



Our home
Our City Our future

FAIRFIELD CITY COUNCIL
2014-2015 ANNUAL REPORT





Contents

Message from the Mayor and City Manager	4	Workforce Management Plan Activities	
About the Annual Report	5	Workforce Management Plan	56
FAIRFIELD CITY OVERVIEW		Diversity and Equal Employment Opportunity	59
Fairfield City Profile	6	Corporate Activities	
Our Elected Representatives 2012-16	8	Government Information (Public Access) Act 2009	61
Our Organisation Structure	9	Public Interest Disclosure Act 1994 and Regulation	64
Integrated Planning and Reporting Framework	12	Mayoral and Councillor Fees and Expenses	65
Overview of Council Services	14	Overseas Visits by Council and Council Staff	65
ACHIEVEMENTS AND HIGHLIGHTS	18	Council Committees	65
Measuring our progress against the Delivery Program 2013-2017		Senior Staff Remuneration	67
Theme One Community Wellbeing	24	Legal Proceedings	67
Theme Two Places and Infrastructure	28	National Competition Policy	68
Theme Three Environmental Sustainability	32	Contracts Awarded (Over \$150,000)	68
Theme Four Local Economy and Employment	36	Condition of Public Works	72
Theme Five Good Governance and Leadership	38	Work Carried Out on Private Land	73
STATUTORY INFORMATION		Controlling Interests in Companies	73
Diversity and Multicultural Activities		Rates and Charges Written Off	73
Diversity and Multicultural Services	41	Productivity Improvement, Cost	74
Access and Equity	43	Containment and Revenue Opportunities	
Compliance with the NSW Carers (Recognition) Act 2010 and NSW Charter	44	Special Rate Variation	75
Disability Inclusion Act 2014	44	FINANCIAL SUMMARY	
Grants from Council	45	Financial Statement and Audit	76
External Bodies Exercising Council Functions	47	Facts and Figures	76
Sponsorships and Partnerships	47		
Environmental and Planning Activities			
Companion Animal Act and Regulation Activities	52		
Environmental Upgrade Agreements	53		
Bushfire Hazard Reduction Activities	53		
Stormwater Levy	54		
Planning Agreements	55		



Message from the Mayor and City Manager

Welcome to Fairfield City Council's 2014–2015 Annual Report.

This year has been challenging and exciting for Council with a requirement to respond to proposed local government reforms by the NSW State Government and continuing to provide quality services and new infrastructure for its community.

Council extensively engaged the community and responded in detail to the amalgamation option proposed by the NSW State Government as part of the Fit for the Future reform package.

With over 2,000 responses received from the community and businesses throughout the City results overwhelming support for Fairfield City to remain as a standalone Council. This was a major undertaking for Council with results of the detailed report provided by IPART stating that Council is financially fit into the future.

With a budget of more than \$154 million, Council delivered a wide range of services, major programs and projects throughout the City in order to continue to meet the community's needs and priorities as identified in the Fairfield City Plan.

The year has seen the completion and opening of the \$1.5 million Fairfield Adventure Park, a \$332,000 Bonnyrigg Town Centre Park upgrade featuring the longest double-flying fox in the City and commencing the construction of the \$8.5 million Fairfield Youth and Community Centre. These are just a few of the major projects that Council developed to provide affordable entertainment options for children, youth and families.

Work has also commenced on the multi-million dollar Dutton Lane development in Cabramatta. This development will provide retail and office space, community facilities and over 270 car spaces, delivering more parking and assisting Council to be more sustainable into the future.

Celebrating our diverse culture saw Council continue to provide the many unique, culturally rich and family friendly festivals for which it is renowned. These included events such as the Culinary Carnivale, Lunar New Year and Bring It On! Festival to name a few. Now in its 11th year, Council's Youth Week program, which features the

Bring it On! Festival, has been recognised at the Local Government Awards for the past five years, winning best local government Youth Week program for 2015.

Whilst delivering on the new and exciting infrastructure Council continued to deliver its major programs with over 16km of road upgrades and renewals through the City, construction of over 2km of footpath replacement and over 8km of new footpaths.

In order to make Fairfield a clean and attractive City, Council has implemented a number of programs including the suburb banners at gateways/intersections. These programs have seen several entry points to suburbs across the City enhanced with banners and landscaping to create an attractive welcome for people coming into the City and creating a sense of pride for residents.

Council also focussed on providing healthy and affordable lifestyle options for its community with a number of places throughout the City receiving upgrades, including Stockdale Reserve, Abbotsbury and Swager Place, Canley Heights. These upgrades included a circuit walking path, 665m shared cycleway, more active play equipment and healthy living programs delivered in parks.

With a focus on being more sustainable into the future Council installed solar panels to 19 of its buildings and recycled and distributed over 139 thousand tonnes of recycled construction materials producing savings in electricity and service costs whilst also providing additional income to Council.

We are proud of these and many other achievements we have implemented in order to meet the needs of our growing community and invite you to find out more details in the Annual Report.



Frank Carbone
Mayor



Alan Young
City Manager



About the Annual Report

The Annual Report tells the community what we have delivered from the 2014-2015 Operational Plan over the past year.

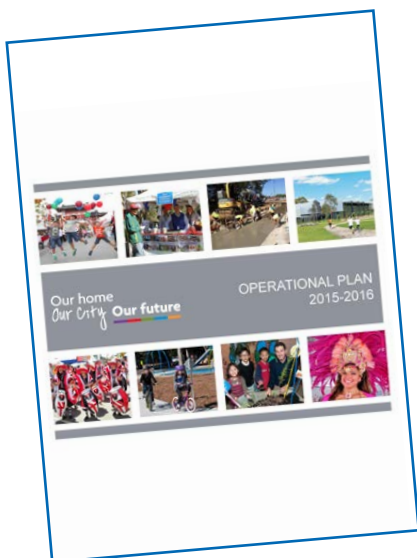
The Annual Report is made up of four parts:

Part 1 - Fairfield City Overview: looks at our City's 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 committed to for the community over the past year.

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



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 2015-2016 Operational Plan by visiting Council's Website www.fairfieldcity.nsw.gov.au/operationalplan



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 their children.

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

OUR HISTORY

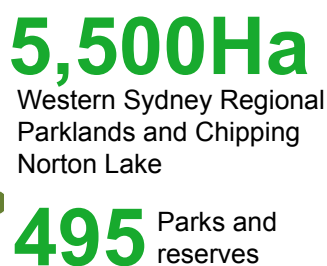
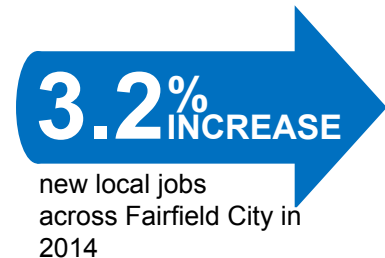
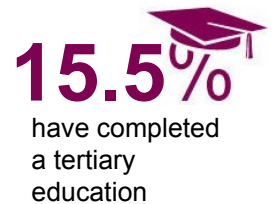
Our City is home to the Cabrogal people of the Darug nation. The Darug are indigenous people of Australian Aborigines which were united by a common language, strong ties of kinship and survived as skilled hunters in family groups or clans.

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 signalled 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.



Fast Facts

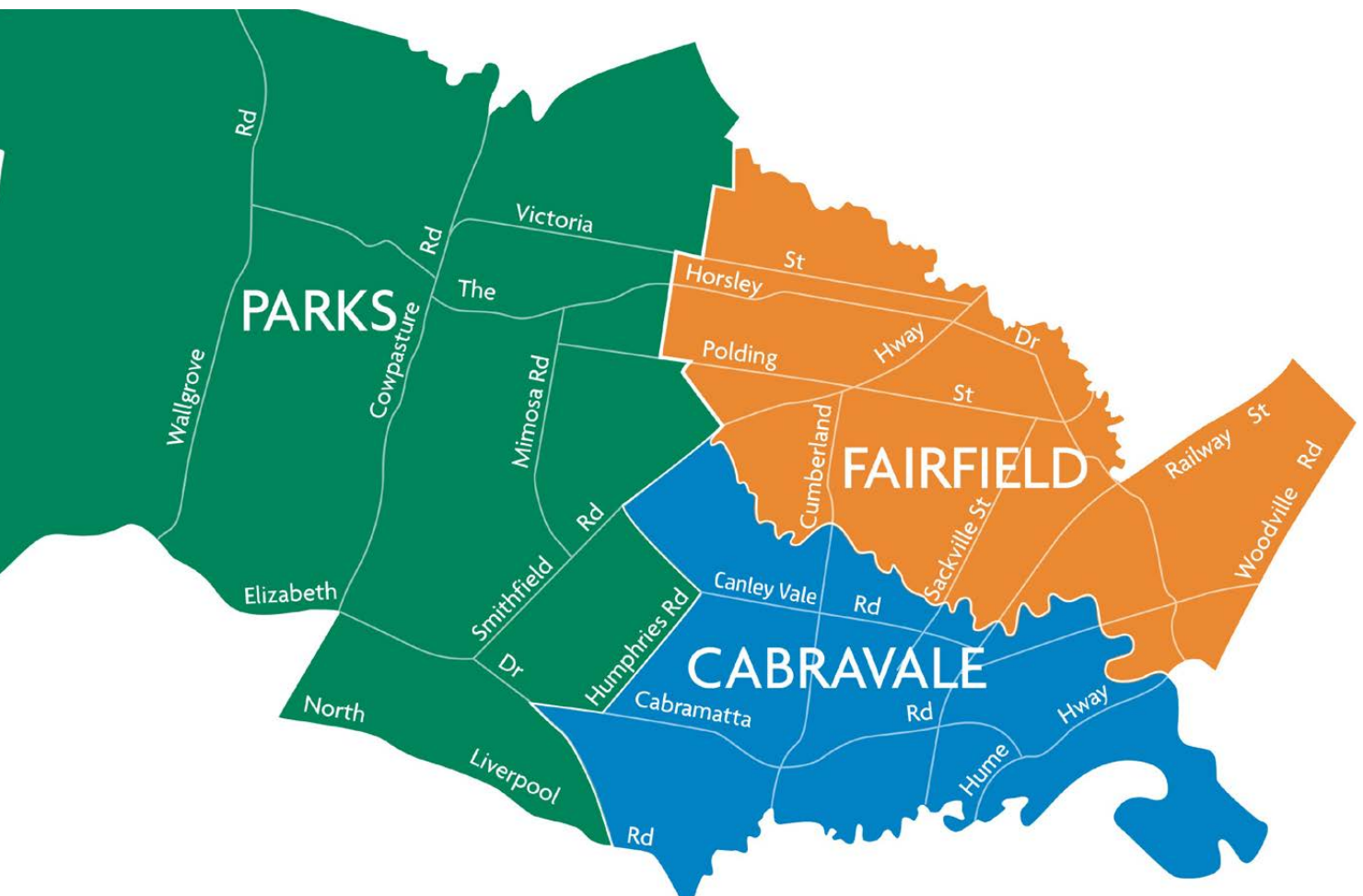




Our Elected Representatives 2012-16

Fairfield City is divided into three wards – Fairfield, Parks and Cabravale. There are 13 elected representatives in total, with a popularly elected Mayor representing the City and four Councillors representing each of the three wards. The elected representatives 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



George Barcha
0427 901 166



Charbel Saliba
0417 708 582



Lawrence White
0438 222 971



Ken Yeung
0416 113 888

PARKS WARD



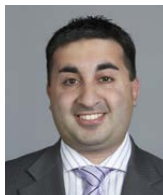
Milovan Karajcic
0417 770 110



Deputy Mayor
Ninos Khoshaba
0447 112 210



Joe Molluso
0418 440 971



Zaya Toma
0450 924 833

CABRAVALE WARD



Del Bennett
0409 665 101



Dai Le
0410 899 787



Kien Ly
0427 961 710



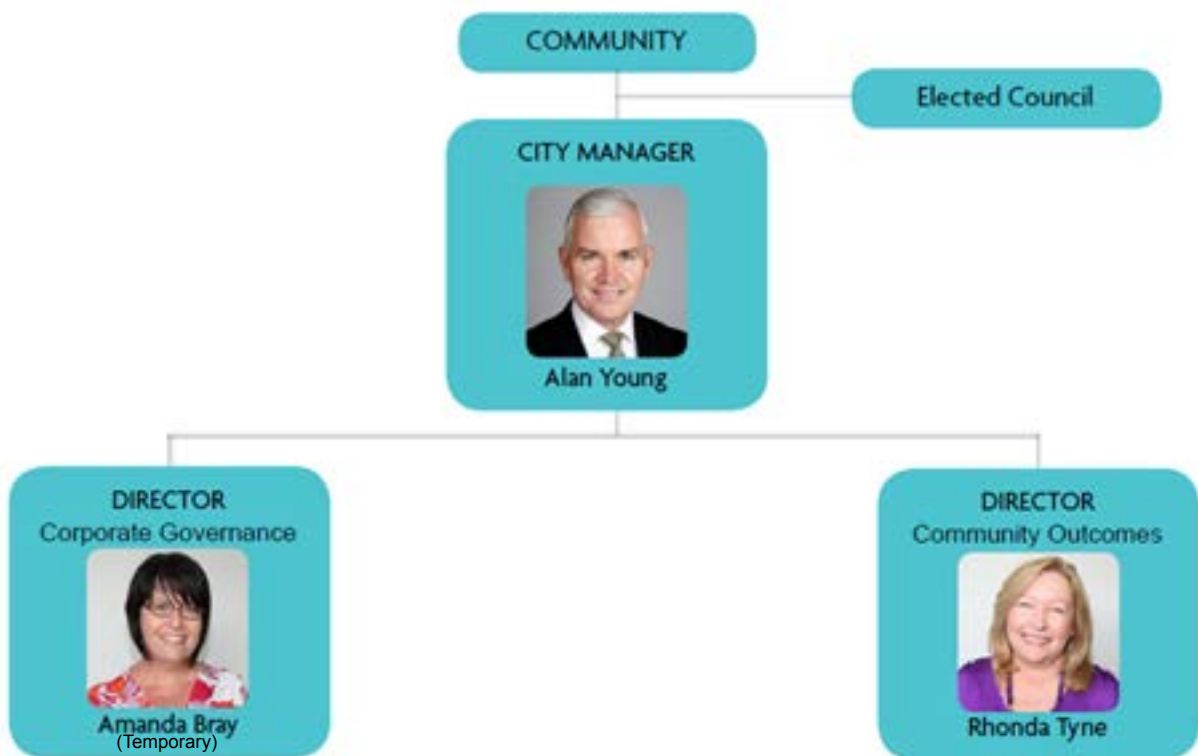
Nhan Tran
0458 300 255



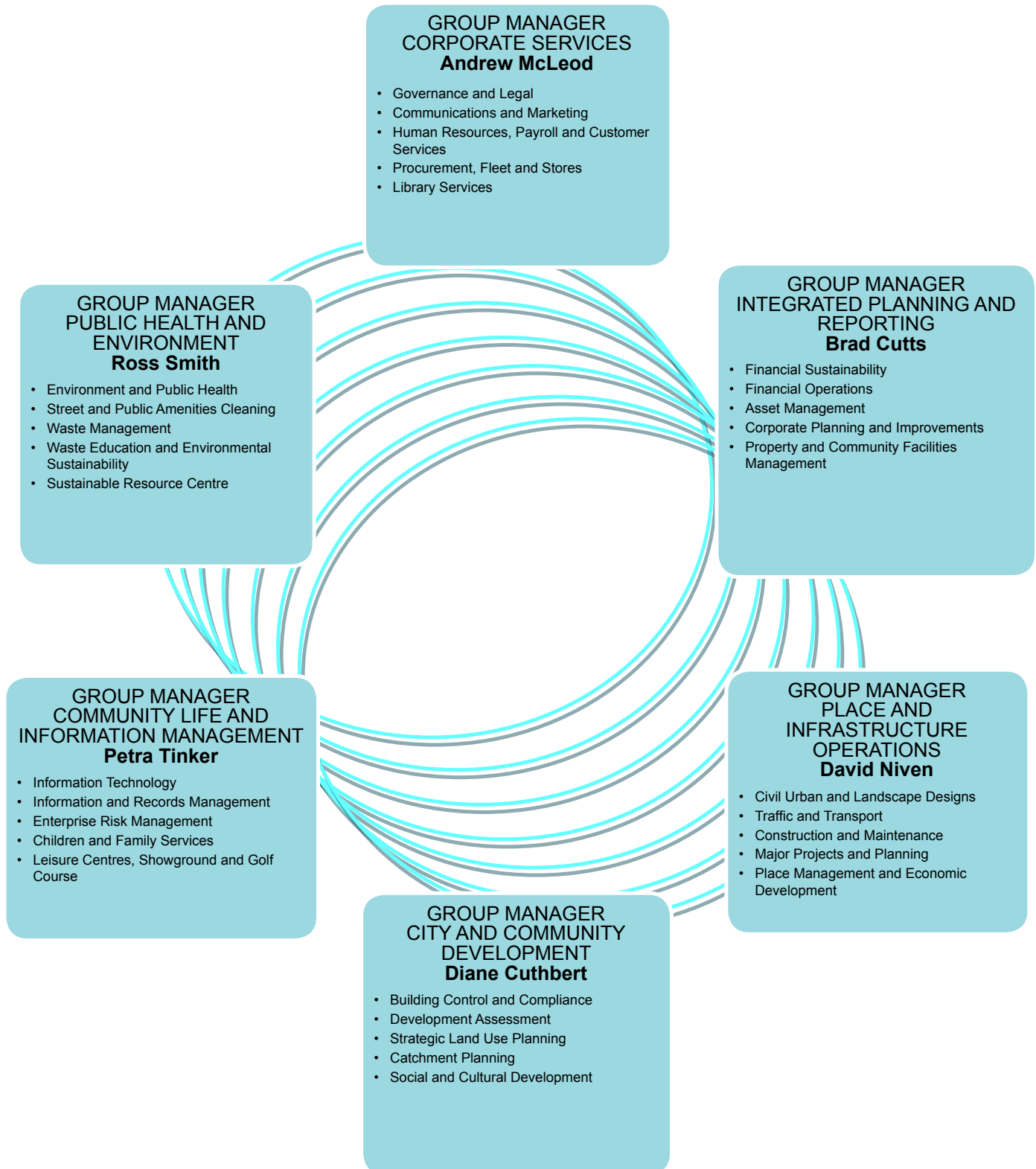
Our Organisation Structure

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

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



Six 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 all Councils plan for a sustainable future for their community by addressing their needs and priorities as they identify them.

Fairfield City Council's IPR Framework is comprised of a number of plans; ten-year Fairfield City Plan, ten-year Resourcing Strategy, four-year Delivery Program and annual Operational Plan. The Reporting Framework includes the End of Term, Annual, Six Monthly and Quarterly Reports which talks 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 ten years, which are 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 documents: the Long Term Financial Plan (money), Workforce Management Plan (people) and Asset Management Strategy (assets). It identifies how much of the community's needs and priorities Council can deliver, with the resources it has available.

REVISED DELIVERY PROGRAM (4 Years)

The Delivery Program is a high-level plan that sets out the projects, major 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.

Council has a Revised Delivery Program to include additional projects identified as a result of the Special Rate Variation approved by IPART, which took effect as of July 2014.

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.

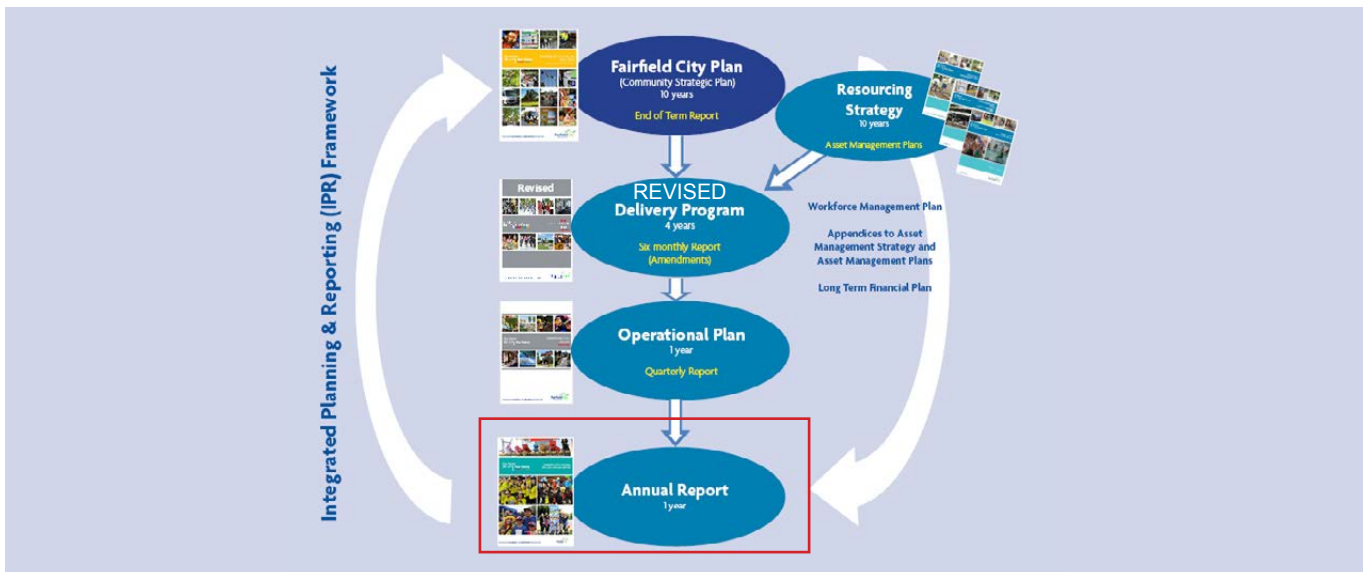
Best Value – Ensuring quality service and effective use of resources that people need and can afford.

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 40 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. Internal services relate to corporate services that support the external delivery of Council services and seek to improve Council's efficiency, sustainability and accountability.

EXTERNAL SERVICES

Access to Information

Provide access to Council held information to the public in accordance with the Government Information (Public Access) Act.

Asset Management – Civil and Built

Monitor and maintain community assets to an agreed standard by undertaking condition inspections to identify and program any required maintenance and renewal works.

Asset Management – Open Space

Monitor and maintain open space areas and assets including parks, reserves, sportsfields, trees and public amenities.

Built Systems

Defines, develops and manages civil, urban and landscape infrastructure designs, manages Fairfield City's road network, including traffic management, transport and road safety programs with State Government entities, and provides surveying and spatial data services.

Building Control and Compliance

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

Catchment Planning

Undertake studies to identify and plan measures to address flooding and stormwater issues across Fairfield City.

CCTV Camera Program

Design, install and maintain 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

Oversee the management and administration of processes and protocols for Council's formal decision making including supporting the elected representatives.



City Connect Bus

Provide a free City Connect Bus Service for areas that are poorly serviced by existing private bus routes and increase accessibility to key destinations and community facilities.

Communications and Marketing

Promote Council services and initiatives, and encourage community engagement through corporate publications, local, national, ethnic and social media as well as providing graphic design and printing services for Council's publications.

Community Enforcement and Regulation

Investigate and enforce regulatory and compliance laws within Fairfield City on community parking and companion animal issues.

Customer Service Administration Building

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

Development Planning

Conduct the assessment and processing of all development applications and engineering construction certificates across residential, commercial and industrial developments.

Emergency Risk Management

Provide leadership, assistance and resources in order to support emergency and disaster planning, response and recovery operations within Fairfield City.

Environmental and Public Health

Monitor and enforce regulatory and compliance laws within Fairfield City for environmental and public health standards.

Infrastructure Construction and Maintenance

Provide 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

Manage and maintain Council's three leisure centres, Prairiewood Leisure Centre, Fairfield Leisure Centre and Cabravale Leisure Centre and offer a range of aquatic and dry leisure services.

Library Services

Provide library services, including a wide range of resources, information, internet access, and programs at five locations within Fairfield City.

Museum and Gallery

Manage and maintain the Museum, Gallery and historic village as well as collect, preserve, educate curate and exhibit programs relating to heritage and historical value, cultural and public arts.

Enterprise Risk Management

Develop, implement and manage Council's Enterprise Risk Management Framework and the management of Council's commercial insurance function inclusive of general insurance renewals and insurance claims.

Major Projects and Construction Contracts

Project manage and coordinate the funding, design, construction and commissioning of major new community infrastructure, other civil and building construction, and special projects.

Place Management and Economic Development

Manage and coordinate initiatives, activities, policies and plans across Fairfield City in consultation with key stakeholders. Focus is on public domain improvements, economic development and sustainability, stakeholder engagement, processing minor activity applications and reviewing development 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 as well as 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 and the Parklands Function Centre.

Social and Cultural Development

Develop and implement policy, programs, capacity building and partnerships for the community in the areas of arts, cultural development, poverty, gambling, health, family services as well as crime and safety.

Strategic Land Use Planning

Identify, map and coordinate planning for residential, commercial and agricultural land across Fairfield City, as well as preparing zoning certificates and representing Council in rural and urban matters with State and Federal Governments.

Street and Public Amenities Cleaning

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

Financial Sustainability

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

Sustainable Resource Centre

Divert construction and demolition waste from landfill by recycling into marketable construction materials.

Waste Education and Environmental Sustainability

Provide and deliver educational programs and community sustainability initiatives for the community and Council.

Waste Management

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

INTERNAL SERVICES

Corporate Planning and Improvements

Implement the compliance, coordination and development of the Integrated Planning and Reporting Framework (documents and reports) and corporate business improvements.

Financial Operations

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

Governance

Ensure that Council maintains a sound system of internal control that supports Council's capability to fulfil its legal, financial and ethical obligations.

Human Resources

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

Information and Records Management

Manage Council's records and information including access, retrieval, storage and disposal.



Information Technology (IT)

Provide the implementation, maintenance and support of Council's information technology systems and infrastructures.

Procurement, Fleet and Stores

Develop, maintain and use 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 and reinvested funds back into the community.



Measuring our progress against the revised Delivery Program 2013-2017

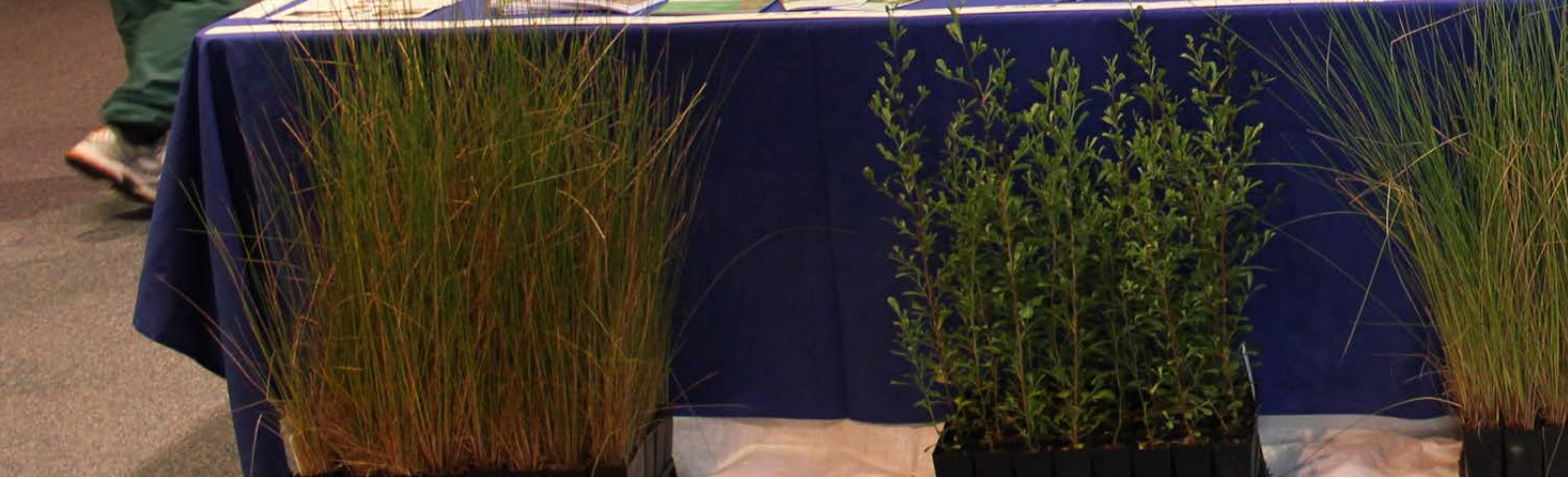
THEME ONE: Community Wellbeing

Services	Indicators	Our performance compared to 2013/14
CCTV Camera Program	% Trend in requests received from NSW Police video footage	↑ 3.7%
Children and Family Services	% Trend in customers satisfaction survey	↔ (100%)
Compliance Investigation and Enforcement	% Trend cats and dogs impounded	↓ 7.2%
Environmental and Public Health	% Trend in food and regulated premises that comply at inspections	↑ 0.5%
	% Trend in compliance with environmental legislation and standards at inspections.	↑ 3%
Leisure Centres	% Trend in facility usage	↓ 10%
	% Leisure Centre's customer satisfaction survey (annual)	↓ 4%
Library	% Trend in customer visits to Council libraries	↓ 1.1%
	% Trend in number of loans	↓ 3.6%
	% Trend in customer satisfaction survey (annual)	↑ 7%
Museum and Gallery	% Trend in customer visits to Council Museum	↓ 12%
Property and Community Facilities	% Trend occupancy rate of Council's commercially and community leased or licensed properties	↓ 2%
	% Trend community facilities booked / utilised	↓ 10%
Showground and Golf Course	% Trend on players at the Fairfield Golf Course	↓ 13%
	% Trend on visitors to the Showground	↓ 1.5%
	% Trend in Markets Customer Satisfaction (Bi-annual survey rating quality / value of markets)	↑ 1.5%
Social and Cultural Development	# Trend in Strategies in implementation	↑ 81
	# Trend in Disability access improvements	↓ 2
	# Trend in Grant funds received to deliver services and programs	↓ 3
	\$ Trend in Grants funds received to deliver services and programs	↓ \$55,338
	# Trend in Community events	↓ 102
	% Trend in satisfaction survey with partners (annual survey)	↔ (100%)
	% Trend in number of people accessing Community Profile website	↑ 10.9%
Street and Public Amenities Cleaning	% Trend in complaints on street and public amenities cleaning	↑ 10
	% Requests attended to within agreed timeframe	↔ (98%)
Waste Management	% Trend Complaints on waste management resolved within service level agreement	↑ 8.3%
	% Trend in domestic waste recycled per household	↑ 15.3%
	% Trend in tonnes of material collected from Council clean-ups	↑ 18.4%
	% Trend in tree mulch recycled	↓ 492m3



THEME TWO: Place and Infrastructure

Services	Indicators	Our performance compared to 2013/14
Asset Management – Civil and Built	% Trend of increase in asset value	↑ 43.3%
Asset Management – Open Space	% Trend of routine maintenance inspections on parks, playgrounds and sporting fields against service standards	↑ 7.5%
	% Trend of initiatives completed within timeframe	↓ 50%
	% Trend of offensive or non-offensive graffiti removed on Council assets within service standard	↓ 2.5%
	% Trend in council and private tree inspections completed within timeframe	↑ 2.5%
	% Trend in council and private tree approval for pruning and removal	↑ 0.5%
Built Resources	% Trend of Civil, urban and landscape initiatives undertaken	↓ 1%
	% Trend of traffic, transport and road safety initiatives delivered on time and within budget	↔ (100%)
	% Trend of customer satisfaction with surveying services	↓ 1%
Building Control and Compliance	% Applications determined within the statutory time limit	↑ 31%
	% Trend Annual Fire Safety statements submitted	↑ 24.5%
City Connect Bus	% Trend in Utilisation of City Connect bus service	↔ (100%)
	% Trend on time running of City Connect bus service	↓ 0.5%
Major Projects and Construction Contracts Management	% Trend of Major projects on schedule	↓ 10%
	% Trend of Major projects less than 10% cost variation	↓ 1%
	% Trend of Contracts completed with less than 10% cost variation	↓ 1%
	% Trend of Contracts completed	↓ 34%
Development Planning	% Trend of development applications and assessment determined within statutory timeframe	↓ 2.5%
Emergency Risk Management	% Trend of completion of annual review of Fairfield Emergency Risk Management Plan	↔ (100%)
Infrastructure Construction and Maintenance	% Reduction in trend of reactive maintenance required	↑ 3%
	% Programmed initiatives delivered on time	↓ 2%
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	↑ 2%



THEME THREE: Environmental Sustainability

Services	Indicators	Our performance compared to 2013/14
Catchment Management	# Trend of cumulative initiatives completed under Floodplain Risk Management Program.	↓ 8
	# Trend of cumulative initiatives completed under Stormwater Management Program.	↓ 8
Waste Education and Environmental Sustainability	% Trend of participants attending activities undertaken.	↑ 11.5%
	% Trend of tonnes recycled.	↓ 0.5%
	% Trend in the amount of energy consumption saved.	↓ 1%
	% Trend in the amount of water consumption saved.	↓ 59.4%
	\$ Trend of cost savings to Council through intervention of Waste Enforcement Group.	↓ \$116,541
	% Trend of area of riparian corridors and bushland reserves rehabilitated and maintained	↑ 9.9%

THEME FOUR: Local Economy and Employment

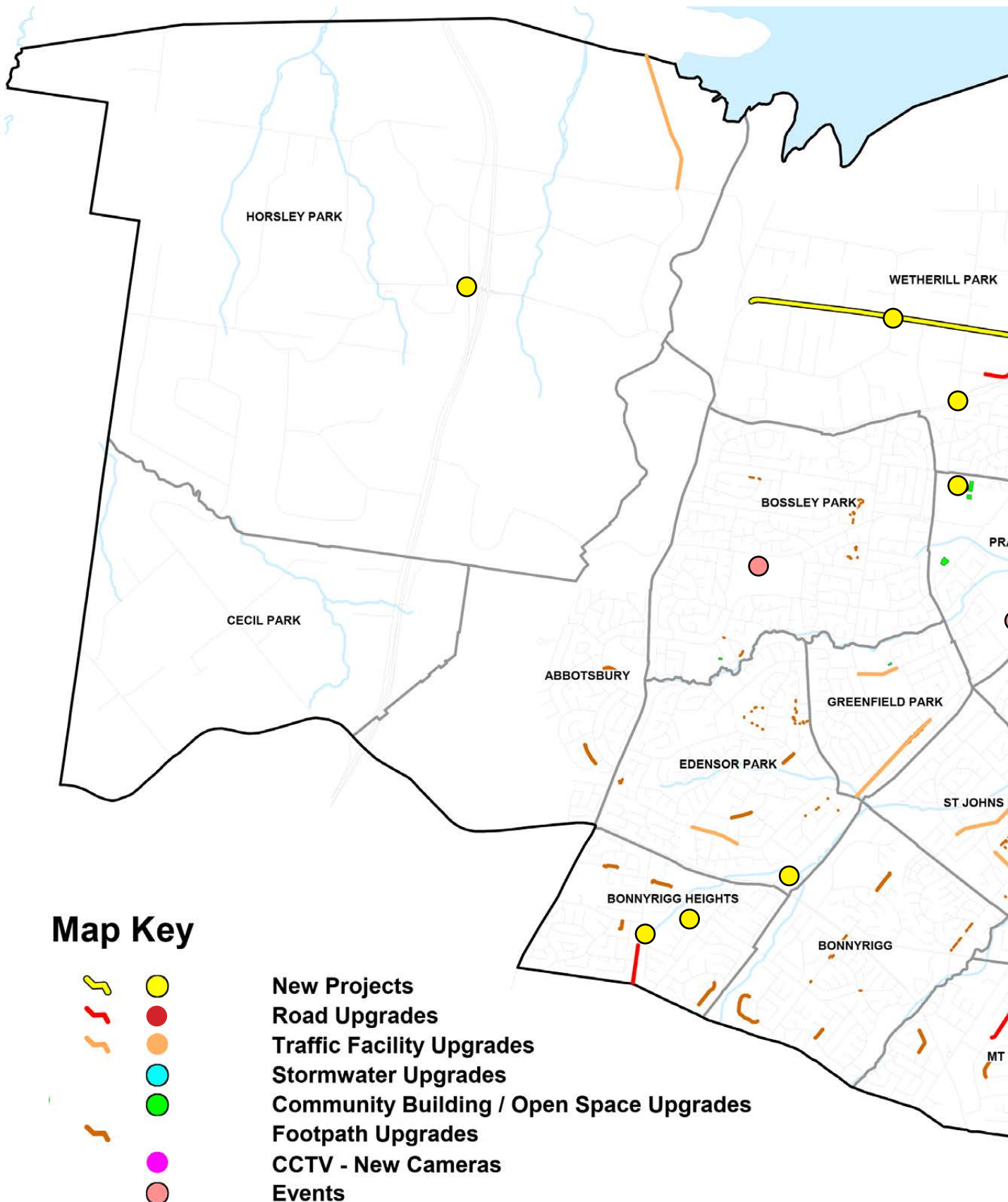
Services	Indicators	Our performance compared to 2013/14
Place Management and Economic Development	% Trend of programmed initiatives completed	↑ 18%

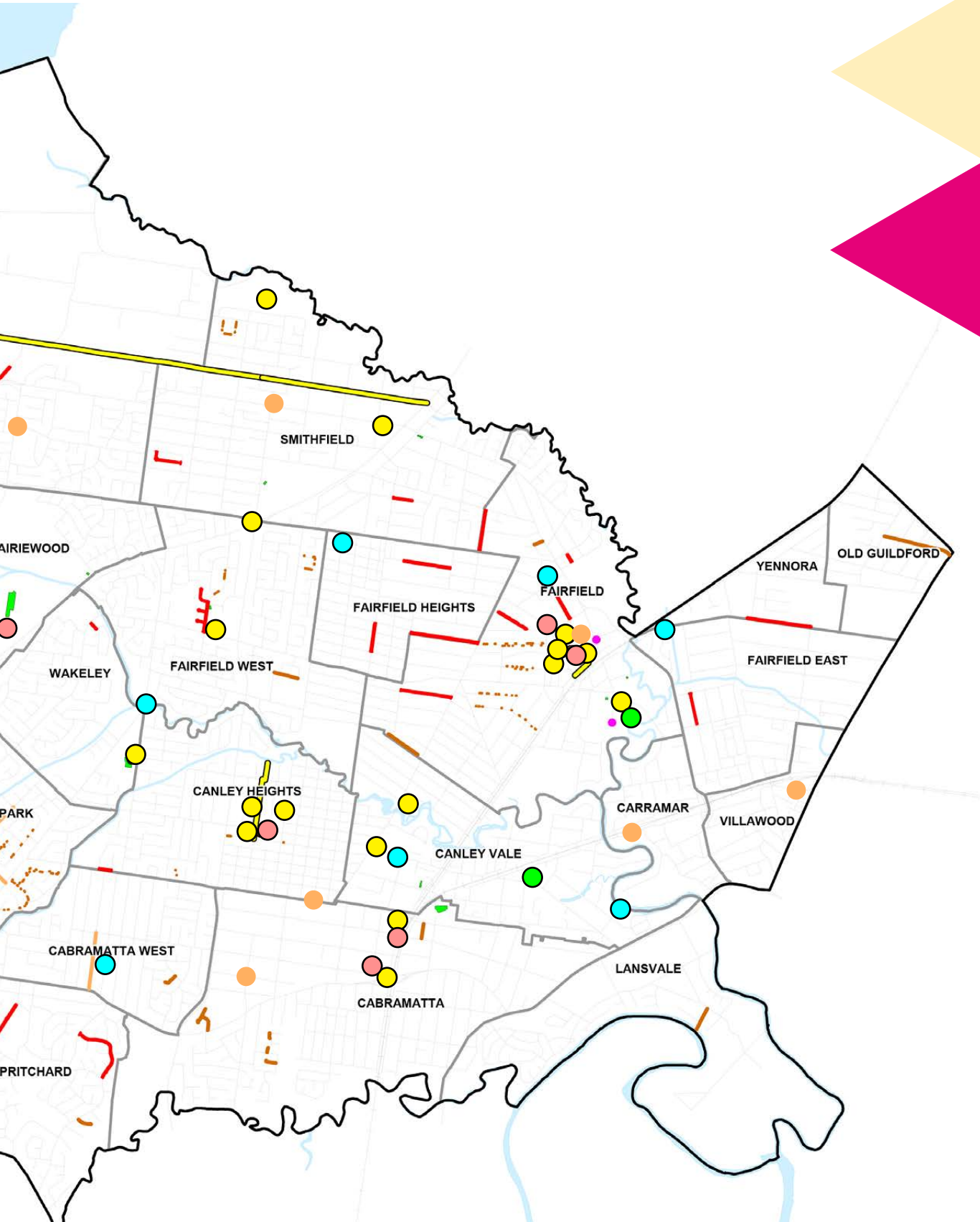


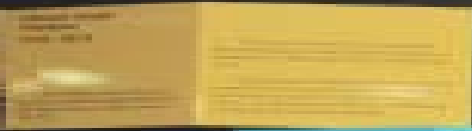
THEME FIVE: Good Governance and Leadership

Services	Indicators	Our performance compared to 2013/14
Access to Information	% Trend in accuracy on property descriptions against NSW Land and Property Information description	↓ 1%
	% Trend of requests for information (Government Information Public Access Act)	↓ 49.7%
Civic and Councillor Services	% Trend in accurate and timely business papers published	↔ (100%)
	# Trend of Code of conduct breaches	↓ 1
Communications and Marketing	% Trend in the number of followers on Facebook and Twitter	↑ 10.8%
	% Trend of Key publications (City Life and City Connect) published on time	↔ (100%)
	% Trend of graphic design and printing jobs completed within quoted timeframe	↑ 9.5%
Customer Service Administration Building	% Trend of customers satisfied with service received at front counter and Call Centre	↓ 1.6%
Financial Management	% Trend in investment earning rate	↓ 0.2%
	% Trend in Long Term Financial Plan indicators are on target	↑ 5%
Financial Operations	% Trend of invoices paid within nominated trading time	↔ (95%)
	% Trend of rates notices issued electronically	↓ 16.1%
Governance	% Trend of internal audit recommendations implemented within agreed timeframes and budgets	↓ 36%
	% Trend of governance initiatives completed within time and budget	↓ 30%
Human Resources	% Trend of Workforce Management Plan's actions completed on time	↓ 5%
	% Trend of Work Health Safety corrective actions identified completed	↓ 1.5%
	% Trend of incoming new claims for workers compensation	↓ 12.1%
Information and Records Management	% Trend in documents processed within two days of received	↓ 3.5%
	% Trend in Electronic Data Records Management System support and training sessions delivered	↑ 22.7%
Information Technology	% Trend in infrastructure and core systems availability during business hours	↑ 9%
	% Trend in Service levels met for Helpdesk /Desktop support and core application availability	↓ 1.5%
Enterprise Risk Management	% Trend of incoming new claims for public liability	↑ 38%
Corporate Planning and Improvements	% Trend of integrated planning and reporting requirements within 7 days of legislative timeframe	↔ (100%)
	% Trend of planning and reporting improvement program actions implemented within agreed timeframe	↔ (100%)
	% Trend of internal quality management audits completed	↔ (100%)
	# Trend of corporate business improvement programmed initiatives completed	↑ 22
Payroll	%Trend of payroll reported errors	↓ 5%
Procurement, Fleet and Stores	% Trend of purchasing and tendering compliance with policy and legislative requirements	↔ (100%)
Property Development Fund	\$ Profit margin on council's property development and investment	↑ 20%
Sustainable Resource Centre	% Tonnes CO2 emissions saved	↓ 8.9%

Construction Projects and Major Events Achieved from the 2014-2015 Operational Plan







ACHIEVEMENTS AND HIGHLIGHTS

THEME ONE - COMMUNITY WELLBEING

FAST FACTS

Key Highlights

- Opened the Fairfield Adventure Park which contains an 11 metre high giant climbing net, sky bridge and slide combination (one of the tallest of its kind in Australia) and a 33 metre long double flying fox.
- Constructed another circuit walking path in the City in Stockdale Reserve, Abbotsbury in its efforts to assist the community in being healthy and active.
- Completed concept designs for the Prairiewood Water Park which included things such as a unique surfing/skim boarding half pipe ride, adventure aqua tower and giant triple water slides.
- Installed CCTV cameras across Fairfield City in an effort to make Fairfield safer for its community.
- Held and supported more activities for youth with the Bring It On! Festival with over 10,000 young people attending from not only Fairfield City, but also other Sydney suburbs, who enjoyed music, sports and arts entertainment and activities at the Fairfield Showground.
- Won 'Best On-going Commitment to Local Youth Week' Award and 'Best Local Government Youth Week Program' for the Bring It On! Festival at the Local Government Week Awards.
- Funded a total of \$44,000 with the 'Social Change Through Creativity Grants Program', to 11 organisations that sought to improve social outcomes through creative processes in Fairfield City.
- Continued the Bike Recycling program which saw volunteers involved and working around 2,245 hours, which lead to over 280 recycled bikes loaned out to the community and 131 community rides conducted across the City, attracting over 2,700 riders.
- Provided free 'Learn to Swim' lessons for adults, mums and bubs along with children with a disability during Water Safety week at Council Leisure Centres.



PROJECTS

- The Fairfield City Library launched two new eBook platforms including the Baker and Taylor's digital media service and Axis 360. These platforms feature eBooks and digital audio-books online for residents to utilise.
- The Fairfield City Libraries implemented a new one-card 'tap and go' solution for bookings, printing and transactions to better meet the needs of the community.
- Fairfield Adventure Playground – opened to the public with the construction of the 11m climbing net with sky bridge, three multi-directional slides and various swings.



- Improvements to the Wetherill Park Library included new carpet and benches, and re-arrangement of the shelving.
- A circuit walking path in Stockdale Reserve, Abbotsbury was constructed.
- Concept design for the Water Park has been completed and approved by Council. The design includes a surf simulator, splash and play area and giant multi-directional slides.
- An artist for the Time Line Wall at Fairfield City Centre has been recruited and concept designs completed.
- CCTV cameras were installed to address safety concerns across Fairfield City.

SERVICES

- The International 16 Days of Action to Eliminate Violence Against Women and White Ribbon Day were marked by two weeks of events and activities and attracted 5,000 residents.

- NAIDOC Week was celebrated by the Fairfield City community at two events, which included dance groups and art competitions to engage preschool and school aged children, with Aboriginal elders as judges.
- Aboriginal art and multicultural community exhibitions were launched at the Fairfield City Museum and Gallery, which included I Am Who I Am, a retrospective of the work of Aboriginal artist Robyn Caughlan and Happily Ever After: Wedding in the Multicultural City in collaboration with local community groups.
- Council diverted and mulched 310 cubic metre of tree branch waste from landfill.
- In partnership with Multicultural Health Services, Centrelink, MTC Australia, Afford Employment, The Smith Family and Max Employment, Council organised the "Healthy Workers are Happy Workers" workshop at Cabravale Leisure Centre. The workshop offered practical tips and advice to multicultural workers to stay healthy and well in the workplace.
- Council was highly commended by the auditors for its commitment to people with disabilities and for having a Quality Management System that underpins the NSW Disability Standards with 100% of the standards of practice met including things such as the Rights of People with Disabilities and Service Management.
- Fairfield City Markets are still very popular with over 600 stalls selling new goods, clothes, toys, sporting gear, jewellery and household items.



- Fairfield City Council held a workshop about the National Disability Insurance Scheme for 100 community members with disabilities and their carers from diverse backgrounds.



- Fairfield Library delivered an 11 week training course to 80 students from across Fairfield City, on a range of Information Technology (IT) hardware and software skills required for future employment in IT.
- Council organised a Community Safety and Crime Prevention Campaign called 'Standing Together', which aimed to send a strong message that 'extremist behaviour should not divide the community'.
- Council's Senior Week Fair was attended by 600 people with access to 25 information stalls and interactive activities promoting senior services at the Fairfield Forum Shopping Mall.

- The Bring It On! Festival was a great success with a approximately 10,000 community members converging on the Fairfield Showground to enjoy free entertainment, information stalls and loads of activities for young people. Entertainment included X Factor winner Maralisa and The Pioneers, along with local groups such as Team 9Lives, Invincible Worldwide and With Confidence. As part of the planning stage, Council accepted 135 volunteers out of the 317 applications to assist in preparing and managing the Bring it On! Festival.



- The Fairfield Youth Week Program delivered 12 activities at various sites across Fairfield City including a Multicultural Soccer Tournament at Villawood Village Fair, a Short Film Festival, Bring It On! Festival, and a shirt design competition.
- Volunteers worked 2,245 hours and recycled 284 bikes which were loaned out to the community. The volunteers conducted 131 community rides across Fairfield City, which attracted 2,723 riders.
- Council celebrated the start of National Reconciliation Week with the community in front of Council's Administration Centre, where a smoking and purifying ceremony was performed and all guests were invited to pass through the smoke to be cleansed.

- Council held 33 Advisory Committee meetings that engaged and provided advice on Council programs or issues affecting the community such as funding cuts concerns for community groups, changes to Citizenship Legislation and preparing for the Bring It On! Festival.
- In partnership with NSW Health, Council distributed translated flyers in multiple languages about the new Smoking Legislation at the Cabramatta, Canley Heights and Fairfield Town Centres to better prepare the community and local business for the new legislation.
- There have been 11 organisations approved for funding from the Social Change Through Creativity Grants Program from a total funding of \$44,000. Council provides support to organisations to improve social outcomes using creative processes.

- Council continued to host community meetings for seniors, youth, multicultural, family support and disability groups. These meetings focus on various topics such as the changes to grant funding for local community groups and the introduction of the National Disability Insurance Scheme, which will have an effect on community and accessibility to some services.
- Council held a number of significant events across Fairfield City such as Harmony Day and Refugee Week. Approximately 350 people attended the events which included a range of food and entertainment stalls, a photography exhibition, stories celebrating successes of local refugees and two film screenings of the 'Girl Rising' film in partnership with Immigrant Women's Health Network.
- 'Open your Eyes be Waterwise' Water Safety Presentation and the CPR Save Life program was delivered to 75 children from 3 schools to spread the water safety awareness message and the basic life support skills.
- 12 Week Challenges were delivered twice this year, with a total of 100 participants losing a total of 324 kilos.
- Boot Camp were delivered throughout the year with 144 sessions held at Prairiewood Leisure Centre and 72 sessions at Fairfield Leisure Centre.
- Schools Learn to Swim Program held 21 classes for 2376 students at Council's Leisure Centres.

AWARDS

- The Bring It On! Festival won the Westpool Local Government Award for Risk Management Excellence.
- Council was awarded the Local Government Youth Week Award during Local Government Week, for Best Local Youth Week Program.



ACHIEVEMENTS AND HIGHLIGHTS

THEME TWO - PLACES AND INFRASTRUCTURE

FAST FACTS

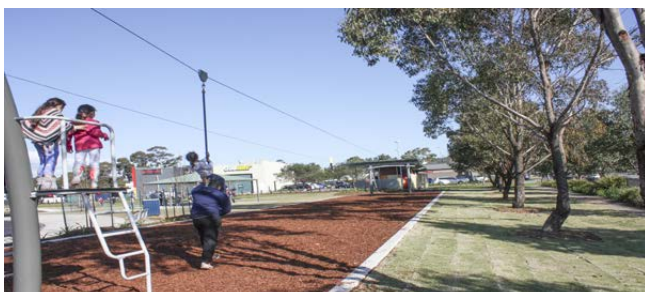
Key Highlights

- Commenced the multi-million dollar development of the Dutton Lane Car Park for retail shops and car parking spaces which is being developed to assist Council to become more financially sustainable into the future.
- Implemented a Bush Tucker Trail at the Bonnyrigg Town Centre Park which included edible indigenous plants, walking trails, interpretative and way finding signage, indigenous sign boards, and seating at the Aboriginal Elders garden.
- Constructed over eight kilometres of new footpaths and two and a half kilometres of replacement footpaths throughout the City.
- Implemented upgrades to over 16 kilometres of roads throughout the City.
- Constructed an additional 665 metres of shared cycleway in the City with the development at Swager Place between Orphan School Creek and Canley Vale Road, Canley Heights.
- Provided new basketball and badminton courts at Adams Park, Canley Vale, which is another quality recreation facility for the Fairfield community.
- Partnered with Rotary Down Under Incorporated to hold a Graffiti Removal Day in October across Fairfield City working towards make Fairfield a clean and attractive place to live.
- Provided free public transport to areas that are not serviced through its City Connect bus service with over 13,000 community members utilising this service.
- Commenced construction of Fairfield Youth and Community Centre to provide dedicated space for Youth activities and community uses.
- Planted over 190 new trees along Cowpasture Road and Elizabeth Drive, Bonnyrigg Heights as part of the Green Streetscapes program working towards a cleaner environment and a more attractive City.
- Advocated on behalf of the community to the Federal Government on the impacts of the Badgerys Creek Airport on the lack of funding to local governments for roads.
- Awarded six heritage grants to identified heritage listed residential properties for improvement restoration works in an effort to support the diverse culture and heritage of Fairfield City.



PROJECTS

- New air conditioning has been installed at Bossley Park Community Centres.
- Constructed 2,580m of footpath replacement and 8,400m of new footpaths throughout City.
- Implemented 16,100m of road upgrade works throughout City.
- Multi-Deck Car Parks for Nelson Street and Downey Lane Car Parks have been updated including replacement of toilets, wheel stops, renewal of lighting, signage and line marking works.
- Council's Depot on Cardwell Street had a new training room installed to continually enhance the workforce's skills and competencies.
- Bonnyrigg Park Bush Tucker Trail walkway has been constructed including landscaping of edible native plants and educational signage.
- A parking guidance system has been installed at the existing Dutton Lane multi-storey car park.
- Construction of 665m of shared cycleway has been completed along Swager Place between Orphan School Creek and Canley Vale Road.
- The flying fox and play equipment at the Bonnyrigg Town Centre Park is open to the public and includes flying fox, small climbing wall and slide.



- Banner poles and landscaping have been installed at Adams Park Canley Vale and the Mount Pritchard Gateway.
- Gateway entrances into Horsley Park have been constructed including signage and flag poles.

SERVICES

- Rosford Reserve athletics field upgrades include lengthening of the run-up, replacement of the rubber surface, removal of contaminated material and replacement of the sand in the sand pit.
- Landscape screening trees have been installed behind some properties in Avonlea Street, Fairfield West to assist reducing the visual impact of graffiti vandalism.
- Council held a Graffiti Removal Day, which was co-ordinated by Rotary Down Under Incorporated during October in areas such as Hawkesbury and Goodacre Streets, Fairfield West; Endeavour Reserve, Canley Vale; Dawson Street, Fairfield Heights and Gosse Place, Bonnyrigg Heights.

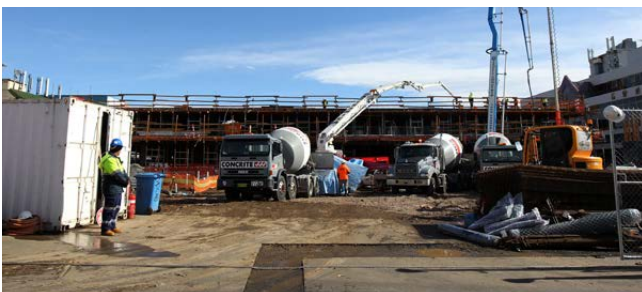


- Over 13,212 community members utilised Council's City Connect Bus Service.
- A total of 80 lineal metres of new pavement has been laid along Park Street and Arthur Street, Cabramatta.
- Council hosted the centenary celebrations at the Cabravale Memorial Park including the installation of a time capsule.
- Two side loader garbage trucks have been replaced to improve Council's services.
- Survey equipment has been purchased to increase Council's surveying and spatial data services to the community.
- Traffic improvement works have been completed including shoulder widening on Ferrers Road, Horsley Park.

- Road improvements on Smithfield Road, between Edensor Road and Gretel Street, Greenfield Park consists of a four-lane-two-way carriageway line marking and new cycle way.
- A new roundabout has been built and is in operation at the Gilbert Street and Conventry Road intersection.
- Raised threshold has been installed on Kalang Road, Edensor Park.



- Kerb blisters and edge line marking have been constructed at St Johns Road, Canley Heights to assist pedestrians to cross the road safely and to discourage motorists from speeding.
- A median island and stop signs have been constructed on the intersection of Bourke Street and The Horsley Drive, Smithfield to improve the intersection and enhance road safety.
- Two speed humps have been installed on Boyd Street, Cabramatta West to deter motorists from speeding.
- Raised threshold on Melbourne Road, St Johns Park and Edensor Park have been installed as a traffic management device.
- Greenfield Park Community Centre has been upgraded to include a front pergola and timber structure.
- Intersection landscaping has been completed at Elizabeth Street and Horsley Drive as part of a beautification project.
- Total of 190 new trees along Cowpasture Road and Elizabeth Drive, Bonnyrigg Heights have been planted as part of Green Streetscapes Program.
- All assets on Councils register have been added into the mapping system.
- Commenced construction and expressions of interest for retail spaces of the Dutton Lane Redevelopment.



- Administration Building Fountain has been upgraded to comply with the new swimming pool legislation.
- Safety switches have been installed at certain Council buildings to ensure compliance with NSW Workplace Health and Safety Amendment (Residual Current Devices) 2011.

- Fairfield Youth and Community Centre is near completion which includes sports courts, indoor rock climbing and office spaces.
- Hartley Oval and Brenan Park Amenity Buildings have been upgraded including refurbishment of roof, new flooring, timber pergola, and electrical.
- The Youth Refuge in Fairfield has been upgraded including new flooring and electrical switchboard.
- Cabramatta Community Centre and Janice Crosio Child Care Centre have been upgraded including new flooring in the youth and main office and timber pergola.
- Fairfield Leisure Centre's male change room has been upgraded including tiling, ceiling repairs and water saving showers.
- Old Council Building at the Fairfield City Museum and Gallery in Smithfield has been upgraded including new tiling, roof structure and sheeting, and canteen bench.
- Wetherill Park Early Learning Centre, Tasman Parade Childcare Centre and Pevensy Street Family Resource Centre had upgrades including new soft-fall ground, shade awnings and nappy changing facilities.
- Fairfield Tennis Courts have been upgraded including security doors, synthetic resurfacing on court 2, roof repairs to the amenity building and external shade structure.



- Speed hump constructed in Essendon Street, St Johns Park.
- Council has removed a speed cushion in Hughes Street Car Park and Restwell Road, Bossley Park and replaced with two new speed humps in Mitchell Street, Carramar to further improve road safety.
- A raised pedestrian crossing has been constructed on Villawood Road, Villawood.
- A raised threshold has been installed at Candlewood Street, Bossley Park.
- Council has constructed basketball and badminton courts at Adams Park, Canley Vale and is now open for use.
- As part of the Smithfield-Wetherill Park Heavy Vehicle Access Improvement Program, curb alignment was concreted to allow trucks to turn left safely at the intersection along Victoria Street.



- The Fairfield Showground has been upgraded including new mechanical equipment, car park and spectator seating.
- Prairiewood Leisure Centre has been upgraded including renewal of the hypochlorite storage vats, replacement of skirting boards, roof structure over the hypo tanks, cross fit rack, children's pool fountain, and spectator shade and seating.

ADVOCACY

- Council has advocated to the Federal Government regarding the lack of funding to Local Governments regarding traffic impacts from the Badgerys Creek Airport.

GRANTS

- Council has been successfully awarded \$25,000 in grant funding for the installation of outdoor exercise and gym equipment at Adams Park.
- Council's Heritage Grant program awarded funds to 6 residential properties for improvement works to restore valuable heritage properties.



ACHIEVEMENTS AND HIGHLIGHTS

THEME THREE - ENVIRONMENTAL SUSTAINABILITY

FAST FACTS

Key Highlights

- Generated 970,463 kilowatts in solar power through the installation of 19 solar panel systems on council buildings across Fairfield City ensuring continued efforts to address climate change and reducing the cost of services.
- Installed additional portable CCTV cameras at Yennora, Cecil Park and Wetherill Park, to assist in preventing illegal dumping activities in the City.
- Implemented creek bank stabilisation works and drainage upgrades to improve stormwater outfall at Bromley Street, Canley Vale.
- Received a Highly Commended Award in Excellence in Integrated Stormwater Design for the 'Crossing the Waters' Project, Bibby's Place in Bonnyrigg.
- Held a National Tree Day event involving over 60 volunteer community members planting over 4,500 native plants (from the Community Nursery) next to Fairfield Indigenous Flora Park.
- Cleaned a number of the City's waterways with over 16 tonnes of litter, rubbish and debris collected and removed in an effort to provide a cleaner environment and City.
- Participated in the Western Sydney Regional Asbestos Disposal Scheme, which saw over 7 tonnes of asbestos removed from over 30 homes across the City.
- Conducted over 120 environmental sustainability educational activities throughout the city, teaching over 4,000 local residents from young school children through to the elderly about new ways of doing things that would make them more environmentally sustainable into the future.



PROJECTS

- Additional portable CCTV cameras were installed at Yennora, Cecil Park and Wetherill Park for illegal dumping activities.
- Council has installed 7 stormwater education signs and 22 creek name signs across Fairfield City.
- Council has installed a total of 19 solar panel systems on council buildings across Fairfield City with a total of 970,463 kWh of solar power generated during the 2014-2015 financial year.



- Council has appointed a new Waste Audit and Education Officer as part of a grants program and has inspected 715 bin bays at multi-unit dwellings across Fairfield City.
- Council has implemented creek bank stabilisation and drainage upgrades at Bromley Street, Canley Vale, which has improved the stormwater outfall.

SERVICES

- The Floodplain Risk Management Study and Plan for the Canley Corridor has been developed.
- Council has developed a model for a 'One in a 100 Year' flood event, which identified flood behaviour and potential areas at risk of flooding.
- Council implemented the Kids Environmental Education Program, which held 129 educational sessions about environmental sustainability and waste management for 3,445 students from 14 primary schools across Fairfield City.
- Total water consumption for all Council facilities has reduced by 11.2% compared to our baseline.
- The Waste Enforcement Group conducted 548 hours of patrols and attended 1,537 illegal dumping sites across Fairfield City. This created an estimated saving of \$15,333 due to the waste removed by the offenders.

- National Tree Day was held adjacent to the Flora Park and attracted 62 residents. A total of 4,500 native plants were planted, which were supplied by Council's Community Nursery. Council's Creek Care Program has planted approximately 26,662 plants across Fairfield City.
- A total of 16.2 tonnes of litter, rubbish and debris was removed from the City's waterways.
- Council participated in the Western Sydney Regional Asbestos Disposal Scheme, which removed approximately 7.8 tonnes of legacy non-friable asbestos from 33 homes across Fairfield City by licensed contractors.
- The Community Nursery volunteers accumulated 538 hours for the month February 2015 and 32,000 plants were potted.



- Council's tree branch recycling service mulched over 310m³ of garden waste. The mulch was distributed free of charge to local residents and parks as part of the Open Space Maintenance Program.
- Council ran 6 stormwater educational programs and projects across Fairfield City to local residents and school children. These included educational talks about stormwater, flooding and creeks at Council's Open Day.
- Council has rehabilitated and maintained 1,775,623 m² of riparian corridors and bushland reserves as part of council's Creek Care Program and Stormwater Levy Maintenance Program.
- New stormwater drainage works at Rosina Street, Fairfield West have been completed to reduce flooding.
- Council engaged 2,707 students from 15 local schools about waste and catchment management as part of the Keep NSW Beautiful program.

- A total of 121 Green Waste vouchers have been redeemed to allow residents to drop off garden waste material to Council's Recycling Drop Off Centre free of charge.



- A total of 125 environmental sustainability educational activities were conducted for 4,080 local residents across Fairfield City about waste management, worm farming, sustainable gardening, and water and energy saving practices.

AWARD

- Council has received a Highly Commended Award for Excellence in Integrated Stormwater Design for the Crossing the Waters: Bibby's Place Project.





ACHIEVEMENTS AND HIGHLIGHTS

THEME FOUR - LOCAL ECONOMY AND EMPLOYMENT

FAST FACTS

Key Highlights

- Coordinated the Moon Festival celebration with over 90,000 people coming from across Sydney to Cabramatta to enjoy the South East Asian colours, flavours and cultures including traditional and contemporary performances, lion dances, gourmet food, market stalls and the famous children's lantern parade led by the Moon Goddess.
- Implemented a number of improvements to major town centres throughout the City including street tree planting, footpath repairs, landscaping and major upgrades to Villawood shopping centre.
- Awarded the University of Western Sydney's Excellence in Partnership for the Contemporary Management Issues Learning Program, which involved working with 3rd year university students on research and development issues facing the business community in Fairfield City.
- Held a Lunar New Year celebration welcoming the Year of the Goat and Ram in Cabramatta and Canley Heights where the streets came to life with two days of celebrations of entertainment, traditional rituals and authentic dishes.
- Delivered the Fairfield City Centre Mayoral Business Forum which saw Council engaging with local businesses in order to work together on key issues especially ways to improve the city centre for both businesses and the community.
- Held the 'Culinary Canivale' the Spanish and Latin American food festival which attracted over 10,000 people to celebrate and enjoy food stalls, cultural performers and a show by celebrity chef Miguel Maestre.
- Conducted breakfast workshops - 'Make Council Your Business' for local businesses on how they can participate in Council's procurement processes in an effort to support our local businesses with the purchasing of goods and services.

PROJECTS

- Centre improvement works were completed in various locations including:
 - Street tree planting in Fairfield and Polding Streets
 - Footpath repairs in Brennan Street
 - Landscaping in Loscoe Street
 - Major upgrade to Villawood Shopping Centre.

SERVICES

- Council held a seminar Find Out How We Can Help You Run Your Small Business Effectively in September at the Fairfield RSL Club. The seminar was supported by Council and hosted by Fair Trading in collaboration with Emerging Communities Action Partnership, Fairfield Migrant Resource Centre and Service for the Treatment and Rehabilitation of Torture and Trauma Survivors.



- Council hosted the 2014 Moon Festival in Cabramatta for 80,000 community members. The event included the Australian Travelling Fishing show, monster trucks, performance by Banana's in Pyjamas and Dami Im from Channel Seven's X Factor as well as Mayor Frank Carbone taking part in the Ice Bucket Challenge to support and raise awareness about Motor Neurone Disease.
- Lunar New Year celebrations in Cabramatta, welcomed the Year of The Goat and Ram for 12,000 community members that joined the fun in Freedom Plaza, Cabramatta. The event was an action-packed weekend filled with entertainment, traditional rituals and some of the most authentic Asian dishes in Sydney.



- Culinary Carnivale is Western Sydney's Spanish and Latin American food festival. This year's event attracted approximately 10,000 community members and included celebrity chef Miguel Maestre, cultural performers and many flavourful food stalls.

- Council has implemented initiatives as part of the Fairfield City Centre Marketing plan, including hosting two local events (Mother's Day and Easter Rabbit), supported the school tours about cultural food businesses, installed Anzac Day banners and delivered the Lifetime Business Awards.
- Council continues to provide strategic economic advice to various stakeholders such as the NSW Trade and Investment, NSW Department of Planning and Environment, Small Biz Connect, Deloitte Douche Tomastu, NSW South West Sydney Business Chamber Advisory Committee and University of Western Sydney.
- Council delivered a breakfast for local trade's people to advise them on how to participate in Council's procurement processes.
- Council held 16 Place and Economic Development public forums across Fairfield City, such as the Smithfield / Wetherill Park Discussion Group meeting, Bonnyrigg Town Centre Committee and Fairfield City Centre Business Forum.



- A Fairfield City Centre Mayoral Business Forum was held to provide businesses with an update on city centre capital works and to provide a summary of the 10 year Centre Improvement Program. Council's service areas presented to local businesses about how their service could be a benefit to local businesses.

AWARD

- Council was awarded the UWS Excellence in Partnership for the Contemporary Management Issues Learning Program.



ACHIEVEMENTS AND HIGHLIGHTS

THEME FIVE - GOOD GOVERNANCE AND LEADERSHIP

FAST FACTS

Key Highlights

- Launched a new locally recorded and produced version of the National Anthem - Advance Australia Fair that is played at all Council meetings and citizenship ceremonies, celebrating Fairfield's cultural diversity and individuality.
- Upgraded the availability of online payments to include certificates in an effort to meet the changing needs of the community and making council services more accessible.
- Installed and upgraded the telephone system which was a targeted cost-effective solution for the delivery of Council services.
- Implemented efficiency upgrades at the Showground including LED, solar and sensor lights and low flush toilet systems which all contribute to actions that address sustainability and cost efficiencies.
- Implemented a just-in-time procurement system to reduce paper costs, manual handling and administration in its procurement processes.
- Distributed over 139,000 tonnes of construction materials that were recycled by the Sustainable Resource Centre to both Council services reducing their costs as well as external customers.
- Advocated to Local, State and Federal Members and the Premier for the continuation of pensioner rebates for future years to continue to support its aging community into the future.
- Lodged our Fit for The Future Improvement Proposal supporting Fairfield to remain as a standalone Council.

PROJECTS

- Council launched a locally recorded and produced Advance Australia Fair (National Anthem) that will be played at all Council Meetings and Citizenship Ceremonies.
- Council has upgraded its e-Business initiatives that enable online services such as payments for certificates.
- The Long Term Financial Plan incorporated new savings delivered as a result of better calculating Council's depreciation through its Asset Management Plans.
- Council submitted a Fit for Future application to the NSW State Government, which was developed through extensive engagement with the community across Fairfield City.
- Microsoft Lync communications system has been installed to all computers at all Council sites, which allow Council to effectively engage with the community.
- Digital Voice Over IP system has been installed to upgrade Council's telephone system as a cost effective initiative.

SERVICES

- Council achieved 100% in all aspects of the WorkCover Audit.
- The Sustainable Resource Centre recycled and distributed 139,300 tonnes of construction material for internal and external customers.
- Council's held its annual Open Day which included a range of Council, Community and Emergency Service stalls promoting the different services offered across Fairfield City. The day was well attended by community groups and residents.



- The Mayoral Donations Fund provided over \$7,500 in funding to 15 recipients across Fairfield City for charity and community organisations, local schools and community members.
- The Mayoral Scholarship Fund provided \$8,500 in funding to 8 recipients across Fairfield City for outstanding local students, students with disabilities and a public school.
- The Community Volunteer Fund provided \$3,000 in funding to 3 recipients to support their volunteering contribution to Fairfield City.
- The Councillors Community Fund provided \$4,000 in funding to 5 recipients across Fairfield City for charity and community organisations and local schools.
- The Sustainable Resource Centre reduced its Carbon emissions by 6,543 tonnes.

- System improvements to Council's accounting system have been completed to enable the efficient approval of invoices, real time financial reporting and expense accounting for assets.
- Australia Day was celebrated at a number of events across Fairfield City including the Australia Day Community awards Ceremony, free pool parties at the Fairfield and Prairiewood leisure centres, and spectacular fireworks display at Canley Heights.
- Council has changed its procurement process into a Just-In-Time system and all council printers are setup for double sided printing, in order to reduce the cost of paper, manual handling and administration across Council.
- The Fairfield City Calendar was developed and distributed to local residents, which highlights community events and activities.



- The Fleet Renewal Program was completed with all light vehicles changed to comply with the Light Vehicle Fleet Policy to ensure the best value and operation for Council.
- A focus on the reduction of leave has been implemented across Council to minimise the increased costs and risks associated with leave liability.
- As part of the Workforce Management Plan, a profiling tool has been developed and workforce data collected for analysis of role succession and capability risks at Council.
- The Quality Management system has continued to increase in use throughout the organisation and improvements were made to the automation of the system for the development of an improved Quality Management Register.
- Council has developed a Corporate Work Health and Safety (WHS) Strategic Plan with specific Key Performance Indicators and WHS projects aimed to achieve a decrease in lost time injury frequency rate.
- Council completed 22 Productivity Improvements and Cost Containment improvements around staffing, systems, event management, processes, finance, purchasing, water and energy efficiency and fleet.

ADVOCACY

- Council has written to Local, State and Federal Members and the Premier to advocate for the continuation of pensioner rebates for future years.
- Council advocated with the State Minister for Family and Community Services, relevant State Members of Parliament and stakeholders to consider new negotiations with the Men's Shed about the design for the new custom made facility, prior to signing the new agreement.

STATUTORY INFORMATION





Diversity and Multicultural Activities

DIVERSE AND MULTICULTURAL SERVICES

Council supports the migrant, refugee and emerging communities of Fairfield City by building the capacity of the local multicultural services sector and encouraging collaborations between agencies. Council convenes and/or supports various interagencies, partners with community organisations to deliver strategic projects and advocates for equitable funding for the community and the sector. Council convenes the Multicultural Advisory Committee (MAC), an active group of local residents who advise Council on issues that impact on cultural communities.

Projects and Programs

This year, Council partnered with numerous agencies on projects with culturally and linguistically diverse (CALD) and Aboriginal communities, which includes:

- Villawood NAIDOC Festival 2014 which celebrated Aboriginal and Torres Strait Islander cultures through workshops, performances and activities at Hilwa Park, in partnership with Woodville Community Services.
- A book called *2 On Winter Melon* was produced in partnership with the Vietnamese community by gathering childhood stories from Vietnamese elders to develop a unique children's book.
- The Kitchen Tables project worked with culturally diverse people from Bonnyrigg to document their stories and connections around food, culture and relationships to produce a series of digital stories, in partnership with The Benevolent Society.
- The Choir of Love project was designed to engage culturally diverse residents in nursing homes through song writing and musical workshops to create *You Are Not Alone*, which is an original multilingual composition drawing on stories and specific song traditions.
- A project about sharing Congolese cultural heritage through music and dance with other communities in Fairfield City was implemented in partnership with the Congolese Community of NSW.
- Te Toi O Nga Rangi is a program to empower local Maori youth through education and cultural activities in partnership with the Daystar Foundation.
- Council partnered with Vocational Education and Training Assess (VET), Parents Café, Department of Human Services and South-West Sydney TAFE to deliver a workshop to assist refugees to undertake a skill assessment test with the aim to have these skills formally recognised in Australia.
- Council supported NSW Spanish Latin American Association for Social Assistance (ALASA) in a program to mentor, support and provide culturally appropriate information to the Ahwazi community a minority ethnic group from Iran that have settled in Fairfield City.



- Council delivered a symposium on bilingualism and intercultural communication for local residents in partnership with Western Sydney University. The project was able to share experiences from experts about the potential and challenges of raising bilingual children.
- In partnership with FORM Dance, Council participated in the *Show It Off* workshops to produce show marketing reels to support festival organisers, which attracted local folkloric cultural performing groups across Fairfield City.
- Council provided case studies and supported the Australian Centre of Excellence for Local Government in developing a new online resource tool *Building Social Cohesion in Our Communities*, which was developed as part of the National Anti-Racism Strategy.
- Council supported the Parents Café to establish a new social turf management enterprise for refugee men to assist them in generating an income while addressing the stress placed on men dealing with a considerable change upon arriving in Australia.
- Council supported social Angkor Flowers and Crafts initiative to train women in flower arranging skills.
- National Reconciliation Week was delivered in partnership with Council's Aboriginal Advisory Committee to educate residents about our shared histories, cultures and achievements, and contributing to building a reconciled Australia. The event included Uncle Greg Simms giving a Welcome to Country in Darug language and Uncle Wes performed a purifying smoke ceremony.

- Council supported four local multicultural organisations to deliver *With Courage let us all Combine* events across the Fairfield City for Refugee Week.
- Fairfield City Museum and Gallery celebrated its inaugural Harmony Day 2015 featuring performances, activities and stalls from community organisations including the Dutch Cultural Alliance, Australian Croatian Folkloric Group and Candombe Yauguru.

Advocacy

State and Federal Governments introduced significant policy and funding changes to a range of programs, including settlement grants, building multicultural communities program, healthy ageing programs and emergency relief. These changes affected local multicultural services and organisations who have had to reduce services and staff.

Council undertakes a strong advocacy approach to ensure the needs and circumstances of the residents of Fairfield City are presented to the government. Council advocated to Parliamentary Inquiries and Ministers on changes to funding, viability of local organisations and accessibility of services.

Council continues to support advocacy actions undertaken by the local community by attending a range of consultations about changes to legislations and programs. These include:

- Aged Care Reform
- Disability Inclusion Bill and Act
- NSW State Disability Inclusion Plan
- National Disability Insurance Scheme

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 deliver these activities. The following provides an overview of access and equity activities Council has undertaken:

- Council continued to provide rate rebates to eligible pensioners in Fairfield City.
- Seniors are offered free entry to Fairfield City Council's Leisure Centres during non-peak hours.
- Council implemented the Access Improvement Program and has upgraded the toilets and kitchens at Edensor Park community buildings to ensure the out of school hours service operating from the facility complies with National Accreditation Requirements for access.
- Council has received Disability Standards Accreditation after undertaking a Verification Audit to check compliance against the Disability Standards in order to comply with the National Disability Insurance Scheme (NDIS).
- A staff member has been employed to support Home and Community Care (HACC) Services by providing specialist advice and is responsible for the implementation of the Disability Access Plan.
- In partnership with Cabramatta Community Centre, a youth disability project *Side by Side* was delivered to raise awareness of barriers faced by young people with disabilities.
- Planning Ahead Program trained and educated community members in their own language to plan their personal affairs ahead of time before their mental competency to make decisions declined due to illness or age.
- 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.
- The Seniors Week Fair provided opportunities 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 new Fairfield Youth and Community Centre has been designed to meet existing access requirements.
- Council has implemented an internal audit for access across 18 facilities such as Council's child care centres, libraries and museum.
- Council's libraries provided training for mature workers to assist them to re-enter the workforce.
- Educational workshops about disability reform were hosted for residents and service providers across Fairfield City.
- In partnership with the Heights Community Services, the Healthy Food Programs were provided for people with disabilities on a low income to educate the community about eating healthy on a budget.
- Council Provided a Nutrition Program for older people in partnerships with Heights Community Service.
- Educational sessions held for Carers of People with Alzheimer's partnership with Parks Community Network Inc.
- Council provided educational programs and resources about the implementation of National Disability Insurance Scheme for Vietnamese parents who have a child with disabilities.



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, Council conducted a staff survey and 85% of respondents indicated satisfaction with the level of support provided by Council.

Council has in place a Carers' Leave Policy that supports staff 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.

DISABILITY INCLUSION ACT 2014

The Disability Inclusion Act 2014 replaces the Disability Services Act 1993 and increases the rights, protections, inclusion and safeguards for people with disabilities. The Disability Inclusion Act requires local Councils to put in place a Disability Inclusion Action Plan to promote the inclusion of people with disability.

Council is preparing for the development of the Local Disability Inclusion Plan by undertaking a review of disability access of council facilities, major parks and major commercial business centres. In addition, an Access Audit Review has been conducted on child care facilities, libraries, and the Museum and Gallery.

GRANTS FROM COUNCIL

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	18	\$9,450
Community Volunteer Fund	4	\$4,000
Mayoral Scholarship Fund	9	\$9,691
Councillors Community Fund	5	\$4,000
Language and Cultural Awareness Fund	1	\$1,000
Heritage Grants Scheme	5	\$13,500
Heritage Rate Rebate Scheme	53	\$41,311.35
Memorandum of Understanding (MOU)	51	\$167,120
External Bodies	10	\$386,812
Fairfield Sports Aid Foundation	11	\$1,300
Total	167	\$638,184.35

Memorandum of Understanding (MOU)

Below is a listing of Non-profit Community Organisations (NCO) that received financial assistance from Council in 2014-2015 to assist through a MOU in delivering community development and place-based services or events.

Organisation	Type	Relationship	Project
Samoan Victims Support Group	NCO	MOU	Keeping it real for Pacific Men
Youth Off the Streets	NCO	MOU	White Ribbon Cup
Fairfield Police	State Government	MOU	White Ribbon Day Breakfast
Cabramatta Community Centre	NCO	MOU	Side by Side Disability Access Project
Uniting Care Unifam The Anchor Program	NCO	MOU	Mentors in Violence Prevention Forum
Cabramatta Community Centre	NCO	MOU	Fairfield Community Services Network White Ribbon Outreach
Immigrant Women's Health	NCO	MOU	CALD Women Unite
Khmer Community In Australia	NCO	MOU	Be Happy and Smart in Khmer Community
JustCare	NCO	MOU	Bonnyrigg Skate Competition
Information and Cultural Exchange (ICE)	NCO	MOU	2015 Social Change Through Creativity Grant Training Workshops and Mentor Project
The Heights Community Services	NCO	MOU	Multicultural Seniors Activities
The Heights Community Services	NCO	MOU	Centred Based Meals Project for People with Disabilities and Seniors
The Heights Community Services	NCO	MOU	Nutritional Project for People with Disabilities at Risk of Malnutrition
Woodville Community Services	NCO	MOU	Future Unity Sports Program
Cabramatta Community Centre	NCO	MOU	Community Safety: Mount Pritchard Neighbourhood Watch "Prevention is Better than Cure" Project
Ted Noffs Street University	NCO	MOU	Bring it On! Festival Street Jamz Program
Hume Community Housing, Fairfield Department of Housing and Fairfield Centrelink	NCO	MOU	Community Safety: Women's Resource Centre "Night Under the Stars" Homeless Sleep Out
Woodville Community Services	NCO	MOU	Parents Early Intervention Volunteer Mentor Project
Angkor Flowers and Crafts	NCO	MOU	Training and capacity building for disadvantaged women to secure employment
The Parks Community Network	NCO	MOU	Copying Strategies for carers of people with Dementia
Australian Nursing Home Foundations	NCO	MOU	Health and Well-being Program Frail Aged Dementia Sufferers of Vietnamese/ Chinese Backgrounds
The Jeder Institute	NCO	MOU	Pathway to opportunities
Day Star Foundation (iCareer)	NCO	MOU	A Better Lifestyle for Young People Project
Community First Step	NCO	MOU	Healthy Young Riders in Fairfield Project
Woodville Community Services	NCO	MOU	Youth Volunteer Worker, Pathways to Being an Effective Volunteer
Evolution Development Mentors	NCO	MOU	Pacific Islanders Evolution Project



Organisation	Type	Relationship	Project
Al Iraqia Cultural Foundation	NCO	MOU	Social Change Through Creativity – Sharing stories if migration and settlement
Cabramatta Community Centre	NCO	MOU	Social Change Through Creativity – enhance talents of local CALD youth
Congolese Community of NSW	NCO	MOU	Social Change Through Creativity – Sharing Congolese cultural heritage through music and dance
Daystar Foundation	NCO	MOU	Social Change Through Creativity – Empower Maori youth and elders learn and connect through traditional culture
Holistic Living	NCO	MOU	Social Change Through Creativity – 3 short films about Croatian culture
NSW Spanish and Latin American Association for Social Assistance	NCO	MOU	Social Change Through Creativity – Explore different forms of arts
Share Care Incorporated	NCO	MOU	Social Change Through Creativity – Creative workshops for young adults with a disability
The Benevolent Society	NCO	MOU	Social Change Through Creativity – Kitchen tales
The Choir of Love	NCO	MOU	Social Change Through Creativity – musical workshop by culturally diverse residents
Vietnamese Community in Australia NSW Chapter	NCO	MOU	Social Change Through Creativity – Development of '2 On Winter Melon' children's book.
Woodville Community Services	NCO	MOU	Social Change Through Creativity – NAIDOC festival
Woodville Community Services	NCO	MOU	Children's Week Family Show
Smithfield Public School	State Government	MOU	NAIDOC Week Assembly and Smoking Ceremony
Bonnyrigg Public School	NCO	MOU	NAIDOC Week – Art and writing competition
Woodville Community Services	NCO	MOU	NAIDOC Week Celebrations
Australian Foundation for Disability AFFORD	NCO	MOU	Refugee Week - Book launch
Parents Cafe	NCO	MOU	Refugee Week Forum
Immigrant Women's Health Service	NCO	MOU	Refugee Week - services gathering
Khmer Community of NSW Inc.	NCO	MOU	Refugee Week – photo exhibition sharing stories.
Parents Café	NCO	MOU	Social Enterprise Support - Training and up skill disadvantaged men.
Fairfield Garden Club	NCO	Donation	Garden competition
Police Citizen Youth Club	NCO	Donation	Youth Services

EXTERNAL BODIES EXERCISING COUNCIL FUNCTIONS

There were no external bodies exercising functions delegated by Council during the 2014-2015 reporting period.

SPONSORSHIPS AND PARTNERSHIPS

Sponsorships

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

Moon Festival 2014			
Company Details	Type	Cash	In-kind
2AC Chinese Radio	Media Partner		\$5,518
Amyson Pty Ltd (Royal Umbrella Rice)	Community Partner		\$5,500
Australian New Express Daily	Media Partner		\$5,500
BKK Shopping Centre	Platinum Sponsor	\$25,000	
(Wanlin Holdings Pty Ltd t/a LJ Hooker Cabramatta)	Community Partner	\$5,500	
Blue Star Air Conditioning	Platinum Sponsor	\$25,000	
Cabra-Vale Diggers Club	Community Partner	\$6,050	
Canley Heights RSL & Sporting Club	Community Partner	\$6,050	
Clement College	Community Partner	\$2,200	
Dan Viet Newspaper	Media Partner		\$6,600
Ettason Pty Ltd	Community Partner	\$6,050	
Fairfield Advance	Media Partner		\$28,234
Fairfield City Champion	Media Partner		\$6,252
Golden Delights Pty Ltd (Jerky House)	Community Partner		\$5,500
Loud Communications Group (Western Union)	Community Partner	\$3,000	\$2,500
Lycamobile Pty Ltd	Community Partner	\$6,050	
Mekong Mounties Group	Principal Partner	\$28,000	\$5,000
Oriental Merchant Pty Ltd (Asian Inspirations)	Community Partner	\$6,050	
Paladdiam Fit Pty Ltd	Supporting Partner	\$12,100	\$100
Peter Warren Automotive	Community Partner	\$6,050	
Praina Montastery Australia Inc	Community Partner		\$5,500
SBS	Media Partner		\$5,500
Seven Network (Seven News)	Major Media Partner	\$2,400	\$16,000
The Monopoly Company Pty Ltd (Iron Chef Chinese Seafood Restaurant)	Community Partner	\$1,000	\$4,000
TVB Australia	Media Partner		\$5,500
Z Hotels Pty Ltd (Ibis Styles Lansvale Sydney)	Community Partner		\$5,500
Bring It On! Festival 2015			
Company Details	Type	Cash	In-Kind
Australian Amusements	Supporting Partner		\$130
Stockland Wetherill Park	Principal Partner	\$9,350	\$1,650
St Johns Park Bowling Club	Community Partner	\$2,200	
Parks Community Network	Major Partner	\$8,910	
Cabra-Vale Diggers Club	Supporting Partner	\$5,500	
Canley Heights RSL	Supporting Partner		\$1,320
iSave Magazine	Media Partner		\$1,700
Hoyts	Supporting Partner		\$658
McDonalds Bonnyrigg	Community Partner		\$2,600
News Australia (Fairfield Advance)	Media Partner		\$10,000
Officeworks Liverpool	Community Partner		\$1,765

Cabramatta Lunar New Year 2015			
Company Details	Type	Cash	In-kind
2AC Chinese Radio	Media Partner		\$5,581
ABC Bullion & Custodian Vaults	Major Partner	\$6,050	
BKK Shopping Centre (Hing Cheong Pty Ltd t/a LJ Hooker Cabramatta)	Major Partner	\$5,500	
Blue Star Air Conditioning	Principal Partner	\$10,000	
Cabramatta Bowling Club	Major Partner	\$6,050	
Cabra-Vale Diggers	Major Partner	\$6,050	
Canley Heights RSL & Sporting club	Supporting Partner	\$2,750	
Central Equity	Supporting Partner	\$1,650	\$1,000
Chinese Newspaper Group	Media Partner		\$5,500
Dan Viet Newspaper	Media Partner		\$2,500
Ettason Pty Ltd	Major Partner	\$5,600	
Fairfield Hotel (The)	Major Partner	\$6,050	\$800
Iron Chef Chinese Seafood Restaurant (The Monopoly Company Pty Ltd)	Supporting Partner	\$2,750	\$1,500
Lu Group	Supporting Partner	\$2,750	
Lycamobile	Supporting Partner	\$2,750	
Mekong Mounties Group	Major Partner	\$6,050	
Nestle	Major Partner	\$2,750	
News Australia (Fairfield Advance)	Media Partner		\$10,000
Oriental Merchant	Major Partner	\$6,150	
Peter Warren Automotive	Platinum Sponsor	\$8,800	
RAMS Home Loans	Supporting Partner	\$2,750	
Royal Umbrella Rice (Amyson Pty Ltd)	Supporting Partner		\$4,000
TVB Australia	Media Partner		\$7,200
Royal Umbrella Rice (Amyson Pty Ltd)	Supporting Partner		\$4,000
TVB Australia	Media Partner		\$7200
Culinary Carnival 2014			
Fairfield Forum	Silver Sponsor	\$3,300	
Neeta City	Silver Sponsor	\$3,300	
Elias Pharmacy	Festival Partner	\$1,650	
Sydney Credit Union Ltd	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	
Marconi Stallions	Supporting Partner		\$845
Universal Family Day Care	Festival Partner	\$1,650	
Fairfield Hotel	Festival Partner	\$1,650	
Seniors Concert 2015			
Marconi Club	Supporting Partner		2,600

External Bodies

Below is a list of government agencies, organisations and businesses that provided financial support to Council in 2014-2015 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 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	Home Safe Project
South Western Sydney Local Health District (SWSLHD)	State Government	MOU	Health Partnership
NSW Department of Family Community Service	State Government	Contract	Subsidy for Youth and Community
NSW Department of Education and Communities	Community Organisation	Grant	Families Facilitation Program Supported Playgrounds
NSW Department of Education and Communities	State Government	Grant Contract Grant	Early Intervention Project Families Together Program Preschool and Long Day Care Services
NSW Roads and Maritime Services	State Government	Subsidy Grant Contract	Subsidy to assist with the inclusion of children with a disability Youth Week NSW Bike Week
Club Marconi	State Government	Club GRANTS	BIO Volunteer Training Program Families Facilitation Project Youth Week

Partnerships

Below is a listing of community partnerships that assisted the delivery of community development services and events in 2014-2015.

Project	Organisation / Business	Type
Fairfield Seniors Network and Seniors Services Interagency	Multicultural Community Care Services, The Heights Community Services NSW, The Parks Community Network Inc, Cabramatta Community Centre, Anglicare, Multicultural Community Care Services and NSW Spanish and Latin American Association for Social Assistance.	NGOs (non-government organisation)
Fairfield Seniors Week	Fairfield Migrant Resource Centre, The Heights Community Services, The Parks Community Network, Cabramatta Community Centre, Anglicare Multicultural Community Care Services and NSW Spanish and Latin American Association for Social Assistance.	NGOs
International Day of People With Disabilities Expo	Bankstown City Council and Liverpool City Council.	Local Government
South West Sydney Ageing and Disability Forum	Bankstown City Council - Ageing and Disability, Liverpool City Council - Ageing and Disability, Bankstown Area Multicultural Network, CatholicCare, Macarthur Disability Services and TAFE NSW.	Local Government and NGOs
Western Sydney Cycling Network Unemployed Youth - Bikes Program	iCareer.	NGO
Building a Future Without Domestic and Family Violence Workshop	Fairfield Domestic Violence Committee, NSW Police, South Western Sydney Medicare Local, Housing NSW, Bonnie Women's Refuge, Liverpool Fairfield Women's 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, Multicultural Health Service, The Benevolent Society and Community First Step.	State Government and NGOs
Community Drug Action Team Network	Fairfield Community Corrections, Fairfield Liverpool Youth Health Service, Multicultural Health South Western Sydney Local Health Department, Vietnamese Australian Women's Association, Fairfield Drug Health Services, Salvation Army, Drug Arm Australasia, Fairfield Multicultural Health, Police and Citizens Youth Club, Probation and Parole, NSW Police and Woodville Community Services.	NGOs
16 Days of Action to Eliminate Violence Against Women and White Ribbon Day Campaign	Fairfield Domestic Violence Committee, Cabramatta and Fairfield Police Local Area Commands, Uniting Care – ANCHOR Project, Liverpool Fairfield Women's Domestic Violence Court Advocacy Service, South West Sydney Legal Centre, Immigrant Women's Health, Immigrant and Refugee Women's Network, Cabramatta Community Centre, Fairfield Migrant Resource Centre, Domestic Violence Court Advocacy Service, Youth off the Streets, Newleaf Communities-St George Community Housing, Khmer Community Inc and the NSW Spanish and Latin American Association for Social Assistance.	State Government and NGOs
Bonnyrigg Youth Centre	Cabramatta Youth Team, Daystar Foundation and iCareer.	NGOs

Project	Organisation / Business	Type
Bring It On! Festival Trajectories and Volunteer Training Program	Daystar Foundation, The Parks Community Network and Invincible Worldwide.	NGOs
Police Community Engagement and Open Day	Fairfield Local Area Command and NSW Police.	State Government
Fairfield Youth Workers Network	Fairfield/Cabramatta PCYC, Cabramatta Community Centre, Woodville Community Services, Family Planning NSW, South West Sydney Area Health Services, Lotus House, NSW Police, Community First Step, SouthWest Connect, Liverpool Youth Accommodation Service, Multicultural Health, Anglicare, Juvenile Justice, Warakirri College, Headspace, The Parks Community Network, Future Unity, The Anchor/Unifam, Drug Arm, Department of Education and Training, NSW Spanish and Latin American Association for Social Assistance, Bossley Park High, Prairiewood High, Cabramatta High, Verona School, Canley Vale High, Westfields Sports High School, Mission Australia, Fairfield Migrant Resource Centre, Hope Plus, Fairfield High, Fairfield Liverpool Youth Health Team, Youth Off the Streets, Settlement Services International, Catholic Care, The Junction Works, Assyrian Resource Centre, Save the Children, Mary Mackillop College, Uniting Care Mental Health, Upfront Youth Services, Salvation Army South West Sydney Family Referral Service, Department of Family and Community Services, and Newleaf Communities.	State Government, NGOs and Business
Bring It On! Festival Health, Partners, Career Education Precincts and Youth Interactive activities	Fairfield/Cabramatta Police and Citizens Youth Centre, Cabramatta Community Centre, Woodville Community Services, Family Planning NSW, South West Sydney Area Health Services, Invincible Worldwide, NSW Police, Fairfield and Cabramatta Local Area Commands, Team 9Lives, Community First Step, South West Connect, Liverpool Youth Accommodation Service Assistance, Multicultural Health, Anglicare, Ted Noffs Street University, Headspace, The Parks community Network, University Western Sydney, The Anchor/Unifam, Powerhouse Youth Theatre, Spanish and Latin American Association for Social Assistance, Bossley Park and Prairiewood High Schools, Curious Works, Chiro Health and Wellness, Mission Australia, Fairvale High School, South West Sydney Family Referral Service, Cecil Hills High School, TAFE NSW, Donate Life, Oral Health Service, Guntawang Aboriginal Women's Group, Go4Fun, Bossley Park High School, Bodyworks Gym, NSW Ombudsman and Evolution Development mentors.	State Government, NGOs and Business
Health Partnership	South Western Sydney Local Health District and Multicultural Health.	State Government
T-Way Stakeholders Group – Respond to anti-social activity at Prairiewood	Stockland Wetherill Park Shopping Centre, Asset Security, State Transit Authority, Roads and Maritime Services, Fairfield Local Area Command, Transit Systems, Prairiewood High School, Whitelion, The Parks Community Network, MSS Security and Downer Mouchel.	State Government, NGOs, Business
Fairfield AEDI Working Group (Australian Early Development Index)	Families Together, Bonnyrigg Public School, Woodville Community Services, Fairfield Family Relationships Service and the Smith Family.	State Government and NGOs
Paint Fairfield REaD (early literacy strategy)	NSW Health, Cabramatta Community Centre, Bonnyrigg Public School and South West Connect.	State Government and NGO
Fairfield Family Events Working Group	Bonnyrigg Public School, The Smith Family, Woodville Community Services, Fairfield Family Relationship Service, Fairfield-Liverpool Supported Playgroup Service, Lansvale Public School and Uniting Care Burnside.	State Government and NGOs
2014 Fairfield Children's Week Event	Autism Advisory Support Service, Community First Step, Bonnyrigg Public School, Fairfield Migrant Resource Centre, Goodstart Early Learning Centre, NSW Health, The Smith Family, South Western Sydney Medicare Local, Family Referral Service Uniting Care Burnside, Fairfield Relationship Service Unifam, Woodville Community Services and Fairfield-Liverpool Supported Playgroup Service.	NGOs, Local and State Government
National Families Week Event at Bonnyrigg	Bonnyrigg Public School, Community First Step and Cabramatta Community Centre.	NGO, State and Local Government
Story Time at Stockland	Cabramatta Community Centre	NGO and Local Government
Fairfield Families NSW Interagency	Arab Council, Anglicare, Autism Advisory Support Service, The Benevolent Society, Bonnie Support Services, Cabramatta community Centre, Care Connect, CatholicCare, Department of Human Services, Community First Step, Alliance, Fairfield Parent Support, Goodstart Early Learning Centre, NSW Health, Inspire Communities, Karitane, Learning Links, Life Without Barriers, Metro Migrant Resource Centre, Mission Australia, Office of Children's Guardian, Playgroup NSW, Rosebank, Save the Children, Children's Services, Shine for Kids, The Smith Family, Settlement Services International, South Western Sydney Connect, Uniting Care Burnside, Unifam, Woodville Community Service and Western Sydney Community Forum.	NGOs and State Government

Project	Organisation / Business	Type
Fairfield Families NSW Professional Development Workshops x 5	Child Care Centre, Anglicare, Annabelle Child Care Centre, Arab Council, Australian Foundation for Disability, Autism Advisory Support Service, Benevolent Society, Breakthru, Bankstown Family Day Care, Bonnie Support Services, Cabramatta Community Centre, CatholicCare, Chester Hill Community Centre, Coolaburoo Neighbourhood Centre, Community First Step, Creating Links, Disability Services Australia, Diverse Community Care, First Grammar Child Care Centre, Fairfield Heights Child Care centre, Fairfield Parent Support, Fairfield Migrant Resource Centre, Kidslink Family Day Care, Goodstart Early Learning Centre, NSW Health, KARI Aboriginal Resource Inc, Liverpool City Council, Learning Links, Little Gems Child Care Centre, Liverpool Migrant Resource Centre, Mission Australia, Playgroup NSW, Salvation Army, St Anthony's Child Care Centre, St George Community Housing Ltd, Uniting Care Burnside, Vattana Early Learning Centre and Wesley Mission.	NGOs and State Government
Families Together Parenting Programs	The Cubby House- Green Valley, Bonnyrigg Heights Public School, Baptist Care Bankstown, Smithfield Public School, Early Childhood Intervention and Coordination Project, Canley Vale Public School, The Junction Works – Wattle Grove Community Centre and Families NSW Facilitation Project.	NGOs, State and Local Governments
Bring It On! Festival Trajectories: Bring It On! Volunteer Training Program	Daystar Foundation, The Parks Community Network and Invincible Worldwide.	NGO
Burundi, Rwanda and Uganda Community Support	The Great Lakes Agency for Peace and Development International.	NGO
Ahwazi Community Support Project	NSW Spanish and Latin American Association for Social Assistance.	NGO
Chatterbox Bus Outreach	Whitelion.	NGO
Pathways to Employment and Training Expo for Refugees and Migrants	Fairfield Migrant Interagency and the Fairfield Emerging Communities Action Partnership.	NGO
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, Fairfield, Uniting Care - Training & Development Services, Community First Step, Money-Care, Vietnamese Community in Australia, Family Referral Service, Bankstown Canterbury Community Transport, Anglicare, Green Valley Police, Guide Dogs NSW, Asian Women at Work, MAX Employment., Family Referral Service, The Smith Family, Housing NSW, Hammond Care, Service for the Treatment and Rehabilitation of Torture and Trauma Survivors, Australian Foundation for Disabilities , Mosaic, St Vincent de Paul, Settlement Services International and Great Lakes Agency for Peace and Development International, MTC Australia, Non-English Speaking Housing Families Scheme, Small Biz Connect, International and Great Lakes Agency for Peace and Development, and Fairfield Domestic Violence Committee.	State Government and NGOs
Multicultural Projects	Al Ahwazi Association, and Friends of Service for the Treatment and Rehabilitation of Torture and Trauma Survivors.	NGO
Fairfield City Museum and Gallery Programs	City of Fairfield Garden Club, Khmer Community NSW, Lao Oz Association Inc., The Benevolent Society – Taste Tours, Sydney Sacred Music Festival, Powerhouse Youth Theatre, Guntawang Aboriginal Women's Group, National Archives of Australia	NGOs and Federal Government
Refugee Week	The Australian Foundation for Disability, Immigrant Women's Health Service, the Khmer Community of NSW Inc, Parents Café, The Heights Community Services, Multicultural Health Service- Fairfield, Settlement Services International, Assyrian Resource Centre, Family Planning NSW, Non-English Speaking Housing, Department of Human Services, Family Planning NSW, The Smith Family, Communities for Children, Navitas, Max Employment, MTC Australia, Fairfield High School and Promoting Healthy Outcomes for Refugees.	NGOs
Employment Support Project	Navitas, The NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors, MTC Australia, NSW Spanish Latin American Association for Social Assistance, Parents Café, Assyrian Resource Centre and Training for Change.	NGOs
Social Enterprise Support	Angkor Flowers and Crafts and Parents Café.	NGOs
Nutritional Project for Seniors and People with Disabilities	The Heights Community Services – Canley Heights.	NGO
Dementia Carers	The Parks Community Network.	NGO
Multicultural Seniors Activities	The Heights Community Services – Mt Pritchard.	NGO

Project	Organisation / Business	Type
Centre Based Meals – Seniors and People with Disabilities	The Heights Community Services – Mt Pritchard.	NGO
Planning Ahead – Train the Trainer and Translations into 8 Community Languages	The Multicultural Network.	NGO
NDIS Education Program and Translation Kit for Vietnamese Communities.	The Jeder Institute.	NGO
Side by Side Program for People with Disabilities	Cabramatta Community Centre.	NGO
Disability Workshop – National Disability Insurance Scheme (NDIS)	Family and Community Services, Department of Ageing, Disability and Home Care, Bankstown City Council and Liverpool City Council.	State and Local Government
Aged Care Reform – Commonwealth Home Support Program (CHSP) – information to Aged Care Sector	Bankstown City Council, Liverpool City Council, Bankstown Area Multicultural Network, CatholicCare, Macarthur Disability Services and TAFE NSW.	Local Government and NGO



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 Office of Local Government

A total of 1,380 animals were impounded during the last financial year, which was made up of 590 cats and 790 dogs.

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. A total of 1,092 animals were rehomed, which was made up of 707 dogs and 385 cats.

Lodgement of data about dog attacks with the Office of Local Government

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 68 incidents were reported.

Expenditure on companion animal management and activities

In 2014-2015, \$243,879.93 was spent on the management of companion animals and related activities.

Companion animal education programs and desexing initiatives

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

- Free microchipping days for dogs and cats were held during this financial year.
- Operation Cat Program was held in September 2014 and May 2015 which offered Fairfield City residents discounted de-sexing and microchipping.
- A Discounted Desexing Program for cats and dogs was promoted on Council's website.
- Notifying all local vets and the Animal Welfare League of all firework displays to be conducted in the area and providing information on Council's webpage.



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 are fenced. These areas are provided with degradable doggie poo bags, a waste bin and a self-filling drinking bowl for dogs, and are regularly maintained.

ENVIRONMENTAL UPGRADE AGREEMENTS

Fairfield City Council did not enter any environmental upgrade agreements under S406 in 2014-2015.

BUSHFIRE HAZARD REDUCTION ACTIVITIES

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



Freeman Avenue Reserve



King Park



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 2014-2015, \$1.51 million was raised by the Stormwater Levy, of which approximately \$1.34 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
MPSLP1501	Stormwater Education - Various Locations.	Achieved	Council ran 6 educational programs and projects across Fairfield City for local residents and school children. These included educational talks about stormwater, flooding and creeks at Council's Open Day, installation of educational signs to promote Council's gross pollutant traps at Stimsons Drains and the continual development of educational information and resources through Council's website.	\$8,817
MPSLP1502	Stormwater Gully Pit Maintenance - Various Locations.	Achieved	The Stormwater Gully Pit Maintenance Program has been completed at various locations across Fairfield City, which included the cleaning and monitoring of stormwater pits. No Stormwater Levy funds expended	\$0
MPSLP1503	Water Quality Monitoring	Achieved	The Water Quality Monitoring Program has been completed at various locations across Fairfield City.	\$22,238
MPSLP1504	Maintenance of Major Stormwater Systems.	Achieved	Regular maintenance of Council's stormwater infrastructure such as; detention basins, wetlands, ponds and rain gardens has been completed.	\$200,338
MPSLP1505	Cooperative Research Centre for Water Sensitive Cities research program.	Achieved	The milestones planned for this year were achieved. This included 35 research projects by the Cooperative Research Centre (CRC).	\$3,080
MPSLP1506	Valuing River Health research project	Achieved	Council is contributing to the Valuing River Health Research project being carried out by Charles Sturt University. The project is moving into its third year with research into community perceptions and values of river health being gauged through community focus groups along with the initial valuing of urban waterways with regard to their influence on property prices.	\$11,000
MPSLP1507	Contractors - implementing the stormwater levy program.	Achieved	The scheduled works by contractors carrying out projects on the Stormwater Levy Program have been finalised for 2014/15.	\$122,628
MPSLP1508	Burns Creek Catchment Management Plan - Old Guildford and Fairfield East.	Carry Forward	Flood mitigation options and mapping are progressing with the consultant but due to resourcing constraints this project has been carried forward into the 2015-2016 Operational Plan.	\$44,778
MPSLP1509	Smithfield Catchment Management Plan.	Carry Forward	On-site stormwater detention analysis and the community planning forum with the consultant have been completed but due to re-sourcing constraints this project has been carried forward into the 2015-2016 Operational Plan.	\$102,078
MPSLP1510	Orphan School Creek Rehabilitation - Avoca Road to Cumberland Highway, Fairfield West and Canley Heights.	Carry Forward	Most of the creek's banks and drainage works have been completed but delays with grant funding and negotiations with Sydney Water have delayed this project. It has been carried forward into the 2015-2016 Operational Plan.	\$415,653
MPSLP1511	Green Valley Creek Rehabilitation - Bonnyrigg, St Johns Park, Canley Heights, Wakeley, Cabramatta West and Mt Pritchard	Carry Forward	Project delayed as the quote for investigation and design was in excess of the allocated project budget. Therefore the project was re-scoped to include investigation only and has been carried forward into the 2015-2016 Operational Plan.	\$47,097
MPSLP1512	Water Sensitive Urban Design Elements (WSUD) - Various locations.	Ceased	No project that was suitable for water sensitive urban design was identified. This project has been ceased and all funding returned to the Stormwater Levy Reserve.	\$0
MPSLP1513	Fairfield Youth and Community Centre Stormwater Drainage Works - Fairfield	Achieved	The stormwater drainage works for the Fairfield Youth and Community Centre has been completed.	\$100,000
MPSLP1514	Construction of major gross pollutant trap on Stimsons Drain	Achieved	The gross pollutant traps have been installed at Fairfield East along with the educational signage.	\$259,137



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 years. The VPA with Bonnyrigg Partnerships covers the developer contributions for the project.

Bonnyrigg Partnerships worked with Becton Property Group in the redevelopment of the estate and delivery of the VPA works. After Becton Property Group went into receivership, Bonnyrigg Partnership sought a replacement company to undertake the redevelopment and deliver the VPA. While this was

occurring during the 2014/15 period, no construction occurred on either the development or VPA deliverables.

Calabria Club VPA

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

The Certificate of Title has been signed off with dedication to occur once land is registered. Embellishment and planting by Council will occur once registered.

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.

As yet, the development consent has not been acted on and no development contribution has been paid to Council.

83-85 The Crescent, Fairfield VPA

The Voluntary Planning Agreement addresses the shortfall of two car parking spaces associated with development of this site. The developer made an offer to enter into a planning agreement to provide financial contribution to Council and to assist in covering the cost increase of public parking or improve 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 community 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:

Council Culture and Leadership	Embed Council's constructive culture and best practice workforce leadership
Council Success	Grow and secure Council's workforce
Council Safe	Ensure Council's workforce health, safety and wellbeing
Council Customer Advocacy	Enhance customer and community service orientation in Council's workforce
Council Connect	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 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 human resources strategies, as well as continuing to meet operational requirements through



service delivery to optimise organisational performance. A number of key priorities for Council include:

- Terminating of Council's Enterprise Agreement and change of employment conditions in accordance with Local Government (State) Award.
- Reviewing the Recruitment and Selection Policy and Guidelines and incorporate training into the Corporate Training Calendar.
- Restructuring business units to improve efficiency across Council.
- Reviewing key human resources policies including Appropriate Workplace Behaviour and Flexible Work Arrangements policies.
- Delivering continued work experience to support the Local Employment Policy.
- Managing the Annual Leave Liability through policy review and annual leave plans for employees with an entitlement of 8 weeks leave.
- Developing a profiling tool for identification of critical roles and development of succession plans.
- Managing Council's Payroll System including Time and Attendance Feasibility Study and production of customised reports for business analysis.

Simplification of Work Health and Safety Management System

Further simplification of the Work Health Safety Management System (WHSMS) has been completed, which has ensured continual improvements and ease of system implementation by the organisation. New technology has been utilised to deliver online system training across the organisation.

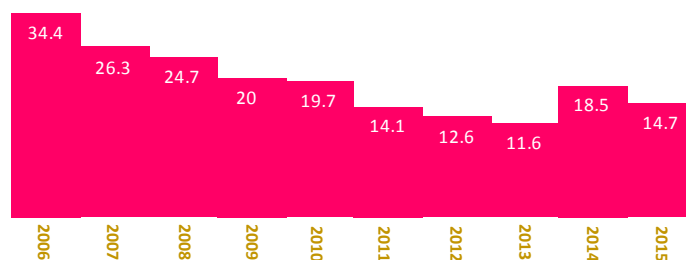
Work Health and Safety Audit

This year saw the completion of the current three year audit schedule, incorporating both internal auditing and external compliance audits. A new audit schedule has been developed for the next three year period, which includes new internal audit tools. The next anticipated WorkCover 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 are returning to work as per our Injury Management and Return to Work Program that ensures staff are rehabilitated in a timely manner and returned safely back into the workplace.

Lost Time Injury Frequency Rate



Above is a graph reflecting Council's Lost Time Injury Frequency Rate (LTIFR). There has been a decrease in the number of Lost Time Injuries (LTI) compared to the previous reporting period. This has resulted in a 20.73% decrease in Council's LTIFR.



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

 _____ Date 3/3/14

Alan Young
City Manager / General Manager

 _____ Date 3/3/14

Ross Smith
Chairperson, Safety Leadership Team

 _____ Date 3/3/2014

David Griffiths
Chairperson, WHS Committee

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

The WorkCover Mentor Program assists small businesses to improve workplace safety as well as competitiveness and productivity. Fairfield City Council continues to participate in the WorkCover Mentor Program to provide assistance and guidance to local businesses in achieving improvement in their Work Health and Safety obligations.

Organisational Development and Learning

Council's Culture and Leadership Program is an ongoing initiative adopted by the City Manager and Executive Leadership Team. The program focuses on our established leadership competencies, which aim to achieve Council's mission and strategy.

A number of key priorities for Council in 2014-2015 included:

- Implementation of the Emerging Leaders Program.
- Delivery of specific training programs which met the needs of individual groups as a result of council wide training needs analysis.
- Development of a training program to support supervisors in leading and managing Council's workforce.
- Providing cultural awareness training to individual work teams.
- Delivery of Appropriate Workplace Behaviour Training to new and existing employees.
- Implementation of a new Learning Management System (WHSMS)

DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY

A committee of Business Unit Managers from across Council has been established to monitor implementation of the Diversity and Equal Employment Opportunity Strategy (DEEOS). Strategic actions have been identified to address issues relating to Council's ageing workforce profile. These actions will be incorporated into the DEEOS for ongoing monitoring and management.

Council's policies: Appropriate Workplace Behaviour Policy and Guide, as well as the Performance Management and Disciplinary Policy and Guide, deal with the prevention of discrimination, bullying and harassment in the workplace. Council continues to provide workforce education and training in the prevention of discrimination, bullying and harassment in the workplace.

A review of the Recruitment and Selection Policy, Guide and Training Package has been completed. The policy ensures a merit-based recruitment process for permanent positions, including best practice in Equal Employment Opportunity principles.





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 2014-2015.

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	1	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	1	1	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)	1	6	2	1	4	0	0	1
Members of the public (other)	0	1	0	0	0	0	0	2

*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*	1	1	0	0	0	0	0	1
Access applications (other than personal information applications)	1	1	1	0	1	0	0	1
Access applications that are partly personal information applications and partly other	1	6	1	1	3	0	0	1

*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)	1
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	0
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	1
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	3
Law enforcement and security	0
Individual rights, judicial processes and natural justice	7
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)	1
Not decided within time (deemed refusal)	0
Total	14

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*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by Administrative Decisions Tribunal (NSW)	0	0	0
Total	0	0	0

*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	0
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 wrong doing. 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 2014-2015.

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 2014-2015 period is demonstrated in the table below:

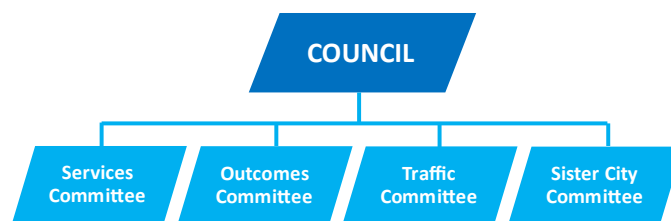
Expenses	Amounts (\$)
Overseas travel	Nil
Interstate travel	Nil
Office equipment	656
Telephone calls	9,673
Attendance at conferences and seminars	14,039
Training and provision of skill development	2,286
Spouse / partner expenses	Nil
Child care / carer's expenses	Nil
TOTAL	26,654

OVERSEAS VISITS BY COUNCILLORS AND COUNCIL STAFF

There were no overseas visits by Councillors or Council Staff.

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

Jul 2014 - Jun 2015

Mayor Carbone (Chairperson)

Cr Barcha

Cr Bennett

Cr Karajcic

Cr Khoshaba

Cr Le

Cr Ly

Cr Molluso

Cr Saliba

Cr Toma

Cr Tran

Cr White

Cr Yeung



Extraordinary Council Meetings

There were three Extraordinary Council meetings held during 2014-2015.

Jul 2014 - Jun 2015
Mayor Carbone (Chairperson)
Cr Barcha
Cr Bennett
Cr Karajcic
Cr Khoshaba
Cr Le
Cr Ly
Cr Molluso
Cr Saliba
Cr Toma
Cr Tran
Cr White
Cr Yeung

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 2014-2015 and quorum for the Services Committee is 3 Councillors:

Jul 2014 - Sep 2014	Oct 2014 - Jun 2015
Mayor Carbone	Mayor Carbone
Cr Khoshaba (Chairperson)	Cr Khoshaba (Chairperson)
Cr Bennett	Cr Barcha
Cr Ly	Cr Bennett
Cr Saliba	Cr Saliba
Cr Toma	Cr Toma
Cr Tran	Cr Tran

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 2014-2015 and quorum for the Outcomes Committee is 3 Councillors:

Jul 2014 - Sep 2014	Oct 2014 - Jun 2015
Mayor Carbone	Mayor Carbone
Cr Barcha (Chairperson)	Cr White (Chairperson)
Cr Karajcic	Cr Karajcic
Cr Le	Cr Le
Cr Molluso	Cr Ly
Cr White	Cr Molluso
Cr Yeung	Cr Yeung

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 2014-2015 and quorum for the Traffic Committee is two Councillors:

July 2014 - Sept 2014	Oct 2014 - Jun 2015
Mayor Carbone	Mayor Carbone
Cr Barcha (Chairperson)	Cr Barcha (Chairperson)
Cr Karajcic	Cr Karajcic
Cr Saliba	Cr Saliba



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.

During 2014-2015 a meeting of the Sister City Committee was held.

July 2014 - Sept 2014	Oct 2014 - Jun 2015
Mayor Carbone (Chairperson)	Mayor Carbone (Chairperson)
Cr Barcha	Cr Barcha
Cr Bennett	Cr Bennett
Cr Karajcic	Cr Karajcic
Cr Khoshaba	Cr Khoshaba
Cr Le	Cr Le
Cr Ly	Cr Ly
Cr Tran	Cr Tran
Cr White	Cr White
Cr Yeung	Cr Yeung

SENIOR STAFF REMUNERATION

During this year, Council had three senior staff as defined by the Local Government Act comprising of a General Manager (City Manager) and two other senior staff. Their total remuneration packages, which incorporate salary, employer superannuation, fringe benefits tax, performance and higher duties payments, and non-cash benefits (motor vehicle) during 2014-2015, are noted below.

Total Remuneration Package	
City Manager	\$353,472
Other Senior Staff	\$448,019

LEGAL PROCEEDINGS

A summary of the amounts incurred by Council in relation to legal proceedings taken by or against Council during the 2014/2015 period follows:

Proceedings	Cases	Cost
Proceedings against Council	14	\$69,960
Proceeding by Council	53	\$438,895
Expenses paid in out-of-court settlements	0	\$0
Expenses received by Council in-out-of-court settlements	0	\$0
Total		\$508,855

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	30
Proceedings unfavourably finalised	0
Cases discontinued	11
Cases settled	3
Proceedings not finalised	18

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)
Acclaimed Excavations Pty Ltd	Watercart Hire and Grader Hire	Purchase Orders	\$146,475.00
AGL Sales Pty Ltd	Supply of Electricity for Unmetered Public Lighting for NSW councils (Contract No. LGP0214)	Contract	\$1,370,761.00
Alleasing Pty Ltd	Leasing of Gym Equipment at Prairiewood - Tender FY13RFT11 IT Hardware – (Contract No. E2N0153644)	Contract	\$257,860.00
All Civil Works Australia Pty Ltd Anewtec Civil Pty Ltd BK Concrete Pty Ltd Kelbon Project Services Pty Ltd	Minor Works	Contract	\$25,223,585.00
AMA Building Developments Pty Ltd	Plant and Equipment Hire – (Tender FY10RFT13)	Contract	\$555,381.00
Antoniades Architects Pty Ltd	Architect Services Dutton Lane Redevelopment – (Tender FY13RFT16)	Contract	\$241,060.00
Bakers Construction & Industrial	General Hardware Supplies (Janitorial Paper products optional) – (Contract No. WR01-11/12)	Contract	\$357,236.00
Bartier Parry Pty Ltd Maddocks Marsdens Law Group Matthews Folbigg Lawyers Ritchie & Castellan Pty Ltd	Provision of Legal Services – (Tender No. FY14RFT02) Contract		\$690,724.00

Vendor/ Contractor	Description	Type	\$ Estimated total contract price (ex-GST)
Bearena Pty Ltd	IT Hardware	Purchase Orders	\$170,396.00
Bensco Trading Services Pty Ltd	Cleaning Services	Purchase Orders	\$331,818.00
Bernipave Pty Ltd Stabilised Pavements of Australia	Road Rehabilitation and Asphalt Services – (Contract No. WSROC03-12/13)	Contract	\$562,012.00
BMT WBM Pty Ltd	Professional Consulting Services (Engineering, Planning, Environment, Community & Assets) (Contract No. LGP1208-2)	Contract	\$240,844.00
BOC Limited	CO2 Beverage	Purchase Orders	\$172,948.00
Brandown Pty Ltd	Tipping Fees - Quarry Waste and Recycling Service	Purchase Orders	\$540,377.00
Bucher Municipal Pty Ltd	Cleaning services at various Council sites	Purchase order	\$995,109.00
Bucher Municipal Pty Ltd	Architectural consultancy services for Fairfield Youth and Community Centre	Contract	\$303,755.00
Bushland Management Solutions Pty Ltd t/as Hills Bushcare Bush Habitat Restoration Cooperative Ltd Toolijooa Pty Ltd The Irrawong trust t/as Total Earth Care Pty Ltd	Bushland Regeneration - (Tender No. FY10RFT15)	Contract	\$819,795.00
Cardno (NSW/ACT) Pty Ltd	Professional Consulting Services (Engineering, Planning, Environment, Community & Assets) (No. LGP1208-2)	Contract	\$210,782.00
Celtic Civil Pty Ltd	Supply and Install Gross Pollutant Trap (GPT) Stimpson Drain Fairfield – Tender No. FY15RFT01	Contract	\$210,782.00
City Hino	Trucks for Local Government (Aust) (Contract No. NPN04-13)	Contract	\$732,772.00
Civica Pty Limited	IT&C Professional Consulting Services (Contract No. LGP1008-2)	Contract	\$232,221.00
CJD Equipment Pty Ltd	Volvo L180G Articulated Front End Wheel Loader - Heavy Plant & Equipment (Contract No. LGP707-3)	Contract	\$459,700.00
CML Payroll Pty Ltd	HR Temporary Placements & Associated Services (Contract No. LGP808-2)	Contract	\$163,100.00
Collective Civil Pty Ltd	Bank Rehabilitation Works - Orphan School Creek Avoca Road – (Tender FY15RFT06)	Contract	\$423,446.00
Concrete Recyclers (Group) Pty Ltd	Concrete Crushing Services – (Tender No. FY13RFT19)	Contract	\$2,572,242.00
Connect Infrastructure Construction Pty Ltd	Dutton Lane Substation Cabramatta – (Tender No. FY15RFT05)	Contract	\$362,542.00
De Lage Landen Pty Limited	Supply and Install Gymnasium Equipment – (Tender No. FY12RFT02)	Contract	\$255,454.00
Downer EDI Works Pty Ltd Fulton Hogan Industries Pty Ltd Combined Traffic Management Pty Ltd	Road Rehabilitation and Asphalt Services and Pavement Marking Services – (Contract No. WR03-12/13)	Contract	\$7,572,934.00
E & B Tipper Hire Pty Ltd	Bogie Tipper Hire	Purchase Orders	\$171,994.00
Energy Australia Pty Ltd	Supply of Electricity for Large Buildings and Facilities for NSW councils (Contract No. LGP0213)	Contract	\$954,417.00
Fairfax Media Publications Pty Ltd	Local Print Media for Corporate Pages and Advertising – (Tender No. FY13RFT21)	Contract	\$162,027.00
Fairfield Electrical Supplies Pty Ltd	Electrical Supplies	Purchase order	\$183,132.00
FDC Construction & Fitout Pty Ltd	Construction of Fairfield Youth & Community Centre – (Tender No. FY14RFT13)	Contract	\$6,391,246.00
Furnass Landscaping Enterprises Pty Ltd	Construction of Playground and Associated Landscaping Works – (Tender No. FY14RFT15)	Contract	\$1,015,341.00
Generation-E Productivity Solutions Pty Ltd	IT Hardware and Software (Lync)	Purchase Orders	\$151,070.00
GJS Property Management Pty Ltd Skyline Landscape Services Pty Ltd	Provision of Mowing Services - (Tender No. FY13RFT02)	Contract	\$794,548.00
Greenland Landscape	Landscaping works and Re-vegetation	Purchase Orders	\$169,939.00
GWS Machinery Pty Ltd	2 x Massey Ferguson 5430 Tractor with MF949 Front End Loader Plus 4 in 1 Bucket. Implements including Auger and Broom and 1 x Massey Ferguson 5430 Tractor with Pegasus wide area mower/ implement	Contract	\$353,595.00

Vendor/ Contractor	Description	Type	\$ Estimated total contract price (ex-GST)
Hays Specialist Recruitment (Australia)	Recruiting Services – (Tender No. FY12RFT04)	Contract	\$657,328.00
Hindmarsh Construction Australia Pty Ltd	Dutton Lane Re-Development Cabramatta – (Tender No. FY15RFT07)	Contract	\$1,876,659.00
Hoban Recruitment	Recruiting Services - NSW Procurepoint-(Contract No. SCM0007) - Prequalification Scheme: Contingent Workforce	Contract	\$549,002.00
Hunter Valley Training Company Pty Ltd	Apprentices for Signwrite Shop, Electricians, Plumbers, Workshop & Parks & Gardens	Purchase Orders	\$319,116.00
Independent Cement and Lime Pty Ltd	Supply of Triple Blended Cement – (Tender No. FY11RFT04)	Contract	\$922,886.00
Insight Enterprises Australia Pty Ltd	Microsoft Licensing and Associated Products & Services via Large Account Resellers (LARs) (Contract No. LGP108-2)	Contract	\$179,887.00
Iveco Trucks Australia Limited	6 x Iveco Acco 6x4 Compactor Dual Control Cab Chassis- Trucks for Local Government (Aust.) (Contract No. NPN04-13)	Contract	\$1,121,844.00
J K Williams Contracting Pty	Civil Construction Works for Residential Subdivision - Diamond Crescent Bonnyrigg – (Tender FY15RFT04)	Contract	\$1,576,603.00
J Wyndham Prince Pty Ltd	Professional Consulting Services (Engineering, Planning, Environment, Community & Assets) (Contract No. LGP1208-2)	Contract	\$318,192.00
Legal Force	Debt Recovery Services (Contract No. LGP109-2)	Contract	\$339,928.00
Mack Civil Pty Ltd	Kerb & Gutter works, footpath and cycleways - Concrete	Purchase Orders	\$404,232.00
MacLeod Engineering Pty Ltd	Steel Fabrication, Repairs and test pugmill and other equipment at SRC	Purchase Orders	\$155,899.00
Macquarie Bank Limited	Operating Lease Services to cover Information and Communications Technology, Photocopiers, Printers & other Equipment (Contract No. LGP1107-2)	Contract	\$367,339.00
McGrath Liverpool	Purchase of Small Passenger Vehicles - NSW Procurepoint - Prequalification Scheme: Motor Vehicles (Contract No. SCM0653)	Contract	\$404,232.00
Monitor Business Machines	PC Booking; Printing & Copying Management costs, etc.	Purchase Orders	\$182,422.00
MSA Civil and Communications Pty Ltd	Footpath and kerb and gutter works and Concrete works	Purchase Orders	\$158,692.00
Murphys Waves Ltd	Prairiewood Water Play Park and Surf Simulator (Surf Simulator Only) – (Tender FY14RFT18)	Contract	\$614,000.00
Parramatta Motor Group	Purchase of Small Passenger Vehicles - NSW Procurepoint-Prequalification Scheme: Motor Vehicles (SCM0653)	Contract	\$578,985.00
Play By Design Pty Ltd ATF Armati Family Trust	Fairfield Adventure Park - Supply and Installation of Playground Equipment - Stage One – (Tender No. FY14RFT06)	Contract	\$419,439.00
Powerdirect Pty Ltd	Supply of Electricity for Small Tariff Sites for NSW councils (Contract No. LGP0214)	Contract	\$671,363.00
Pro-Cut Concrete Pty Ltd	Concrete Cutting and Grinding – (Tender No. FY12RFT06)	Contract	\$500,510.00
Quality Lawn and Grounds Care Pty Ltd	Garden Maintenance, Soil spreading, grass mowing, weed spraying across LGA	Purchase Orders	\$227,970.00
Roseville Plumbing	Plumbing Supplies	Purchase Orders	\$160,638.00
Sita Australia Pty Ltd	(Contract No. 9698)-NSW Government Waste Management	Contract	\$14,784,422.00
Site Group Pty Ltd	Traffic Management Services (Contract No. LGP113)	Contract	\$1,644,616.00
Spectrum Community Outcomes Pty Ltd	HR Temporary Placements & Associated Services (Contract No. LGP808-2)	Contract	\$2,135,744.00
Sulo MGB Australia Pty Ltd	Mobile Garbage Bins, Industrial Containers & Bins, Static Compactors, Associated Products and Services (Contract No. NPN1.11-2)	Contract	\$251,860.00
Sydney Metro Tree Services Pty Ltd	Provision of Tree Maintenance Services – (Tender No. FY13RFT04)	Contract	\$790,182.00
Telstra	Telecommunications Services (Contract No. LGP407-2)	Contract	\$470,315.00
Terry Shields Pty Ltd	Purchase of Small Passenger Vehicles - NSW Procurepoint-Prequalification Scheme: Motor Vehicles (Contract No. SCM0653)	Contract	\$656,751.00
TGB and Son	Footpath and kerb and gutter works, pipe works	Purchase Orders	\$289,519.00
Total Drain Cleaning Services Pty Ltd	Litter Removal from SQIDs Waterways and Bushland Reserves – (Tender No. FY13RFT14)	Contract	\$357,524.00
The Gardenmakers Pty Ltd	Landscaping works	Purchase Orders	\$191,914.00

Vendor/ Contractor	Description	Type	\$ Estimated total contract price (ex-GST)
The Playground Doctor	Supply and install playground equipment, inspect, replace and repair playground equipment	Purchase Orders	\$182,698.00
Transpet Australia Pty Ltd	Companion Animal & Livestock Impounding Services – (Tender No. FY12RFT03)	Contract	\$219,085.00
Tyres 4 U Pty Ltd	Supply, Fitting, Maintenance & Recycling of Tyres, Tubes and Automotive & Marine Batteries (Contract No. NPN1.14)	Contract	\$166,623.00
Unified Security Group (Aust) Pty Ltd	Security Solutions CCTV (Various Sites)	Purchase Orders	\$681,308.00
Veolia Environmental Services	9698-NSW Government Waste Management (Tender No T37-14)	Contract	\$1,479,145.00
Whites Floorcoverings Pty Ltd	Installation of carpet, tiles, etc. across various Council buildings	Purchase Orders	\$156,620.00





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 2015.

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	268,102	9,461	7,370	7,213	7,131
Public Roads	Roads	1.8	441,657	8,949	9,310	12,474	11,828
	Kerbs and Gutters	1.7	178,970	1,847	1,773	2,054	1,175
	Bridges	1.5	47,093	521	15	146	11
Drainage Works	Drainage Networks	1.7	249,840	2,280	206	1,280	2,101
Open Space	Parks and Gardens	1.9	24,169	1,174	1,269	4,742	3,911
Footpath and Cycleway		1.7	109,531	1,537	628	1,930	2,304
TOTAL – ALL ASSETS		1.8	1,319,362	25,769	36,458	29,839	28,461

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. 2.2% of the road network is considered to be in poor condition.
- **Kerb and Gutter** - Council maintains 1,213 kilometres of kerb and gutters throughout our City. The average road condition is considered to be of good standard. 1.0% of the kerb and gutter network is considered to be in poor condition.
- **Building** - Council owns and controls about 254 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 2.7% 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 935 kilometres of footpath and cycle ways throughout our City. The average footpath condition is considered to be of good standard. 0.6% of the footpath network is considered to be in poor condition.
- **Stormwater Drainage** - Council maintains 464 kilometres of stormwater pipe and 13,450 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 2014-2015.

CONTROLLING INTERESTS IN COMPANIES

Council held no controlling interest in any company for the 2014-2015 reporting period.

RATES AND CHARGES WRITTEN OFF

Rates and charges totaling \$3,154,618 were waived or written off during the 2014-2015 in accordance with the Local Government Act 1993. This compares to rates and charges of \$3,158,002 waived or written off in the 2013-2014 period.

Allowance is made for such waivers and write offs in Council's Budget.

Item	Amount
Postponed rates and charges written off	6,882
Non-ratable claims (abandonment written off)	21,613
Rebate public authorities	0
Rebates on pensioner rates waived	3,084,811
Heritage rates voluntary concession	41,311
Total	3,154,618

Non rateable claims are due to NSW Land and Housing demolition of existing dwellings/Western Sydney Park Land Trust (WSPT) non Lease Portions.



PRODUCTIVITY IMPROVEMENT, COST CONTAINMENT AND REVENUE OPPORTUNITIES

Council has an active program developing and implementing initiatives focussed on productivity, cost containment and revenue opportunities. Council continually searches for opportunities that would result in a more positive operating position. The key initiatives undertaken during financial year 2014-2015 are:

- Commenced construction of the Dutton Lane Development (commercial operation to generate on-going revenue).
- Commenced construction and sales of the Diamond Crescent subdivision.
- Planning applications developed and lodged for subdivisions in The Avenue, Canley Vale, and Wetherill Street, Wetherill Park.
- Negotiations relating to the Enterprise Agreement were finalised with the Enterprise Agreement being discontinued and employment conditions reverting to the Local Government (NSW) Award 2014.
- Design completed for improvements to the Sustainable Resource Centre access and weighbridge arrangements. Council's roads program costs are lower as less material diverted to landfill waste facilities and through the use of recycled road materials (less virgin excavated material required to be sourced).
- Just In Time procurement implemented minimising stock held in stores and associated management requirements.
- Print room operations business case completed and adopted for implementation as leases expire.
- Community bus service modified to reduce number of buses held by Council through access to private provider.
- Vendor Panel for trade services adopted and implemented.
- Review of legal services delivery completed.
- Completed review of depreciation and asset life cycles in line with industry practice.

The Fit for the Future program instituted by the NSW State Government has set a framework for local government performance. As part of Council's response to the Fit for the Future submissions to the Independent Pricing and Regulatory Tribunal, Council reviewed and updated its Long Term Financial Plan, including the productivity and cost containment initiatives being examined.



SPECIAL RATE VARIATION

The 2001 Special Rate Variation (SRV) expired in June 2014 with a new Special Rate Variation introduced from July 2014. The 2014 SRV extends Council's asset renewal funding, with initiatives targeted at roads, sportsgrounds, parks and drainage. Specific one-off initiatives included are the upgrade of the Prairiewood Leisure Centre Water Park, renewal of the Fairfield Branch Library, Streetscape Improvements in Cabramatta and Fairfield Heights, and a new urban plaza in Fairfield City Centre.

The following table outlines the approved program of works, the expected outcomes for 2014/15 and 10 year program forecast. The following work was undertaken within the program as follows:

- The Fairfield Library Expansion delivery methodology was reviewed with a new site located in Hamilton Road and an existing building purchased. The existing library will continue until the existing commercial leases expire.
- Fairfield City Plaza (The Crescent Plaza) development application was lodged for construction in 2015/16.
- Footpath Connections were constructed in Oxford and Stimson Streets in Smithfield connecting residents to the Smithfield Town Centre.
- Landscaping Park Frontages were completed for Adams Park (Sackville Street and Canley Vale Road, Canley Vale), Edensor Park (Cowpasture Road and Elizabeth Drive, Edensor Park), Mt Pritchard (Elizabeth Drive, Mt Pritchard at the corner of Reservoir Road closest to Cabramatta Creek) and Carramar (Hume Highway and Horsley Drive, Lansvale).
- Community Buildings focussed on the renewal of building services at Prairiewood Leisure Centre with investigations and project scoping for the renewal of air conditioning plant and equipment and the upgrade of the electrical substation completed.
- The funding for the Sportsground proposal was to allow early design work to be undertaken. After reviewing the program for 2015/16, this was not required.

- The Prairiewood Water Park renewal project finalised the scope and budget for the project, with the Stingray surf simulator purchased and tenders for the supply and installation of the major equipment completed.

Special Rate Variation Income and Expenditure	2014/2015 Budget	2014/2015 Results	10 Year Program Forecast
INCOME			
Rate Peg	3.0%	3.3%	
SRC Income - Forecast	\$5,273,587	\$5,278,919	\$60,455,765
Surplus/Deficit from Forecast/ Actual Rate Peg	\$0	\$5,332	
EXPENDITURE			
Operational Expense			
Fairfield Library Expansion	\$0	\$0	\$5,847,000
Water Park	\$0	\$0	\$567,000
Capital Expense			
Fairfield Library Expansion	\$0	\$0	\$1,862,000
Water Park Upgrade	\$0	\$0	\$2,120,000
Fairfield Heights	\$0	\$0	\$600,000
Cabramatta Town Centre	\$0	\$0	\$1,020,000
Fairfield City Plaza	\$0	\$0	\$1,800,000
Ongoing Programs of Works	\$0	\$0	
Roads, Kerb & Gutter	\$0	\$0	\$10,600,000
Footpath Connections	\$100,000	\$93,625	\$300,000
Sportsgrounds	\$100,000	\$0	\$9,000,000
Open Space	\$0	\$0	\$4,140,000
Landscaping Park Frontages	\$100,000	\$69,981	\$300,000
Community Buildings	\$170,000	\$7,890	\$15,300,000
Drainage			\$1,350,000
TOTAL FORECAST EXPENDITURE			\$54,806,000

- Note: This table identifies SRV expenditure only i.e other funding sources are not included.

Financial Summary Facts and Figures

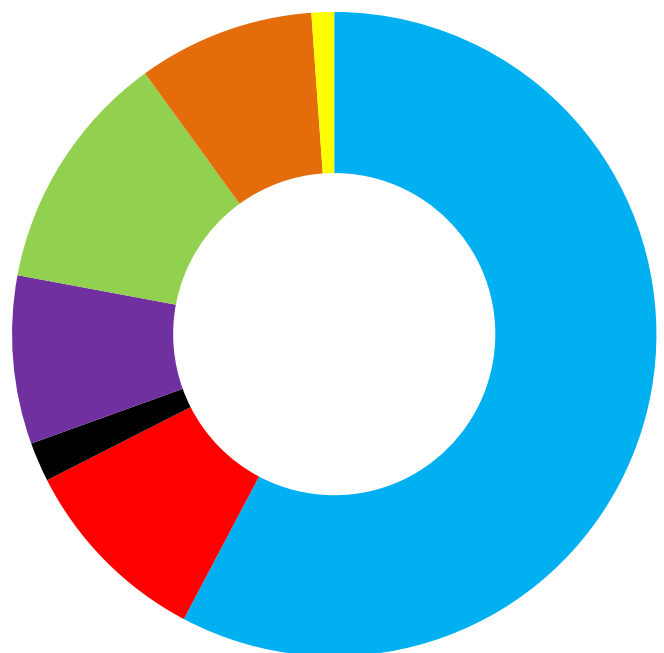
FINANCIAL STATEMENT AND AUDIT

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/annualreport.

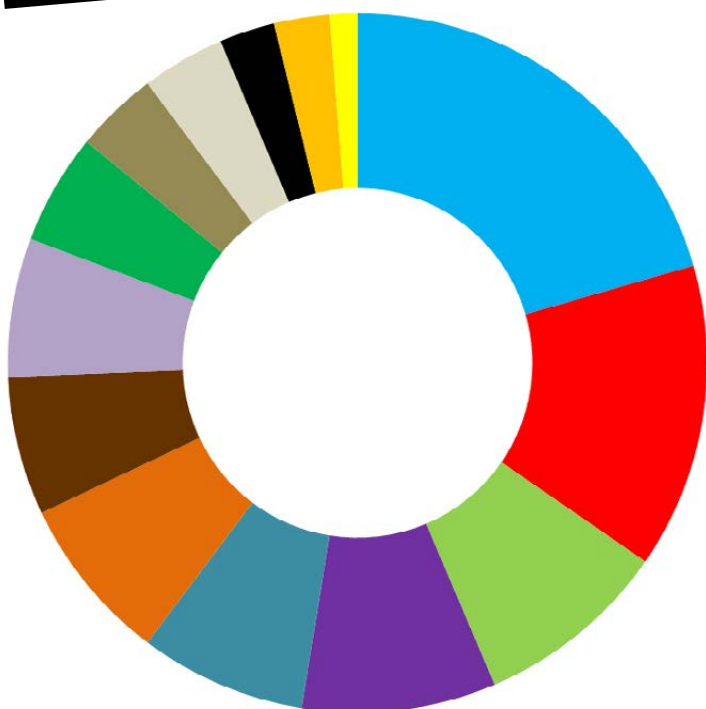
The following charts summarise where our money came from and how we spent it during this financial year.

Where our money came from



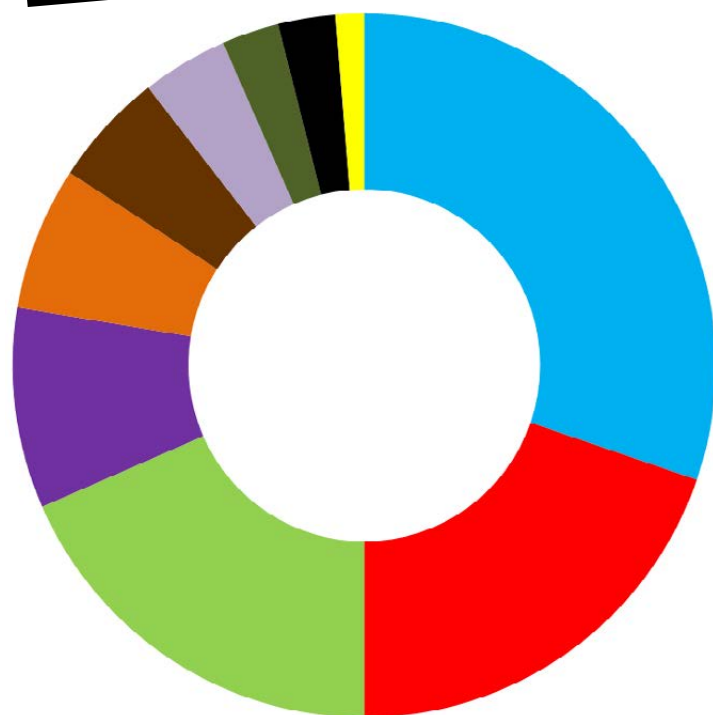
- Rates and Annual Charges 58%
- User Charges and Fees 10%
- Interest and Investment Revenue 1%
- Other Revenues 8%
- Grants and Contributions Operating 12%
- Grants and Contributions Capital 9%
- Other Income 1%

Where it was spent - Operational



- Waste Management 21%
- Recreation and Culture 14%
- Children Services 9%
- Local Roads and Traffic 9%
- Transport and Communication 8%
- Parks and Gardens 8%
- Housing and Community Amenities 6%
- Public Libraries 6%
- Public Order and Safety 5%
- Economic Affairs 4%
- Drainage 4%
- Community Centres and Halls 3%
- Other 3%
- Health 1%

Where it was spent - Capital



- Buildings 20%
- Plant and Equipment 18%
- Footpaths 9%
- Operational Land 7%
- Stormwater Drainage 5%
- Park Infrastructure and Other 4%
- Office Equipment 3%
- Kerb and Gutter 3%
- Library Books 1%



Fairfield City Council's Annual Report is available for viewing at Council's website - www.fairfieldcity.nsw.gov.au/annualreport/

Enquiries about information contained in this report or other related matters should be directed to Council by contacting 9725 0222.

Design and Production

Designed and produced by Integrated Planning and Reporting (IPR) Unit, Fairfield City Council.