the Fairfield Town Centre. The contribution must be paid before the release of the construction certificate, which allows construction of the development to proceed. Council is then required to provide additional car parking or embellish existing car parks to make them more useable.

#### 83-85 The Crescent, Fairfield VPA

The Voluntary Planning Agreement addresses the shortfall of two car parking spaces associated with development of the site. The developer made an offer to enter into a planning agreement to provide financial contribution to Council to assist Council to cover the cost of increasing public parking or improving the quality of existing parking areas. The development contribution has been paid to Council.

## Workforce Management Plan Activities

### WORKFORCE MANAGEMENT PLAN

Council's Workforce Management Plan, known as Our People, Our Future: A Human Resources Strategic Plan 2013-2022, is a key component of the resourcing strategy that supports the delivery of Council's services, initiatives and major programs. It ensures Council has the right workforce skills, attributes, capabilities and strategies in place to meet the community's expectations, now and in the future.

The vision for this Plan is that Council achieves a well-earned reputation among staff, the labour market and the sector, as 'A great place to work – a great community to serve'.

The Plan builds on existing workforce programs, actions and successes. It includes five key strategies, translated into interrelated programs, to meet specific community and organisational priorities. These strategies are:

<b>Council Culture and Leadership</b>	Embed Council's constructive culture and best practice workforce leadership
<b>Council Success</b>	Grow and secure Council's workforce
<b>Council Safe</b>	Ensure Council's workforce health, safety and wellbeing
<b>Council Customer Advocacy</b>	Enhance customer and community service orientation in Council's workforce
<b>Council Connect</b>	Foster Council's workforce engagement, flexibility, innovation, diversity and sustainability

Each program is underpinned by priority objectives and actions. These objectives and actions are the result of consultation with Council's staff, evaluation of the Local Government sector and analysis of future industry trends/challenges that will impact on the organisation.





Human Resources Strategy and Operations

Council has focused on improving its human resources strategies, as well as continuing to meet operational requirements through service delivery to optimise performance. A number of key priorities for Council have been:

- Commencement of the negotiation for the new Fairfield City Council Enterprise Agreement
- Implementation of the Attendance Productivity Payment Enterprise Agreement 2013.
- Appropriate Workplace Behaviour Training delivered to new employees and as required for existing employees.
- Recruitment and Selection Policy and Guidelines have been reviewed and submitted for consultation.
- Organisational restructure undertaken and changes implemented.
- Developing and renewing key human resources policies.
- Provision of work experience in support of the Local Employment Policy.

Simplification of Work Health and Safety Management System

After completion of the Work Health Safety Management System (WHSMS) simplification, an audit of Council's WHSMS against the National Audit Tool (NAT) and Work Health and Safety Act and Regulations 2011 was conducted. A very strong result was achieved and all corrective actions raised were completed as a priority, in preparation for the WorkCover Self-Insurer Audit.

Work Health and Safety Audit

WorkCover conducted a Self-Insurer Audit in June and Council's licence was successfully retained. A result of 100% was achieved in Category One - Management Responsibility and Category Three - Risk Management. One observation was made to include the Waste Services garbage trucks on Council's Access Control Register. After the three year audit cycle, the next anticipated Self-Insurer Audit is June 2017.

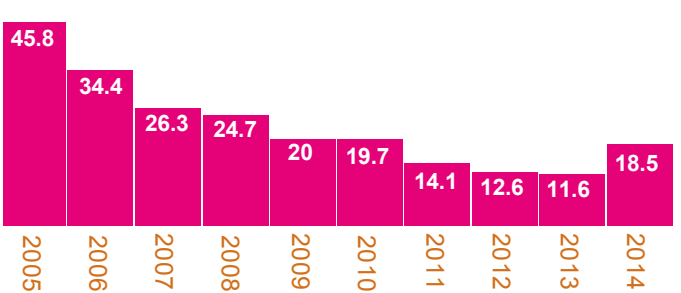
Work Health and Safety, and Self Insurance

The Workers' Compensation Branch has ensured compliance with the 2012 amendments to the workers compensation legislation. Injured workers returning to work as quickly and as safely as possible ensures the cost to council has been minimised.

During June, WorkCover conducted a Claims Management Audit. A result of 87% conformance was achieved, resulting in an excellent Level 1 outcome.

Brought forward previous years (FY 2013 and prior)	36
New claims for financial year 2014	58
Closed/finalised claims	63
Total continuing claims	31
Litigated claims 2013-2014	0

Lost Time Injury Frequency Rate



Above is a graph reflecting Council's Lost Time Injury Frequency Rate (LTIFR). There has been a significant increase in the number of Lost Time Injuries (LTI) compared to the previous reporting period. The increase from 20 to 32 LTIs has resulted in a 62% increase in Council's Lost Time Injury Frequency Rate (LTIFR). Although the LTIFR has increased, the average duration rate has decreased due to a reduction to the severity of injuries.

	<b>WHS Branch - Core</b>	
<b>WHS-00</b>	<b>Work Health and Safety (WHS) Policy</b>	

WHS VISION STATEMENT

"An organisation where we effectively work together to ensure the safety, health and well being of all people who work for, and visit Council."

WHS POLICY

As a result, at Fairfield City Council, we are committed to develop, implement, review and continually improve the Work Health and Safety Management System (WHSMS) compliant with the Work Health and Safety (WHS) Act 2011 and WHS Regulation 2011, WorkCover National Self Insurer OHS/WHS Audit Tool, relevant Codes of Practice, Australian Standards and statutory requirements.

At Fairfield City Council, safety is not negotiable. We are all responsible for our own health and safety and those around us in the workplace.


POLICY OBJECTIVES and COMMITMENTS

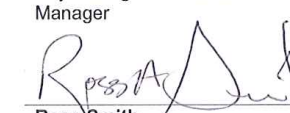
This policy is applicable to Council and all its operations and functions. Fairfield City Council is committed in:


- Complying with relevant health and safety legislation and other requirements placed upon the Council or to which the Council subscribes;
- Establishing measurable objectives and targets for health and safety to ensure continuous improvement aimed at elimination of work related illness and injury;
- Reducing the impact of occupational injury, illness and disease through the reduction of Lost Time Injury Frequency Rate (LTIFR) and average Loss Time Rate (LTR) per annum;
- Ensuring all workers are included in the decision making processes impacting on workplace health and safety;
- Providing the right of a worker to cease unsafe work;
- Developing and implementing a Risk Management Program consistent with the nature of our workplace activities and scale of health and safety risks;

- Authorising all workers to take the actions required to maintain a safe workplace and to fulfill the WHS responsibilities allocated to their position/level;
- Providing adequate facilities for the welfare of workers;
- Maintaining safe plant and structures (including buildings, masts, towers, framework, pipelines, infrastructure, underground works, shafts and/or tunnels);
- Providing information, instruction, appropriate WHS training and supervision to workers to ensure safety in workplace operations;
- Disseminating health and safety information to relevant suppliers, regulatory authorities, and visitors to the workplace as appropriate; and
- Effectively implementing this policy through the development and implementation of a WHS Management System (WHSMS).

POLICY ENDORSEMENT

  
Alan Young  
City Manager / General Manager  
Date 3/3/14

  
Ross Smith  
Chairperson, Safety Leadership Team  
Date 3/3/14

  
David Griffiths  
Chairperson, WHS Committee  
Date 3/3/2014

A signed copy of this Policy is to be displayed within the workplace on WHS notice boards and to be accessed via FirstCall (Council's intranet) and Council's website.





### WorkCover Mentor Program

Fairfield City Council has previously participated in the WorkCover Mentor Program to assist the community and develop networks across the industry. Council will continue to participate in the WorkCover Mentor Program to provide assistance and guidance to local businesses in meeting their Work Health and Safety obligations.

### Organisational Development and Learning

Council's Culture and Leadership Program is an ongoing initiative fostered by our City Manager and Executive Leadership Team. The program is designed to improve our leadership competencies, which would achieve Council's mission and strategy by establishing a framework for the organisation to identify, evaluate and develop current and future leaders.

A number of key priorities for Council in 2013-2014 included:

- Development and implementation of the Emerging Leaders Program.
- Undertaking of training needs analysis Council-wide to identify specific training programs that meet the needs of individual groups.
- Development of a guide to support supervisors in leading and managing Council's outdoor workforce.
- Providing cultural awareness training to individual work teams.
- Development and implementation of an intranet learning portal that provides and promotes self-learning.

### DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY

Council is in the process of reviewing the Diversity and Equal Employment Opportunity Strategy (DEEOS). This strategy will drive initiatives designed to promote Diversity and Equal Employment Principles in the workplace. Council's policies: Appropriate Workplace Behaviour Policy and Guide, as well as the Performance Management and Disciplinary Policy and Guide, deal with the elimination of discrimination, bullying and harassment in the workplace.

The Recruitment and Selection Policy and Guide ensures that a merit-based recruitment and selection process is adhered to, including best practice in Equal Employment Opportunity principles. Council has been successful in obtaining Federal Government funding to implement better practice standards in the attraction and retention of mature age workers.







# Corporate Activities

## GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009

Council facilitates public access to information in accordance with the Government Information (Public Access) Act (GIPA) 2009 and establishes four ways for information to be made available to the public. These include:

- Mandatory disclosure of open access information - Council must publish certain information on its website free-of-charge.
- Proactive release - Council is encouraged to proactively release as much government information as

possible, in an appropriate manner and free-of-charge (or at the lowest reasonable cost).

- Informal release - Council is encouraged to release information in response to a request without the need for a formal application, unless there are good reasons to require one.
- Formal access application - In limited circumstances, access to information will require a formal access application. People have a right to access information in this way unless the GIPA Act provides a reason to withhold the information.

The statistics below report on the Council's activities relating to GIPA during 2013-2014.

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	1	0	0	0	0	0	0	0
Non-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	6	1	2	0	1	0	0
Members of the public (other)	0	0	1	0	1	0	0	0

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

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information application*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	1	4	2	2	1	1	0	0
Access applications that are partly personal information applications and partly other	0	2	0	0	0	0	0	0

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

Table C: Invalid applications

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	3
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	3
Invalid applications that subsequently became valid applications	1



Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act.	
	Number of times considered used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Documents affecting law enforcement and public safety	0
Excluded information	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Table E: Other public interest considerations against disclosure: matters listed in table in section 14 of Act	
	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	2
Individual rights, judicial processes and natural justice	2
Business interests of agencies and other persons	1
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

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

Table F: Timeliness	
	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	13
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	13

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)			
	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	1	0	1
Internal review following recommendation under section 93 of Act	0	0	0
Review by Administrative Decisions Tribunal (NSW)	0	0	0
Total	1	0	1

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

Table H: Applications for review under Part 5 of the Act (by type of applicant)	
	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0



## PUBLIC INTEREST DISCLOSURE ACT 1994 AND REGULATION

Fairfield City has developed a Public Interest Disclosures Policy to bring an organisation-wide approach for protecting public officials (including Councillors and Council Staff) who disclose wrongdoing. The policy is modelled on the NSW Ombudsman's guidelines and applies to all public officials of Fairfield City Council.

The policy ensures that as a public authority, the Council meets its responsibilities in receiving, assessing and dealing with public interest disclosures as noted in Public Interest Disclosure (PID) Act 1997.

The statistics below report on the Public Interest Disclosure Act for 2013-2014.

Statistical Information on PIDs	Number of Applications
No. of public officials who made public interest disclosures to your public authority	0
No. of public interest disclosure received by your public authority	0
Of public interest disclosures received, how many were primarily about:	
• Corrupt conduct	0
• Maladministration	0
• Serious and substantial waste	0
• Government information contravention	0
• Local government pecuniary interest contravention	0
No of public interest disclosures (received since 1 Jul 2013) that have been finalised in this reporting period	0
Have you established an internal reporting policy?	Yes
Has the head of your public authority taken action to meet their staff awareness obligations?	Yes
If so , please select how staff have been made aware	Policy review by Council, email notification, intranet (Firstcall), new staff induction presentation by Manager Governance and Legal, posters and team meeting presentations





## MAYORAL AND COUNCILLOR FEES AND EXPENSES

The Councillor Expenses and Facilities Policy identifies expenses that are paid and facilities that are provided to the Mayor and Councillors in relation to their duties of civic office. The Policy recognises that Councillors, in discharging their civic, statutory and policy-making functions, are entitled to be provided with a range of necessary facilities and to be reimbursed for expenses specified in that policy.

The total cost of facilities provided and expenses incurred by all Councillors in accordance with the Councillor Expenses and Facilities Policy for the 2013-2014 period is demonstrated in the table below:

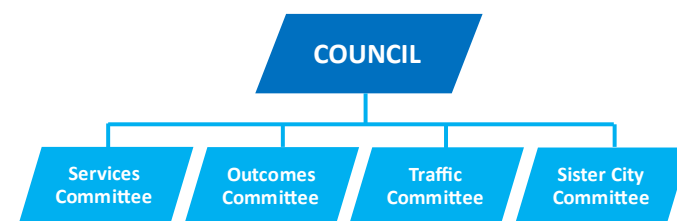
Expenses	Amounts (\$)
Overseas travel	Nil
Interstate travel	2,882
Office equipment	1,624
Telephone calls	9,487
Attendance at conferences and seminars	17,980
Training and provision of skill development	6,700
Spouse / partner expenses	Nil
Child care / carer's expenses	Nil
<b>TOTAL</b>	<b>38,673</b>

## OVERSEAS VISITS BY COUNCILLORS AND COUNCIL STAFF

Councillor Ken Yeung attended the Asia Pacific Cities Summit in Taiwan on 9-11 September 2013. The overseas travel expenses were funded by Councillor Ken Yeung, and Kaohsiung City and Taipei Economic Cultural Office.

## COUNCIL COMMITTEES

Fairfield City Council is made up of 12 Councillors and a popularly elected Mayor. The Mayor and Councillors constitute the governing body of Council.



As well as sitting as a full Council, there are a number of sub-committees that deal with different aspects of Council activities which include Services Committee, Outcomes Committee, Traffic Committee and Sister City Committee. Each September, Councillors are appointed to Council's standing committees, in addition to the Mayor.

## Ordinary Council Meetings

	Attendance
Mayor Carbone (Chairperson)	11/11
Cr Barcha	11/11
Cr Bennett	10/11
Cr Karajcic	9/11
Cr Khoshaba	11/11
Cr Le	9/11
Cr Ly	9/11
Cr Molluso	10/11
Cr Saliba	11/11
Cr Toma	10/11
Cr Tran	11/11
Cr White	11/11
Cr Yeung	10/11

## Services Committee

The role of the Services Committee is to implement and review the operational activities within Council's strategic direction as expressed in the Delivery Program. The following Councillors attended in 2013-2014 and quorum for the Services Committee is three Councillors:

	Attendance
Mayor Carbone	7/11
Cr Khoshaba (Chairperson)	11/11
Cr Bennett	8/11
Cr Ly	9/11
Cr Saliba	10/11
Cr Toma	7/11
Cr Tran	11/11

## Outcomes Committee

The role of the Outcomes Committee is to develop the policies, priorities, plans and strategic direction in achieving the Community's vision as expressed in the Fairfield City Plan through implementation of the Delivery Program. The following Councillors attended in 2013-2014 and quorum for the Outcomes Committee is three Councillors:

	Attendance
Mayor Carbone	7/11
Cr Barcha (Chairperson)	11/11
Cr Karajcic	11/11
Cr Le	9/11
Cr Molluso	7/11
Cr White	11/11
Cr Yeung	9/11

## Traffic Committee

The role of the Traffic Committee is to consider those matters relating to Council's functions under the Roads Act 1993 and the Local Government Act 1993. The following Councillors attended in 2013-2014 and quorum for the Traffic Committee is two Councillors:

	Attendance
Mayor Carbone	4/6
Cr Barcha (Chairperson)	6/6
Cr Karajcic	5/6
Cr Saliba	5/6

## Sister City Committee

The role of the Sister City Committee is to:

- Encourage friendships between the people of Fairfield and its sister cities
- Promote international understanding and provide opportunities for residents to experience the culture of the sister cities so they develop greater awareness, tolerance and understanding of other cultures
- Give young people the opportunity to develop leadership skills and experience different cultures
- Develop business and economic relationships between the sister cities and Fairfield so the City and community benefit financially.

The following Councillors attended in 2013-2014 and quorum for the Sister City Committee is five Councillors:

	Attendance
Mayor Carbone (Chairperson)	1/1
Cr Barcha	1/1
Cr Bennett	1/1
Cr Karajcic	1/1
Cr Khoshaba	1/1
Cr Le	0/1
Cr Ly	1/1
Cr Tran	1/1
Cr White	1/1
Cr Yeung	1/1





### SENIOR STAFF REMUNERATION

During this year, Council had four senior staff as defined by the Local Government Act comprising of a General Manager (City Manager) and three other senior staff. Their total remuneration packages, which incorporates salary, employer superannuation, fringe benefits tax, performance and higher duties payments, and non-cash benefits (motor vehicle) during 2013-2014 are noted below.

Total Remuneration Package	
City Manager	\$345,931
Other Senior Staff	\$667,710

### LEGAL PROCEEDINGS

A summary of the amounts incurred by Council in relation to legal proceedings taken by or against Council during the 2013/2014 period follows:

Proceedings	Cases	Cost
Proceedings against Council	13	\$64,505
Proceeding by Council	173	\$439,712
Expenses paid in out-of-court settlements	0	\$0
Expenses received by Council in-out-of-court settlements	0	\$0
Total		\$504,217

Council recovered no costs against orders in its favour and fines through prosecutions.

A summary of the legal proceedings Council has undertaken (including Local, and Land and Environment Courts) are as follows:

Proceeding status	Cases
Proceedings favourably finalised	140
Proceedings unfavourably finalised	2
Cases discontinued	18
Cases settled	0
Proceedings not finalised	26

The summary does not include cases relating to workers' compensation and insurance matters. There were 8 workers' compensation matters from previous years that continue to be litigated. During the year, 3 new litigated matters arose with 3 matters being settled, leaving 8 matters to continue into 2014-2015.

There were 104 public liability and professional indemnity claims brought forward from previous years; 60 new claims for the period, with 40 being finalised and 124 continuing into 2014-15. These claims are mainly dealt by Council staff with three claims having progressed to litigation.

### NATIONAL COMPETITION POLICY

Council has adopted the Principle of Competitive Neutrality to its business activities as part of the National Competition Policy, which is applied at all levels of government. The purpose of competitive neutrality principles is aimed at eliminating any net competitive advantages accruing to government businesses as a result of public sector ownership. Such action removes potential market distortions and promotes an efficient allocation of resources between public and private businesses.

The Pricing and Costing for Council Businesses: A Guide to Competitive Neutrality issued by the Office of Local Government has also been adopted. This guide outlines the process for identifying and allocating

costs to activities and provides a standard disclosure of requirements. These disclosures are reflected in Council's pricing and/or financial reporting systems and include taxation equivalents, Council subsidies, return on investments (rate of return) and dividends paid.

### Declared Business Activities

In accordance with Pricing and Costing for Council Businesses: A Guide to Competitive Neutrality, Council has undertaken a review of its business activities. It was determined that only the Sustainable Resource Centre (a facility that recycles used road materials) meets the requirements as a business. The centre falls into Category 1, where business activities gross over \$2 million per year.

### CONTRACTS AWARDED (Over \$150,000 in value)

Vendor/ Contractor	Description	Type	\$ Estimated total contract price (ex-GST)
Fulton Hogan Industries P/L Downer EDI Works P/L SRS Roads P/L State Asphalt Services P/L	Road work services and asphalt supply	Contract (3 years)	\$12,000,000
Total Drain Cleaning Services Envirocivil NSW P/L	Litter removal of storm water quality improvement devices (SQIDS) waterways and bush land reserves	Contract (5 years)	\$1,355,000
FDC Construction & Fitout P/L	Construction of Fairfield Youth and Community Centre	Contract (28 weeks)	\$5,930,197
Civil Works (NSW) P/L	Prospect Creek floodway stabilisation works	Contract	\$255,000
Concrete Recyclers	Concrete pulverising, crushing and screening services	Contract (10 years)	\$10,000,000
Jarcon Pty Ltd t/as Harelec Services	Supply & installation of solar PV panels at Fairfield Leisure Centre	Contract (8 weeks)	\$158,000
Furnass Landscaping Enterprises P/L	Construction of Fairfield Adventure Park and associated landscaping works	Contract (12 weeks)	\$708,259
Plan by Design P/L	Design, supply and installation of playground equipment for Fairfield Adventure Park-Stage one	Contract	\$491,000
Software Australia P/L	(LGP) Microsoft Enterprise agreement software upgrade	Contract	\$478,374
Marsdens Law Group Matthews Folbigg Lawyers Ritchie & Castellan P/L Bartier Perry P/L Maddocks	Provision of Legal Services	Contract (3 years)	\$3,000,000



Vendor/ Contractor	Description	Type	\$ Estimated total contract price (ex-GST)
RCR Infrastructure Haden	Design, supply and installation of plant and equipment for the Heating, Ventilation and Air Conditioning (HVAC) system-Stage 1 and 2 at Administration Centre	Contract	\$1,270,000
Energy Australia	(LGP) Supply of electricity for large sites and street lighting	Contract (18 months)	\$1,212,045
AGL	(LGP) Supply of electricity for large sites and street lighting	Contract (18 months)	\$1,060,628
Complete Linemarking Services P/L Combined Traffic Management P/L Allstate Linemarking Services P/L Gumbay Holdings t/a Avante Linemarking	(WSROC) Pavement Marking Services	Contract (2 years)	\$2,207,520
RMA Contracting P/L t/a RMA Group Dolomatrix t/a Toxfree P/L Affective Services Australia P/L Beasy P/L	(WSROC) Handling and treatment of hazardous waste including asbestos	Contract (2 years)	\$2,843,769
Unified Security Group (Aust) P/L	CCTV purchase and install solar watch unit	Purchase order	\$244,394
Bensco Trading Services P/L	Cleaning services at various Council sites	Purchase order	\$249,882
Allen Jack & Cottier Architects P/L	Architectural consultancy services for Fairfield Youth and Community Centre	Contract	\$152,740
The Playground Doctor	Playground equipment inspect, repair and maintenance work	Purchase order	\$153,430
BOC Gases Limited	Supply CO2 and beverage gas	Purchase order	\$164,005
The Good Soil P/L	Supply and deliver bedding sand and metal dust	Purchase order	\$167,407
MFP Construction Services P/L	Supply and installation of concrete and associated works at Sustainable Resource Centre	Purchase order	\$166,807
Parkequip P/L	Supply and install park furniture and picnic shelters	Purchase order	\$167,416
The Gardenmakers P/L	Landscaping works at various sites	Purchase order	\$170,874
Harvey Air Conditioning P/L	Maintenance and servicing of air conditioners at various sites	Purchase order	\$253,155
Bushland Management Solutions P/L	Bush regeneration services	Purchase order	\$269,812
Fairfield Electrical Supplies P/L	Supply of electrical products	Purchase order	\$177,077
BMT WBM P/L	Consulting services for Smithfield Catchment Management Plan	Purchase order	\$177,438
Macleod Engineering P/L	Repair, service and maintain machinery at Sustainable Resource Centre	Purchase order	\$269,439
E & B Tipper Hire P/L	Hire of plant and equipment	Purchase order	\$185,890
Greenland Landscape	Supply, install and maintain plants at various sites	Purchase order	\$201,598
Insight Enterprises Australia P/L	Microsoft Enterprise 6 licences and software assurance	Purchase order	\$185,056
Hunter Valley Training Company P/L	Apprentices Hire for plumbing, electrical, building, sign writer, parks and mechanical workshop	Purchase order	\$320,663
Trisley's Hydraulic Services P/L	Maintenance of pools and filtration systems at Fairfield Leisure Centres	Purchase order	\$221,501
OHS Services Australia P/ L	WHS training and consultancy services	Purchase order	\$229,975
QBE Insurance (Australia) Limited	Compulsory Third Party (CTP) for Council's fleet	Purchase order	\$236,474
Legal Force	Provide debt recovery services	Purchase order	\$353,566
F E Technologies P/L	(LGP) Supply and installation of Radio Frequency Identification (RFID) tags and equipment at Council Libraries	Contract	\$443,072
The Biodiesel Station Pty Ltd	Supply and deliver bulk Biodiesel	Purchase order	\$577,087
AMA Building Developments P/L	Hire of plant and equipment (purchase order)	Purchase order	\$592,727
Hino Motor Sales Australia	(LGP) Hino 700 series single cab truck 6x4 and scales	Contract	\$170,957
Iveco Trucks Australia Limited	(LGP) Iveco 6x4 cab chassis dual control	Contract	\$184,424
Iveco Trucks Australia Limited	(LGP) Iveco 6x4 cab chassis dual control	Contract	\$184,424
Macdonald Johnston P/L	(LGP) MJE garbage compactor side loader	Contract	\$158,983
Macdonald Johnston P/L	(LGP) MJE garbage compactor side loader	Contract	\$158,983
Spectrum Community Outcome P/L	(LGP) Labour hire of electricians, plumbers, cleaners, car park attendants, gardeners and office administration	Purchase Order	\$3,576,100



### CONDITION OF PUBLIC WORKS

Fairfield City Council is responsible for effectively managing an extensive range of assets valued in excess of \$1.4 billion, which comprises roads, water and sewerage assets, drains, bridges, footpaths, public buildings, recreational facilities, and parks and gardens. Council's Asset Management Plan, which forms part of our Resourcing Strategy, is a long-term plan that outlines the asset activities for Council and details how we will maintain and manage our assets in a cost-effective way.

Council has reported on the condition of its major assets in the table below, which includes asset condition, estimated replacement value, yearly depreciation, estimated cost to bring each asset class up to a satisfactory standard, and annual maintenance requirements as at 30 June 2014.

Asset Class	Asset Category	Asset condition	Estimated replacement value \$'000	Estimated yearly depreciation \$'000	Estimated cost to bring to a satisfactory standard (1) \$'000	Estimated annual maintenance expense \$'000	Current annual maintenance \$'000
Buildings	Council Offices, Libraries, Community Facilities and Halls, Leisure Centres and Amenity Buildings	1.9	444,223	8,538	21,940	13,362	13,334
Public Roads	Roads	1.5	45,793	519	61	263	104
	Kerbs and Gutters	1.8	87,445	1,454	1,136	1,960	1,816
	Bridges	1.8	155,189	1,926	3,308	1,846	1,071
Drainage Works	Drainage Networks	1.9	252,572	8,895	9,166	6,814	6,576
Open Space	Parks and Gardens	1.6	284,815	2,241	847	1,135	1,057
TOTAL – ALL ASSETS			1,270,037	23,573	36,458	25,378	23,958

#### ASSET CONDITION KEY

Level	Condition	Description
1	Excellent	No work required (normal maintenance)
2	Good	Minor work required
3	Average	Some work required
4	Poor	Some renovation needed within one year
5	Very Poor	Urgent renovation / upgrading required

Notes: (1) Satisfactory Standard - Satisfactory refers to the estimated cost to bring the asset to a satisfactory condition as deemed by Council. It does not include any planned enhancements to existing assets.





### Current Achievements and Status of Council's Assets

- Public Roads - Council maintains 680 kilometres of roads throughout Fairfield City. The average road condition is considered to be of good standard. 5.2% of the road network is considered to be in poor condition.
- Kerb and Gutter - Council maintains 1,210 kilometres of kerb and gutters throughout our City. The average road condition is considered to be of good standard. 2.1% of the kerb and gutter network is considered to be in poor condition.
- Building - Council owns and controls about 265 buildings and facilities including various substructures. The following is a cross section of Council's holdings: Council administration offices, community halls, libraries, childcare centres, amenity building, public toilets, shelter and cottage. The average condition is considered as good with 4.3% of the building assets/ components in poor condition.
- Bridge and Culvert - Council maintains 50 bridges and 37 culverts throughout our City. These assets are inspected regularly. No major upgrade other than routine maintenance is currently required.
- Footpath - Council maintains 794 kilometres of footpath and cycle ways throughout our City. The average footpath condition is considered to be of good standard. 1.3% of the footpath network is considered to be in poor condition.
- Stormwater Drainage - Council maintains 462 kilometres of stormwater pipe and 13,366 stormwater pits throughout our City. The average condition of these assets is considered to be of good standard with 0.3% of the assets in poor condition.

### WORK CARRIED OUT ON PRIVATE LAND

Fairfield City Council did not have any resolutions made to carry out any works on private land under Section 67 in 2013-2014.

### CONTROLLING INTERESTS IN COMPANIES

Council held no controlling interest in any company for the 2013-2014 reporting period.

### RATES AND CHARGES WRITTEN OFF

Rates and charges totaling \$3,158,002 were waived or written off during the 2013-2014 in accordance with the Local Government Act 1993. Allowance is made for such waivers and write offs in Council's Budget.

Item	Amount
Postponed rates and charges written off	24,823
Non-ratable claims (abandonment) written off	65,956
Rebate public authorities	0
Rebates on pensioner rates waived	3,025,912
Heritage rates voluntary concession	41,311
Total	3,158,002

The impact of non-ratable claims is due to NSW Land and Housing demolition of existing dwellings.

### PRODUCTIVITY IMPROVEMENT, COST CONTAINMENT AND REVENUE OPPORTUNITIES

During the past few years, Council has undertaken many initiatives that focus on productivity, cost containment and revenue opportunities. Council continually searches for opportunities that would result in a more positive operating position. The initiatives undertaken during financial year 2013-2014 are:

- Council implemented the new organisational structure realigning service delivery and to increase productivity and efficiency. This included a project management team coordinating and delivering the major projects in Council's capital works program.
- Council upgraded its air-conditioning system and installed a solar panel system at its main administration building, resulting in significant improvements in climate control and reducing energy consumption by 25-35%.

- Energy efficiency measures were implemented at Fairfield Leisure Centre (solar panels), Showground (energy efficient fittings) and Whitlam Library (solar panels)
- Council started negotiations for an updated Enterprise Agreement.
- Electronic handheld devices were introduced for enforcement activities, which simplifying administration activities.
- Council's Sustainable Resource Centre started operation of new plant, enabling lower costs and increased revenue. Costs will be lower as Council will divert less road materials to landfill waste facilities and save on raw materials through the use of recycled road materials. Additionally, Council will increase revenue by expanding its client base.







## SPECIAL RATE VARIATION

In 2001, after community consultation, Council applied and was successful for a 5% Special Rate Variation (SRV), which expired in June 2014. This SRV has funded a number of major projects, including the Cabravale Leisure Centre, upgrades at Prairiewood and Fairfield Leisure Centres, Cabramatta Town Centre upgrade, Park improvements and the Hill Street car park. Council borrowed funds in the early years of the SRV to complete the major capital works, with repayments for these loans required to be paid from the SRV by June 2014 as well as a yearly amount for the Parks Improvement Program. The table below identifies how much of the funds have been spent on each initiative and the total amount left to finalise the loan repayment and the final year of the Parks Improvement Program.

		Amount Spent 2001-14 \$'000
Projects	Prairiewood Leisure Centre	4,080
	Fairfield Leisure Centre	4,222
	Cabravale Leisure Centre	14,050
	Centrelink Car Park	3,322
	Visy Youth Centre	286
	Open Space Parks Improvement	12,300
	Cabramatta Town Centre Redevelopment	2,425
	<b>Total Project Expenditure</b>	<b>40,685</b>
Funding	Special Rates	34,589
	Loan Borrowings	15,466
	Section 94	1,560
	Internal Funding – Reserves	7,260
	Interest Income on Savings	1,737
	<b>Total Project Funding</b>	<b>60,612</b>
Loan Costs	Loan Principal Repayments	15,466
	Interest on Loans	4,461
	<b>Total Loan Costs</b>	<b>19,927</b>
Major Project Reserve	Transfer to/from Major Projects Reserve	0
	<b>Major Project Reserve - Closing Balance</b>	<b>0</b>

The following are more details of each of the projects that were funded by the SRV:

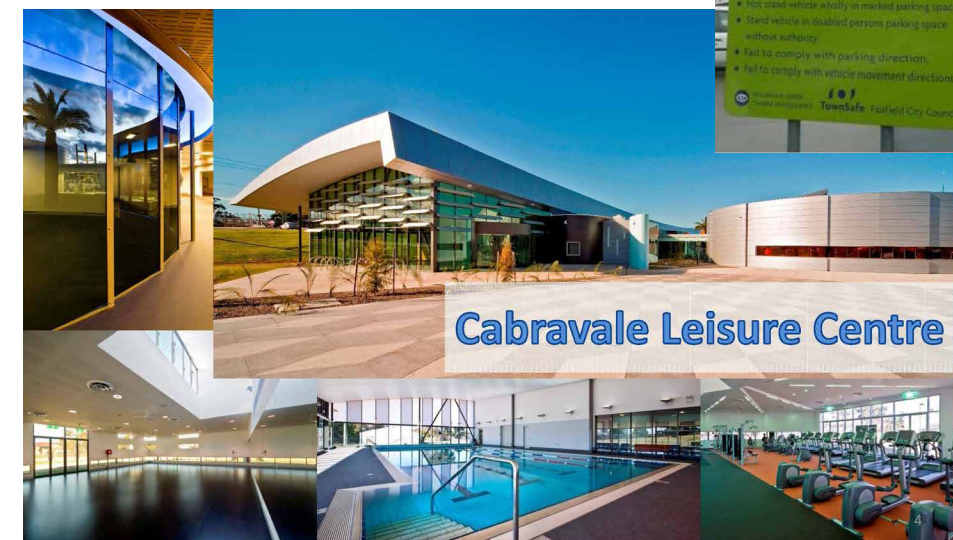
- Prairiewood Leisure Centre - 50m outdoor heated pool and grandstand and some internal upgrades.
- Fairfield Leisure Centre - Partial demolition and construction of new gym, program room, entry and seating, canteen, wet change, steam room and office space.
- Cabravale Leisure Centre - Demolition of old centre and construction of 20m program pool, program room, gym, youth/community space, entry foyer, office, plant rooms and outdoor landscaping.
- Centrelink Car Park (Hill Street Car Park) - Property acquisition and construction of about 90 parking spaces accessed from Hill Street.
- Open Space Parks Improvement - Known as the Park Improvement Program (PIP) it updated 104 parks across Fairfield City, this included the four district parks of Fairfield, Bonnyrigg, Cabravale Memorial Park and Wetherill Park. The PIP also included funding for the construction of the cycleway program and associated environmental works resulting in about 20km of off-road cycleway being constructed that now provides links and facilities across Fairfield City to local and regional cycleway networks.
- Cabramatta Town Centre - Upgrade of the road network, including traffic control signal at John/Hill, Hill/Hughes, Hughes/Park, Railway Parade/Hughes, Railway Parade/Arthur and Railway Parade/Cabramatta Road, installation of bus lane in Railway Parade and removal of old signalised pedestrian crossing in Railway Parade.
- Visy Youth Centre - Joint project with VISY Cares Trust and NSW Premiers Office. Project discontinued after financial sustainability could not be achieved.



## Fairfield and Prairiewood Leisure Centre Upgrades



## Hill Street Car Park



## Cabravale Leisure Centre



## Cabramatta Traffic Improvements



# Financial Summary Facts and Figures

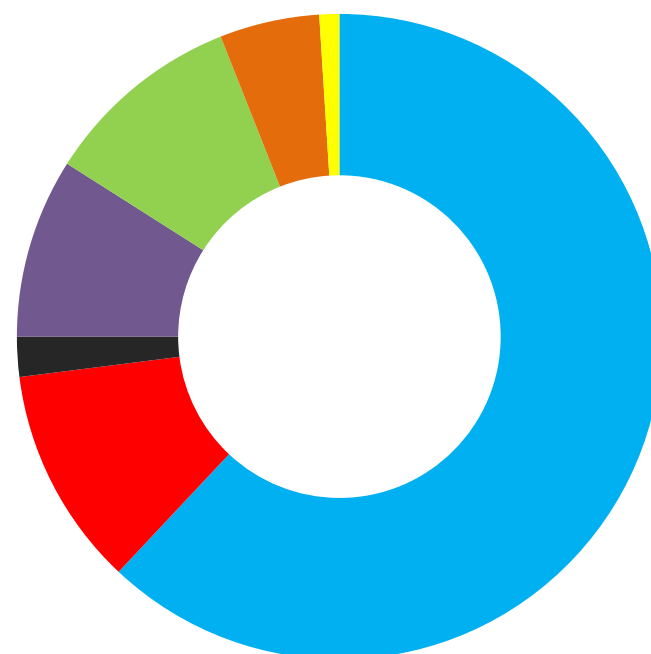
## FINANCIAL STATEMENT AND AUDIT

During this financial year, Council delivered a range of capital projects and services to the community.

This information is detailed in Council's General and Special Purpose Financial Statements which, were audited by Pritcher Partners. These Financial Statements are publicly available for viewing on Council's website [www.fairfieldcity.nsw.gov.au](http://www.fairfieldcity.nsw.gov.au) (go to Council > Corporate Plans, Policies and Registers> Publications and Policies > Financial Statements).

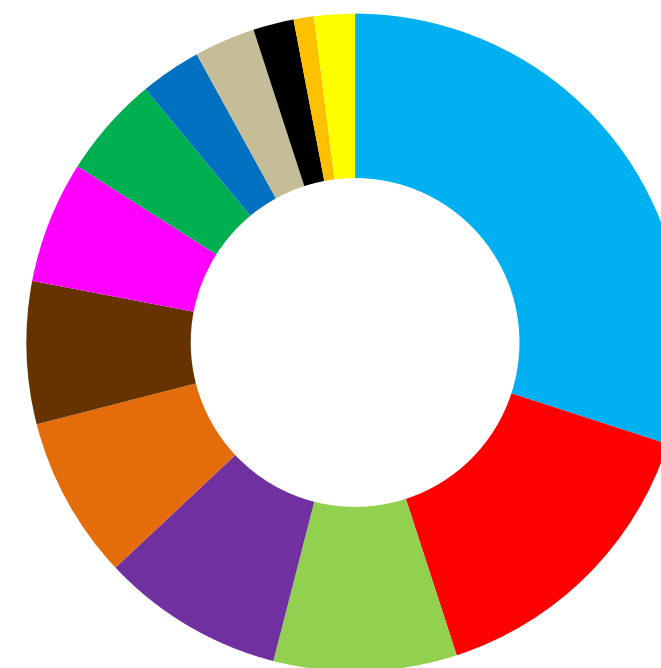
The following charts summarise where our money came from and how we spent it during this financial year.

Where our money came from



- Rates and Annual Charges 62%
- User Charges and Fees 11%
- Interest and Investment Revenue 2%
- Other Revenue 9%
- Grant and Contributions Operating 10%
- Grant and Contributions Capital 5%
- Other Income 1%

Where it was spent - Operational



- Waste Management 30%
- Children Services 15%
- Public Libraries 9%
- Public Order and Safety 9%
- Housing and Community Amenities 8%
- Drainage 7%
- Parks and Gardens 6%
- Local Roads and Traffic 5%
- Community Centres and Halls 3%
- Other Recreation Culture 3%
- Health 2%
- Economic Affairs 1%
- Other 2%

Where it was spent - Capital



- Roads, Bridges and Footpaths 50%
- Buildings 17%
- Plants and Equipment 13%
- Stormwater Drainage 10%
- Park Infrastructures and Others 5%
- Office Equipment 4%
- Library Books 1%