



2022-2023 ANNUAL REPORT

REPORTS ON THE IMPLEMENTATION
OF THE 2022-2023 OPERATIONAL PLAN

INTEGRATED PLANNING AND
REPORTING FRAMEWORK

Our home
Our City Our future


FairfieldCity
Celebrating diversity

Our Commitment to Aboriginal and Torres Strait Islander 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 past, present and future. The Cabrogal name comes from the 'cobra grub', an edible freshwater worm harvested from local creeks in the City that was a staple food for the clan. 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 that both acknowledged and recognised Aboriginal and Torres Strait Islander people as the first people of Australia. It acknowledged their loss and grief caused by alienation from traditional lands, loss of lives and freedom, and the forced removal of children.

Council continues this commitment through the development of Fairfield City's fourth Aboriginal and Torres Strait Islander Reconciliation Action Plan 2023-2026. The Plan is based on the principles of Respect, Relationships and Opportunities. The implementation of the plan is guided by the Aboriginal Advisory Committee, Warin Tiati, which means 'let's talk' in Darug. The Warin Tiati advises Council on issues that affect the Aboriginal community.

Council annually holds a public flag raising ceremony for National Reconciliation Week to promote reconciliation, and an event to commemorate National NAIDOC week to show appreciation to First Nation's people.



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Message from the Mayor



It is my privilege to present the 2022-2023 Annual Report, as it represents Council and the community's initiatives taken in moving forward toward normality after the effects of COVID-19. The 2022-2023 Annual Report serves as an opportunity to reflect on this progress made, and the challenges we had to overcome.

I am proud to announce that all Council services are back to full operation with the final reactivation being the City Connect Bus, servicing its popular routes across the City. Council concentrated its efforts in revitalising the City by encouraging visitors and workers to return through major events, town centre activations, network events and key workshops throughout the City.

Council continues to maintain its focus on delivering the community's vision, priorities and goals as identified in the 2022-2032 Fairfield City Plan, while continuing to be financially sustainable, ensuring money is available for future investment in the City and keeping our rates and borrowings among the lowest of Sydney's councils

Due to Council's history of many years of prudent financial management, we are able to continue to invest in community infrastructure and to deliver a large capital works program, which creates jobs, opportunities and services for our community. Council's financial resilience is evidenced by the improved operating performance during this financial year. Council will continue to work hard and monitor financial and operational performance and take appropriate steps to mitigate against financial losses.

Council performed well in meeting its services and project delivery commitments in the 2022-2023 Operational Plan, which included completing more than 72% of scheduled projects and major programs, despite the many challenges brought about by supply chain disruptions, labour shortages, rising cost of living and inflation pressures.

In implementing the 2022-2023 Operational Plan, Council:

- Completed The Crescent Streetscape Upgrade Fairfield, which included footpath pavement and street furniture upgrade, provisions for a taxi stand to create an all-access active transport zone, street tree and landscaping improvements.
- Installed new open space fitness equipment at Tasman Park as well as upgraded fitness equipment at Cabravale Memorial Park.
- Replaced existing streetlights with more energy efficient LEDs, which was funded through the sale of Energy Savings Certificates (earned from the replacement of existing streetlights with LEDs). The more energy efficient lights achieved a reduction in electricity charges now and in future years.
- Received The Safer Cities: Her Way – Fairfield City in Her Shoes project funding. This is a \$1 million project funded by Transport for NSW. The project will investigate and trial methods to increase safety and access for females in public places, increase their active and meaningful participation in urban development and provide autonomous mobility in our City. This project will be completed by June 2024.
- Provided 178 people with access to the Home Library Service. This year marks the 60th Anniversary of Council's Home Library Service, which provides library access to less mobile residents, such as the elderly and people with long-term illness or disabilities.
- Delivered Active Fest events, which connected people and communities to sport and active recreation opportunities.
- Facilitated 52 business programs through Fairfield City HQ, including "preparing a business plan", "how to create video testimonials that attract new business", "how to set up an Australian not-for-profit organisation", "getting ready for business funding", and "starting up a small business".
- Held National Tree Day at Parklea Parade, Canley Heights. A total of 12,020 native plants propagated by Fairfield Community Nursery were planted, including 3,500 trees and 8,520 shrubs, grass and groundcovers.
- Developed more than 200 flood information sheets and 41 property-scale flood maps to improve community awareness about flood risk areas.

Mayor and General Manager

- Hosted the annual 2022 NSW Australian Local Government Women's Association Conference.
- Renewed more than 10km of footpaths and constructed over 7km of new footpath throughout the City.
- Renewed more than 11km of roads and 5km of kerbs and gutters throughout the City.
- Conducted more than 15,431 hours of bush regeneration and maintained 391 hectares along the City's creek line and bushland reserves under the Creek Care program.
- Delivered 7 discovery tours at Cabramatta, Bonnyrigg and Fairfield, which attracted 69 attendees to an overview of the social and cultural history of the respective suburbs.

We also showcased our major events, including:

- For the first time, the Fairfield Spring Fest event at Fairfield City Centre with flavoursome food, live music and entertainment.
- Spectacular Illuminate New Year's Eve event at Fairfield Showground.
- Vibrant Lunar New Year event in Cabramatta to celebrate the Year of the Cat and Rabbit.
- Colourful Culinary Carnival at Fairfield City Centre, showcasing authentic cuisine and cultural performances.

Council continues to play an important role within the Western Sydney region. This includes an ongoing commitment to the Western Sydney City Deal (City Deal) and the Western Parkland Councils by representing the community's needs and interests to ensure the best outcomes are achieved for Fairfield City. In addition to this, is the State Government's WestInvest program. WestInvest was designed to invest \$5 billion to support transformational infrastructure projects across 15 local government areas in Western Sydney. We prepared an extensive submission to the WestInvest funding program and were disappointed that Fairfield City Council received the second lowest amount of money per capita. Fairfield City Council received a total of \$54 million worth of funding for the Fairfield City Community, which will be used to deliver a new synthetic field, indoor multicultural and sporting complex, and park and playground upgrades.



Council was also recognised and awarded for its achievements over the last 12 months, receiving the:

- Outstanding Collaboration in Partnership at the 2022 Drug and Alcohol Sector Professional Development and Partnership Celebration event for their significant contribution to the South Western Sydney alcohol and drugs sector.
- RH Dougherty Award for Excellence in Communication through COVID-19 and the NSW Youth Week Award for Best Local Youth Week Program at the Local Government Week Awards 2022.
- Outstanding Early Childhood Centre award at the 2023 Local Business Awards for St John's Park Early Learning Centre for affordable, high-quality care and education for our City's children.
- IMAGInE awards for 'In the fibres of her being' and for 'Spinoff: a safe place for dangerous ideas' exhibitions at the Fairfield City Museum and Gallery.

Council is proud of its many achievements and successes during the past financial year, to meet the needs of our growing and diverse community. Please read through this Annual Report and find out more about what we do to make Fairfield City a great place for families to live, work, play and visit.

Frank Carbone
Fairfield City Mayor

Bradley Cutts
General Manager

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Integrated Planning and Reporting Framework

The Local Government Integrated Planning and Reporting (IPR) Framework is a legislative requirement for all NSW councils. Councils are required to develop a series of long, medium and short-term plans to ensure councils are more community focused, responsive and sustainable in the long term.

What are the plans in the framework?

Fairfield City Council's IPR Framework is made up of a number of plans including:

- Fairfield City Plan (10 years)
Community Strategic Plan
- Delivery Program (4 years)
- Operational Plan (1 year)

These plans are informed by a Resourcing Strategy (10 years) that is made up of:

- Long-Term Financial Plan (money)
- Asset Management Policy, Strategy and Plans (assets)
- Workforce Management Plan (people)

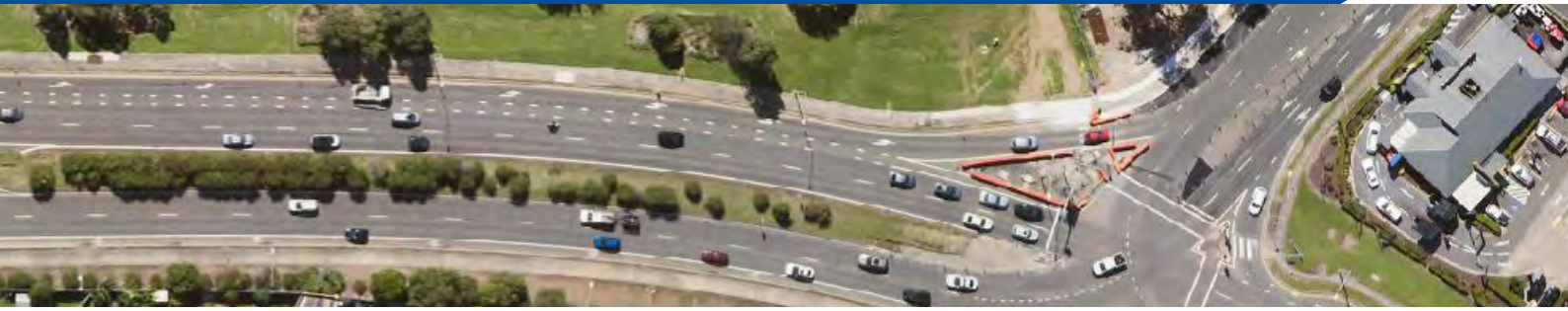
What reports are in the framework?

Council reports on these plans and the progress towards achieving the community's vision, priorities and goals through the following reports:

- State of the City Report (formally known as the End of Term Report)
(Reports on the Fairfield City Plan)
- Annual Report
(Reports on the Operational Plan)
- Quarterly Reports
(Reports on the Operational Plan and Delivery Program)



*The red box above identifies the document you are reading and where it sits in the Framework.



About the Annual Report

The Annual Report details to the community what Council has delivered for the previous year, from the 2022/23-2025/26 Delivery Program and the 2022-2023 Operational Plan.

The Annual Report is made up of four parts:

Part 1 – Introduction:

Looks at the City’s profile, the elected Councillors, Council’s organisational structure and the services Council provided for the community.

Part 3 - Statutory Information:

Identifies what Council’s corporate responsibilities are and what has been achieved for the community over the past year.

Part 2 - Achievements and Highlights:

Details what Council has done for the community over the past year.

Part 4 - Financial Summary:

This is a financial summary of Council’s position including where income has come from and where it was spent.



Roundabout Beautification on Cowpasture Road

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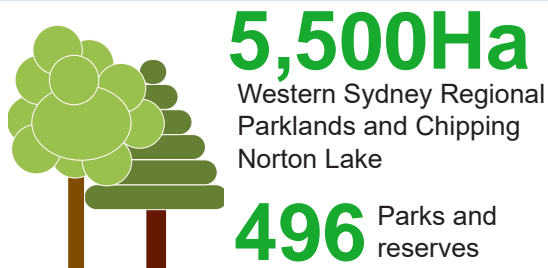
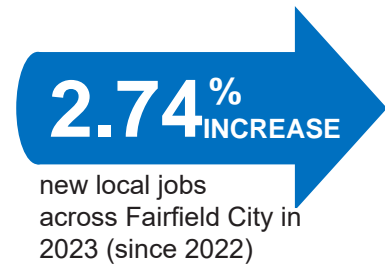
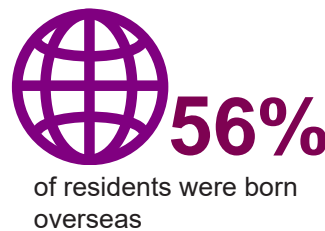
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Fast Facts of Fairfield City




Our Elected Representatives 2021-2024

Fairfield City Council is divided into 2 electoral wards – Fairfield/Cabravale and Parks. There are thirteen elected representatives comprising of a popularly elected Mayor representing the City and 6 Councillors representing each of the 2 wards. Elected representatives are responsible for advocating and representing the interests of residents, property owners and businesses in Fairfield City.

The next Local Government election is due to be held in September 2024.

MAYOR



Frank Carbone
9725 0203
fcarbone@fairfieldcity.nsw.gov.au



FAIRFIELD / CABRAVALE WARD

					
Dai Le 0410 899 787 dle@fairfieldcity.nsw.gov.au	Milovan Karajcic 0417 770 110 mkarajcic@fairfieldcity.nsw.gov.au	Kevin Lam 0483 809 606 klam@fairfieldcity.nsw.gov.au	Carmen Lazar 0410 643 568 clazar@fairfieldcity.nsw.gov.au	Kien Ly 0412 564 388 kly@fairfieldcity.nsw.gov.au	Charbel Saliba 0427 725 422 csaliba@fairfieldcity.nsw.gov.au

PARKS WARD

					
George Barcha 0427 901 166 gbarcha@fairfieldcity.nsw.gov.au	Reni Barkho Deputy Mayor 0404 445 551 rbarkho@fairfieldcity.nsw.gov.au	Michael Mijatovic 0432 442 921 mmijatovic@fairfieldcity.nsw.gov.au	Hugo Morvillo 0425 306 725 hmorvillo@fairfieldcity.nsw.gov.au	Andrew Rohan 0431 264 990 arohan@fairfieldcity.nsw.gov.au	Marie Saliba 0437 984 704 msaliba@fairfieldcity.nsw.gov.au

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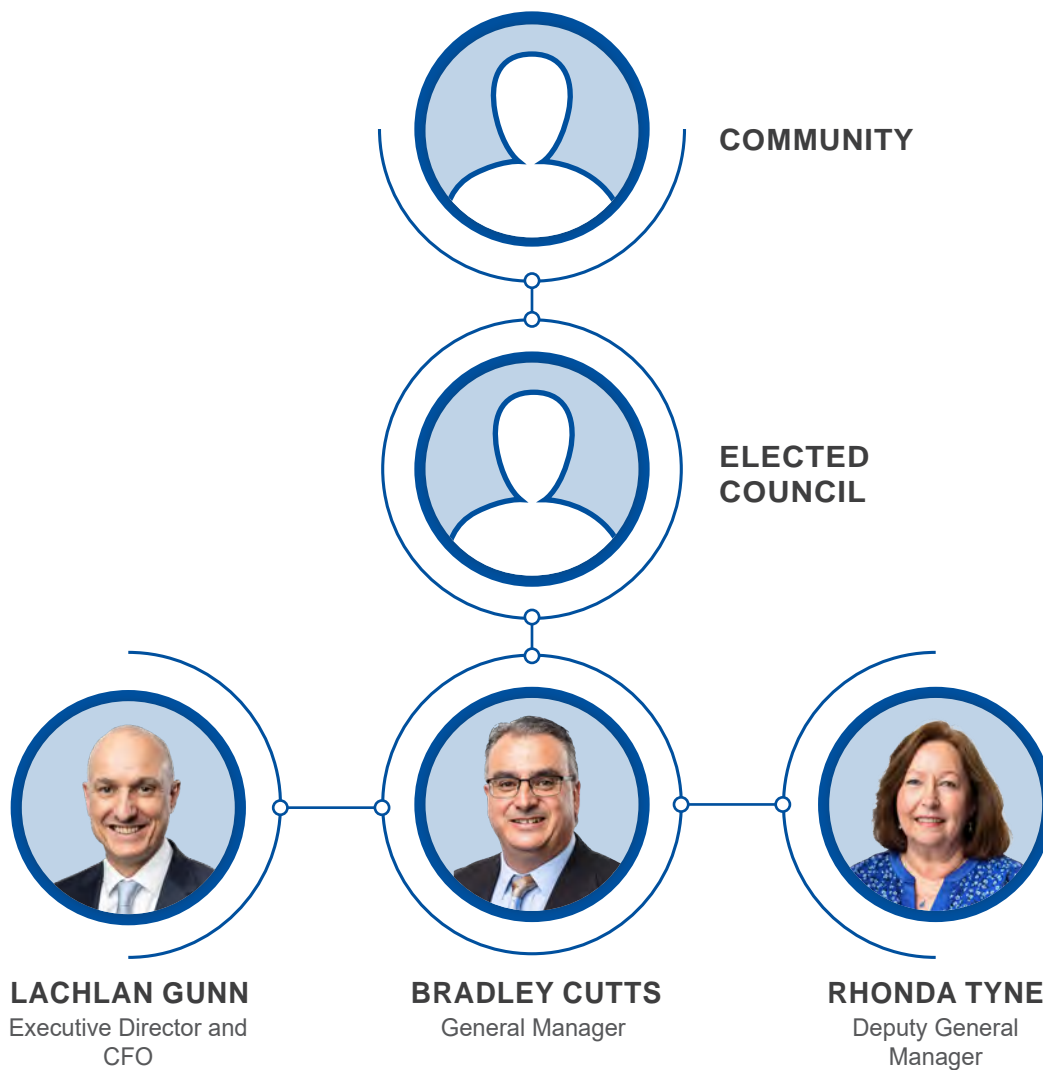
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Council’s Organisational Structure

The organisation is led by the Executive Leadership Team consisting of the General Manager, Deputy General Manager, Executive Director and Chief Finance Officer, and six Directors.

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.



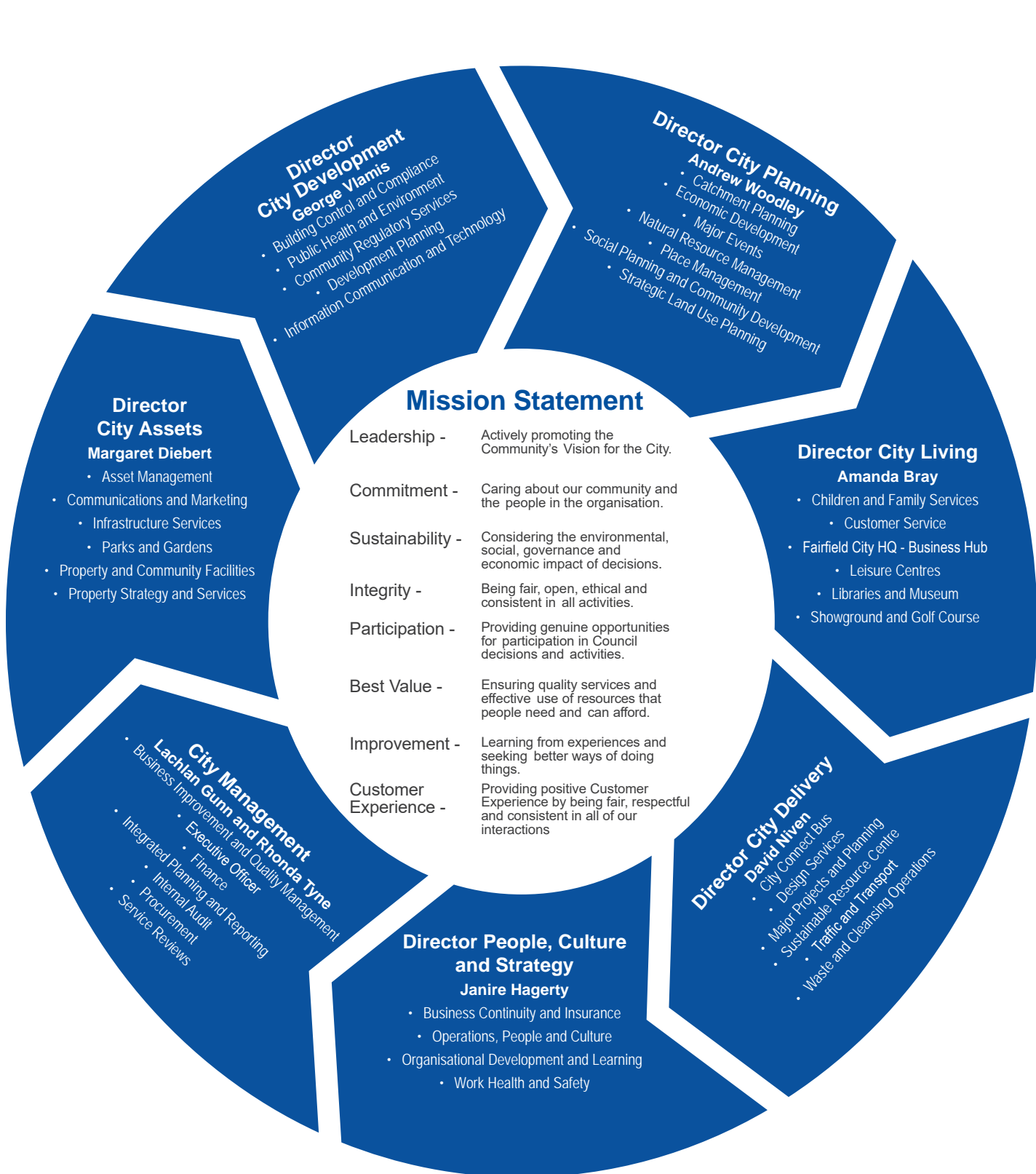
Community’s Vision

Council does not have a specific vision statement, as it sees its role as working towards the community’s vision that is “Fairfield City is a vibrant, safe, connected and inclusive City, celebrating and embracing our diversity”.

Council Groups and their Functions

Council's Mission

Council is committed to delivering quality services that meet the needs of its community as identified in the 2022-2032 Fairfield City Plan. Fairfield City Council will deliver these services in accordance with its Mission Statement to assist the community in achieving its vision for the City.



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Overview of Council Services

Fairfield City Council provides a wide range of services to the community to work towards achieving the community's shared vision, priorities and goals as identified in the 2022-2032 Fairfield City Plan.

Services that are delivered by Council are identified under two categories, external services (principal activities) and internal services (corporate activities).

External Services

Asset Management – Civil and Built

Ensure community assets (buildings, drainage, roads and street lighting) are maintained to an agreed standard by undertaking condition inspections to identify and program required repair and renewal works.

Asset Management – Open Space

Ensure Open Space and related assets (parks, playgrounds, reserves, sportsfields, trees and public toilets) are maintained to an agreed standard by undertaking condition inspections to identify and program required maintenance and renewal works.

Building Control and Compliance

Performs the assessment, investigation, certification and enforcement of laws, regulations and policies for developments and land use activities within Fairfield City to ensure their compliance, health, safety and amenity.

Catchment Planning

Develop policy, undertake studies to identify and plan measures, develop detailed designs for construction of measures and provide advice relating to catchment planning, floodplain, stormwater and waterway management.

Children and Family Services

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

City Connect Bus

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

Communications and Marketing

Promote Council and encourage community engagement through communications materials, media liaison, Mayoral relations, as well as providing graphic design and print services for Council. Provide executive support for Mayor, General Manager and Directors.

Community Business Hub

Manage and maintain Council's Community Business Hub (Fairfield City HQ) which provides community and business spaces. Fairfield City HQ is a co-working space for start-ups and local small businesses. The Hub provides networking and programs to support businesses economic growth and employment opportunities.

Community Compliance

Investigate and ensure compliance with the regulatory and compliance laws within Fairfield City on community, parking and companion animal issues.

Community Facilities

Coordinate the management of Council community facilities including community buses, sporting fields, tennis/futsal and community centres/halls.



Customer Service Administration Centre

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

Development Planning

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

Economic Development

Promote, manage and deliver economic development projects and initiatives supporting businesses, economic growth and employment opportunities for residents.

Emergency Management

Provide leadership, assistance and resources 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.

Leisure Centres

Manage and maintain Council's three leisure centres (Prairiewood Leisure Centre including Aquatopia, Fairfield Leisure Centre and Cabravale Leisure Centre) and Fairfield Youth and Community Centre for the provision of indoor and outdoor, active and passive dry and aquatic facilities and services to the community and visitors for wellbeing, water safety, sport and recreation.

Library Services

Manage and maintain Council's five library sites (Cabramatta, Bonnyrigg, Fairfield, Wetherill Park and Smithfield) to provide equitable, accessible, cost effective and efficient service to meet the leisure and information, lifelong learning and entertainment needs of Fairfield City community.

Major Events

Delivers an integrated portfolio of major events across the City including Culinary Carnivale, Cabramatta Moon Festival, Lunar New Year, Bring it On and Illuminate New Years' Eve.

Museum and Gallery

Engages the local community through visual arts and social history exhibitions, workshops, education programs and events; and manages and maintains the Social History Collection, Vintage Village, Stein Gallery, Museum and the site.

Natural Resource Management

Provide and deliver educational programs and community sustainability initiatives for the community and Council, and maintain and protect the natural environment in the City.

Place Management

Manage and coordinate projects, activities, policies, plans, partnerships and project opportunities across Fairfield City in consultation with key stakeholders to ensure the sustainable development, vibrancy and resilience of town and business centres, employment and industrial lands are delivered for the benefit of residents and businesses.

Property Strategy and Services

Provide Council with a self-funded Property Development Fund for the purpose of generating additional revenue through entrepreneurial real estate activities enabling Council to re-invest the funds back into the community, coordinate the management of Council owned properties, leased and licenced properties, retail shopping centres and multi-deck car parks as well as real estate functions to buy, sell, lease land, grant easements and road closures.

Showground and Golf Course

Undertakes the management and maintenance of Fairfield Showground, Sporting Fields, Fairfield Markets, Fairfield Golf Course, Parklands Function Centre and the Pavilion.

Social Planning and Community Development

Works in partnership with community members, organisations, government agencies and other stakeholders to provide opportunities and enable people who need support to participate in the economic, social and cultural life of the City. Seek to achieve social justice, minimise harm, enhance social inclusion, community participation and cohesion, as well as safe and healthy people and places. Deliver this through advocacy, capacity building, support and strengthening of individuals and community organisations.

Strategic Land Use Planning

Identify, map and coordinate planning for residential, business and rural land across Fairfield City, as well as preparing zoning certificates and representing Council on planning and infrastructure 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.

Sustainable Resource Centre

Divert construction and demolition waste from landfill by recycling and selling construction materials.

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Traffic and Transport

Manages Fairfield City's road network, including traffic management, transport, road safety, parking restrictions and liaison with State Government entities.

Waste Management

Manage domestic and commercial waste services across Fairfield City.

Internal Services

Business Continuity and Insurance

Develop, implement and manage Council's Opportunity and Risk Management Framework and Council's commercial insurance inclusive of general insurance renewals, management of claims and provision of insurance advice.

Business Improvement

Identify opportunities and develop business improvement initiatives to meet the needs of the business by providing guidance, innovative solutions, and practical tools to drive growth, efficiency, and productivity.

Corporate Planning

Implement the compliance, coordination and development of the Integrated Planning and Reporting Framework (plans and reports).

Design Management

Defines, develops and manages civil, urban and landscape infrastructure designs; and provides surveying and spatial data services.

Financial Sustainability

Deliver Council's financial services, rate payments, revenue collection, analysis, advice and statutory reporting to ensure appropriate cash flow and long-term financial viability.

Fleet and Stores Management

Coordinate and manage fleet and plant acquisition, disposal and rolling Plant Replacement Program and budget as well as manage central Stores function.

Governance

Ensure that Council has strong and effective governance and oversees the management of processes and protocols for Council's formal decision making that supports Council's capability to fulfil its legal, financial and ethical obligations.

Human Resources

Provide strategic and operational human resources service including industrial and employee relations, work health and safety, workers compensation, payroll and organisational learning and development.

Information and Communication Technology

Provide the implementation, maintenance and support of Council's information technology systems and infrastructure. Design, install and maintain the Closed Circuit Television (CCTV) program in public places and Council facilities across Fairfield City.

Infrastructure Construction and Maintenance

Deliver Council's major programs for new capital and renewal of infrastructure assets (buildings, roads, kerb and gutter, footpaths, drainage, signs/line marking and sportsfields). Undertake breakdown repair and programmed maintenance for Council's infrastructure assets to meet Council's service standard.

Internal Audit

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

Land Information Services

Prepare and manage Council's information relating to land in both text and geographic mapping formats across Fairfield City.

Major Projects and Planning

Project manages and coordinates the funding, design, procurement, construction and commissioning of major new community infrastructure, other civil and building construction, and special projects.

Parks and Gardens Operations

Provide the resources to implement the service levels identified in Council's Parks and Recreation (Open Space) Asset Management Plan.

Procurement

Develop, implement and ensure a competitive, transparent, accountable and ethical procurement processes in the acquisition of goods and services to deliver Council services.

Quality Management and Assurance

Maintain Council's information portal (Quality Management System), align all services to Integrated Planning and Reporting Framework, and legislative requirements as well as integrate various processes and measures, monitor controls, and improve operations through efficient and effective service performance.

Records and Information Management

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



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Measuring our progress against the 2022/23-2025/26 Delivery Program

Indicators are used to review Council's progress against the 2022/23-2025/26 Delivery Program. These are broken down into the five themes and set targets for each service to achieve the community's vision, priorities and goals as identified in the Fairfield City Plan.

In the table below, Council's performance is measured against the indicators from the previous financial year in order to demonstrate where the performance is improving, decreasing or remaining the same.

Trend	Performance
↑↓	Improving compared to 2021/2022
↑↓	Weakening compared to 2021/2022
↔	Remaining similar compared to 2021/2022

THEME ONE: Community Wellbeing 2022/23-2025/26 Delivery Program Indicators

Services	Indicators	Our Performance
Children and Family Services	% Parents satisfied with children and family services program in which their child participates	↑
	% Early Learning Centres whose overall quality rating meet or exceed the national quality standards	↑
Communications and Marketing	# Community engagement promotions	↓
	% Of media releases which result in positive news stories	↑
	# Information items translated into community languages	↓
	% Community feels Council communicates well with residents	↓
Community Compliance	# Community compliance matters investigated	↑
	# Traffic related matters within school zones investigated	↑
Community Facilities	# Visits at community centres	↑
	% Casual hire satisfied with Council's facilities (Annual survey)	↑
	% Regular hire satisfied with Council's facilities (Annual survey)	↑
Leisure Centres	\$ Leisure centres subsidies provided to the community	↑
	% Leisure centres customer satisfaction survey (Annual)	↑
Library Services	% Customer satisfaction with Council's Libraries survey (including educational programs)	↑
Museum and Gallery	% Community satisfaction with the Museum and Gallery	↑
Showground and Golf Course	Fairfield Showground markets customer satisfaction survey (bi-annual survey rating quality/value of markets)	↑
	# Events and activities hired / hosted at the showground	↑
Social Planning and Cultural Development	% Cultural and community events or activities that makes residents feel part of their community (survey)	↑
	# Programs and services delivered through grant funding	↑
	% of residents that feel Council supports the health and wellbeing of our communities	↑
	# Community safety education and awareness raising programs delivered	↑
	% Annual satisfaction survey with partners	↑
	\$ Financial support provided to community and social groups	↑
	# Advocacy to support community issues	↑
	% Satisfied with services in Council's youth facilities	↔
	% Satisfied with Council's services for the elderly	↑
	% Organisations who attend interagency networks that feel supported by Council	↑

2022-2023 Operational Plan Indicators

Services	Indicators	Target	Result	Our Performance
Children and Family Services	% Utilisation rate for childcare service	90%	95%	↑
	# Clients supported through the Fairstart program	720	883	↑
	# Family Day Care registrations	50	32	↓
	# Compliance visits undertaken for Family Day Care	480	599	↑
	# Children with additional learning needs enrolled at ECEC service	N/A	81	↑
Communications and Marketing	# New citizenship recipients	N/A	2,818	↑
	# Publications produced	60	56	↑
	# Graphic design and printing jobs completed within the agreed timeframe	N/A	2,443	↑
	# Total social media followers	2,000	118,036	↑
	# Unique visits to website	1,200,000	486,114	↓
Community Compliance	# Cats and dogs impounded	N/A	338	↓
	# Cats and dogs returned/rehoused	N/A	232	↑
	# Community compliance education programs	1	2	↑
Community Facilities	# Community buses booked days	N/A	39 bookings	↑
	# Community Centres/Halls booked	N/A	6,344	↑
	% Sportsfields booked	N/A	60%	↑
	# Tennis courts currently managed by Council	N/A	5,390	↑
Leisure Centres	# Average number of reportable safety incidents at each leisure centre	<20	15.2	↓
	# Visits at aquatic and dry recreation at leisure centres	1,000,000	1,080,734	↑
	% Water quality compliance with health regulations.	100%	100%	↑
Library Services	# Visits to Fairfield City Open Libraries	600,000	482,942	↓
	# Active library memberships	130,000	141,799	↑
	# Library programs delivered	20	186	↑
Museum and Gallery	# Visitors to the Museum	30,000	15,383	↑
	# Exhibitions held	8	12	↑
Showground and Golf Course	# Visitors to the Showground	800,000	873,196	↑
	# Reportable safety incidents	<5	4	↓
	% Occupancy at Fairfield Markets	70%	74%	↑
Social Planning and Cultural Development	# Cultural and community events or activities delivered and supported by Council	30	79	↑
	# Grant funds received to deliver services and programs	N/A	1,622,125	↑
	# People accessing Community Profile website	10,000	5,831	↓
	# Health programs and activities provided	175	154	↑
	# Initiatives to promote community safety	N/A	8	↑
	# Capacity building programs or opportunities delivered	30	55	↑
	# Youth programs and events delivered	20	69	↑
	# Senior programs and events delivered	5	20	↑
# Initiatives that promote accessibility and inclusion	N/A	28	↑	

* Service was disrupted due to COVID-19



THEME TWO: Places and Infrastructure

2022/23-2025/26 Delivery Program Indicators

Services	Indicators	Our Performance
Asset Management - Civil and Built	% Asset maintenance/ renewal backlog across all Council Asset Management Plans	↓
	% Roads in satisfactory condition and above	↑
	% Community facilities in satisfactory condition and above	↑
Asset Management - Open Space	% Regular hire are satisfied with sportsfields	↓
	% Residents satisfied with parks and play/fitness equipment	↓
	% Residents satisfied with parks and play/fitness equipment (Annual Survey)	↑
	% Open Space Renewal projects completed/capitalised.	↑
Building Control and Compliance	# Dwellings approved	↑
	# Annual Fire Safety Statements submitted	↑
	% Swimming Pool fencing complying with the legislative requirements after 3 inspections	↑
	# Secondary dwelling approved	↑
	# Other ancillary residential developments approved	↑
City Connect Bus	# People using city connect bus	↑
Design Management	% Civil, Urban and Landscaping designs completed within 40 working days	↓
Development Planning	# Development approvals (industrial, residential and commercial)	↑
Infrastructure Construction and Maintenance	% Renewal Program completed within agreed timeframe	↑
	% New Capital Work completed within agreed timeframe	↑
Land Information Services	% New property records created and addresses issued within 15 days	↑
Major Projects	% Major projects on schedule	↓
	% Major programs on schedule	↓
	% Major projects and contracts completed with less than 10% cost variation	↑
	% Major programs completed with less than 10% cost variation	↑
Parks and Gardens Operations	% Community satisfied with maintenance of reserves and open space	↓
Strategic Land Use Planning	# Development Control Plan reviews	↑
	# Planning proposals reviewed	↑
	# Community engagement activities delivered for major planning projects	↑
	# Heritage items that are retained	↑
	% Heritage items receiving rate relief	↑
Traffic and Transport	# Road safety initiatives delivered (speed humps, speed radars, etc)	↑
	% Initiatives with demonstrable improvement in local traffic conditions	↑
	# New car spaces developed in town centres / village / neighbourhood shopping centres	↓

2022-2023 Operational Plan Indicators

Services	Indicators	Target	Result	Our Performance
Asset Management - Civil and Built	% Asset handover completed every 12 months	100%	73%	↑
	\$ Value of Asset handover completed for new assets every 12 months	N/A	15.647m	↑
	% Asset handover completed for renewal assets every 12 months	N/A	82%	↑
	\$ Value of Asset handover completed for renewal assets every 12 months	N/A	33.192m	↑
Asset Management - Open Space	# Graffiti removals undertaken	N/A	207	↓
	# Asset condition inspections undertaken (Conquest data)	N/A	3,327	↑
	% Trees requests pruned / removed on Council land undertaken	70%	73%	↑
	# Private trees approved for removal	N/A	106	↑
	# Private tree applications for removal rejected	N/A	121	↓
	# Customer request for open space asset maintenance	1,000	452	↑
Building Control and Compliance	% Development applications determined within 40 days	70%	71%	↑
	% Construction Certificates determined	N/A	9	↑
	% Complying Development Certificates determined within agreed timeframe	100%	100%	↑
	# Inspections undertaken for compliance of swimming pool fencing	N/A	268	↑
City Connect Bus	% City Connect bus service running on time	95%	100%	↑
Design Management	% Surveying projects completed within the quoted timeframes	100%	92%	↑
	% of Civil, Urban and Landscaping designs completed	N/A	57%	↑
Development Planning	% Development Applications determined within 40 days	50%	35%	↓
	% Construction Certificates determined within 40 days	100%	87%	↑
Infrastructure Construction and Maintenance	% Road and Transport Asset maintenance undertaken within service level	90%	98%	↑
	% Stormwater Drainage Asset maintenance undertaken within service level	90%	96%	↑
	% Building and Facility Asset maintenance undertaken within service level	90%	94%	↑
Land Information Services	# Internal mapping requests completed	N/A	36	↑
Major Projects	# Request for Tender Contracts awarded	N/A	8	↑
	# Request for Quotation Contracts awarded	N/A	15	↑
Parks and Gardens Operations	% Mowing, landscaping, sportfield maintenance completed to the required service levels	70%	69%	↑
	% Landscaping sites and gardens maintained to the service levels	70%	70%	↑

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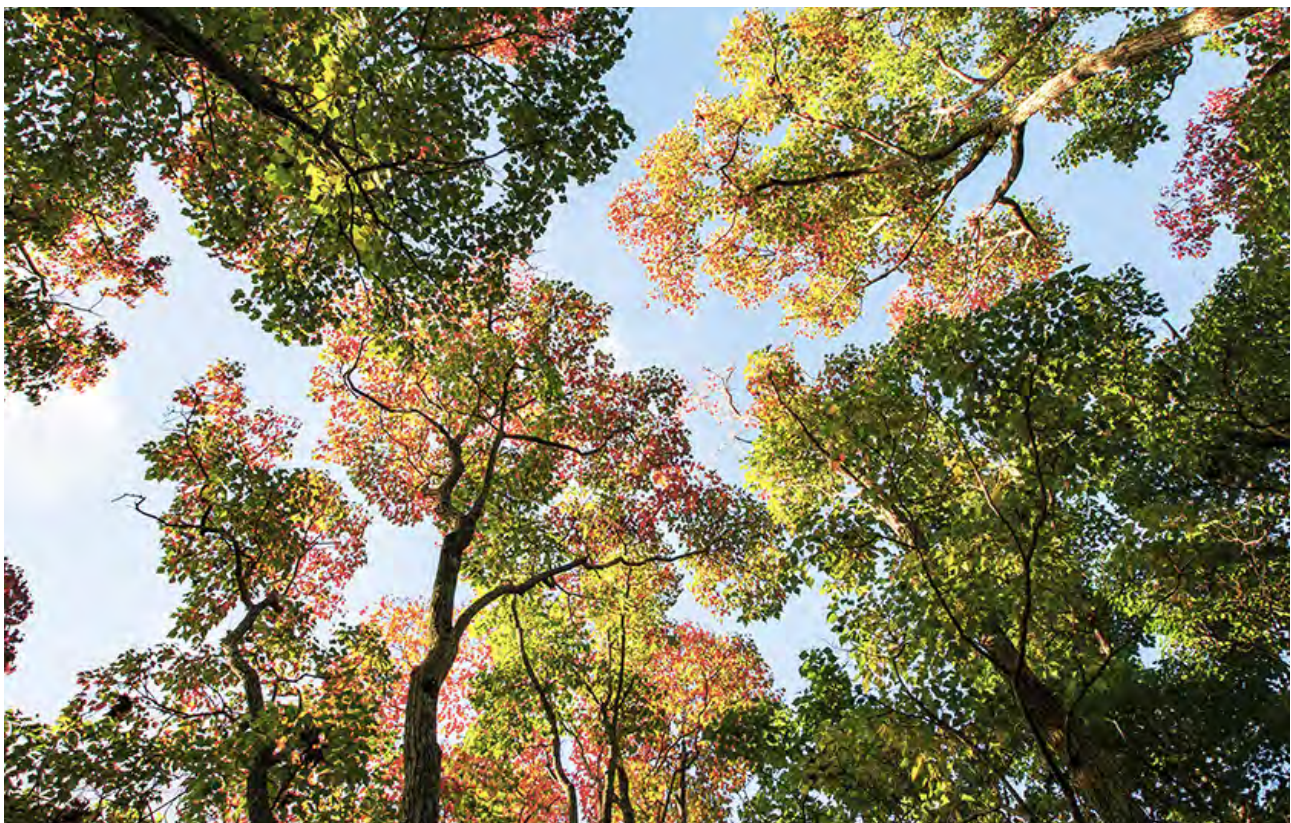
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Services	Indicators	Target	Result	Our Performance
Strategic Land Use Planning	% Planning Proposals reported to Council within 3 months of lodgement or 6 months of Council initiated proposals	100%	100%	↑
	% Emerging Development Control Plan issues reported to Council within 6 months of being identified	100%	100%	↑
	# Zoning Certificates (Section 149 and 149(2)) not issued within 5 working days	< 1%	0%	↓
	# Heritage programs completed each year	2	8	↑
	# Strategies, plans and policies reviewed and updated	N/A	6	↑
	# Affordable housing stock in Fairfield City	N/A	0	↔
	# Meetings participated in as part of State Government working groups	N/A	31	↑
	# Community feedback on the quality of new developments	N/A	0	↔
	# New technology and initiatives considered in regards to Fairfield LEP and DCP updates	N/A	1	↑
	# Feedback provided in Council's CityLife quarterly publication	N/A	0	↔
Traffic and Transport	# Road safety education programs	1	1	↑
	# Community engagement provided on traffic improvements	4	31	↑
	# Public transport advocacy initiatives	1	0	↓
	# Traffic flow improvements projects delivered	5	15	↑
	# Integrated traffic signal initiatives on regional and arterial roads	1	5	↑



THEME THREE: Environmental Sustainability

2022/23-2025/26 Delivery Program Indicators

Services	Indicators	Our Performance
Catchment Planning	% Floodplain risk management initiatives completed	↓
	% Monitored waterways with acceptable aesthetic quality	↑
	% Stormwater management initiatives completed	↓
	% Required dams safety reporting completed	↓
Emergency Risk Management	# Emergency events support provided on request	↑
Environmental and Public Health	% Food premises inspected that met compliance	↓
	% Environmental and public health investigations initiated within the agreed timeframe	↑
Natural Resources Management	# Rubbish collected from gross pollutant traps and creek cleaning activities	↓
	# Hours works on Bush Regeneration Program	↑
	# ha Bush regeneration area maintained	↑
Street and Public Amenities Cleaning	# km swept by street sweeping trucks	↑
	# cubic metre collected from litter picking on main streets	↑
	# Requests for litter removal	↑
Waste Management	# Tonnes of material collected from Council clean-ups	↓
	# Tonnes of tree mulch recycled	↑
	% Recycling recovery rate	↓
	# Successful prosecutions on littering and illegal dumping	↑
	# Mobile CCTV monitored hotspots	↑
	# Water consumption per household	N/A*
	# Community partnership strengthened	↓
	% Satisfied with environmental and sustainability education programs (Annual Survey)	↓
% Implementing environmental practices as a result of the education programs (Annual Survey)	↓	

* Note: Data is no longer available

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Services	Indicators	Target	Result	Our Performance
Catchment Planning	# Stormwater and floodplain education programs completed	1	0	↓
	# Projects implemented as part of Council's flood mitigation program	1	32	↑
	# Projects implemented as part of Council's stormwater programs	3	22	↑
Emergency Risk Management	# Actions undertaken as part of the Fairfield Local Emergency Management Plan	N/A	3	↑
Environmental and Public Health	# Food premises inspected	1,600	1,262	↑
	# Other public health regulated premises/activities inspected	400	450	↑
	# Environmental audits undertaken at industrial and commercial premises	20	0	↓
	# Investigations undertaken by Environmental Management for pollution matters	280	350	↑
	# Development applications reviewed regarding environmental impacts	N/A	389	↑
	# Investigations undertaken by Community Health for environmental and public health related matters	N/A	590	↑
Natural Resources Management	# Volunteer hours participating at community nursery	4,000	2,729	↓
	# Volunteer hours maintaining bushland and creeks	200	697	↑
	# Native plants produced by the Community Nursery	N/A	46,804	↑
	# Native plants comprising of trees, grass , shrub planted in the city	N/A	13,165	↑
	# Compliance inspections for priority weeds	N/A	186	↑
	# Educational materials distributed to the community	200	5,801	↑
	# Hours litter removal by Georges River keepers in the City	N/A	4,741	↑
Street and Public Amenities Cleaning	# Requests on street and public amenities cleaning	600	1,116	↓
	% Street and public amenities cleaning requests attending to within agreed timeframe	95%	97%	↑
Waste Management	% Complaints on waste management resolved within Service Level Agreement	95%	99.5%	↑
	# Hours patrolling for illegal dumping incidents	1,000	3,586	↑
	# Reported illegal dumping incidents identified	N/A	2253	↓
	# Educational environmental sustainability activities undertaken	200	14	↓
	# People attending educational activities	2,000	113	↓
	# People participating in environmental events	800	0	↓
	# KWh (solar electricity) saved from all Council facilities	400,000	81,850	↓
	# CO2 (emissions) saved from all Council assets	400 tonnes	100 tonnes	↓
# Litter prevention educational programs delivered	4	0	↓	

THEME FOUR: Strong and Resilient Economy

2022/23-2025/26 Delivery Program Indicators

Services	Indicators	Our Performance
Community Business Hub	% Customer satisfaction with Community Business Hub program (survey)	↑
	% Customer satisfaction with the Community Business Hub (survey)	↑
Economic Development	# Businesses and employment centres promoted and/or marketed	↑
	# Advocacy to encourage variety of employment and people participating in affordable educational training through business communication initiatives	↑
	# Business Forums delivered/promoted	↑
	# Key strategic economic development partnerships are sustained and/or strengthened	↑
Major Events	% Satisfied with major events (annual)	↑
Place Management	# Place activations delivered	↑
	# Contributions to public domain improvements	↑
	# Key strategic Place partnerships are sustained and/or strengthened	↑
	# Fabulous Fairfield Awards	↑
	# Centre management service advancements achieved	↑
Property Strategy and Services	% Property Development projects meeting agreed milestones	↑

2022-2023 Operational Plan Indicators

Services	Indicators	Target	Result	Our Performance
Community Business Hub	# visits to the Community Business Hub	N/A	6,890	↑
	# meeting room, suite and desk hires at the Community Business Hub	N/A	1,781	↑
	# business programs facilitated at the Community Business Hub	N/A	52	↑
	# of referrals to business advisors	N/A	85	↑
Economic Development	# Businesses provided with assistance	60	1,394	↑
	# Business communication initiatives	40	2,010	↑
Major Events	# Major events delivered	4	6	↑
	# Community members attending major events	100,000	130,381	↑
	# Council engagements conducted at major events	N/A	10	↑
Place Management	% nominated plan, strategies, polices and procedures completed	100%	100%	↑
	# Promotional place management activities delivered each year	N/A	65	↑
Property Strategy and Services	% Property Development projects including contracts completed with less than 10% cost variation	80%	100%	↑
	% Occupancy rate of Council's commercially leased or licensed properties	95%	99%	↑

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THEME FIVE: Good Governance and Leadership 2022/23-2025/26 Delivery Program Indicators

Services	Indicators	Our Performance
Corporate Planning and Improvements	# External stakeholders engaged about the community's priorities	↑
	% Internal Review findings implemented within the required timeframe	↑
	# Of continuous improvement actions implemented	↑
	# Plans and reports developed for the community	↑
	# Submissions received during exhibition on Council's Corporate plans	↑
	# Documents managed under the quality management system	↑
Customer Service Administration Centre	% Customers satisfied with service received at front counter and call centre	↑
Fairfield Opportunity and Risk Management	# Insurance claims closed	↑
	% Fairfield Opportunity and Risk Management Strategy - major programs implemented annually	↓
Financial Sustainability	% Long Term Financial Plan indicators are on target	↑
	# Ranking of rates charges compared to other Councils	↓
Governance	% Codes, plans and policies that affect the community have been placed on public exhibition prior to adoption	↑
	# Code of Conduct breaches	↓
	# Documents impacting the community translated into other languages	↓
	# Public forum questions presented at Council meetings and responded to by Council	↑
Human Resources	# Work experience opportunities provided to the community at Council	↑
	% Workforce Management Plan's actions completed on time	↓
	% Staff assessed as capable and above in the annual performance review	↓
Information and Communications Technology	% Service levels met for helpdesk/desktop support	↑
	# CCTV Requests received from NSW Police	↑
Internal Audit	% Completed audits as determined by the Audit, Risk and Improvement Committee	↓
Procurement	% Purchasing and tendering compliance with policy and legislative requirements	↑
Records and Information Management	% Requests for information (Government Information Public Access Act) processed within the specified timeframe for both informal and formal applications	↑
	% Electronic Document and Records Management System requests for support completed within 5 working days	↑
Sustainable Resource Centre	# Tonnes internal and external materials diverted from landfill	↑
	# Tonnes internal and external materials distributed from the Sustainable Resource Centre	↑

2022-2023 Operational Plan Indicators

Services	Indicators	Target	Result	Our Performance
Corporate Planning and Improvements	# Flyers/Summary Plans and Reports developed	2	1	↓
	# Internal reviews of quality management system undertaken.	10	8	↓
	# Internal stakeholders engaged about corporate planning/community priorities.	160	183	↑
	# Proposed recommendations adopted by Council	N/A	30	↑
	# Internal Review findings identified	N/A	68	↑
	% Overdue documents in the quality management system	N/A	4.25%	↑

Services	Indicators	Target	Result	Our Performance
Customer Service Administration Centre	% Call abandonment rate	10%	5%	↓
	% Customer Service Centre enquiries managed at the first point of contact	95%	92%	↑
Fairfield Opportunity and Risk Management	# Insurance claims notified	N/A	338	↑
	# Fairfield Opportunity and Risk Management Strategy - major programs implemented	N/A	2	↑
Financial Sustainability	# Average employee leave entitlements per capita	300	256	↓
	# Breaches on the overdraft limits	Nil	Nil	↑
	% Variance to budgeted Investment earning rate	0.50%	0.54%	↑
	Achieving unqualified external audit opinion	Completed	Completed	↑
	% Rates not collected on time	5%	4.76%	↓
Fleet and Stores Management	% Fleet replacement in accordance with 10 year plan	100%	100%	↑
Governance	% Governance projects completed within time	100%	100%	↑
	# Governance policies reviewed annually	1	4	↑
	# Statutory reports developed and submitted	6	1	↓
	# Training sessions on Code of Conduct delivered to Council Officials	4	20	↑
Human Resources	% WHS compliance audits completed	100%	100%	↑
	% Continuous WHS Improvement Inspections completed	100%	100%	↑
	% Satisfaction rating with service delivery of training courses	85%	89%	↑
	% Lost Time Injury Frequency rate	10%	6%	↓
	% Employee duration rate	10 days	25.05	↑
Information and Communications Technology	# Requests for CCTV advice for internal and external stakeholders	420	285	↓
	# CCTV inspection carried out	8	34	↑
	# Hours the Infrastructure and core systems are not available during business hours	8 hours	285 hours	↑
	# Issues requested through helpdesk	2,000	440	↓
	# Technology solutions implemented	2	4	↑
Internal Audit	% Closed audit actions completed within agreed timeframes	80%	82%	↑
Procurement	% Tender process completed and entered to contract within 12 weeks	75%	100%	↑
Records and Information Management	# Informal information (GIPA) requests received.	N/A	1,131	↑
	% Documents processed within 3 days of receipt	95%	98%	↑
	# Electronic Document and Records Management System training sessions	1	87	↑
	# Electronic Document and Records Management System requests for support	N/A	6,877	↑
	# Formal information (GIPA) requests received	N/A	91	↓
Sustainable Resource Centre	# Tonnes CO2 emission saved	12,000	3,353	↓

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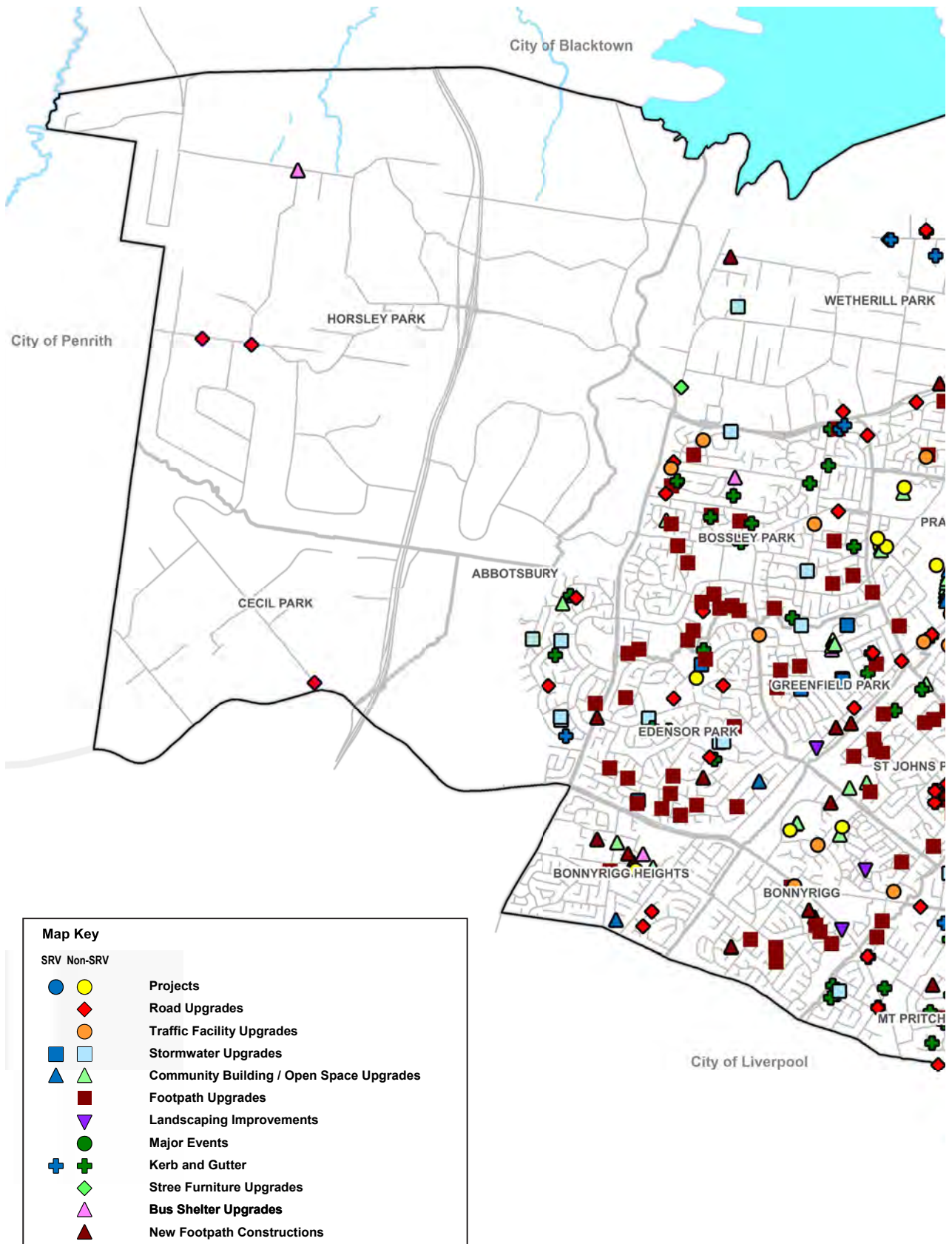
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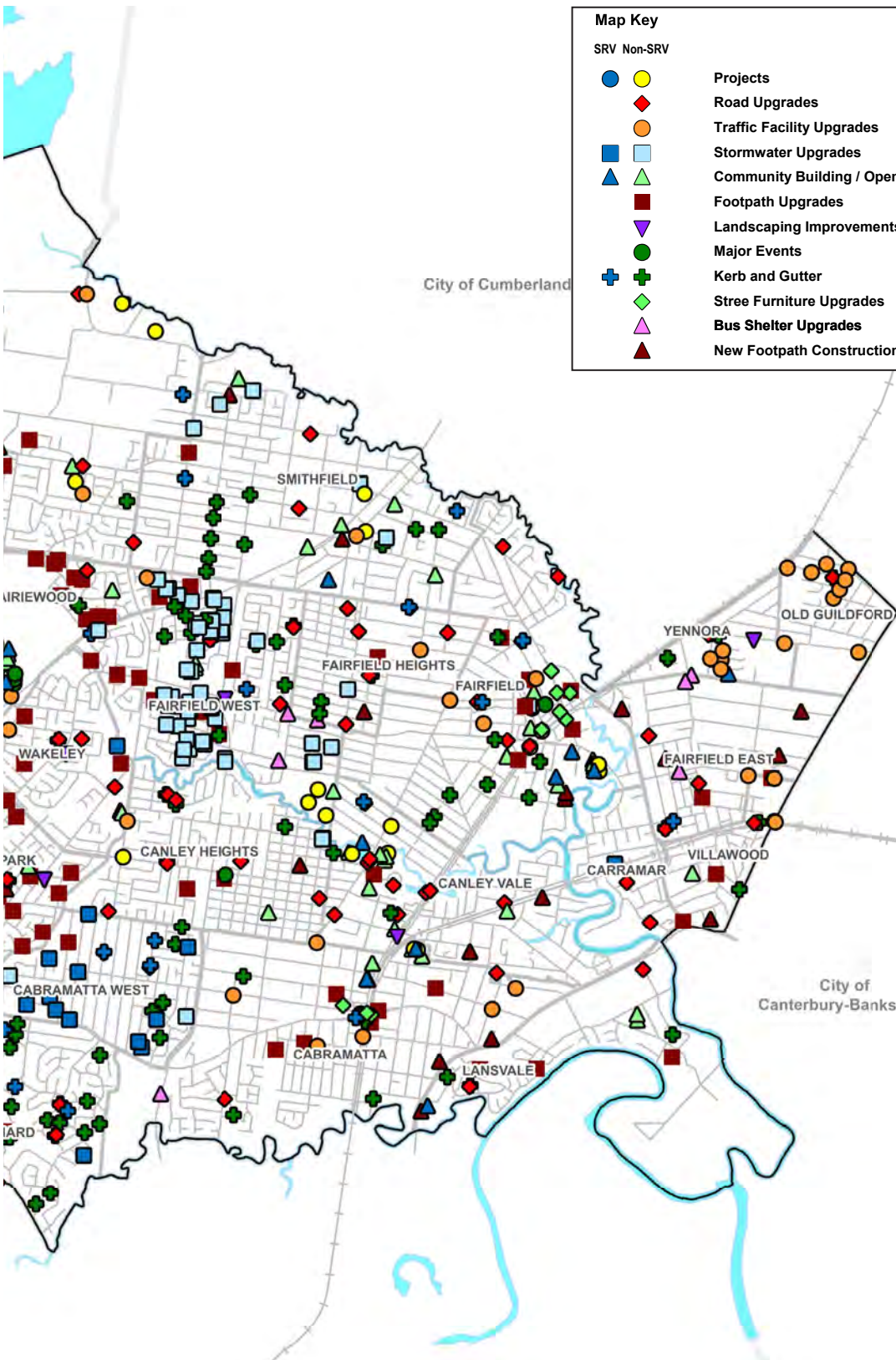
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Construction Projects and Major Events Achieved from the 2022-2023 Operational Plan





Map Key		
SRV	Non-SRV	
●	●	Projects
◆	◆	Road Upgrades
●	●	Traffic Facility Upgrades
■	■	Stormwater Upgrades
▲	▲	Community Building / Open Space Upgrades
■	■	Footpath Upgrades
▼	▼	Landscaping Improvements
●	●	Major Events
+	+	Kerb and Gutter
+	+	Street Furniture Upgrades
+	+	Bus Shelter Upgrades
▲	▲	New Footpath Constructions

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Achievements and Highlights

THEME ONE - Community Wellbeing

Fast Facts

Key Highlights

- Celebrated Children’s week at the Prairiewood Youth and Community Centre and the Villawood Community Garden with an animal farm, sensory room, arts and crafts activities and face painting.
- Provided 178 people with access to the Home Library Service. This year marks the 60th Anniversary of Council’s Home Library Service, which provides library access to less mobile residents, such as the elderly and people with long-term illness or disabilities.
- Held Gyms in Parks program across the City at Tarlington Park, Brenan Park, Fairfield Park, Allambie Park and Emerson Park.
- Celebrated Grandparents Day at Calmsley Hill Farm with 700 participants, which included activities such as animal feeding, welcome to country and aboriginal performance, sheep shearing, stock whip, a free BBQ and healthy snacks sponsored by Woolworths as well as access to essential service providers.

Projects

- Delivered on Active Fest events, which aimed at connecting people and communities across NSW to sport and active recreation opportunities. Also saw an increase in Active Kids Voucher registrations.
- Submitted a Development Application for the operation of a 24/7 gym.
- Installed heavy sandstone barriers outside 9 Early Childhood services with access to cars and traffic to improve safety across the City.
- Upgraded the Bonnyrigg Community Hall with accessible toilets.
- Celebrated Grandparents Day at Calmsley Hill Farm with 700 participants, which included activities such as animal feeding, welcome to country and aboriginal performance, sheep shearing, stock whip, a free BBQ and healthy snacks sponsored by Woolworths as well as access to essential service providers.
- Held an opening ceremony for the new community centre, The Hub@ Bonnyrigg-Dhanawi. The facility features a large hall to accommodate 150 people, a hall suitable for playgroups, a commercial kitchen, office space, meeting rooms, audio-visual capabilities, and accessible restrooms for people with a disability. The facility will be opened to the public in the 2023-2024 financial year.



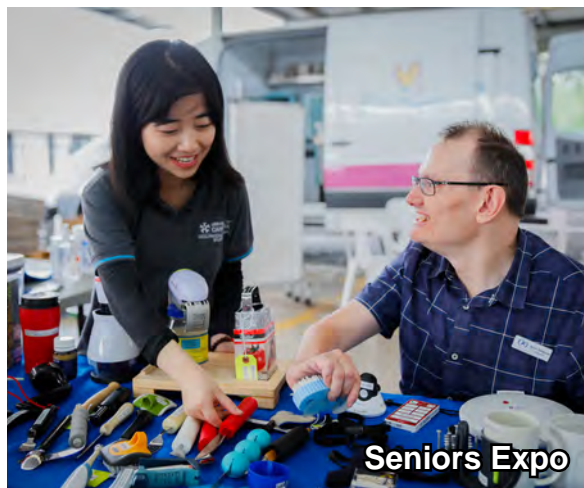
Bring It On! Festival

Services

- Hosted a World Youth Skills Day event at Whitlam Library to equip young people with relevant skills for employment and entrepreneurship.
- Extended Council’s operating hours at the library to support students in preparing for the HSC exam papers as well as study support.
- Delivered 7 discovery tours at Cabramatta, Bonnyrigg and Fairfield, which attracted 69 attendees with an overview of the social and cultural history of the respective suburb.
- Celebrated Children’s week at the Prairiewood Youth and Community Centre and the Villawood Community Garden with an animal farm, sensory room, arts and crafts activities and face painting.
- Provided free Preschool Storytime sessions and resources for parents and pre-schoolers to learn the fundamentals of water safety from trained professionals.
- Held two outreach Coffee and Chat events for GambleAware Week in Fairfield and Cabramatta Town Centres, with interactive education activities, promotional goods and information session and stalls on how to minimise the harm from gambling.
- Held the Pathways to Employment Expo event at the Fairfield Youth and Community Centre, in partnership with the Fairfield Emerging Communities Action Partnership (FECAP). The exhibition attracted about 600 residents, and 60 stallholders to offer guidance and support on career paths, employment opportunities, and one-on-one help with resume preparation.
- Launched the Healthy Fairfield Webpage to serve as a one-stop portal for residents to access up-to-date information on local health-based programs, resources and services.
- Consulted with South Western Sydney Local Health District to develop the strategic plan for health promotion. The objective of this plan is to improve the health outcomes of residents through increased physical activity, addiction control and improved nutrition.
- Partnered with the University of Technology Sydney to deliver “Partnership of Early Detection, Intervention and Family Support”, which encourage more screening assessments, including speech, language and behaviour management, to support children’s specific and individual needs.
- Held a free open day at the Fairfield Youth and Community Centre: an opportunity to discover the amazing facilities and programs available at the centre, including sports courts, trampolines, meeting rooms and more.
- Held a free Mental Health Movie Night to promote Mental Health month at Fairfield Adventure Park, where over 100 young people attended the outdoor event.
- Collaborated with Fairfield Engaging Families of Aboriginal Heritage to run the “Yarning School Bench Initiative” where 4 session workshops were held at Carramar Public School to create 10 painted benches.
- Held Child Protection Week, in conjunction with National Association for Prevention of Child Abuse and Neglect in September to spread awareness about protecting kids from abuse; with displays of children’s artwork and information posters, flyers and other materials from agencies to support families.
- Collaborated with the Fairfield Engaging Families of Aboriginal Heritage working group to host National NAIDOC Week activities to honour and recognise the history, culture, and accomplishments of First nations peoples. About 400 individuals attend the community event, which included traditional Aboriginal cultural performances and information stalls on community services from not-for-profit organisations.
- Delivered three Seniors’ Bus Tours, which provided an opportunity for seniors to visit Council facilities and learn about Council services.

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- Delivered the Word-Pad project, funded by the Department of Communities and Justice's youth participation team to deliver Q & A video resources for young jobseekers.
- Expanded the Fairfield Heritage Collection by recording digital interviews of up to 10 veterans for the Fairfield Memories of Vietnam War collection.



- Upskilled Council educators through extensive training on aboriginal perspectives, establishing bush tucker gardens, developing partnerships with aboriginal service providers, and purchased cultural role play items for early learning centres.
- Delivered professional development training by engaging an Aboriginal community member to work with the service of the local Aboriginal community by in-service visit/ excursions to embed Aboriginal practices and bi-cultural support curriculum development activities to Council's 8 Preschools and 10 Early Learning Centres.
- Developed resources to support sustainability, such as translated information about Council's services and promotion materials at St Johns Park Early Learning Centre, Wetherill Park Early Learning Centre and Bonnyrigg Early Learning Centre.
- Hosted the traditional Filipino Boodle Fight event, which includes colourful performances, music and family friendly activities as well as developed a youth art and culture program for local schools in the Fairfield City.

- Delivered Fairfield Services Connect Expo in collaboration with the Fairfield/Liverpool Homelessness Interagency at Fairfield Community Hall. The Expo connected over 500 residents who experience or knew of someone experiencing homelessness with support services for housing, financial, food, and health.
- Provided therapy and childhood intervention support to 170 clients through Fairstart, which resulted in 73 hours of telehealth and 1,673 hours of face-to-face therapy sessions.
- Welcomed 2,818 new Australian citizens in Citizenship Ceremonies.
- Provided 5,646 free aquatics recreation entries to seniors and disability support pensioners to Council's Leisure Centres.
- Continued to provide the Swim Academy program, which saw 2,679 learn-to-swim (LTS) enrolments. The Swim Academy provides LTS Disability private lessons, squad enrolments, Police Swim Ability Tests and school bookings for Aquatopia.
- Delivered 1,059 rehabilitation sessions, 878 personal training sessions and conducted 496 face-to-face exercise consultations through Council's Leisure Centre - Dry Recreation services.
- Continued to offer the yearly leadership camp with the Youth Advisory Committee to help participants enhance their leadership abilities, self-confidence, and teamwork in the framework of outdoor education.
- Delivered 49 programs and 831 sessions through Open Libraries, which included Lab. LX, Lab.LX STEAM, Studio2166, literacy and language lessons, as well as the Workary for 9,605 participants.
- Provided telehealth sessions to support 883 clients with 6,873 hours of face-to-face and telehealth sessions through FairStart Early Intervention.
- Provided 80,318 hours of care to 279 children by 32 Fairfield City Family Day Care educators.
- Held the Annual Seniors Concert at Novella Park, which was attended by 550 seniors and carers who enjoyed dance performance, live music and food in an accessible venue.

- Held the Seniors Festival Expo at Fairfield Showground which included face-to-face and video presentations, sample wellbeing classes, information stalls, activities and entertainment.
- Celebrated Australia Day at Prairiewood Leisure Centre with Australia Day Awards and free entry for residents to the pool and fireworks.
- Produced 56 publications including City Connect, Fairfield City Calendar and CityLife.
- Provided 482,842 visitors with access to Council's library facilities and activities at Fairfield City Open Libraries.
- Delivered 35 capacity building programs and opportunities through Gambling Harm minimisation Community of Practice for workers, Fairfield Engaging Families of Aboriginal Heritage Working Groups, Culturally and Linguistically Diverse Seniors Group, Community Capacity Working Group and Families and Children development sessions.
- Returned and rehoused a total of 232 dogs and cats in the City.
- Accommodated 6,344 community centre and halls booking to the community.
- Investigated 4,818 community compliance matters and provided 2 community compliance education programs to the community.
- Distributed 500 town centre mobility maps through Council's libraries.
- Supported 79 organisations and worked in partnership with organisations to deliver cultural and community events or activities across the City.
- Hosted 50 community events and activities with 873,196 visitors to Fairfield Showground.
- Provided over 1,000,000 visitors with aquatic and dry recreation facilities, and activities at the leisure centres.
- Accommodated for 5,663 bookings by residents for the use of tennis and futsal courts.
- Held 6 exhibitions at Fairfield Museum and Gallery, these included: Re-member, Who are you Wearing, Shopkeepers, This Bread, We Eat this Bread, Minh and Aftertaste and supported 15,383 visitors to the Fairfield Museum and Gallery with events, exhibitions and school education program.
- Provided 30,719 free pool entry for people with disability.
- Delivered 7 initiatives to promote community safety through Fairfield Domestic Violence Committee, Fairfield Local Drug Action Team and Safer Cities: Her Way Program.
- Provided 178 people with access to the Home Library Service. This year marks the 60th Anniversary of Council's Home Library Service, which provides library access to less mobile residents, such as the elderly and people with long-term illness or disabilities.



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- Received donations of 637 bikes through volunteers at the Western Sydney Cycling Network (WSCN) bike project. A total of 348 bikes were recycled, 168 bikes were loaned to the community. WSCN donated more than 2702 volunteer hours, 11 bikes, over 50 helmets, water bottles and backpacks were donated as giveaways at the quarterly Bike Sale.
- Held 147 community rides with 1920 riders participating as a part of Western Sydney Cycling Network.
- Held Gyms in Parks program across Tarlington Park, Brenan Park, Fairfield Park, Allambie Park and Emerson Park with participants from a broad range of age, background and fitness level, aged between 19 and 76 years.
- Distributed 376 volunteer recognition certificates to community volunteers in honour of their contribution to the community.
- Conducted 464 face to face consultations with leisure centre members for the quarter. These consisted of exercise consultations, 2-week follow-ups, taking body measurements and customised upgrades to their exercise programs.
- Delivered 616 personal training sessions to members with exercise specialists.
- Provided 969 rehabilitation sessions with exercise physiologists. These included a mix of NDIS, Chronic Disease Management (CDM)/ Medicare, work cover and private clients.
- Delivered community programs and sessions at Council's Libraries, which included online programs for dealing with anxiety, a scam awareness information session, and English conversation classes.
- Issued 51 Child Restraint Vouchers to help ensure the safety of children while being driven by parents/carers. The voucher allows a resident to have a child restraint correctly fitted by a professional fitter.
- Delivered bi-monthly workshops for community workers to increase their capacity to identify and address gambling harm in the community.
- Held a leadership camp for the Youth Advisory Committee members to build leadership skills, self-confidence and teamwork through participation in workshops on managing mental health when under stress and a challenge to develop a program that fostered community cohesiveness.
- Attracted 30,730 followers on Facebook, Instagram and LinkedIn, Council's social media accounts.

Awards

- Awarded the Outstanding Collaboration in Partnership at the 2022 Drug and Alcohol Sector Professional Development and Partnership Celebration event for their significant contribution to the South Western Sydney alcohol and drugs sector.
- Received the Outstanding Early Childhood Centre award at the 2023 Local Business Awards for St John's Park Early Learning Centre for affordable, high quality care and education for our City's children.
- Won two IMAGinE awards for 'In the fibres of her being' and for 'Spinoff: a safe place for dangerous ideas' exhibitions at the Fairfield City Museum and Gallery.
- Awarded the RH Dougherty Award for Excellence in Communication through COVID and the NSW Youth Week Award for Best Local Youth Week Program at the Local Government Week Awards 2022.

Grants funded

- Provided a total of \$39,902 in grant funding for 8 projects through the Creative Communities Grant Program to support creative projects that empower communities on important issues, while developing cultural knowledge and artistic skills.
- Provided a total of \$128,722 in grant funding to 17 community and social groups to deliver projects and events to the support disadvantage groups in Fairfield City.

Grants received

- Received The Safer Cities: Her Way – Fairfield City in Her Shoes project is a \$1 million project funded by Transport for NSW. The project will deliver demonstration projects that trial methods to increase safety and access for females in public places, increase their active and meaningful participation in urban development and governance and autonomous mobility in the city. This project will be completed by June 2024.
- Received \$75,000 funding from the NSW Department of Planning and Environment Places to Roam Community Garden Grants program to embellish the community garden at the new community centre at Bonnyrigg, currently being built by the Land and Housing Corporation under a Voluntary Planning Agreement (VPA) with Council. This funding will be expended over 2023 and the project is expected to be completed by December 2023.
- Received \$20,000 funding from Multicultural NSW's Stronger Together Projects Grants to deliver cross-cultural workshops between First Nations and multicultural communities to build stronger connections and a shared understanding of the respective cultures.
- Received \$15,000 grant from the NSW Office of Sport for the delivery of an Active Fest event in April 2023, aimed at increasing redemption of Active Kids Vouchers and encouraging greater participation by young children in physical activities to reduce childhood overweight and obesity. Worked with local Active Kids providers and local schools to promote and deliver the program.

Advocacy

- Provided a submission to the NSW Volunteering Taskforce (Department of Communities and Justice) consultation. The submission included details on the volunteer programs offered by Council, difficulties encountered in creating volunteer opportunities during the pandemic, and the need to strengthen volunteerism in CALD communities.
- Provided a submission to the inquiry into Online Gambling and its impact on those experiencing gambling harm. The submission is a component of Council's continuous advocacy efforts.
- Provided 17 advocacy instances relating to additional liquor outlet, including advocacy network on NSW Settlement Strategy with South-West Sydney Local Health District.

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Achievements and Highlights

THEME TWO - Places and Infrastructure

Fast Facts

Key Highlights

- Secured a total of \$54 million WestInvest funding to deliver new parks and playgrounds, synthetic field upgrade and an indoor multicultural and sporting complex.
- Renewed and resurfaced the Brenan Park Tennis Courts, Smithfield including lighting upgrades.
- Completed a new park at Ascot Street, which includes playground equipment and pathway connections.
- Installed new open space fitness equipment at Tasman Park as well as upgraded fitness equipment at Cabravale Memorial Park.
- Completed The Crescent Streetscape Upgrade Fairfield, which included footpath pavement and street furniture upgrade, provisions for a taxi stand to create an all-access active transport zone, street tree and landscaping improvements.

Projects

- Commenced construction for the Fairfield Golf Course Detention Basin Upgrade.
- Upgraded 3 playgrounds with new equipment at Comanche Park, Bossley Park and Abercrombie Park, which are now open to the public
- Completed the design for the Public Legacy Spaces Program, which is a State Government funded initiative to upgrade Bareena Park and Fairfield Heights Park.
- Completed a new park at Ascot Street, which includes playground equipment and pathway connections.
- Secured a total of \$54 million WestInvest funding to deliver new parks and playgrounds, synthetic field upgrade and an indoor multicultural and sporting complex.
- Reconstructed a single lane roundabout with wider centre island at the intersection of Canley Vale Road and Humphries Road, Wakeley to improve traffic flow and road safety.
- Commenced design for the Fairfield Leisure Centre 25m pool roof replacement.
- Commenced construction for the replacement of the Fairfield Leisure Centre 50m outdoor pool.





Fairfield Golf Course Detention Basin

Services

- Upgraded the playground at Cabravale Memorial Park, Cabramatta to an all abilities play space.
- Replaced the pool liner and completed minor structural repairs for the 50m outdoor pool at Prairiewood Leisure Centre.
- Opened a new Steam Room at the Fairfield Leisure Centre.
- Replaced 12,517 street lights with LED lights in conjunction with Endeavour Energy.
- Installed courtesy speed signs at 8 different locations within Fairfield City as a part of the Safer Roads Action Plan.
- Installed water bubblers at Adams Park (next to basketball court) and Fairfield Park.
- Completed playground surface renewals at Hawthorn Park and Emerson Park
- Upgraded the Parklands Function Centre at the Fairfield Showground with sound proofing, new flooring, windows and electrical wiring.
- Installed a user-friendly defibrillator at the Prairiewood Leisure Centre.
- Upgraded the entrance to the Fairfield Showground including cleaning of brick work and guttering as well as installation of new roofing and signage.
- Completed The Crescent Streetscape Upgrade Fairfield, which included footpath pavement and street furniture upgrade, provisions for a taxi stand to create an all-access active transport zone, street tree and landscaping improvements.
- Installed traffic calming devices at Orchardleigh Street, Yennora to lower speeds at the school zone entry points.
- Delivered a road safety education program to increase awareness and provided local high school with road safety banners.
- Delivered 19 road safety initiatives (speed humps, speed radars etc) across the City.
- Delivered the City Connect Bus for 1,941 passengers, which resumed operation in January 2023.
- Renewed over 10 km of footpaths and constructed over 7 km of new footpath throughout the City.
- Renewed over 11 km of roads and 5 km of kerbs and gutters throughout the City.
- Conducted 5 integrated traffic signal initiatives on regional and arterial roads.
- Undertook 207 instances of graffiti removals across business premises, Council's assets and private property.
- Installed pedestrian refuge with associated signage and line marking at the intersection Pritchard and Meadows Road, Cabramatta West.
- Upgraded the goal posts in sportsfields throughout the City, including Adams Park (1 Field), Fairfield Park (1 Field), Powhatan Sportsfield (2 Fields), Joe Broad Sportsfield (2 Fields) and Rosford Sportsfield (1 Field).

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THEME THREE - Environmental Sustainability

Fast Facts

Key Highlights

- Conducted over 1,916 hours of active patrol for illegal dumping.
- Removed over 261 cubic metres of litter and grass cuttings as part of the Main Roads Beautification program.
- Collected over 280 tonnes of rubbish from Council’s gross pollutant traps and creek cleaning activities.
- Held National Tree Day at Parklea Parade, Canley Heights.

Projects

- Upgraded the Nalawala Community Hall for the community to be able to hire the facility. Since its opening, environmental workshops are now being delivered including volunteer days and events.
- Held the free annual Spring Clean Drop Off event at Fairfield Showground, which saw over 1,500 residents participate in the event and the collection of over 100 tonnes of bulky, metal, green and e-waste.
- Held National Tree Day at Parklea Parade, Canley Heights. A total of 12,020 native plants propagated by Fairfield Community Nursery were planted, including 3,500 trees and 8,520 shrubs, grass and groundcovers.
- Upgraded the Community Nursery, which included the installation of hot house weather sensors and non-slip flooring.

Services

- Developed over 200 flood information sheets and 41 property-scale flood maps to improve community awareness about flood risk areas.
- Held a free Chemical Waste Collection Day at Fairfield Showground for residents to safely dispose of household chemical waste.





The Hub@Bonnyrigg Dhanawi

- Held 14 Natural Resources Environmental Education Programs, including a Kids Propagation Workshop, Breakfast with the Birds, Frogs in Fairfield and Enviro Bootcamp.
- Undertook 186 compliance inspections on priority weeds.
- Removed 261 cubic metres litter and grass cutting as part of the street beautification program.
- Distributed 5,801 educational materials to the community about Nursery Open Day, biosecurity and the environment.
- Inspected a total of 1,262 food premises to ensure compliance with food handling standards.
- Conducted a total of 4,741 hours of litter removal by Georges River keeper in the City.
- Conducted over 1,916 hours of active patrol for illegal dumping.
- Conducted over 15,431 hours of bush regeneration and maintained 391 hectares along the City's creek line and bushland reserves under the Creek Care program.
- Undertook 250 investigations by Environmental Management for pollution matters.
- Completed 5,865 kilometres of street sweeping as a part of Council's Street Cleaning Trucks program across the city.
- Installed 11 mobile CCTV surveillance cameras to monitor hot spots for illegal dumping.
- Planted a total of 13,165 native plants comprising of trees, grass, and shrubs.
- Propagated 46,804 native plants at Fairfield Community Nursery.
- Investigated 2,253 reported illegal dumping incidents and collected over 213 requests for litter removal.

- Collected over 280 tonnes of rubbish from Council's gross pollutant traps and general creek cleaning.
- Collected 7,213 tonnes of material from Council clean-ups.
- Recycled over 8.5 tonnes of tree mulch which has been used to improve open space landscaping.

Grants received

- Received \$126,666 in grant funding from the Department of Planning and Environment for the Flood Detention Basin Upgrade at Bosnjak Park.

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Community Business HUB (Fairfield HQ)

Achievements and Highlights

THEME FOUR - Strong and Resilient Economy

Fast Facts

Key Highlights

- Held the incredible Cabramatta Moon Festival, Illuminate New Year's Eve, Culinary Carnival and Lunar New Year events.
- Hosted the first ever Fairfield Spring Fest event, two days of non-stop fun, food, live music and kid's activities at Fairfield City Centre.
- Held 52 business programs and workshops at Fairfield City HQ, such as Starting a Small Business and Improving your Supply Chain.
- Delivered 20 business forums, including, business networking events, business health checks, tourism taskforce event, investment NSW export capabilities workshop, Generation STEM showcase and Business Breakfast.

Projects

- Hosted the first ever Fairfield Spring Fest event, two days of non-stop fun, food, live music and kid's activities at Fairfield City Centre.
- Upgraded Hassall Street and Dublin Street shopping precincts with the addition of eight new planter boxes.

Services

- Held the incredible Cabramatta Moon Festival which included food and market stalls, traditional lion dance, musical performances, carnival games and evening fireworks.
- Held the popular Lunar New Year event in Cabramatta, for over 12,000 members of the community who marked the Year of the Cat and the Rabbit. The event included dancing performances, martial arts demonstrations, the God of Fortune, and both traditional and modern calligraphy stations. The celebrations were capped off with firecrackers and fireworks.
- Held Culinary Carnivale at Fairfield City Centre, where the streets of Fairfield showcased authentic food and cuisine as well as cultural performances.
- Held 6 Wonderful Wednesday events in Fairfield's Ware and Spencer Streets, and Thomas Ware Plaza to encourage shoppers to come down to enjoy free roving entertainment and 'Experience Cosmopolitan Shopping'.
- Helped 416 businesses with enquiries and development applications.
- Had 6,890 visits to the Community Business Hub (Fairfield City HQ). 134 people utilised Studio HQ, 750 people utilised the Vic Winton Room, 232 people utilised other meeting rooms and 814 people utilised a hot desk.
- Facilitated 52 business programs through Fairfield City HQ, including "preparing a business plan", "how to create video testimonials that attract new business", "how to set up an Australian not-for-profit organisation", "getting ready for business funding", and "starting up a small business".



Pathways to Employment Expo

- Delivered 20 business forums, including, business networking events, business health checks, tourism taskforce event, investment NSW export capabilities workshop, Generation STEM showcase and Business Breakfast.
- Held 4 Mother’s Day activations across Cabramatta, Canley Heights, Canley Vale and Fairfield.
- Held two Easter activations in Fairfield Heights and Fairfield City Centre with the Easter Bunny roaming the town centre.
- Strengthened a total of 85 economic development partnerships, which included attending meetings with Shopping Centres like Cabramatta and Dutton Plaza, NSW Police, Strata Real Estate Agents, Transport for NSW, Southwest Taskforce, Service NSW, TAFE, Investment NSW, the Small Business Commissioner, Bonnyrigg Plaza, LANDCOM and NSW SLASA.
- Held the Illuminate New Year’s Eve event at Fairfield Showground with cultural performances, amusement rides, face painting, and food trucks, and a spectacular fireworks finale.
- Held a Christmas Event at Epoch Plaza, Fairfield and a Meet and Greet Santa at Fairfield Heights.
- Activated Bonnyrigg Town Centre with a night “under the stars movie night”, Harmony Day by Big Vision, and Music and Craft Expo by NSW SLASA.
- Awarded 57 residents the Fabulous Fairfield Awards recognising the care and presentation of their gardens in Fairfield City.
- Continued to achieve a 100% occupancy rate of Council’s commercially leased or licensed properties.



Cabramatta Moon Festival

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THEME FIVE - Good Governance and Leadership

Fast Facts

Key Highlights

- Hosted the 2022 NSW Australian Local Government Women’s Association (ALGWA) annual conference.
- Saved 3,353 tonnes of CO2 emission at the Sustainable Resource Centre.
- Diverted 339,839 tonnes of construction material from landfill through the Sustainable Resource Centre.
- Relocated mobile CCTV cameras identified hot spots as approved by the Mayor’s Crime Prevention Committee.

Projects

- Hosted the 2022 NSWALGWA annual conference.
- Provided a platform to consolidate several websites that exist for Fairfield’s services into the same web content management solution and to provide for additional future websites.
- Relocated mobile CCTV cameras identified hot spots as approved by the Mayor’s Crime Prevention Committee.
- Continued to implement the digitisation of historical Council records which would improve Council’s accessibility through its corporate systems.
- Upgraded audio visual equipment across all Council’s meeting facilities to improve communication internally and with the community.

Services

- Continued to maintain one of the lowest residential rates when compared to neighbouring councils.
- Engaged over 9,000 residents through an extensive social media campaign for feedback on the exhibition of the draft Operational Plan.
- Recycled 339,839 tonnes of material through the Sustainable Resource Centre.
- Completed 100% of WHS compliance audits as scheduled.
- Completed 100% of continuous WHS improvement inspections.
- Carried out 29 CCTV inspections across the city to continue to monitor community safety.
- A total of 77 formal and 1,131 informal information (GIPA) requests were received.



Sustainable Resource Centre

- Achieved the unqualified external audit opinion.
- Trained all staff about the Fairfield Opportunity and Risk Management Policy and Strategy as well as establishing a risk register based on the projects and major programs identified in the Council’s Operational Plan.
- Configured Disaster Recovery monitoring server, to enhance the organisation’s ability to detect, respond to, and recover from disaster.
- Continued to implement the fleet, plant and equipment program to improve Council’s services for the community.
- Trained staff on specific and relevant contract management process, which identified improvement and efficiencies.
- Switched the operating system of Council’s data servers from “CentOS” to “Red Hat Linux” to enhance supportability and performance for security and compliance.
- Conducted 100% of tender and contract processes within 12 weeks.
- Collected almost 96% of rates on time.

Grants funded

- Donated a total of \$24,500 to 44 community recipients through Mayoral Donations Fund, Mayoral Scholarship Fund, Mayoral Community benefit Fund, Community Volunteer Fund and Councillors Donations Fund.

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Diversity and Multicultural Activities

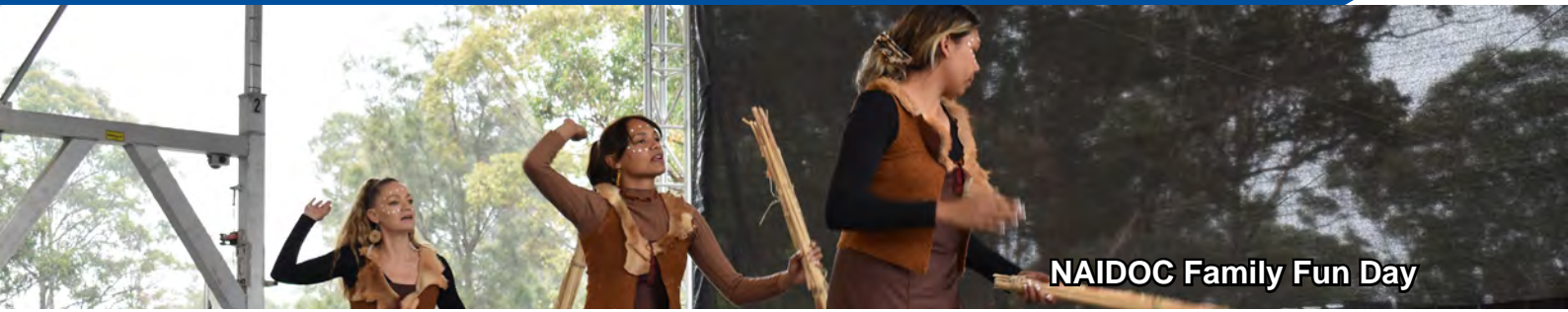
Diversity and Multicultural Services

Council supports the Aboriginal and Torres Strait Islander, migrant, refugee and emerging communities of Fairfield City by building the capacity of the local community services sector and encouraging collaboration between agencies. Council convenes and/or supports various interagencies, partners with community organisations to implement strategic projects that deliver on the Fairfield City Plan and advocates for equitable funding for the community and the sector. Council convenes the Multicultural Advisory Committee and Warin Tiati (Fairfield’s Aboriginal Advisory Committee), which are two formal resident committees that advise Council on issues impacting cultural communities.

Projects and Programs

This year, Council delivered projects for Aboriginal, newly arrived refugees and Culturally and Linguistically Diverse (CALD) communities, in partnership with local agencies, to promote and deliver a range of activities including:

- Provided ‘Learn to Swim’ lessons at Cabravale Leisure Centre to 76 CALD community members, which is supported by Royal Life NSW.
- Provided 32 pre-schoolers free access to swimming lessons at Cabravale Leisure Centre.
- Hosted an International Women’s Day event at Fairfield City Museum and Gallery (FCMG), which looked at the global theme of #EmbraceEquity. FCMG invited guests to listen, learn, and share with an inspiring group of local First Nations women. This intimate gathering provided an opportunity for guests to hear discussions and ideas of self-determination, truth telling from a First Nations perspective.
- Held a Family story time event at Whitlam Library in acknowledgement of National Reconciliation Week. Aunty Gail Smith from Gandangara Local Aboriginal Land Council read a First Nations story, followed by songs and a yarn.
- Held “Re-member”, an exhibition that gathered artists with ancestral ties to the southwest Asia and north Africa. Eight artists shared their practices of ancestral ‘re-membrance’ and collection of newly commissioned artworks, inviting audiences. All artists who participated in this exhibition are from CALD communities.
- Celebrated the ancient culture of the Uyghur people from central Asia on Uyghur Cultural Day. The event featured live traditional performances by the Uyghur language school, free noodle pulling demonstrations and tastings.
- Launched the 2022 Fairfield City Photographer exhibition “Dear Neighbour” by Renata Dominik, which explored themes of change, history and nostalgia by documenting local homes and houses, as well as the people and the stories that exist within.
- Celebrating local talent exhibition “Who Are You Wearing?”, provided a platform for future Western Sydney fashion designers. The exhibition focused on slow fashion and sustainable practice, which considers the impact of the fashion industry on the world around us. All artists who participated in this exhibition are from CALD communities.
- Held the art exhibition “Marikit Santiago – We Eat This Bread”, this autobiographical exhibition is an exploration of The Last Supper extending the story to consider the rituals, traditions, and structures that shape the artist’s social and cultural traditions.
- Hosted exhibition “MÌNH” that explores Vietnamese and Chinese diasporic life in Australia today. The powerful group exhibition examines the collective memories, yearnings, and preoccupations of 17 contributors. In addition, FCMG hosted three exhibition development workshops with the participating artists to brainstorm the narrative and artworks for display in the exhibition.



NAIDOC Family Fun Day

- Launched “Aftertaste”, an exhibition that considers how food can act as a link between a person’s past, present, and future, that connect us to a shared experience or place in time. The food-related artworks in Aftertaste spoke about culture, identity, and representation by way of tastes on the tongue. Several artworks could be interacted with through smell, sound and taste. Some recipes featured in the accompanying exhibition catalogue were translated into Mandarin.
- Curated “Shopkeepers”, an exhibition which told the stories of Fairfield City’s drapers, bakers, barbers and butchers. It outlined the changing retail landscape and developing commercial centres where general merchants make way for specialty stores and suburban shopping malls.
- Hosted a community day named “A Seat at the Table”. The event aimed at bringing our community together to cook, eat, and share stories as a collective. Exhibiting artists shared their cultural foods and cuisine practices from Australia, China, and Lebanon.
- Hosted “Tick the Box”, a creative development program and pop-up art event that engaged with the theme of navigating the arts sector as a creative from a ‘minority’ or ‘third culture’ demographic. Commissioned performances, writings and artworks for the event came from diverse backgrounds.
- Offered access to Australian Citizenship test preparation courses with bilingual support in Arabic and Vietnamese at Council’s libraries. This free program allows participants from CALD communities the same opportunity of becoming Australian citizens as other residents.
- Held an information session facilitated by Democracy Matters, which provided information to CALD communities about the referendum, the Indigenous Peoples of Australia and explained the reasons behind the referendum with a Vietnamese translator in attendance.
- Facilitated English Conversation Classes, and a new program, “Adults Reading Aloud” at Council’s libraries to support people from CALD communities who are seeking to build their reading and conversation confidence.
- Supported the Spanish Book Group meetings at Bonnyrigg Library, which provided the Spanish community the opportunity to come together, meet and discuss books written in the Spanish language.
- Provided Bilingual Storytime sessions at Whitlam Library, which are presented in English and focuses on teaching and sharing a specific community language (Vietnamese, Chinese, Arabic, Assyrian and Spanish). Learning about a different language enhances cultural identities and community ties which will help children with communication, memory, and concentration.
- Translated biosecurity weed management brochures into different community languages including Chinese, Vietnamese and Arabic.
- Targeted people from CALD communities to sign up to the Environmental Volunteer Program by promoting a safe and welcoming environment. CALD participants were paired with experienced volunteer mentors to provide support, guidance, and a sense of belonging.
- Held the Flag-Raising Ceremony for National Reconciliation Week attended by Aboriginal Elders, community members and school students. Performances were offered by Jannawi Dance Clan and students from Wakeley Early Learning Centre, and Aboriginal cultural artifacts were also showcased by Uncle Darrel Fabar.
- Commemorated NAIDOC week with a Family Fun Day held at Fairfield Showground in collaboration with Fairfield Engaging Families of Aboriginal Heritage (FEFAH).

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Best Start Family Fun Day

- Partnered with FEFAH, Koori Kids and local schools to deliver children’s programs including the Yarning School Bench Initiative and Koori Kulture Day.
- Held 3 meetings of the Aboriginal Advisory Committee and five meetings of the Multicultural Advisory Committee.
- Held 8 Fairfield Multicultural Interagency meetings, which includes over 40 community organisations.
- Held 7 Community Capacity Building working group sessions, which provided training and skills for emerging community groups to manage their organisations effectively.
- Supported community organisations to deliver 6 local events for Refugee Week, these include, “Remembering Our Treacherous Journey to Find Freedom” Cambodian Australian Welfare Council of NSW Inc, “Cabramatta Celebrates Refugee Week” MTC Australia, “Refugee Week Celebration – Finding Freedom: Inspiring Stories of Refugees” Fairfield Emerging Communities Action Partnership, “Finding Freedom Market” Think+DO Tank Foundation, “Prayer Gathering – Prayer for Refugees” Salvation Army and “Tribute to the Refugees” NSW Spanish and Latin American Association for Social Assistance Inc.
- Delivered the Pathways to Employment Expo in partnership with Fairfield Emerging Communities Action Partnership.
- Contributed feedback as part of Museum and Galleries of NSW submission to the NSW Government’s Arts, Culture and Creative Industries Policy, relating to a new funding model.
- Submitted a formal written response to the Federal Inquiry into Online Gambling and its impacts on those experiencing gambling harm.
- Submitted a formal written response to the NSW Government Liquor Licence Reform Options.
- Submitted a formal written response to the NSW Department of Home Affairs on the Multicultural Framework (draft).
- Participated in the NSW Volunteering Taskforce development survey to represent the community’s interests.
- Participated in a survey on the SouthWest Sydney Local Health District Prevention Plan 2023 - 2027 to represent the community’s interests.

Advocacy

State and Federal Governments have made significant policy changes to the funding of community services, arts and other community activities. This has resulted in the loss of funding to local organisations and a lack of information regarding which organisations are providing services and where these services can be accessed.

Council has undertaken a range of advocacy actions to support the Fairfield City community. These include:

- Introduced a new Junior Lifesaving Program to support and boost interest in becoming a lifeguard as an employment opportunity in the future. This also helped develop knowledge and understanding of water safety and rescues.





Fairfield Showground Grandstand

Access and Equity Services

Council's Access and Equity activities are actions that benefit the broader community by promoting fairness in the way we distribute our resources and services, recognising the community's cultural and faith based rights, the physical, developmental and health needs of the community and providing opportunities to participate in consultations to determine our future direction.

Council continued the development of an inclusive City by improving access to facilities and services including:

- Diagnosed 86 children with a disability out of 540 places per day across Council's Early Education and Care Services to better support and inform parents.
- Delivered 6,081 face-to-face and 197 telehealth NDIS therapy support sessions to clients through FairStart; which include support, training, and capacity-building.
- Delivered play sessions and events for educators to network and have access to Education Support Officers and Community Project Educators through the Family Day Care grants.
- Supported Fairfield – Liverpool playgroups with funding through Department of Communities and Justice to vulnerable and isolated families, across seven locations, including local public schools and libraries.
- Provided free speech assessments for children in partnership with University of Technology (UTS)
- Provided free formal diagnosis for language screeners in 5 services with 25 language screeners for children and 10 language diagnosis reports for children through FairStart and other local therapy organisations to assist families with funding applications
- Provided free pool entry to 25,977 seniors and 30,719 disability support pensioners who reside within Fairfield City on various days and specific times at Council's Leisure Centres.
- Delivered 2,651 one-on-one physical rehabilitation therapy services. These sessions were made up of work cover, disability, hydrotherapy, chronic disease management and veterans programs.
- Upgraded all library self loan stations with adjustable text size for people with vision impairments, and height adjustable platforms to allow equitable access to all people including children, people using mobility devices and short statured people.
- Improved accessibility standards at the Museum and Gallery for its exhibitions, which included the installation of artwork interpretation labels and exhibition labels at an accessible height, and in larger font size. Video art works are captioned or subtitled for visitor inclusion such as the deaf or hearing-impaired.
- Introduced new accessible clay classes specifically for people living with a disability called, "The Art of Clay". Classes focused on the person and the process of creating ceramic pieces from scratch, while also strengthening fine motor skills and self-expression.
- Provided a diverse and inclusive physical library collection including audio books; large print books with larger font to help people with low vision, including 105 titles of "ReadHowYouWant" with dyslexic font for people of all ages; eReaders pre-loaded with eBooks which allowed customers to increase font sizes to their desired reading size; and English as Second Language and Literacy collection.
- Provided a diverse and inclusive library collection of eResources including a range of LOTE eBooks, eAudio titles and eMagazines; platforms that offer font and background colour to make text easier to read, adjustable player speed to listen at one's own pace, and ability to convert text into speech for vision impairment; and resources to support families.
- Hosted International Day of Disabilities at Wetherill Park Library with a diverse program of activities for all abilities, including movies, kaleidoscope, Rain Stick, and Rainbow Serpent activities.



Pathways to Employment Expo

- Extended hours for 2,446 HSC students at Whitlam and Fairfield Libraries between July to November 2022, which offered a safe study space away from home.
- Hosted a Human Rights Leadership Forum at Whitlam Library, which provided an opportunity for young people from local high schools to play, have fun and most importantly have their thoughts, views and life experiences heard. The forum made use of The Human Rights Game and provided a fun and safe way to debate and discuss relevant Human Rights issues.
- Upgraded the lab.LX space at Whitlam Library to address gaps in program offerings for youth and adults. The primary upgrades revolve around installation of new high-spec PCs to accommodate professional level software for audio/video production, graphic design/visual art, 3D modelling/design, game design, and a variety of STEAM related educational software. Additional power and data cabling, new wallpaper design, and new chairs have also been acquired. This space also received new continuous benching tables to meet accessible standards for people with disabilities.
- Continued to deliver Open Lab, which is an ongoing weekend program at Lab.LX STEAM (Bonnyrigg) and Lab.LX (Cabramatta) that promotes digital technology access in a self-driven and social setting for all ages and abilities. The program offers 2-hour dedicated slots for the disabled and all care support organisations.
- Supported Accessible Diversity Services Initiative Limited through Open Lab to deliver accessible programs such as MyTime family and carers support meetings, as well as the New Horizons' youth and disability support programs.
- Promoted and supported STEM (Science, Technology, Engineering and Mathematics) learning at Whitlam Library, which is designed to encourage young girls to pursue engineering, computer science and robotics in partnership with Robogals. Robogals is a student-led organisation committed to gender inclusion, accommodating large groups and fostering inclusivity across ages and family groups.
- Organised and delivered three information tours about accessing the Digital Library to Wellways carers. The Digital Library enables access to a diverse range of resources from your home. Wellways supports caregivers for individuals with disabilities, mental or chronic health conditions, terminal illness, or frailty.
- Partnered with Alpha Omega for an inclusive games day at Whitlam Library, involving 15 participants aged 13-14 with various capabilities. Games included UNO, Scrabble JUNIOR, puzzles, drawing, coloring, collage, and a Lab.LX tour.
- Offered a quiet and inclusive morning session of pot painting and a movie to participants from AFFORD community group, providing a safe environment for people with disabilities to connect, use their imagination, and get creative.
- Expanded collection points for 2022 Mayor's Christmas Appeal, in partnership with Woolworths Ltd. Donated gifts (toys and food) could be dropped at 11 Woolworths stores, Fairfield City Open Libraries and Administration Building. Over 20 not-for-profit organisations participated in distributing the donated gifts to those in need across the community.
- Delivered "Mindful Making" for Youth, a creative outlet program for students seeking a study break.
- Developed and operated the Fairfield City HQ, which is a purpose-built co-working space supporting start-ups and business connections, featuring accessible glass sliding doors, meeting rooms, hot desks, and adjustable desks.
- Held the annual Nursery Open Day and Seniors' Bus Tour for over 80 visitors at Fairfield Community Nursery, which is an accessible space with sensory gardens and activities. Participants included seniors, people with disability, carers and family members.

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- Coordinated and developed environmental volunteer's programs such as the Fairfield Community Nursery, Creeks and Wetlands Group and Fairfield Indigenous Flora Park in accessible and inclusive locations, which offered raised garden beds, wide paths as well as a range of suitable activities for all abilities.
- Held environmental education programs such as native plants, propagation, and river and creek health, as well as supportive educational materials. All programs were held in accessible locations or facilities such as inclusive transportation options.
- Provide educational information to residents in a range of formats including Council website (translating features), social media posts and brochures (translated into Chinese and Arabic) and telephone (internet relay and translation services available).
- Provided an easy read version of the Disability Inclusion Action Plan 2022 - 2026 (DIAP), which was translated into 5 community languages.
- Implemented actions from the DIAP 2022-2026, including access audits on community facilities, training staff in accessibility, advocating for improved access to government and businesses.
- Purchased a trishaw in partnership with Western Sydney Cycling Network, to provide access for people with limited mobility with recreational activities.
- Distributed and promoted the Fairfield Town Centre Mobility maps to increase awareness of transport options within the town centre.
- Strengthened disability support networks and coordinated a service connect meeting for 80 service providers.
- Held Seniors Expo at Fairfield Showground with over 550 seniors and their carers. The event provided information stalls, activities and performances and celebrates the role and contributions of older adults in our community.
- Held the Youth Week program, which provided free recreation options and information about community programs and support services across the city.
- Translated the Let's Reduce Gambling Harm flyer into 11 community languages.
- Held the Mayor's Youth Achievement Awards to promote the positive achievements made by young people in the community.
- Provided a Drop-in service at the Fairfield Youth and Community Centre for 11,694 local young people. The Drop-in service provided essential engagement points for young people to access youth workers and services.
- Held the flag-raising ceremony for National Reconciliation Week, which was attended by Aboriginal Elders, community members and school students.
- Held the Creative Communities Grants Program, which included mentoring for community groups to overcome barriers faced in the grant writing process.
- Participated in the Zero Barriers initiative, which engaged local businesses to improve accessibility and inclusion across the city.
- Introduced additional accessibility information for events, which has been published on Council's website. This initiative was successfully trialled for the Lunar New Year event.



Cabramatta Lunar New Year

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Disability Inclusion Action Plan

The NSW Disability Inclusion Act 2014 replaced the Disability Services Act 1993 and increases the rights, protections, inclusions and safeguards for people with disabilities. The Disability Inclusion Act 2014 requires local government to put in place a Disability Inclusion Action Plan (DIAP) to promote the inclusion of people with disability.

Council adopted the DIAP 2022-2026 in June 2022. The Plan's actions are delivered across a range of service areas ensuring inclusion is considered in all aspects of Council business

Focus Area 1 - Encouraging positive community attitudes and behaviours

Council worked with our diverse community to increase understanding about the needs of people with disability across Fairfield City. Council also ensured our workforce has the knowledge and skills in place to deliver inclusive practices and become leaders in disability access.

Actions achieved include:

- The Zero Barriers project operated across Fairfield City engaging with over 200 businesses, signing up 17 new businesses to improve the accessibility for staff and customers.
- Celebrated International Day for People with Disability by promoting local events, offering grants and introducing trishaw rides for people with limited mobility through Western Sydney Cycling Network.
- Strengthening disability support networks and coordination through establishing new partnerships with service providers and facilitating the South West Sydney Disability forum.
- Completed auditing as part of a works program that will upgrade venues and improve accessibility for people with disabilities. Audits were undertaken on Prairiewood Youth and Community Centre, Villawood Seniors Citizens Centre, The Hub@Bonnyrigg, the Sustainable Resource Centre and the Whitlam Library.
- Audited accessible parking spots in Fairfield and Cabramatta Town Centres and developed an action plan to address recommendations to ensure current accessible parking complies with regulations.
- Monitored accessible parking to ensure correct use for people with disability, which resulted in 1,063 infringement notices issued for improper use.

- Staff participated in a guided accessibility walk through Fairfield Town led by a person with disability. It provided important insight to staff to observe how a person with limited mobility and vision experiences the environment.
- Developed a dedicated webpage to better inform our community about accessibility to attend the Lunar New Year festival.

Focus Area 2 - Liveable Communities

- Upgraded the Bonnyrigg Community Hall with accessible toilets.
- Held the Annual Seniors Concert at Novella Park, which was attended by 550 seniors and carers who enjoyed dance performance, live music and food in an accessible venue.
- Held Gyms in Parks program across the City at Tarlington Park, Brenan Park, Fairfield Park, Allambie Park and Emerson Park with participants from a broad range of age, background and fitness level, aged between 19 and 76 years.
- Installed accessible fitness equipment at Tarlington Reserve.

Focus Area 3 - Meaningful Employment

To increase access to meaningful employment, Council is committed to becoming an employer of choice for people with disability

- Council includes information on the DIAP, it's purpose and the role of Council staff in delivering the plan at corporate induction. Over 100 new staff were educated on the DIAP through the sessions.

Focus Area 4 - Equitable access to mainstream services

Council has a responsibility to continually review and change the way we operate to ensure people with disability have equitable access to information and services. We are committed to improving our systems and processes, ensuring access to local government services and participation in local decision-making.

- Developed an easy-read version of the DIAP, which was translated into 5 community languages.
- Improved readability and optimisation of the Fairfield People with Disability page on Council website. Information on the page is accessible to assistive technologies such as read speaker, including a HTML version of the DIAP.

Measuring DIAP Progress

Indicator measures are a method of assessment used in determining how Council is progressing towards achieving the community's vision, priorities and goals identified in the 2022-2032 Fairfield City Plan (City Plan) that relates to the DIAP. Therefore the indicator measures are broken down across the five themes identified in the City Plan and against each service area. It is important to note that the results identified below will assist Council in establishing targets for future years.

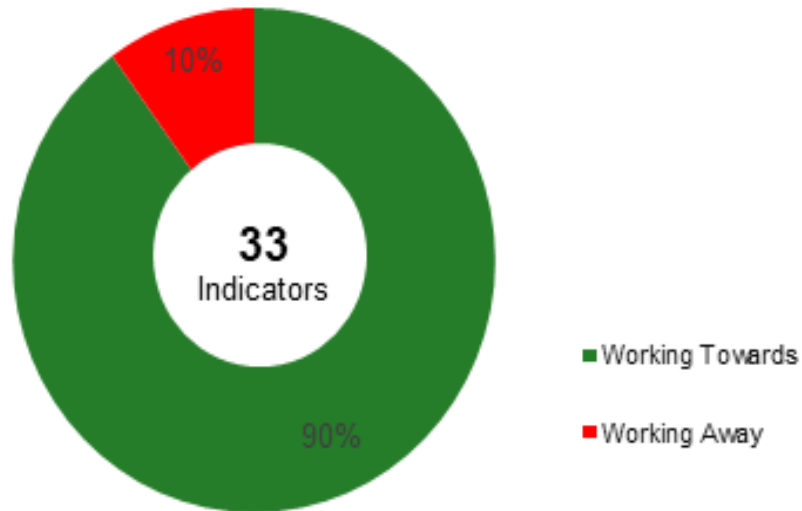


Figure 1: Overall performance of indicator measures from the DIAP.

The trend in the performance of these indicators is reviewed quarterly. As can be seen in Figure 1, Council is in a positive position with 90% of its indicator measures identified from the DIAP are working towards achieving the community's vision. The 10% of indicators working away from achieving the community's vision is due to competing priorities and resource constraints. Detailed performance of these indicator measures are noted in the table below.

THEME 1 – Community Wellbeing			
Service	Indicator Measure	Result	Trend
Children and Family Services	# Children with disability engaging in Council services.	317	↑
	# Sessions children with disability supported by Fairstart.	6,873	↑
	# Targeted disability programs implemented.	1,758	↑
	# Sessions held in support programs, services or playgroups for people with disability and carers.	44	↑
Community Compliance	# Infringements issued for inappropriate use of accessible parking spaces, footpaths and driveways.	1,063	↑
Leisure Centres	# Free pool entries provided for people with disability.	30,719	↑
Library Services	# Sessions held in support programs, services or playgroups for people with disability and carers.	12	↑

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THEME 1 – Community Wellbeing

Service	Indicator Measure	Result	Trend
Social Planning and Community Development	# Opportunities promoted for people to volunteer in the disability services sector.	3	↑
	# People who identify as a person with disability participate.	28	↑
	# Representations made to business, community, and sporting organisations to improve access and encourage positive attitudes and behaviours.	35	↑
	# Town centre mobility maps distributed.	500	↑
	# Partnerships with services established to support people with disability.	106	↑
	% Survey participants feel Council facilities and/or open spaces are more accessible.	0	↓
	% Survey respondents who feel events are accessible.	88.3%	↑
	% Survey participants with increased understanding of disability.	0	↓
	# People who identify as a person with disability participating in capacity building activities.	13	↑
	# New adjustments made to work place, equipment or role to support employees with disability.	2	↑
	# Positive stories published about local people with living with disability.	1	↑
	# Updates made to 'People with Disability' webpage on Council website.	14	↑
	# Training, information sessions, or talks provided to staff and volunteers on access needs of people with disability.	5	↑
	# Staff trained or provided with information on access needs of people with disability	65	↑

THEME 2 – Places and Infrastructure

Service	Indicator Measure	Result	Trend
Asset Management - Civil and Built	# Works undertaken to improve pedestrian access and mobility.	12	↑
	% Survey participants feel Council facilities and/or open spaces are more accessible.	0	↓
Asset Management - Open Space	% Playgrounds upgraded which have improved access and inclusion.	100%	↑
	# New inclusive recreation and sporting activities provided by local sporting and recreation partners.	N/A	↑
Traffic and Transport	# Works undertaken to improve pedestrian access and mobility.	12	↑

THEME 4 – Local Economy and Employment

Service	Indicator Measure	Result	Trend
Place Management and Economic Development	# Representations made to business, community, and sporting organisations to improve access and encourage positive attitudes and behaviours.	74	↑

THEME 5 – Good Governance and Leadership

Service	Indicator Measure	Result	Trend
Communication and Marketing	% Promotions for events/activities that feature accessibility information.	100%	↑
Human Resources	# Training sessions provided to customer-facing staff on access needs of people with disability.	0	↓
	# Staff trained on access needs of people with disability.	0	↓
	# Quality management forms and templates updated for to increase accessibility in recruitment and employment.	3	↑
Information and Communication Technology	# Accessibility training sessions held for staff responsible for Council's digital platforms.	4	↑



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Compliance for Carers

Fairfield City Council recognises the valuable social and economic contribution 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.

Council's support for carers includes:

- Updated Council website with information for carers such as the directory for sport, recreation and leisure activities for people with disability.
- Hosted a Seniors Week event in February 2023 to raise awareness about key services that support aged residents, people with disability and their carers.
- Hosted Grandparents Day, which celebrates the diversity of grandparent relationships across age groups and cultural backgrounds.
- Provided the opportunity for flexible working arrangements for Council staff with caring responsibilities.
- Delivered information sessions for parents and carers as part of the Start School Strong program to prepare pre-school children for a successful educational start.

Council Staff Carers

The following policies and programs enable staff to request council support in achieving a work/life balance, which enables fulfilment of caring responsibilities outside their employment.

- Flexible Working Arrangements Policy – Subject to operational requirements.
- Appropriate Workplace Behaviour Policy.
- Employee Assistance Program.
- Employee Assistance Program Diversity Management – Equal Employment Opportunity Plan articulating actions that support the objectives of the Carers Recognition Act and NSW Carers Charter.
- Delivery of education that included information on the NSW Carers Charter and Council support for employees who provide care for individuals with disability, illness or are frail aged.

Financial Assistance from Council

Financial assistance was granted under Section 356 of the Local Government Act:

FUNDING SCHEME	NUMBER OF GRANTS	AMOUNT GRANTED
Mayoral Donations Fund~	15	\$8,050
Mayoral Scholarship Fund^	17	\$6,900
Mayoral Community Benefit Fund	8	\$7,600
Community Volunteer Fund	2	\$1,000
Councillors Donations Fund	2	\$1,000
Language and Cultural Awareness Fund	0	\$-
Cultural Event Sponsorship Fund	0	\$-
Bonnyrigg Town Centre Activation Fund	9	\$31,500
Social Change Through Creativity Grant	8	\$40,000
Community Development Grants Program	30	\$88,820
Heritage Grants Program*	7	\$29,724.50
Heritage Rates Relief Scheme	49	\$44,748.60
Total	147	\$259,343.10

Note:

~The Mayoral Donations Fund includes the COVID Safe Packs

^The Mayoral Scholarship Fund includes the Community Spirit Awards.

*Council receives (\$5,500) funding from the Office of Environment and Heritage to assist in funding the Heritage Grants Program.

External Bodies Exercising Council Functions

There were no external bodies exercising functions delegated by Council during the 2022-2023 reporting period.

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Partnerships

Below is a list of government agencies, organisations and businesses that provided financial support to Council in 2022-2023 to projects that assisted in the delivery of children's services, community development and place-based services and events.

Organisation	Type	Relationship	Project
NSW Department of Planning and Environment	State Government	Grant	Greener Neighbourhoods (Street Tree Master Plan), Greening our City (Tree Planting in Parks and Sportsfields), Metropolitan Greenspace Program (Adams Park Playground Upgrade), Places to Roam Regional Trails (Knight Park Circuit Walking Path).
NSW Office of Sport	State Government	Grant	Multi-Sport Community Facility Fund (Endeavour Sports Park Netball and Multipurpose Courts Upgrade)
Transport for NSW	State Government	Grant	Road and Transport Major Program – Repair and Block Grant
Australian Government	Federal Government	Grant	Road and Transport Major Program – Road to Recovery
Transport for NSW	State Government	Grant	Regional and Local Road – Repair Program
Department of Infrastructure, Transport, Regional Development, Communications, and the Arts	Federal Government	Grant	Road and Transport Major Program - Local Roads and Community Infrastructure program - Financial Assistance Grant
Office of Local Government NSW	Federal and State Government	Grant	Local Government Recovery Grants - NSW Severe Weather and Flooding
Transport for NSW	State Government	Grant	NSW Severe Weather and Flooding
NSW Treasury – WestInvest	State Government	Grant	- Endeavour Sports Hub upgrade - The new Regional Indoor Multicultural and Sporting Complex - Brenan Park District Playground Upgrade - Avenel Park Upgrade
Uniting Church	Not for Profit	Grant	Supporting families with enrolling new children
Department of Communities and Justice	State Government	Grant	- Work-Pad - Facilitation Project - Youth Week 2023 - One Pot at a Time
NSW Department of Education	State Government	Grant	Start School Strong
Transport for NSW	State Government	Grant	Safer Cities- her way: Fairfield City - in her shoes
Office of Sport	State Government	Grant	ActiveFest 2023
Department of Planning and Environment	State Government	Grant	Places to Roam – Community Gardens
Multicultural NSW	State Government	Grant	Stronger Together: Linking First Nations and Multicultural Communities
The Alcohol and Drug Foundation	National not-for-profit charitable organisation	Grant	Local Drug Action Program
South Western Sydney Local Health District	State Government	Grant	Health Partnership
NSW Department of Education	State Government	Grant	Start Strong Long Day Care, Start Strong Preschool, Disability & Inclusion Program, Quality & Participation Grants
Australian Government, Department of Education, Department of Employment and Workplace Relations	Federal Government	Grant	Childcare Subsidy, Community and Sustainability grants
Department of Premier and Cabinet, Women NSW	State Government	Grant	NSW Women's Week Grant 2023
Department of Enterprise, Investment and Trade	State Government	Grant	CBD's Revitalisation Program Grant – Round 3 (Fairfield Spring Fest)

Financial Sponsorships

Council has received the following sponsorships to support events throughout the City.

Cabramatta Moon Festival September 2022				
Company Details	Type	Cash	In-kind	
Mekong Mounties	Principal Sponsor	\$28,000	\$-	
Network 10	Principal Media Sponsor	\$28,000	\$-	
Cabra-Vale Diggers	Principal Hospitality Sponsor	\$28,000	\$-	
Blue Star Air Conditioning	Platinum Sponsor	\$25,000	\$-	
SBS	Supporting Partner	\$11,000	\$-	
NSW Government - Department of Customer Service	Festival Partner	\$3,000	\$-	
Australian Rail Track Corporation (ARTC)	Festival Partner	\$5,500	\$-	
Australian Amusements	Festival Partner	\$5,500	\$-	
Australian Chinese Buddhist Society	Festival Partner	\$3,000	\$-	
Cabramatta Hotel	Festival Partner	\$-	\$5,500	
Cabra Leagues	Festival Partner	\$2,000	\$-	
Commonwealth Bank of Australia	Festival Partner	\$5,500	\$-	
Cubecorp Projects Pty Ltd	Festival Partner	\$5,500	\$-	
High Connect Telstra	Festival Partner	\$5,500	\$-	
St Johns Park Bowling Club	Festival Partner	\$5,500	\$-	
Tourism Taskforce South Western Sydney	Festival Partner	\$-	\$2,000	
Western Sydney Airport	Festival Partner	\$5,500	\$-	
TVB Anywhere	Media Partner	\$-	\$5,500	
Dan Viet News	Media Partner	\$-	\$5,500	
2ac Australian Chinese Radio	Media Partner	\$-	\$5,500	

Fairfield Christmas Events 2022				
Company Details	Type	Cash	In-kind	
Fairfield Forum Shopping Centre	Contribution towards Christmas Events	\$-	\$1,100	
Woolworths Group Limited	Collection spots for the Mayor's Christmas Appeal	\$-	\$-	

Cabramatta Lunar New Year January 2023				
Company Details	Type	Cash	In-kind	
Mounties Group	Principal Sponsor	\$20,000	\$-	
SBS - Special Broadcasting Service	Principal Media Sponsor	\$16,000	\$-	
Cabra Vale Ex-Active Servicemen's Club Ltd	Platinum Sponsor	\$14,300	\$-	
Ettason Pty Ltd	Major Sponsor	\$3,500	\$-	
St Johns Park Bowling Club Ltd	Major Sponsor	\$6,050	\$-	
Peter Warren Automotive Pty Ltd	Major Sponsor	\$6,050	\$-	
Australian Chinese Buddhist Society	Supporting Sponsor	\$3,000	\$-	
Hing Cheong Pty Ltd	Supporting Sponsor	\$2,750	\$-	
Bupa	Supporting Sponsor	\$2,750	\$-	
Commonwealth Bank of Australia	Supporting Sponsor	\$2,750	\$-	
Galaxy Imports & Exports Co Pty	Supporting Sponsor	\$2,750	\$-	
Eastern & Allied Pty Ltd	Supporting Sponsor	\$2,750	\$-	
Heart to Heart Homecare Pty Ltd	Supporting Sponsor	\$2,750	\$-	
TPG Telecom Ltd	Supporting Sponsor	\$2,750	\$-	
Lycamobile Pty Ltd	Supporting Sponsor	\$2,500	\$-	
WSA Co Limited	Supporting Sponsor	\$2,750	\$-	
Woolworths Group Limited	Supporting Sponsor	\$2,750	\$-	

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Som Som Candy Pty Ltd	Supporting Sponsor	\$-	\$2,750
Dan Viet Pty Ltd	Media Partner	\$-	\$5,500
TV Media Australia	Media Partner	\$-	\$5,500
VCT News Pty Ltd	Media Partner	\$-	\$7,341

International Women's Day May 2023 - Business Networking

Company Details	Type	Cash	In-kind
Crown and Full Moon – Clean Luxury Natural Soaps	Supporting Sponsor	\$-	\$500
Soap de Villa	Supporting Sponsor	\$-	\$200

Culinary Carnivale May 2022

Company Details	Type	Cash	In-kind
Elanor Investment Nominees Pty	Principal Partner	\$6,600	\$4,000
Harrington Custodian Pty Ltd Acknowledgement of Trust, The Fairfield Forum Unit Trust	Platinum Partner	\$2,805	\$3,500
Club Marconi Ltd	Festival Partner	\$1,100	\$-
Sweet Street Treats	Festival Partner	\$1,100	\$-
Fairfield Fruitland	Festival Partner	\$-	\$1,000
Coco Char	Festival Partner	\$1,100	\$-
Marakana Burek	Festival Partner	\$1,100	\$-
Radio Austral	Media Partner	\$-	\$3,000

No sponsorships were received for the Bring it On, Seniors Concert and Illuminate events.

Companion Animals Act and Regulation Activities

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

Lodgement of pound data collection returns with the Office of Local Government (OLG)

A total of 616 animals were seized during 2022-2023 financial year, which is made up of 44 cats and 572 dogs.

Seeking alternatives to euthanasia for unclaimed animals

After impoundment, Council's animal shelter reviews each seized animal and explores alternative options, such as sending to a rescue home, animal adoption, foster care or sells the animal before any decisions are made in regard to the euthanasia of an animal.

A total number of 412 animals consisting of 40 cats and 372 dogs were returned to owner/rehoused.

Lodgement of data relating to dog attacks with the OLG

Council reports dog attacks to the Office of Local Government via the Companion Animal Register within 72 hours of being notified of the attack. Last financial year 55 dog attack incidents were reported.

Amount of funding spent relating to companion animal management and activities

In 2022-2023, more than \$308,073 was spent on the management of companion animals and related activities.

Companion animal education programs and desexing initiatives

A range of community education programs and desexing initiatives have been implemented. Council has:

- Provided free cat microchipping in July 2022 to support the community, with 53 cats microchipped
- Provided free dog microchipping in June 2023 to support the community, with 43 dogs microchipped.
- Partnered with the Cat Protection Society to provide pensioners and residents on low income with free microchipping and \$30 desexing of their cat. A total of 97 cats were desexed and microchipped.



Dog Microchipping Day

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Council's Off-Leash Facilities

Council provides the community with five dog off-leash areas:

- Canley Vale Dog Off-Leash Area, Railway Parade, Canley Vale
- King Park, corner of Kembla Street and Townville Road, Wakeley
- Prout Park, Oliphant Street, Mount Pritchard
- Wilson Park, Wilson Road, Bonnyrigg Heights
- Fairfield Showground Off-Leash Dog Park, 443 Smithfield Rd, Prairiewood

These off-leash areas are fenced off, have public seating and are provided with degradable dog dropping bags, bins and a self-filling drinking bowl for dogs.



Canley Vale Off-Leash Area, Canley Vale



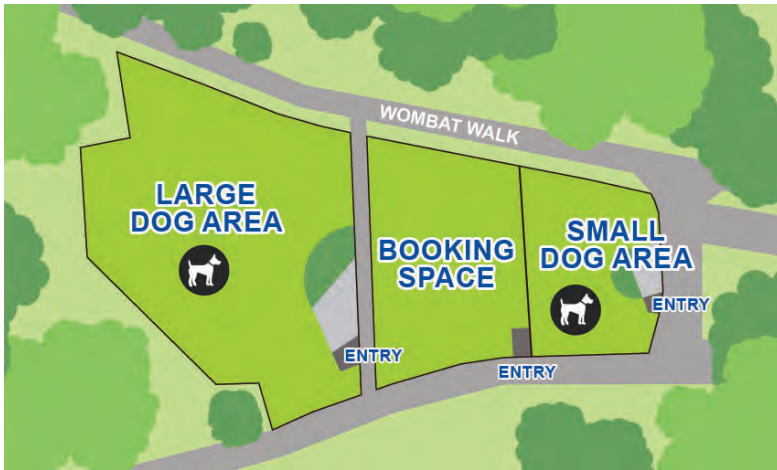
Prout Park, Mount Pritchard



King Park, Wakeley



Wilson Park, Bonnyrigg Heights



Fairfield Showground Off-Leash Dog Park, Prairiewood



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Swimming Pools Act and Regulation Activities

Council is required to report a detailed statement of inspections relating to enforcing and ensuring compliance with the Swimming Pools Act and Regulations.

A total of 268 swimming pool inspections were conducted during the 2022-2023 financial period.

Compliance certificates issued

Council issued a total of 62 Compliance Certificates under section 22D of the Swimming Pools Act 1992.

Non-compliance certificates issued

Council issued a total of 18 Non-Compliance Certificates under clause 18BA of the Swimming Pools Regulation 2008.

Inspections of properties with more than two dwellings

Council undertook 8 swimming pool inspections of properties with more than two dwellings in 2022-2023.

Inspections of tourist and visitor accommodation

Council undertook no swimming pool inspections of tourist and visitor accommodation properties in 2022-2023.

Bushfire Hazard Reduction Activities

Bushfire hazard reduction activities conducted during the year by Council included manual works as part of Bush Regeneration activities. In 2022-2023, an area of 794 m² was managed to reduce the bushfire hazards at the Marconi Park, Bossley Park.

Environmental Upgrade Agreements

Fairfield City Council did not enter any environmental upgrade agreements under section 54D of the Local Government Act 1993 in 2022-2023.

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 2022-2023, \$1.54 million was raised by the Stormwater Levy, of which approximately \$0.6 million was spent on a mix of planning, design, construction, maintenance, and research projects as outlined in the table below.

Ref No.	Project	Status	Comments	Actual Expenditure
MPSLP2325	Cabramatta Creek Bank Stabilisation	Complete	Annual monitoring of the site completed.	\$2,165
MPSLP2109	Green Valley Creek Rehabilitation Reach 3 Design	Carried Forward	The detailed designs drawings are complete and were submitted to Sydney Water for approval.	\$49,907
MPSLP2302	Stormwater Gully Pit Maintenance	Complete	Works completed with stormwater pits in hot spot locations receiving additional maintenance.	\$25,000
MPSLP2303	Water Quality Monitoring	Complete	Works completed with water quality monitoring undertaken at 20 testing locations across the City.	\$55,550
MPSLP2304	Maintenance of Major Stormwater Systems	Complete	Works completed with the maintenance of major stormwater systems conducted, including litter removal and bush regeneration in hot spot locations.	\$334,124
MPSLP2305	Contractors	Complete	Works completed with contractors engaged to assist with the implementation of the Stormwater Levy Major Program.	\$101,290
MPSLP2308	Prospect Creek Bank Stabilisation	Carried Forward	Detailed design of this multi-year project is 50% complete.	\$86
MPSLP2316	GPT Renewals	Carried Forward	The renewal works are complete at 7 GPTs: <ul style="list-style-type: none"> • Jasmine Crescent, Cabramatta • Canva Street, Canley Vale • Bowden Street, Cabramatta • Lansdowne Road, Canley Vale • Throsby Street, Fairfield Heights • Bibbys Place, Bonnyrigg • Kalang Road, Edensor Park Design for renewal works for 2 GPTs at Newleaf Estate, Bonnyrigg is complete and awaiting approvals.	\$17,459
MPSLP2318	Dam Reports	Complete	The Dams Safety Management System has been completed for 11 flood detention basins.	\$15,360
MPSLP2301	Stormwater Education	Complete	Education was delivered to STEM high school students, which is designed to raise community awareness about stormwater issues and solutions.	\$174

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Development Contributions

Under the NSW Environmental Planning and Assessment Act 1979 and accompanying regulation, Development Contributions provide funding for local infrastructure including community facilities, libraries, new open spaces, open space embellishment and traffic management projects.

Council's Direct (Section 7.11) Development Contributions Plan 2011 and Indirect (Section 7.12) Contributions Plan 2011 provide for Council to expend funds collected from developers on eligible projects that support improvements in infrastructure.

Council continues to plan, manage and monitor Development Contributions to ensure infrastructure is being developed when needed. In this financial year, Council:

- Undertook a major review of the existing contributions framework within Council, which resulted in a report and direction for a future contributions plan for the City.
- Prepared an administration plan for Council's contribution framework, to guide future plan administration and process improvements.

Type	2022-2023 FY
Development Contributions Collected	\$7,664,292
Development Contributions Spent	\$15,336,550

Project ID	Project Description	Total Project Budget	Development % Contribution Total 2022-2023 FY	Expenses	Loan	Project Status	Report Comments
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CONTRIBUTION PLAN - INDIRECT SECTION 7.12 DEVELOPMENT CONTRIBUTION PLAN 2011

MPDU2301	Access Upgrades Undertake modifications to Council facilities to improve access for people with disabilities to comply with existing legislation regarding disability discrimination and disability access. Locations this year are Bonnyrigg Community Centre and Brennan Park Community Hall.	\$157,973	\$157,973	100%	\$14,709	No	Carry Forward	Project delayed due to competing priorities and resourcing constraints.
MPDU2101	Bonnyrigg and Tasman Parade Early Learning Centre The facilities are used as an Early Learning Centre and are required to be ready to accept children with Disabilities under the National Disability Insurance Scheme. Upgrade to the accessibility of the centres both internal and external is required.	\$210,000	\$87,199	100%	\$87,199	No	Completed	Project completed.

CONTRIBUTION PLAN - DIRECT SECTION 7.11 DEVELOPMENT CONTRIBUTION PLAN 2011

Community Facility

IN21665	Cabravale Leisure Centre 24-hour Gym - Fit-out Fit out of Cabravale Leisure Centre to a 24-hour gym, including CCTV, door, DA, and security.	\$30,000	\$18,853	100%	\$18,853	Yes	Carry Forward	Project delayed due to competing priorities and resourcing constraints.
SP643	Cabravale Leisure Centre Health and Wellbeing Project Develop a concept design for the Cabravale Leisure Centre Health and Wellbeing project.	\$671,185	\$7,693	100%	\$7,693	Yes	Discontinued	It is proposed to discontinue this project as the application for WestInvest grant funding was unsuccessful.

Project ID	Project Description	Total Project Budget	Development % Contribution Total 2022-2023 FY	Expenses	Loan	Project Status	Report Comments
CONTRIBUTION PLAN - DIRECT SECTION 7.11 DEVELOPMENT CONTRIBUTION PLAN 2011							
Open Space Embellishment							
SP558-1	Aquatopia Expansion Stage 5 - Construction Construction of wave pool, entry kiosk, and completion of new car park.	\$14,257,625	\$26,730	38%	\$26,730	Yes Carry Forward	This is a multi-year project with key milestones completed.
SP680	Endeavour Sports Park - Master Plan Develop a master plan for Endeavour Sports Park to meet the community's needs regarding sporting facilities.	\$60,000	\$53,659	100%	\$53,659	Yes Completed	Project completed with the Master Plan developed and grant submission for Endeavour Sports Park submitted. Furthermore, Council was able to secure the grant funding successfully.
Land Acquisitions							
MPOSA2302	Open Space Land Acquisition and Embellishment - 98a Sackville Street Fairfield Heights	\$1,500,000	\$1,500,000	100%	\$1,126,169	Yes Completed	Project completed.
MPOSA2303	Open Space Land Acquisition and Embellishment 101 Sackville Street Fairfield Heights	\$90,000	\$2,441	100%	\$2,441	No Completed	Project completed.
MPOSA2306	Open Space Land Acquisition and Embellishment 62 Granville Street, Fairfield	\$900,000	\$885,418	100%	\$885,418	Yes Carry Forward	Site has been acquired for open space with demolition works to commence. However the project is delayed due to lengthy negotiations during the property sale.
MPOSA2307	Open Space Land Acquisition and Embellishment 64 Granville Street, Fairfield	\$900,000	\$88,372	100%	\$88,372	No Carry Forward	Site has been acquired for open space with demolition works to commence. However the project is delayed due to lengthy negotiations during the property sale.
MPOSA2308	Open Space Land Acquisition and Embellishment 47 Mandarin Street, Fairfield	\$864,815	\$864,815	100%	\$864,815	No Carry Forward	Site has been acquired for open space with demolition works to commence. However the project is delayed due to lengthy negotiations during the property sale.
MPOSA2309	Open Space Land Acquisition and Embellishment 49 Mandarin Street, Fairfield	\$855,636	\$855,636	100%	\$855,636	Yes Carry Forward	Site has been acquired for open space with demolition works to commence. However the project is delayed due to lengthy negotiations during the property sale.

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Project ID	Project Description	Total Project Budget	Development % Contribution Total 2022-2023 FY	Expenses	Loan	Project Status	Report Comments
CONTRIBUTION PLAN - DIRECT SECTION 7.11 DEVELOPMENT CONTRIBUTION PLAN 2011							
MPOSA2310	Open Space Land Acquisition and Embellishment 101 Harris Street, Fairfield	\$1,352,986	\$1,352,986	100%	\$1,352,986	Yes Completed	Project completed.
MPOSA2311	Open Space Land Acquisition and Embellishment 27 Quest Avenue Carramar	\$853,095	\$853,095	100%	\$853,095	Yes Completed	Project completed.
MPOSA2312	Open Space Land Acquisition and Embellishment 130 Smart Street Fairfield Heights	\$1,150,000	\$1,278	100%	\$1,278	No Discontinued	It is proposed to discontinue this project until S7.11 funding becomes available or becomes priority.
MPOSA2313	Open Space Land Acquisition and Embellishment 132 Smart Street, Fairfield Heights	\$1,150,000	\$2,801	100%	\$1,592	No Discontinued	It is proposed to discontinue this project until S7.11 funding becomes available or becomes priority.
MPOSA2314	Open Space Land Acquisition and Embellishment 134 Smart Street, Fairfield Heights	\$1,150,000	\$1,103,292	100%	\$1,103,292	Yes Carry Forward	Site has been acquired for open space, however the project is delayed pending the expiry of tenants agreement.
MPOSA2317	Open Space Land Acquisition and Embellishment 111 Harris Street, Fairfield	\$1,616,296	\$1,616,296	100%	\$1,616,296	Yes Completed	Project completed.
MPOSA2318	Open Space Land Acquisition and Embellishment 113 Harris Street, Fairfield Heights	\$1,650,000	\$1,604,807	100%	\$1,604,807	Yes Completed	Project completed.
MPOSA2319	Open Space Land Acquisition and Embellishment 115 Harris Street, Fairfield Heights	\$1,650,000	\$1,495,397	100%	\$1,495,397	Yes Completed	Project completed.
MPOSA2321	Open Space Land Acquisition and Embellishment 14 Tomki Street, Carramar	\$900,563	\$900,562	100%	\$900,562	No Completed	Project completed.
MPOSA2322	Open Space Land Acquisition and Embellishment 114 Mandarin St, Villawood	\$890,400	\$890,400	100%	\$890,400	No Carry Forward	Site has been acquired for open space, however a decision was determined to renovate the property in the meantime for rental income, which has delayed the overall completion of the project.

Project ID	Project Description	Total Project Budget	Development % Contribution Total 2022-2023 FY	Expenses	Loan	Project Status	Report Comments
CONTRIBUTION PLAN - DIRECT SECTION 7.11 DEVELOPMENT CONTRIBUTION PLAN 2011							
MPOSA2323	Open Space Land Acquisition and Embellishment 31 Belmore St, Villawood	\$900,000	\$103,854	100%	\$103,854	No	Carry Forward Site has been acquired for open space, however a decision was determined to renovate the property in the meantime for rental income, which has delayed the overall completion of the project.
MPOSA2324	Open Space Land Acquisition and Embellishment 33 Belmore St, Villawood	\$950,000	\$106,046	100%	\$106,046	No	Carry Forward Site has been acquired for open space, however the project is delayed pending the relocation of tenants.
MPOSA2325	House Demolition - 27 Belmore St, Villawood Demolition of existing dwelling on site purchased under Open Space Land Acquisition	\$90,000	\$3,655	100%	\$3,654	No	Carry Forward Project delayed due to DA approval process. Demolition is scheduled to commence in August 2023.
MPO-SLAE2115	Open Space Land Acquisition and Embellishment Purchase of property for future open space in Fairfield. 4 Francis St, Fairfield 6 Francis St, Fairfield 7 Francis St, Fairfield 5 Frederick St, Fairfield	\$1,358,505	\$8,119	100%	\$8,119	No	Completed Project completed.
MPOSA2326	House Demolition - 105 Harris St, Fairfield Demolition of existing dwelling on site purchased under Open Space Land Acquisition	\$90,000	\$46,396	100%	\$46,396	Yes	Carry Forward Project delayed due to DA approval process. Demolition is scheduled to commence in August 2023.
MPOSLA2220	Open Space and Acquisition and Embellishment Purchase of property for future open space in 117 Harris St, Fairfield.	\$1,050,000	\$134	100%	\$134	No	Completed Project completed.
MPOSLA2219	Open Space and Acquisition and Embellishment Purchase of property for future open space at 25 Polding St, Fairfield Heights.	\$1,003,678	\$1,003,678	100%	\$1,003,678	Yes	Completed Project completed.
Plan Administration and Management							
SSSP-CD23-02	i.d Profile Population Forecasts Subscription - Housing needs analysis	\$24,745	\$24,879	100%	\$24,879	No	Completed Project completed - Licence renewed annually
SSSLUP23-01	Development Contribution Position and Technology / Software Licenses	\$188,391	\$188,391	100%	\$188,391	No	Completed Project completed - Position and licence renewed annually
Total					\$15,336,550		

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Planning Agreements

A Voluntary Planning Agreement (VPA) is an agreement entered into by a planning authority (such as Council or NSW Department of Planning and Environment) 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
- Monetary contributions
- Construction of infrastructure
- Materials for public benefit and/or use
- Any combination of the above

Council is required to list all VPAs that it is a party to in its Annual Report and in a publicly available VPA Register. 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. Current VPAs are:

- Bonnyrigg Living Communities, Bonnyrigg
- 47-53 Pedestrian Mall, Villawood
- Fairfield Forum
- Cabramatta Town Centre East
- 2 Kamira Avenue, Villawood

Summary of Voluntary Planning Agreements

Bonnyrigg Living Communities, Bonnyrigg VPA

The Bonnyrigg Living Communities Project involves the redevelopment of the Housing NSW estate in Bonnyrigg over 18 years. The VPA with the Bonnyrigg Partnership covers the developer contribution for this project.

Status: Activated

Outcome: As part of the VPA, Hilltop Park has been completed and is open to the public, with the remaining works subject to the final occupation certificate and the dedication of land to be finalised. Furthermore construction of the community centre has commenced for the Bonnyrigg Living Communities project. The modification and the master plan has resulted in the parties negotiating an amendment to the VPA.

47-53 Pedestrian Mall, Villawood VPA

This requires the applicant to provide a monetary contribution towards the acquisition of land from the NSW Land and Housing Corporation to construct the Kamira Court missing road link. The applicant is also required to construct associated footpaths, playgrounds and amenity buildings at Hilwa Park.

Status: Executed

Outcome: Council agreed to enter into the VPA in November 2016, which was executed on 20 March 2017. However, in November 2020 the owner of the site changed and as a result, the VPA was reassigned to the new land owned through a Deed of Planning Agreement on 26 November 2020. The development associated with the VPA has commenced works. Council will monitor the progress and ensure the works required in the VPA are completed at the relevant stages.

Fairfield Forum VPA

The planning agreement relates to Fairfield Local Environmental Plan 2013 (Map Amendment No.2), which increased the maximum height of building and floor space ratio on the site known as the Fairfield Forum.

The agreement requires the developer to dedicate to Council a new 4,000 square metre park and fund the new parks embellishment. In addition, the VPA requires the developer to provide a range of new roads, pedestrian links and civic spaces for access to the community.

Status: Executed

Outcome: The VPA was executed on 31 March 2022. No works have commenced.

Cabramatta Town Centre East VPA

The planning agreement relates to Fairfield Local Environmental Plan 2013 (Amendment No.42), which increased the maximum height of building and floor space ratio on the site known as Cabramatta Town Centre East.

The agreement requires the developer to provide an overhead pedestrian link from their site at 84 Broomfield Street, Cabramatta to the Cabramatta Train Station Concourse. However, should the developer not be able to obtain approval from Transport for NSW, then the developer will provide a monetary development contribution equivalent to 110% of the value of the pedestrian bridge.

Status: Executed.

Outcome: The VPA was executed on 25 July 2022. No works have commenced.

2 Kamira Avenue, Villawood

The planning agreement relates to development applications (Stage 1 DA 384.1/2021 & Stage 2 303.1/2022) associated with urban renewal of the NSW Land and Housing Corporation site at 2 Kamira Avenue, Villawood.

The Planning Agreement, in conjunction with the Section 30 Agreement facilities acquisition of 1,624sq.m of Council land to facilitate an orderly development parcel. At the completion of the redevelopment the applicant will be required to dedicate 3,984sq.m of new neighbourhood park and associated road connections. In addition, the new park will be embellished to the value of approximately \$1,840,000 of park infrastructure.

Status: Executed.

Outcomes: The VPA was executed on 12 July 2023. No works have commenced.

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Australia Day Aquatopia

Workforce Management Plan Activities

Workforce Management Plan

Council’s Workforce Management Plan (WMP) is an important part of Council’s Resourcing Strategy. This plan provides workforce direction for the next four years so that Council achieves its objectives from the Fairfield City Plan and the Delivery Program. It ensures that Council has the right workforce, attributes, capabilities and strategies in place to meet community expectations now and in the future.

The WMP outlines priorities and objectives to ensure Council is appropriately resourced to complete the Delivery Program while continuing to develop our most important asset – our people.

The priorities identified as essential in supporting a sustainable, resilient and evolving workforce for the future are:

1. Attracting, retaining and engaging our people
2. Enabling our people
3. Serving our people
4. Enhancing the safety and wellbeing of our people

The WMP was developed using a comprehensive internal consultation process and in-depth research and analysis.

The vision for the WMP is 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’.

Workforce Management and Operations

Council has focused on improving human resource’s strategies, while continuing to meet operational requirements through service delivery and optimising organisational performance.

Achievements include:

- Reviewed key Human Resources policies and procedures, including flexible working arrangements and a hybrid approach to working.
- Provided coaching, mentoring and advice to support managers in the management of their workforce needs.

- Facilitated workshops with management to help inform the Workforce Management Plan and identify future workforce requirements and opportunities.
- Ongoing monitoring and management of Annual Leave liability in accordance with the Local Government (State) Award, including annual leave plans for employees with an entitlement of more than eight weeks’ leave.
- Ongoing monitoring and management of Long Service Leave Liability in accordance with the Local Government (State) Award, including leave management plans.
- Management of complex industrial relations matters including review of employment arrangements.
- Completed several workplace reform proposals to improve business efficiency across Council.
- Supported management in various job trials and new business initiatives.
- Completed multiple job evaluations to realign activity to existing workforce needs.

Organisational Culture and Leadership Program

Council’s Culture and Leadership Program is an ongoing initiative, which focuses on maintaining a constructive culture. This is underpinned by Council’s corporate values and leadership competencies to support staff in achieving Council’s goals and mission.

A number of key actions for Council included:

- Rolled out the Annual Corporate Training Calendar based on training and compliance responsibilities.



Grandparents Day at the Farm

- Purchased training programs, Let's Talk Disability and Cultural Awareness, to be input onto the Learning Management System so that staff can access training online to support the implementation of our Disability Inclusion Action Plan objectives.
- Delivered individual / team training sessions on request.
- Provided access, though MCI for 31 staff to the Smart and Skilled Government program, which offers fee free training to staff. Programs undertaken - Cert IV in Business (Administration), Cert IV in Project Management Practice, Certificate III in Business (Administration), Certificate IV in Leadership and Management, Diploma in Human Resource Management, Diploma of Business (Operations) and Diploma of Project Management.
- Interviewed 57 staff on FCC Culture with a view to understanding how staff see our culture and creating a strategy for future development of FCC Culture as per our General Manager's priorities.
- Continued the Divisional Development Program with a session on Difficult Conversations. All staff attending have a succession plan.
- Reviewed the Divisional Development Program after a debrief conducted by Vaughan Felton.
- Reviewed the Emerging Leaders Program.
- Reissued Black Dog information and examples to Divisional Managers, so that they were given a refresher on how to support their staff who may be struggling emotionally. These activities supported them in being able to have the empathetic conversation, work with respect, suggest reasonable adjustments and deal appropriately with disclosure.
- Continued monthly team building / training sessions leading to delivery of tailored training programs, which meet the needs of individuals, teams, and groups.
- Continued the one-on-one coaching, which was taken up by staff who need support and professional development.

- Offered professional development programs, critical to staff roles, which were accessed by 1,515 staff.
- Updated online Skills and Competency Assessments for indoor staff to accommodate increased availability of online forms. Updated training for E-Skills and updated the cheat sheets to be included in ICT Handy Hints for E-Skills Login in and the User Set up Guide for 2023.
- Reviewed and updated seven training courses according to requirements of business units. Developed new training on multicultural intelligence and resilience.
- Presented at an LG Professionals Conference on Developing Learning and Development Plans, and Succession Planning.

Staff Support During COVID-19 Pandemic

Council continued to manage the risk of COVID-19 to ensure the health and wellbeing of our staff and the community we serve, through WHS-19 Noise, Health Surveillance, Air Monitoring Procedure and WHS-19 Factsheet.

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Diversity and Equal Employment Opportunity

Council has a Diversity Management and Equal Employment Opportunity Plan articulating actions that support diversity, equal employment, disability inclusion and carers recognition in the workplace.

Key actions for Council included:

- Developed customer focused disability awareness training.
- Accommodated all reasonable adjustments requested in our recruitment processes.
- Supported flexible working arrangements to assist employees in the transition to retirement, managing disability and caring responsibility, without negative impact on council operational requirements.
- Facilitated work experience program for people with disability and refugees within our community.
- Used inclusive language in documentation and publications.

Payroll Operations

Council's payroll is responsible for delivering the weekly, fortnightly and monthly pay cycles to ensure the integrity and accuracy of the payroll function and timely delivery of a high quality service to Council's business units.

Key actions for Council included:

- Satisfied audit requirements for payroll processing and compliance with records management requirements.
- Reviewed and updated multiple online forms for staff, online forms can be accessed via Council's intranet (FirstCall).
- Moved to automated approval process in objective.
- Upgraded online payroll system for employee self-service online.
- Updated employee remunerations in line with Award increase and implemented taxation changes in line with ATO requirements.
- Processed employee Annual Performance and Development Assessments.
- Conducted a detailed system review in preparation for payroll enhancement to a time and attendance system.

Labour Statistics

Council is required to report on the total number of persons who performed paid work for them on Wednesday 23 November 2022 as per section 217 of the Local Government (General) Regulation 2021.

EMPLOYEE TYPE	NUMBER OF EMPLOYEES
Permanent full-time	587
Permanent part-time	96
Casual	63
Fixed-term contract	58
Senior staff	2
Labourer	33
Apprentice/trainee	14
TOTAL	853

Work Health and Safety Management System - Continuous Improvement

Council's Work Health and Safety (WHS) is a planned approach to manage health and safety in the workplace. The health and safety management system includes policy, procedures and plans to systematically manage health and safety at work and to help minimise the risk of injury and illness in the workplace. Programs include hazard identification, risk assessment and control, contractor and volunteer health and safety, information and recordkeeping, and training.

The Work Health and Safety Management System is robust and Council strives for continual improvements. This includes:

- Conducted regular and systematic audits across council sites.
- Conducted external compliance based audits across high risk council sites.
- Reviewed 10 core procedures that apply to all business units.
- Reviewed 13 procedures for high risk/specific safety functions.
- Conducted inspections every 12-18 months followed by a high risk/specific, as required.
- Presented system improvements to the WHS Committee and Safety Leadership Team.
- Managed compliance expectations and changes in operating environments.
- Established a Corporate Emergency Planning Committee to support the organisation in relation to information and training, fire compliance Personal Emergency Evacuations Plans and site specific evacuation drills.

Work Health and Safety Management System (WHSMS) Simplification

Council's Work Health and Safety Management System simplification program has entered its new stage in implementing an online safety system to support the ongoing simplification of the system. Council's online system removes the need for a paper based system to an automated online system. Immediate benefits include increased accountability of workers and supervisors reporting and completing corrective actions in a timely manner. The system will provide staff access via various electronic hardware mediums and reduces Council's carbon footprint by the elimination for the need of paper.

Council will have the capability to introduce the following enhancements in the online electronic system:

- Mobile and remote access to Chain of Responsibility procedure and supporting forms.
- Mobile and remote access to WHSMS policy and procedures, supported by fact sheets.
- Immediate access to Council's risk matrix and risk assessment tool.
- Safety Plan – Council's inspections testing and monitoring schedule to ensure compliance inspections are automated.
- Workers compensation and Risk Management forms.

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WHS Branch - Core

WHS-00 Work Health and Safety (WHS) Policy



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) in compliance with the Work Health and Safety (WHS) Act Regulations, National Heavy Vehicle Regulations, 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.

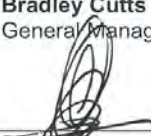
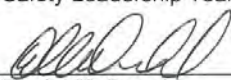
POLICY OBJECTIVES and COMMITMENTS

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;
- Providing information, instruction, appropriate training, and resources to workers to ensure Chain of Responsibility requirements are complied with under the National Heavy Vehicle Regulations
- 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 an online and/or paper based WHS Management System (WHSMS).

POLICY ENDORSEMENT

	<u>02-MAR-23</u>
Bradley Cutts General Manager	Date
	<u>02-MAR-23</u>
David Niven Chairperson, Safety Leadership Team	Date
	<u>02.03.2023</u>
Daniel McDonald Chairperson, WHS Committee	Date

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.

Chain of Responsibility

Council continues to implement the requirements from the National Heavy Vehicle Law 2018, known as Chain of Responsibility.

A number of key actions for Council included:

- The development and implementation of a Chain of Responsibility Procedure including speed, fatigue, mass, dimension management, load restraint and roadworthiness.
- Developed key performance indicators for Chain of Responsibility.
- Key personal have been trained on the elements of Chain of Responsibility
- Development of onsite Chain of Responsibility training material.

Work Health and Safety Community Support

Council has participated in various community procurement forums pre COVID-19 to provide practical information to assist Small and Medium Enterprise to understand the WHS requirements when doing business with Council. Council has provided information packs and templates to assist the community in meeting compliance and increase their chance in doing business with Council.

Workers Compensation

The Workers' Compensation Branch has ensured compliance with the Workers Compensation Regulation 2016 and the amendments of 2018. Injured workers are returning to work as per our Injury Management and Return to Work Program. The Injury Management and Return to Work Program was reviewed in line with legislative and State Insurance Regulatory Authority Standards of practice and guidelines.

Council holds a Self-Insurance License under section 211 of the Workers Compensation Act 1987 and continues to be an exemplar and Top Tier performer.

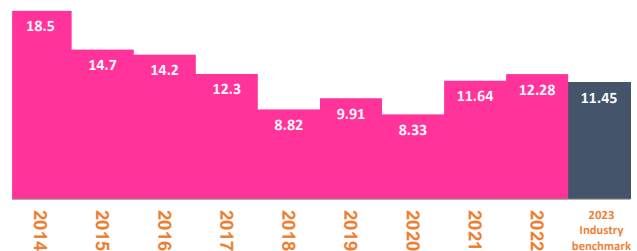
Return to Work

Council prides itself on providing high standard of care including rehabilitation and injury management for our employees who have sustained a work related injury or illness. Managers and supervisors play a pivotal role in assisting injured employees to return to work as they are closely connected to the employees, their work and work environment.

As a result, Council has developed the Return to Work training that will provide managers and supervisors with a general understanding of good practice around injury management and their role in the return to work process of injured employees. Training for managers and supervisors will be delivered via an online captivate session which can be accessed through the Learning Management System.

Lost Time Injury Frequency Rate

Council's Lost Time Injury Frequency Rate (LTIFR) is 11.45%. There has been a decrease in LTIFR compared to the previous reporting period.



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Fairfield Opportunity and Risk Management Framework

Council recognises missed opportunities and large unmitigated risks can adversely impact its ability to achieve its objectives.

The **F**airfield **O**pportunity and **R**isk **M**anagement (**FORM**) Framework is the foundation driving how Council will manage planning and implementing the services set in its Integrated Planning and Reporting (IPR) Framework to meet the Community’s needs and priorities, so that opportunities are realised and large unmitigated risks are reduced and managed.

The FORM process is informed by various standards and regulations and are guided by the principles of the ISO 31000 Risk Management Guidelines.

The FORM Framework is embedded and fully integrated within Council’s IPR Framework and it is the central pillar ensuring that all planning and implementation of Council services are based on an opportunity and risk management approach with continual communication, review and reporting both internally and externally.

FAIRFIELD OPPORTUNITY AND RISK MANAGEMENT (FORM) FRAMEWORK



Quality Management – FORM

0-022

Fairfield Opportunity and Risk Management (FORM) Policy



VISION STATEMENT

An enterprise wide culture that continually identifies and manages opportunities and risks to support the attainment of Council's objectives.

COMMITMENT

At Council, we are committed to working towards the vision and priorities of the Community as identified in our Integrated Planning and Reporting (IPR) Framework. In order to capitalise on opportunities and achieve the objectives outlined in these plans, Council's FORM Framework has been developed to take advantage of potential opportunities whilst managing the associated risks.

We aim to be balanced and flexible, and embed FORM into our decision making process and operations. We will ensure staff at all levels are encouraged to proactively identify and manage any opportunities and risks, to provide reasonable assurance that Council's objectives will be achieved.

The following are our FORM policy objectives and commitments:

- Proactive management of opportunities and risks
- Ensure responsible use and allocation of public money and resources
- Enhance public confidence, safety and Council's long term sustainability
- Encourage innovation to capitalise on opportunities
- Complies with legislative requirements and aligned to the IPR Framework
- Develop and review strategic areas in line with the IPR Framework
- Improve communication, consultation and reporting
- Provide ongoing communication and training on FORM responsibilities and accountabilities
- Establish, review and align strategic areas with service delivery and audit program
- Maintain business continuity planning for the delivery of critical services during an incident
- Establish and monitor opportunity and risk appetite and tolerance levels
- Optimise decision making and planning

RESPONSIBILITIES AND ACCOUNTABILITIES

The **General Manager** is responsible for endorsing and overseeing the implementation of the FORM Framework throughout the organisation, to support the commitments adopted by Council within the IPR Framework.

The **Executive Leadership Team** is responsible for leading the development of an enterprise wide culture across the organisation to identify and manage opportunities and risks. It is responsible to oversee the development and review of Council's FORM Framework including Strategic Areas, Appetite Levels and FORM Register and ensure that the Framework is being effectively implemented and reported on by their areas of responsibility.

Managers/Supervisors at all levels have a corporate responsibility for the implementation, management and reporting on the FORM Framework for the services they deliver. They are also responsible for the implementation of any identified audit recommendations, opportunity actions and/or risk treatments that have been allocated to them.

All staff are responsible and accountable to be aware of the FORM Framework and to identify, action and report to their supervisor on any opportunities and/or risks they encounter in delivering their services to the community.

Quality Management – FORM

0-022

Fairfield Opportunity and Risk Management (FORM)
Policy



APPETITE

Council understands that in order to remain sustainable into the future, meet its objectives and the needs and expectations of its community, it needs to have some level of appetite for opportunities and risks. Recognising Council's accountability for public funds, overall it has a relatively high appetite for opportunities and a moderately low tolerance for risks that impact on its ability to achieve its objectives.

The FORM Framework outlines areas where Council has no appetite as well as appetite and tolerance levels against its identified Strategic Areas. However, the level of acceptable opportunity and risk that Council is willing to undertake will be assessed and determined on a case by case basis. As Council is a local government authority it is heavily influenced in its decision making processes to provide services for its community that factor in key considerations such as community demographics, affordability and specific social and cultural needs.

POLICY ENDORSEMENT

Bradley Cutts
General Manager

15 FEBRUARY 2023

Date



Bareena Park

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Corporate Governance

Fairfield City Council is committed to ensuring our operations, service delivery and strategic planning have integrity and are at all times equitable, transparent and accountable. The Audit, Risk and Improvement Committee (ARIC) and Internal Audit are critical functions in meeting this commitment.

Internal Audit

Internal auditing is a systematic, disciplined approach that provides independent and objective assurance designed to add value to Fairfield City's Council's operations. Internal auditing assists in achieving Council's objectives by evaluating our risk management, control and governance as well as providing independent assurance to the management of priority risk areas.

The internal audit function is overseen by Council's Principal Auditor and is jointly accountable to the Audit, Risk and Improvement Committee and Deputy General Manager. The Principal Auditor is responsible for internal audit activities. Audits are completed in accordance with the International Standards for the Professional Practice of Internal Auditing (Standards) issued by the Institute of Internal Auditors.

To ensure the internal audit function provides continued value to the Council's Executive Leadership Team and supports ongoing compliance with legal and regulatory requirements, a risk-based Internal Audit approach leads to an annual work plan to assist Council in the delivery of its purpose, key priorities and continuous improvement.

Audit, Risk and Improvement Committee

The Audit, Risk and Improvement Committee (ARIC) comprises of independent members which is recognised under the Local Government Act 2016 as an advisory committee of Council. The ARIC Committee is an integral component of Fairfield City Councils' governance arrangements, operates independently of management, plays a key role in assisting the General Manager to discharge his responsibilities and provides advice to the Council on audit, risk and governance matters.

During 2022-2023, the ARIC met 4 times and received regular briefings including 6 Internal Audit reports which delivered a range of risk-based strategic, compliance and operational audits to monitor the effectiveness of the control environment. The ARIC was also provided with a progress update on status of audit recommendations. In addition, Council Officers continue to revise key documents as per the Office of Local Government's Risk Management and Internal Audit for Local Government in NSW Guidelines. Directors and Senior Managers were invited to discuss improvement opportunities such as the audit coverage of the 2022/2023 Audited Financial Statements with actions identified from the annual financial audit endorsed. This included a briefing from the Audit Office of NSW.

Councillors have the opportunity to be nominated as members of ARIC Committee; they also receive quarterly updates on the activities through the Governance Divisional Reports.

Council continues to demonstrate a commitment to complete the audit actions, with 20 audit actions remaining open as at 30 June 2023

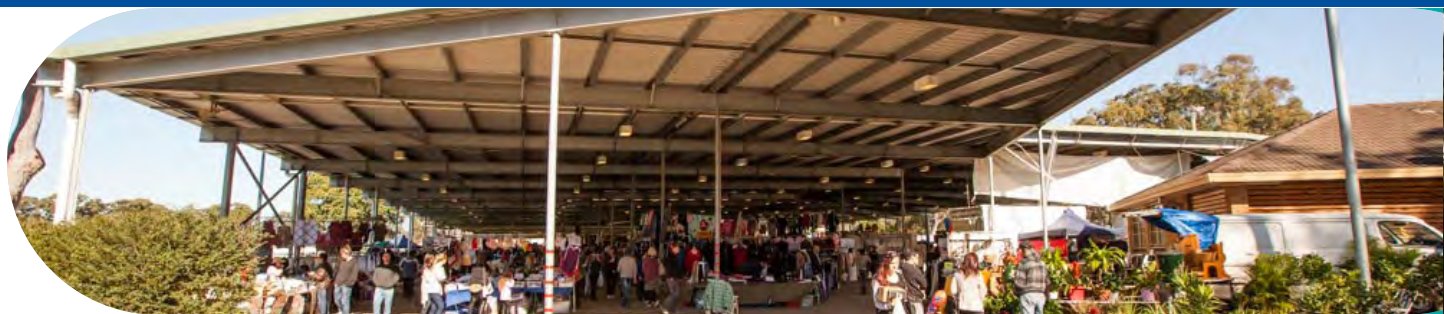
Audit Report	# of Audit Actions Raised	# of Audit Actions Open
Business Continuity (BCP)	1	1
Catchment and Storm Water Levy	5	5
Payroll and Time Keeping	2	2
Property Acquisition	2	2
Water Park - Aquatopia	7	7
Development Contributions	1	1
Fairfield City Markets	1	1
Recruitment and Selection	1	1
Total	20	20

Fraud Prevention and Control

Council actively promotes and is committed to corruption control initiatives, with ethical decision-making being a core function in complying with the corruption prevention framework. This fraud control framework is overseen by the Audit, Risk and Improvement Committee (ARIC) with our Internal Audit division being responsible to manage audit function. Due to this oversight and leadership by ARIC and Internal Audit the impact of fraud and corruption across council is minimised.



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Corporate Activities

Government Information (Public Access) Act 2009

Council facilitates 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.
- Proactive release - Council is encouraged to proactively release as much government information as possible, in an appropriate manner.
- 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 release - 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 Act during 2022-2023.

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	3	18	0	0	0	0	0	3
Non-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	5	13	0	1	0	1	0	3
Members of the public (other)	3	8	0	0	0	0	0	1

*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.



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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	0	0	1	0	0	0	0
Access applications (other than personal information applications)	8	38	0	1	0	1	0	6
Access applications that are partly personal information applications and partly other	3	1	0	0	0	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	1
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act.

	Number of times considered used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Documents affecting law enforcement and public safety	0
Excluded information	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

*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 E: Other public interest considerations against disclosure: matters listed in table in section 14 of Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	35
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	47
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	47

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

Service Review

Council is committed to reviewing its services to ensure they are operating efficiently and effectively as well as delivering value to the community. During the 2022-2023 financial year, Council committed to establish a framework for undertaking service reviews. Service reviews will not only look at the delivery of particular services but also look at broader business processes, which impact upon services across the organisation. It was agreed that a review of contract management would be the first service review undertaken and completed in this financial year.

Contract Management is a business process that is widely used across the organisation and Council wanted to ensure was operating efficiently and effectively. The purpose of this review was to ensure that the business processes associated with Contract Management is delivering seamless outcomes for the organisation. The review examined the various workflows and processes involved in management of contracts. It considered how the various teams involved in the business process handled their part of the contract management before handing it onto the next team within the business process chain.

The objectives of the review were:

- Achieve a clear definition of what constitutes Council's Contract Management System and, what types of contracts make up Council's Contract Management System.
- Examine what is involved in the contract management process, particularly defining roles and responsibilities.
- Search for and work towards achieving efficiencies within Council's Contract Management System
- Focus not just on economy and efficiency, but also on the effective provision of the service and smarter ways of delivering it.
- Examine whether Council should have a centralised versus decentralised system and to identify gaps in contract management across Council.

The review put forward 16 recommendations set out in an Implementation Plan to improve contract management processes across the organisation. The review was adopted by the Executive Leadership Team (ELT) on 16 January 2023. The Implementation Plan is being worked through by ELT.

Public Interest Disclosure Act 1994 and Regulations 2011

Council has implemented a Public Interest Disclosures Policy for 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 the Public Interest Disclosure Act 1994.

The statistics below report on the Public Interest Disclosure Act for 2022-2023.

Statistical Information on Public Interest Disclosures (PIDs)	Number of Applications
No. of public officials who made public interest disclosures to your public authority	Nil
No. of public interest disclosure received by your public authority	Nil
Of public interest disclosures received, how many were primarily about:	Nil
<ul style="list-style-type: none"> • Corrupt conduct • Maladministration • Serious and substantial waste • Government information contravention • Local government pecuniary interest contravention 	
No. of public interest disclosures (received since 1 Jul 2013) that have been finalised in this reporting period	Nil
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	Message on payslips every quarter, posters with PID contact officers at all council sites, information on council website and intranet (Firstcall), establish online PID reporting tool where people can report wrongdoing from the council website website, provide overview at staff induction and Code of Conduct training.



Mayoral and Councillor Fees and Expenses

The Councillor Expenses and Facilities Policy identifies expenses paid and facilities 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 2022-2023 period is reported in the table below:

Expenses	Amounts (\$)
Overseas travel	Nil
Interstate travel	Nil
Office equipment	5,462
Telephone calls	2,389
Attendance at conferences and seminars	20,604
Training and provision of skill development	4,908
Spouse / partner expenses	Nil
Child care / carer's expenses	Nil
TOTAL	33,363

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 13 Councillors including a popularly elected Mayor. The Mayor and Councillors constitute the governing body of Council. In December 2021, Council conducted its Local Government elections to elect representatives to 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

October 2022 – June 2023

Mayor Carbone (Chairperson)

Cr Barcha

Cr Barkho

Cr Karajcic

Cr Lam

Cr Lazar

Cr Le

Cr Ly

Cr Mijatovic

Cr Morvillo

Cr Rohan

Cr C Saliba

Cr M Saliba

Extraordinary Council Meetings

There were no Extraordinary Council meeting held during 2022-2023.

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 2022-2023 and the quorum for the Outcomes Committee is 2 councillors:

October 2022 – June 2023

Mayor Carbone

Cr Barkho

Cr Karajcic

Cr Le (Chairperson)

Cr Ly

Cr Mijatovic

Cr Rohan

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 Operational Plan. The following Councillors attended in 2022-2023 and the quorum for the Services Committee 2 councillors:

October 2022 – June 2023
Mayor Carbone
Cr Barcha
Cr Lam
Cr Lazar
Cr Morvillo
Cr C Saliba (Chairperson)
Cr M Saliba

Traffic Committee

The role of the Traffic Committee is to consider matters under the Roads Act and Council's functions in respect to public roads under the Local Government Act. The following Councillors attended in 2022-2023 and the quorum for the Traffic Committee is 2 Councillors:

October 2022 – June 2023
Mayor Carbone
Cr Barcha
Cr Karajcic
Cr Rohan
Cr C Saliba (Chairperson)

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.

There were no Sister City Committee meetings held during 2022-2023.

Senior Staff Remuneration

Council has two senior staff as defined by the Local Government Act comprising of a General Manager and one other senior staff.

Their total remuneration packages, which incorporate salary, employer superannuation, fringe benefits tax, performance, and higher duties payments, during 2022-2023, are noted below.

Total Remuneration Package	
City Manager	\$388,276
Other Senior Staff	\$328,613



Councillors Induction and Professional Development

In accordance with Clause 428(4)(b) of the Local Government (General) Regulation 2021, Council is required to publish the following information:

- The name of the mayor and each councillor that completed Council's induction program (where an induction program has been delivered during the relevant year)
- The name of the mayor and each councillor who participated in any ongoing professional development program during the year
- The number of seminars, circulars and other activities delivered as part of the ongoing professional development program to the mayor and councillors during the year.

In addition, Clause 217(1)(a1)(iiia) and (iv) requires Council to publish:

- The total cost of all training and professional development programs for the mayor and councillors during the year.

Listed below are the names of the mayor and each councillor who participated in Council's professional development program including the activities delivered as part of the ongoing professional development program and costs:

Name	Type	Name of Course/Training Program	Event Date/s	Acceptance	Attendance	Cost
All Councillors	Professional Development	Code of Conduct (briefing)	6 Jul 2022	Yes	Yes	\$-
All Councillors	Professional Development	Code of Meeting Practice (briefing)	7 Jul 2022	Yes	Yes	\$-
Councillor Lazar	Professional Development	Professional Ethics, Navigating the Grey Zone	17 Aug 2022	Yes	Yes	\$550
Councillor Lazar	Professional Development	Planning for Councillors	26 Aug – 17 Sep 2022	Yes		\$440
Councillor Lam Councillor M Saliba	Professional Development	Universal Urban Design and Local Government creating welcoming, vibrant, safe and inclusive communities	23 Oct 2022	Yes	Yes	\$198
Councillor Lazar	Professional Development	Creating Smart Places- How your LGA can benefit	23 Oct 2022	Yes	Yes	\$99
Councillor Mijatovic	Professional Development	It's a jungle out there: Protecting your council and community from biosecurity risks	23 Oct 2022	Yes	Yes	\$99
All Councillors	Conference	LGNSW Annual Conference	23 - 25 Oct 2022	Cr Barcha Cr Barkho Cr Lam Cr Lazar Cr Le Cr Karajcic Cr Mijatovic Cr Morvillo Cr C Saliba Cr M Saliba Cr Rohan	Yes	\$11,968
Councillor Lazar	Conference	International Women's Day Lunch 2023	8 Mar 2023	Yes	Yes	\$210
All Councillors	Professional Development	Code of Meeting Practice (1-on-1 Training)	9 May 2023	Cr Lam Cr Lazar	Yes	\$-

Name	Type	Name of Course/Training Program	Event Date/s	Acceptance	Attendance	Cost
Councillor Lazar	Conference	ALGWA National Conference	17 - 20 May 2023	Yes	Yes	\$1,260
All Councillors	Conference	National General Assembly	13 - 16 Jun 2023	Cr Barcha Cr Lam Cr Karajcic	Yes	\$3,435
					TOTAL	\$18,259

Note: No induction program has been delivered during the 2022-2023 period.



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Legal Proceedings

A summary of the amounts incurred by Council in relation to legal proceedings taken by or against Council during the 2022-2023 period follows:

Proceedings	Cases	Cost
Proceedings against Council	10	\$158,248.62
Proceeding by Council	4	\$81,588.82
Expenses paid in out-of-court settlements	1	\$3,000.00
Expenses received by Council in-out-of-court settlements	1	(\$452,050.00)
Total Expense / (Income)		(\$209,212.56)

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	11
Proceedings unfavourably finalised	0
Cases discontinued	1
Cases settled	2
Proceedings not finalised	7

The summary does not include cases relating to workers' compensation and insurance matters. There were 3 workers compensation matters from previous years, one (1) settled and five (5) that continue to be litigated.

Public Liability and Professional Indemnity

There was a total of 215 new public liability and 4 new professional indemnity claims received for the 2022-2023 period, with a total of 249 public liability and professional indemnity claims finalised. This means that 19 public liability and 4 professional indemnity claims will continue into the 2023-2024 financial year. These claims are mainly dealt with by Council staff with no 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 The Pricing and Costing for Council Businesses: A Guide to Competitive Neutrality, Council has undertaken a review of its business activities and determined that it has no category one or two businesses.

Modern Slavery Statement

Council recognises that government purchasing decisions will play a key role in efforts to minimise and eliminate modern slavery practices by shaping economic incentives. For its part in these efforts, Council will prioritise building its capacity to effectively manage modern slavery risks (within the Modern Slavery Act 2018) and foster responsible business practices amongst its partners in the private sector.

Council has taken the following steps to ensure goods and services procured by and for Council during this financial year effectively manage modern slavery risks:

- Reviewed the Procurement and Contract Management Policy to manage Modern Slavery.
- Updated the statement of business ethics policy to include Modern Slavery provisions and how they apply in business dealings with Council.
- Reviewed supply chains to understand key areas of risk in its procurement categories including electronics, garments or textiles, solar panels and construction.

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Major contracts

Contracts (Awarded) exceeding \$150,000 including GST

Below are all the contracts awarded by the City during the 2022/2023 financial year including tenders or otherwise. This list does not include:

- employment contracts (that is contracts of service but not contracts for services)
- contracts for less than \$150,000.

Details provided below include the name of the contractor and the nature of the goods or services supplied by the contractor and the total amount payable to the contractor under the contract.

Vendor / Contractor	Description of Service	\$ Total Contract Cost incl GST
ARRB GROUP LTD	Consulting services	\$191,182
BOYLSON PTY LTD	Waterproofing & Associated Services	\$460,790
BREWSTER HJORTH ARCHITECTS	Consulting services	\$197,280
BUCHER MUNICIPAL PTY LTD	Waste Compactors and Truck	\$478,530
BUCHER MUNICIPAL PTY LTD	Waste Compactors and Truck	\$457,553
BUCHER MUNICIPAL PTY LTD	Waste Compactors and Truck	\$457,553
BUCHER MUNICIPAL PTY LTD	Waste Compactors and Truck	\$457,553
CO-ORDINATED LANDSCAPES PTY LTD	Landscaping Construction works	\$2,761,924
CO-ORDINATED LANDSCAPES PTY LTD	Landscaping Construction works	\$476,300
CO-ORDINATED LANDSCAPES PTY LTD	Landscaping Construction works	\$299,057
ENDEAVOUR POOLS & SPAS PTY LTD	Pool Refurbishment	\$4,089,058
EVERY TRADE BUILDING SERVICES PTY LTD	Kiosk and Car Park works	\$1,040,486
EVERY TRADE BUILDING SERVICES PTY LTD	Building works	\$209,134
EXELOO PTY LTD	Public Toilet Systems	\$328,637
FE TECHNOLOGIES PTY LTD	Library RFID System	\$166,657
FUJIFILM BUSINESS INNOVATION AUSTRALIA	Photocopier services	\$313,976
GROWTH CIVIL LANDSCAPES PTY LTD	Landscaping works	\$637,249
H3C PLUS PTY LTD	Video Management System	\$276,265
INDEPENDENT CEMENT AND LIME PTY LTD	Supply of Tri-Blend Cement	\$940,269
MFS CONTRACTING PTY LTD	Lighting upgrade	\$198,000
NEVERSTOP WATER HARVESTING PTY LTD	Irrigation works	\$384,782
NORTHERN FENCING SPECIALISTS PTY LTD	Fencing Services	\$178,272
OPTUS BILLING SERVICES PTY LTD	Telecommunication Services	\$1,430,017

Vendor / Contractor	Description of Service	\$ Total Contract Cost incl GST
ORIGIN ENERGY LPG LIMITED	Gas Supply	\$154,000
POLYTRADE OPERATIONS PTY LTD	Recycle Waste Disposal	\$4,329,468
ROSEVILLE PLUMBING	Plumbing Services	\$195,522
SMADA ELECTRICAL SERVICES PTY LTD	Electrical Services	\$426,960
STATE ASPHALT SERVICES PTY LTD	Roads Program Stage 2 Supply Deliver and Lay Asphalt	\$9,150,328
STORM INTERNATIONAL PTY LTD	Cleaning Services	\$2,176,552
SWIMPLEX AQUATICS PTY LTD	Design and Construction of Wavepool at Aquatopia	\$646,012
TELSTRA LIMITED	Telecommunication Services	\$227,920
TPG NETWORK PTY LTD	Telecommunication Services	\$1,143,054
TST PROPERTY SERVICES PTY LTD	Cleaning Services	\$2,467,367
VDG SERVICES AUSTRALIA	Cleaning Services	\$3,956,226
WEST AVENUE BUILDING PTY LTD	Building Services	\$179,552
WESTBURY CONSTRUCTIONS PTY LTD	Refurbishment works	\$241,916



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Organisations providing goods and services exceeding \$150,000

Below are all the organisations who provided goods and services exceeding \$150,000 in value during 2022-2023 through an approved exemption from tender or via a procurement process from another allowable third party such as the Southern Sydney Region of Councils, Local Government Procurement, Procurement Australia or are our current preferred contractors.

Vendor Contractor	Description of Service	\$ Total Cost incl GST	Number of Purchase Orders / Invoices
ACCLAIMED EXCAVATIONS PTY LTD	Earthworks	\$187,331	41
ACM LIVERPOOL PTY LTD	Light Fleet Vehicles, maintenance and repairs	\$182,406	203
ACUTE BUILDING & MAINTENANCE PTY LTD	Trade and Carpentry Services	\$238,142	65
ALLIANCE ALARMS FIRE SYSTEMS	Fire Safety Service and Maintenance	\$253,521	719
ALLY PROPERTY SERVICES PTY LTD	Aquatopia Expansion Stage 4 Programmable Open Space - Concrete Works	\$2,072,929	156
AMA BUILDING DEVELOPMENTS PTY LTD	Plant and Equipment Hire	\$482,063	149
*AMPOL	Fuel	\$1,028,527	12
ASI SOLUTIONS	IT Solutions	\$292,810	16
AUDIT OFFICE OF NEW SOUTH WALES	Audit Services as per the NSW Government Requirements	\$187,363	8
AUSTRALIA POST	Postal services	\$594,216	42
*AUSTRALIAN HAMMER SUPPLIES PTY LTD	Heavy Plant	\$413,574	276
AUTOMATED PARKING SYSTEMS	Parking meter services	\$182,240	105
*BLACKWOODS	Hardware and Tools	\$223,563	1431
BOC LIMITED	Gas and accessories	\$176,107	202
BRANDOWN PTY LTD	Construction waste disposal	\$1,028,381	126
*BUCHER MUNICIPAL PTY LTD	Truck Repair Parts and Accessories	\$335,727	305
BUSHLAND MANAGEMENT SOLUTIONS P/L	Bushland Regeneration Management Services	\$401,069	53
*CASTLE HILL TOYOTA	Light Fleet Vehicles	\$204,890	20
CATAPULT CREATIVE PTY LTD	Consulting services	\$212,428	4
CELTIC CIVIL PTY LIMITED	Concrete Channel Replacement Works at Dunstan St, Fairfield West	\$387,087	4
*CITY HINO/IVECO SYDNEY	Hino Trucks	\$355,839	317
CIVICA PTY LIMITED	Library Management System Spydus	\$366,892	20
*CK RECRUITMENT PTY LTD	Temporary Labour	\$1,546,060	244
CLEANAWAY PTY LTD	Municipal Waste Services	\$11,126,820	32
CLEARSAFE ENVIRONMENTAL SOLUTIONS	Consulting Services	\$271,964	37
COLLECTIVE CIVIL PTY LTD	Fairfield Golf Course Detention Basin Upgrade	\$2,009,930	45
COMBINED TRAFFIC MANAGEMENT PTY LTD	Line Marking Services	\$468,778	120
COMPLETE LINEMARKING SERVICES PTY LTD	Line Marking Services	\$335,728	55
CONCRETE RECYCLERS (GROUP) PTY LTD	Concrete Crushing Services	\$2,153,464	90

Vendor Contractor	Description of Service	\$ Total Cost incl GST	Number of Purchase Orders / Invoices
CO-ORDINATED LANDSCAPES PTY LTD	Landscaping Construction Works	\$618,826	73
*CORE TALENT PTY LTD	Temporary Labour	\$484,866	269
DATACOM SYSTEMS (AU) PTY LTD	Microsoft Licence	\$748,313	54
DEPARTMENT OF CUSTOMER SERVICE	Department of Customer Service Revenue Processing Fee	\$621,377	66
DEPARTMENT OF PLANNING AND ENVIRONMENT	Regulatory Fees	\$439,486	23
ECODESIGN ECOPRINT	Consulting Services	\$151,848	28
ECOHORT PTY LTD	Consulting Services	\$161,976	19
ENDEAVOUR ENERGY	Lighting Design and Upgrade Network Asset Fees	\$1,894,621	5
ESL - REVENUE NSW	Fire and Emergency Contributions	\$2,592,763	12
FULTON HOGAN INDUSTRIES PTY LTD	Supply Deliver and Lay Asphalt for Roads Program	\$5,280,333	342
*GILBERT & ROACH PTY LIMITED	Isuzu Trucks	\$271,350	191
GRANICUS AUSTRALIA PTY LTD	Website Software	\$275,017	17
GROWTH CIVIL LANDSCAPES PTY LTD	Construction of Community Elements of Deerbush Park	\$309,789	36
HIX GROUP PTY LTD	Trade and Carpentry Services	\$155,207	20
INGEN ELECTRICAL GROUP	Electrical Works	\$305,420	365
*IVORY GROUP PTY LTD	Temporary Labour	\$224,826	75
*JAMES BENNETT PTY LTD	Library English Language Material Supply and Delivery	\$415,692	162
JOHN R TURK & SONS PTY LTD	Electrical Products	\$201,849	202
*KONVERGE AUSTRALIA PTY LTD	ICT Product	\$223,414	81
LARK INDUSTRIES	Playground Equipment	\$711,501	13
*LOGO MANAGEMENT (AUST) PTY LTD	Temporary Labour	\$273,187	109
LSR MAINTENANCE PTY LIMITED	Steel Works	\$211,963	97
LUVU PTY LTD	ICT Software	\$231,535	164
MACK CIVIL PTY LTD	Various Civil Works	\$10,960,072	515
MAIA FINANCIAL PTY LTD	Operating Lease Services	\$343,840	15
MARSDENS LAW GROUP	Legal Services	\$254,836	70
MATTHEWS FOLBIGG LAWYERS PTY LIMITED	Legal Services	\$288,290	89
MCARTHUR MANAGEMENT SERVICES	Temporary Labour	\$2,095,317	460
*MG MY GATEWAY	Temporary Labour	\$175,533	206
MICHAEL DAVIES ARCHITECTURE PTY LTD	Consulting Services	\$301,345	8
MODERN TEACHING AIDS PTY LTD	Educational Products	\$157,971	156
NATIONAL TRUST OF AUSTRALIA (NSW)	Bushland Regeneration Management Services	\$211,204	31
*NEPEAN MOTOR GROUP	Light Fleet Vehicles	\$469,594	83
NOPPEN AIR PTY LTD	Air Condition Maintenance	\$930,147	503

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NORTHERN FENCING SPECIALISTS PTY LTD	Fencing Services	\$523,046	33
*NORWEST RECRUITMENT PTY LTD	Temporary Labour	\$444,832	255
OBJECTIVE CORPORATION LIMITED	Records Management System	\$356,257	11
ORACLE CORPORATION AUSTRALIA PTY LIMITED	Corporate Finance System	\$237,512	20
PERFECTION LANDSCAPE SERVICES	Landscaping Construction Works	\$370,177	12
PILLINGERS HIRING SERVICE PTY LTD	Equipment Hire	\$184,659	16
PLANNING MINISTERIAL CORPORATION	Fairfield City Council's - Sydney Region Development Fund Levies	\$229,473	1
PQ PROJECT SOLUTIONS PTY LTD	Playing Field Renovations	\$258,147	15
PRECISION METAL GROUP AUST PTY LTD	POS Supply install cabana structure contract fee proposal	\$560,051	5
PROGRAMMED PROPERTY SERVICES	Property management	\$370,707	12
PROLUDIC PTY LTD	Playground Equipment	\$192,686	5
QBE INSURANCE (AUSTRALIA) LTD	CTP Insurance	\$189,450	12
R LINE CIVIL & CONCRETING PTY LTD	Concreting and Major Complex Civil Works	\$2,453,375	227
RYALEX SECURITY	Security CCTV Maintenance	\$347,434	163
SEMANN & SLATTERY & ASSOCIATES PTY LTD	Education Services	\$298,155	19
SIGNIFY INNOVATIONS AUSTRALIA PTY LTD	LED lighting systems, software and services	\$151,879	14
SITE GROUP PTY LTD	Traffic Management Services	\$1,532,495	904
SKYLINE LANDSCAPE SERVICES PTY LTD	Mowing Services	\$716,222	266
SPECIALISED PAVEMENT SERVICES PTY LTD	Pavement Services	\$214,694	10
STATEWIDE MUTUAL	Insurance	\$1,921,767	8
SULO MGB AUSTRALIA PTY LTD	Mobile Garbage Bins and accessories	\$372,850	28
SUPERSEALING	Roadworks and Asphalt work	\$542,964	10
*SUTHERLAND ISUZU UTE	Light Fleet Vehicles	\$274,589	46
SYDNEY DOGS & CATS HOME INCORPORATED	Provision of the supply of companion animal and livestock impounding services	\$349,535	16
SYDNEY ROAD PROFILING PTY LTD	Plant and Equipment Hire	\$389,398	90
SYDNEY WATER CORPORATION	Water usage	\$842,712	1358
TAYLOR & SCOTT LAWYERS	Legal Services	\$161,708	1
*TELSTRA INFRACO - ASSET & NETWORK	Telecommunication Services	\$300,853	32
*THE BIODIESEL STATION PTY LTD	Bulk Fuel	\$1,125,128	11
THE GREEN HORTICULTURAL GROUP PTY LTD	Maintenance Supply top dressing various ovals	\$248,031	22
TOOLIJOOA PTY LTD	Bushland Regeneration Management Services	\$389,233	70

Vendor Contractor	Description of Service	\$ Total Cost incl GST	Number of Purchase Orders / Invoices
TOTAL DRAIN CLEANING SERVICES PTY LTD	Litter Removal from Storm Water Devices	\$844,119	132
TREESERVE PTY LTD	Various Street Tree Maintenance in the Fairfield LGA	\$921,598	45
TRISLEY'S HYDRAULIC SERVICES PTY LTD	Fountains Pumps Testing Services	\$288,661	88
TYRES4U PTY LTD	Tyres	\$317,321	140
VALUER GENERAL NSW	Land Valuation LGA Fees	\$369,979	6
VELJOHN PTY LTD	Supply Natural Sand	\$1,504,966	48
VEOLIA ENVIRONMENTAL SERVICES	Receiving and Processing of clean up material	\$3,485,727	342
VEOLIA RECYCLING & RECOVERY (NSW) PL	Municipal Waste Services	\$264,976	24
*VESTONE CAPITAL PTY LIMITED	Operating Lease Services	\$1,032,700	61
WELDLOK INDUSTRIES PTY LTD	Civil Works	\$157,600	107
WESTBURY CONSTRUCTIONS PTY LTD	Construction	\$258,846	18
ZEN ENERGY RETAIL PTY LTD	Electricity Supply Agreement	\$2,464,157	395

*Jobs awarded through NSW Government contract, Local Government Procurement, Procurement Australia contract and Southern Sydney Region of Councils contract.

Note: The value of goods and services given is based on purchase orders / invoices listed for the 2021/2022 financial year.

The number of orders/invoices is given to indicate the number of jobs.

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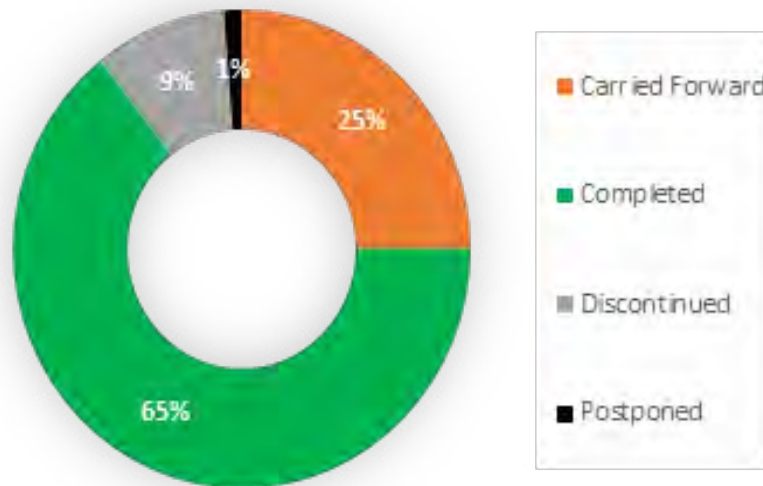
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2022-2023 Capital Works Projects and Programs

Capital projects are generally large scale, large cost projects that are a long term investment, which build on, add to or improve Council’s assets. Capital works projects would typically include constructing either buildings, roads and bridges, structures or mechanical installations, upgrading or extending existing buildings, and major road works that upgrade existing roads.

Over the 2022-2023 financial year, Council identified a total of \$106.20 million worth of capital works projects to be delivered across the Fairfield City, of which 65% construction completed, 10% postponed / discontinued and 25% carry forward into the 2023-2024 Operational Plan for completion.

The pie graph below demonstrates the final status of capital projects and major programs as at the end of 2022-2023 financial year.



Major Capital Projects over \$10 Million

PROJECT 1: IN628-1 Endeavour Sports Hub
Budget: \$16.3m
Status: Concept Design
Completion Date: 2024

Fairfield City Council obtained funding through the WestInvest Fund’s Community Project Grants for the upgrade of Endeavour Reserve.

The upgrade includes 2 new synthetic football field, improve amenities, upgrades to the floodlighting and playing surfaces, parking and landscaping.

Work completed in 2022/23 was development of the concept plan, project budget and methodology, and commencement of procurement for detailed design.

PROJECT 2: IN913 Regional Indoor Multicultural and Sporting Complex
Budget: \$48.0m
Status: Concept Design
Completion Date: 2026

Fairfield City Council is working on the indoor centre at Fairfield Showground. The new facility is two halls able to accommodate sports courts and community events. This is accompanied by changes to car parking, access roads, amenities, drainage and site access.

The project is funded by Council and the WestInvest Fund’s Local Government Allocation (\$28m).

PROJECT 3: IN643 Cabravale Leisure Centre's Health and Wellbeing Upgrade

Budget: \$33.0m

Status: Planning Approval Complete

Completion Date: Subject to Sourcing Construction Funding

Fairfield City Council completed planning approval for the Health and Wellness upgrade to Cabravale Leisure Centre.

Construction funding has yet to allocated and further progress for the project is subject to sourcing a suitable capital grant.

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Condition of Public Works

Fairfield City Council is responsible for effectively managing an extensive range of assets valued at \$1.93 billion*, which comprises roads, drains bridges, footpaths, public buildings, recreational facilities, parks and gardens (excluding plant and fleet).

Council's Asset Management Policy, Strategy and Plans form part of our Resourcing Strategy and 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, and estimated cost to bring each asset class up to a satisfactory standard, and annual maintenance requirements as at 30 June 2023.

Asset Class	Asset Category	Asset condition (average)	Estimated replacement value \$'000	Estimated yearly depreciation \$'000	Estimated cost to bring to a satisfactory standard ** \$'000	Estimated annual maintenance expense \$'000	Current annual maintenance \$'000
Building	Council offices, Libraries, Community facilities and Halls, Leisure Centres and Amenity Buildings	2.2	429,357	9,010	8,931	10,109	7,393
Roads and Transport	Roads (Road Pavements, at ground Car parks, Traffic Facilities and Road furniture)	1.8	600,660	11,484	8,980	18,317	21,069
	Kerbs and Gutters	2.1	223,279	2,712	3,757	4,640	4,853
	Footpath and Cycleways	1.9	146,699	2,405	2,226	3,370	4,149
	Bridges	1.6	50,627	509	296	506	823
	Bulk earthworks	1.6	34,885	-	-	-	-
Drainage	Stormwater Drainage Assets	2.0	359,667	2,455	611	2,079	1,011
Open Space	Park and Recreation	1.8	85,757	3,401	1,441	3,203	3,570
TOTAL – ALL ASSETS		2.0	1,930,931	31,976	26,242	42,224	42,868

ASSET CONDITION KEY

Level	Condition	Description
1	Excellent / Very Good	No work required (normal maintenance)
2	Good	Only minor maintenance work required
3	Satisfactory	Maintenance work required
4	Poor	Renewal required
5	Very Poor	Urgent renovation / upgrading required

Notes:

* Assets value is calculated and audited as part of Council's General Purpose Financial Statements.

** 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 687 kilometres of roads throughout Fairfield City. The average road condition is considered to be of good standard. 2.0% of the road network is considered to be in poor condition
- Kerb and Gutter - Council maintains 1,231 kilometres of kerb and gutters throughout our City. The average condition is considered to be of good standard. 2.0% of the kerb and gutter network considered to be in poor condition.
- Buildings - Council owns and controls 315 buildings and facilities including various substructures. The following is a cross section of Council's holdings: Council administration offices, community halls, libraries, childcare centres, sportsfield amenity buildings, public toilets, picnic shelters and leisure centres. The average condition is considered as good with 4.0% of the building assets/components in poor condition.
- Bridges and culverts - Council maintains 61 bridges (road and foot bridges, jetties/boat ramps) and 27 culverts throughout our City. These assets are inspected regularly for maintenance and renewal work programs.
- Footpaths and Cycleways - Council maintains 985 kilometres of footpath (including footpath, walkway and pathway) and 107 kilometres of cycle ways throughout our City. The average footpath condition is considered to be of good condition. 2.0% of the footpath network is considered to be in poor condition. Footpath networks are inspected and maintained routinely to ensure the safe movement of pedestrians.
- Stormwater drains - Council maintains 479 kilometres of stormwater pipe and 14,410 stormwater pits throughout the City. The average condition of these assets is considered to be of good standard with 0.0% of the assets in poor condition.
- Park and Recreation - The average condition of these assets is considered to be of good standard with 1.0% of the assets in poor condition.



Fairfield Heights Park

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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 2022-2023.

Controlling Interests in Companies

Council held no controlling interest in any company for the 2022-2023 reporting period.

Rates and Charges Written Off

Rates and Charges totalling \$3,127,144.86 were waived or written off during the 2022-2023 period in accordance with the Local Government Act 1993. This compares to Rates and Charges of \$3,213,187.56 waived or written off in the 2021-2022 period.

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

Item	Amount
Postponed Rates and Charges written off	\$11,605.07
Non-rateable claims (abandonment written off)*	\$56,379.42
Rebate public authorities	\$-
Rebates on pensioner rates waived	\$3,007,486.00
Heritage rates voluntary concession	\$51,674.37
Total	\$3,127,144.86

*Non-rateable claims are due to St George Housing applying for Exemption of Rates under section 556 (1H) of the Local Government Act and NSW Land and Housing Non-lease land.

Productivity Improvement, Cost Containment and Revenue Opportunities

Council has an active program of developing and implementing initiatives focused on productivity, cost containment and revenue enhancement opportunities. Council continually searches for opportunities that would result in a stronger operating position. The key initiatives undertaken during financial year 2022-2023 were:

- Achieved over 100% occupancy rate for tenancies at Dutton Plaza. Dutton Plaza is a profitable enterprise that provides retail space in Cabramatta.
- Replaced existing streetlights with more energy efficient LED's. This was funded through the sale of Energy Savings Certificates earned from the replacement of existing streetlights with LED's. The more energy efficient lights achieved a reduction in electricity charges for the current year and will result in on-going savings in future years.
- Continued active and prudent management of investments. A strategic short-term investment focus whilst interest rates were at historical lows during COVID-19 has enabled Council to quickly take advantage of higher interest yields following the RBA's decision to increase cash rates in May 2022.
- Received operating income from the sale of recycled building materials to the Sustainable Resource Centres external customers.
- Contained Council's road program costs by diverting road waste through the Sustainable Resource Centre. This has also assisted turnover and the operating surplus at this facility.
- Focus on reducing employee leave balances has contained increases in employee entitlements during the year.
- Implemented cost containment initiatives to carefully manage staffing levels as increased staff resources were required to meet increased service levels and customer demand post COVID.
- Council has consistently achieved the OLG benchmarks for financial sustainability (Fit for the Future benchmarks) during the 8 years since inception, other than for an anomaly last year with the Building and Infrastructure Assets Renewal Ratio and the Asset Maintenance Ratios, which were not achieved due to the combined impacts of the COVID-19 lockdown and the large number of days lost to wet weather. Both of these benchmarks have been achieved on a cumulative basis over the 8 years since inception, which demonstrates that Council is investing in the renewal of its infrastructure assets.

Special Rate Variation (SRV)

The 2014 SRV extends Council's asset renewal funding, with initiatives targeted at roads, sportsgrounds, parks and drainage assets. Specific one-off initiatives include ongoing preparations for the upgrade for Fairfield Branch Library, completion of the Cabramatta Town Centre and the Fairfield Heights streetscape upgrade.

This was the ninth year of a 10-year program of works. The assets renewed in 2022-2023 were:

- Sportsgrounds – Fairfield Tennis Club House (replaced lighting and guttering), Fairfield Showground (upgraded to energy efficient lighting and rainwater tank), sportsfield goal post (renewed city wide), Chisholm Park 2 and 3 (renewed irrigation system),
- Open Space – Hoy Park, Cabravale Memorial Park, Comanche Park (renewed play equipment, signage and soft fall); open space city wide (renewed seats); Cabravale Park (renewed water bubbler), Fairfield Park (renewed baseball fencing) and Brenan Park (upgraded tennis court lighting).
- Community Buildings – Fairfield Showground Parklands Function (repair seal expansion joints), city wide (upgrades to electrical switchboards); Childcare Centres, Libraries, Museum, and Community Centres (replaced air-conditioning) and Fairfield Nursey School (upgraded lighting and awnings).
- Roads, Kerb and Gutter – 25 locations programmed for the year with 22 locations completed and 1 location discontinued (as repaired with other works).
- Drainage – 32 locations programmed for the year with 31 completed and 1 location near completion.

Post COVID-19 pandemic, Sydney continues to experience supply issues, contractor availability and inflation pressures within the market. This has created additional complexities and delays to the following projects, which have been identified as carry forwards into 2023-2024 Financial Year:

- Community Building Upgrade - Fairfield Showground – Judges / Coaches Room (floor covering renewal).
- Open Space – Rosford Park – Irrigation system renewal.

Designs for Fairfield Showground – Indoor Multicultural and Sporting Complex has also been delayed due to an internal review required as well as further stakeholder engagement activities to determine the final scope of works. Council was successful in securing a WestInvest Grant for the development of this project.

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The following table outlines the approved program of works, outcomes for 2022/23 and the 10-year program forecast.

	2022/2023 Budget	2022/2023 Results	10 Year Program Forecast
INCOME			
Rate Peg		0.70%	
SRV Income – Forecast	\$6,030,632	\$5,196,290	\$60,455,765
(Surplus)/Deficit from Forecast/Actual Rate Peg		(\$834,342)	
EXPENDITURE			
Operational Expense			
Fairfield Library Expansion	\$730,607	\$624,506	\$2,925,915
Water Park	\$63,000	\$63,000	\$315,000
Capital Expense			
Sportsgrounds	\$180,000	\$156,872	\$6,455,000
Community Buildings	\$5,893,161	\$3,833,657	\$18,059,000
Fairfield Library Expansion	\$0	\$0	\$2,434,000
Landscaping Park Frontages	\$0	\$0	\$195,000
Footpath Connections	\$0	\$0	\$256,000
Water Park	\$375,280	\$160,020	\$3,676,000
Open Space	\$2,428,439	\$2,214,642	\$6,384,000
Fairfield Heights	\$0	\$0	\$770,000
Cabramatta Town Centre	\$0	\$0	\$665,000
Roads, Kerb & Gutter	\$1,245,205	\$1,474,440	\$10,180,000
Drainage	\$296,387	\$209,891	\$1,372,000
Fairfield City Plaza	\$0	\$0	\$1,775,000
Fairfield Showground Redevelopment	\$104,401	\$104,401	\$104,000
Fairfield Business Hub	\$30,000	\$30,000	\$118,000
TOTAL FORECAST EXPENDITURE			\$55,775,915

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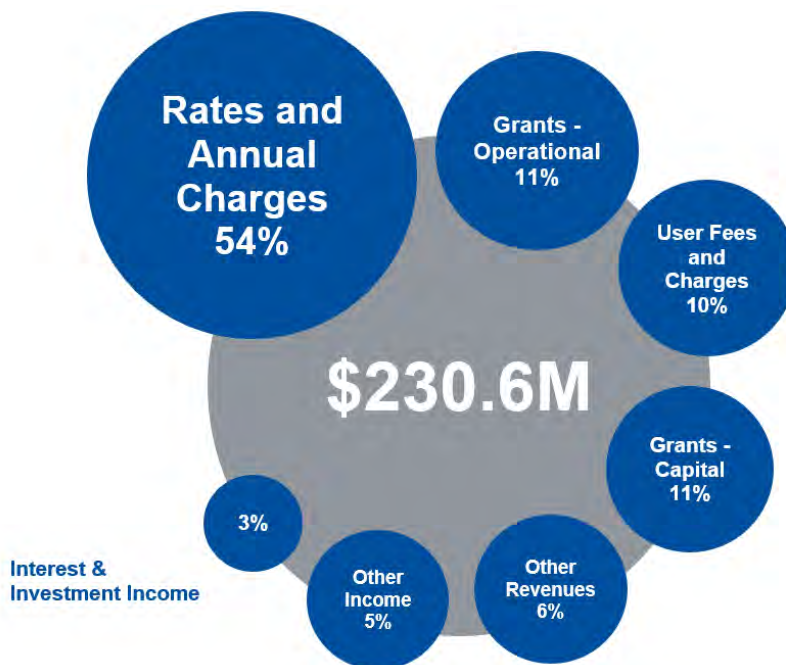
Financial Overview

Council's financial performance is aligned with its continued focus on long-term financial sustainability. Quarterly reviews of the Operational Plan and its financial performance is monitored and adjusted to the changing conditions and requirements identified throughout that year. Council reviews its Long-Term Financial Plan annually to ensure short-term needs are considered against long-term sustainability. As a result, Council remains in a strong financial position by focusing on asset renewal and service levels to ensure we continue to meet the community's needs and aspirations.

Council's financial position remains strong with a net surplus of \$40.8 million (2022: \$33.6 million), which included depreciation expense of \$38.0 million (2022: \$35.7 million). The increased operating result is mainly due to \$4.7 million of additional interest earned on investments this year from higher interest rates, a \$3.2 million increase in rates and charges, a \$4.4 million increase in other revenues and \$6.1 million increase in fees and charges as Council's operations returned to pre-COVID service levels. These gains were offset by a \$4.7 million increase in maintenance & repairs costs because there was a lockdown in the prior year that limited activity, and a catch-up of the prior year's maintenance backlog has pushed expenditure into this financial year. Employee costs were \$6.8 million higher than the prior year because additional staff resources were required to meet increased service levels and customer demand as operations returned to normal this financial year.

Overall income is up by 13.2% compared to the previous year to \$230.6 million (2022: \$203.7 million). Rates and annual charges represent 54% of Council's total revenue and increased by 2.6% (rate peg - determination from the Independent Pricing and Regulatory Tribunal was 0.7%) against the previous year due to an increase in the rate levied and an increase in the rateable properties and properties receiving domestic waste services.

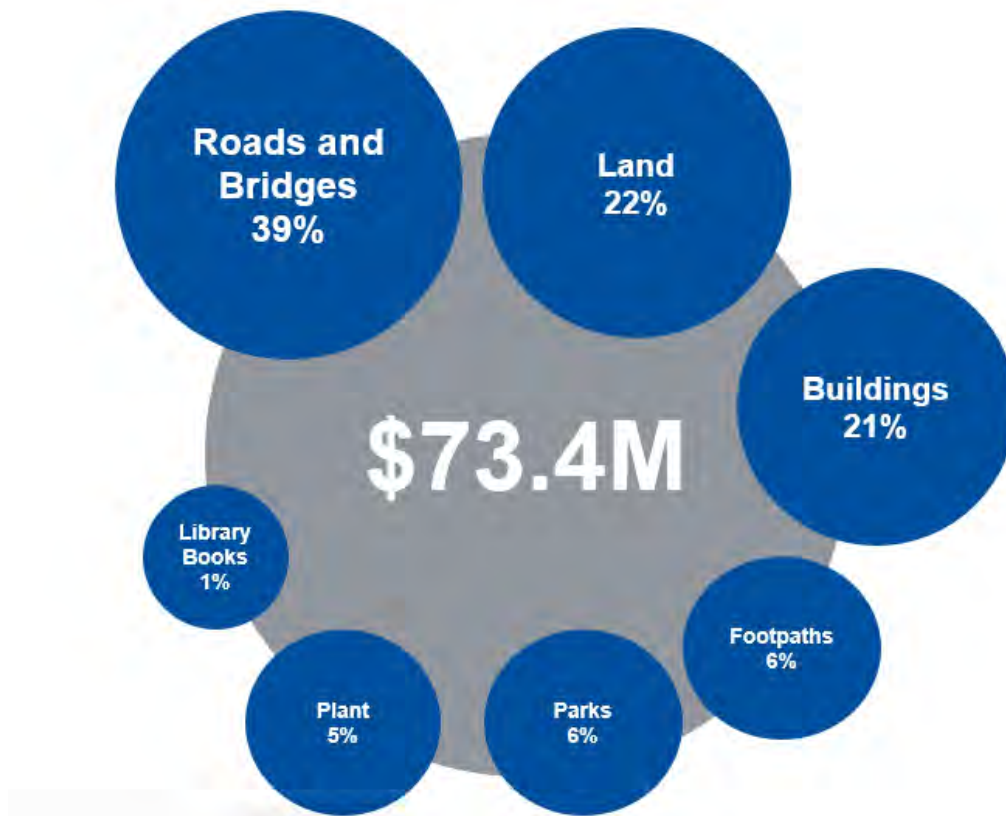
Where our Money Comes From



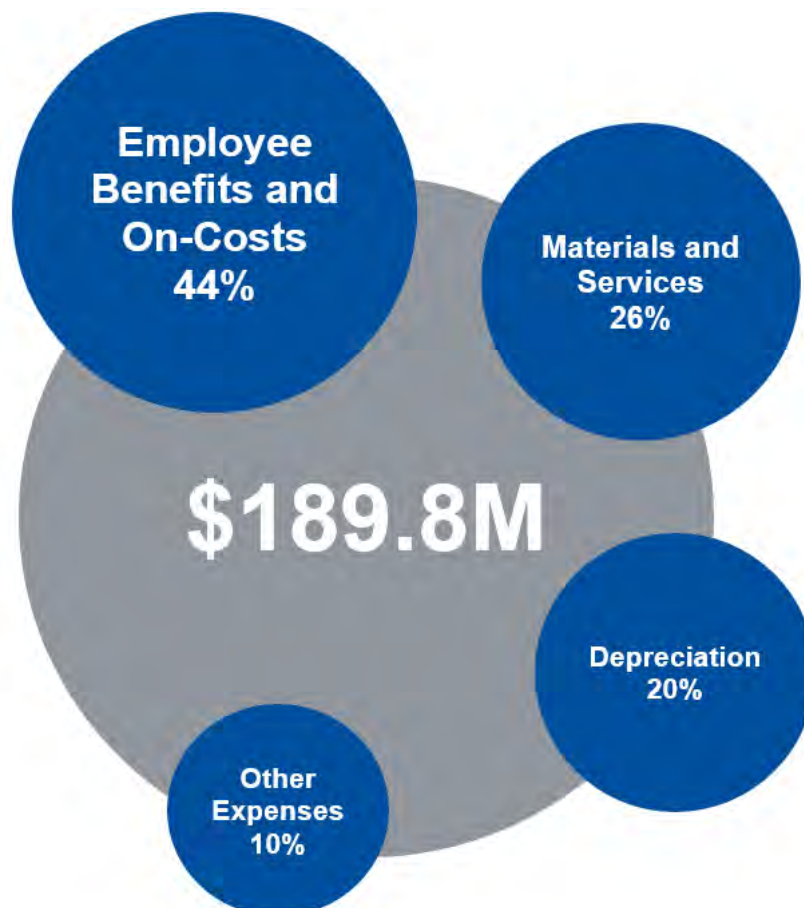
In addition to operating activities which contributed net cash inflow of \$74.7 million (2022: \$82.2 million), there were also proceeds from the sale of assets (\$4.9 million). Cash outflows other than operating activities were used to purchase and construct assets (\$73.4 million). The increase in cash compared to 2022 was mainly due to increased investment income, additional Financial Assistance Grant Funding and increased grant funding for roads and infrastructure to assist with impacts of severe weather impacts in the prior year.

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Where It Was Spent - Capital



Where It Was Spent - Operational



Performance Ratios

Council continues to be prudently managed and financially sustainable. An analysis of industry benchmarks on its financial performance ratios as identified by the Audit Office of New South Wales is as follows:

- Operating performance indicator of 5.32 per cent (7.26 per cent in 2022) exceeded the benchmark of 0.0 per cent.
- Own source operating revenue ratio was 77.13 per cent (78.04 per cent in 2022), exceeding the benchmark of 60 per cent.
- Unrestricted current ratio of 2.30 times (2.01 times in 2022), which exceeded the benchmark of 1.5 times.
- Debt service cover ratio for the Council is 27.45 times (28.30 times in 2022) and exceeded the benchmark of 2.0 times.
- The rates and annual charges outstanding ratio was 4.21 per cent (4.48 per cent in 2022) and continues to be lower than the industry benchmark of 5.0 per cent.
- Cash expense cover ratio was 4.35 months (6.47 months in 2022), which exceeded the benchmark of 3.0 months.
- Building and infrastructure renewals for 2023 represented 102.54 per cent (77.78 per cent in 2022) of the depreciation charges for those assets, exceeding the benchmark of 100 per cent.

Operating performance ratio

The Council exceeded the benchmark for the current year. The decrease in ratio from 2022 was due to the increase in operating expenditure in 2023.

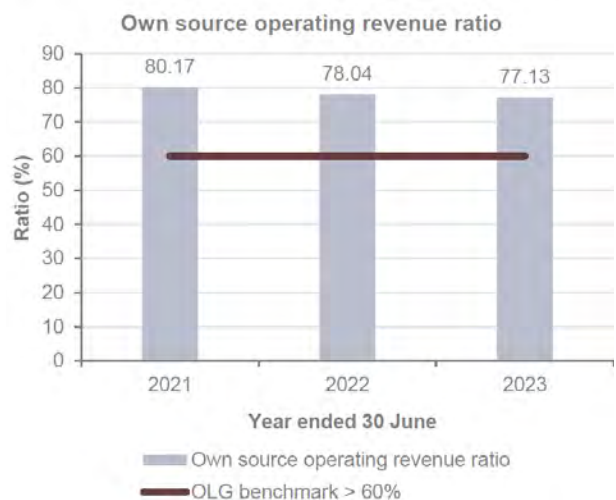
The 'operating performance ratio' measures how well council contained operating expenditure within operating revenue (excluding capital grants and contributions, fair value adjustments, and reversal of revaluation decrements). The benchmark set by OLG is greater than zero per cent.



Own source operating revenue ratio

The Council exceeded the benchmark for the current year. The ratio has remained consistent over the past three years.

The 'own source operating revenue ratio' measures council's fiscal flexibility and the degree to which it relies on external funding sources such as operating grants and contributions. The benchmark set by OLG is greater than 60 per cent.

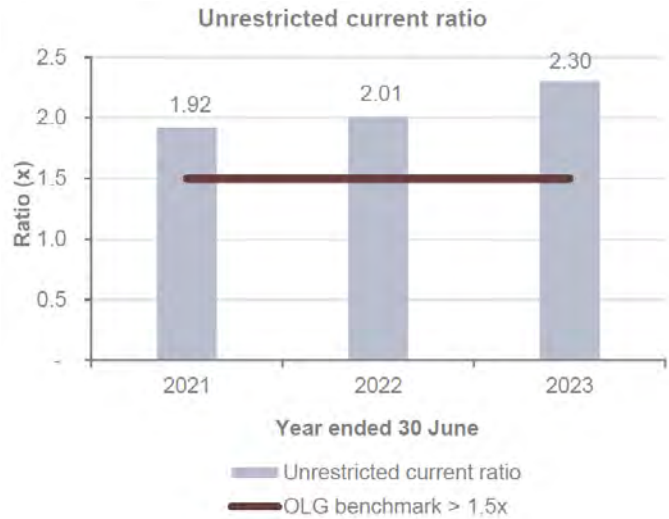


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Unrestricted current ratio

The Council met the benchmark for the current year. The ratio has remained consistent over the past three years.

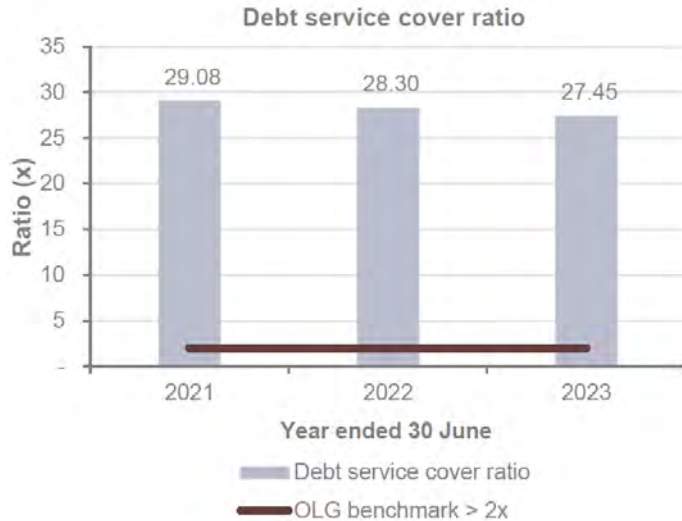
The 'unrestricted current ratio' is specific to local government and represents council's ability to meet its short-term obligations as they fall due. The benchmark set by OLG is greater than 1.5 times.



Debt service cover ratio

The Council exceeded the benchmark for the current year. The ratio has remained consistent over the past three years.

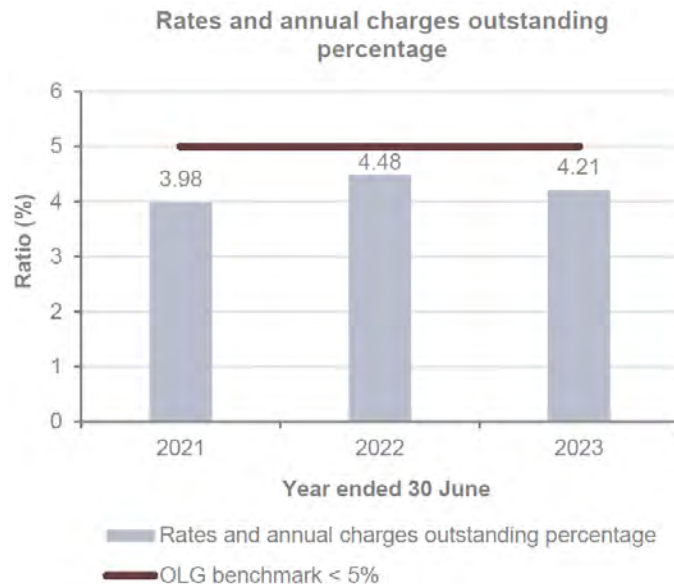
The 'debt service cover ratio' measures the operating cash to service debt including interest, principal and lease payments. The benchmark set by OLG is greater than two times.



Rates and annual charges outstanding ratio

The Council met the benchmark for the current year. The ratio has remained consistent over the past three years.

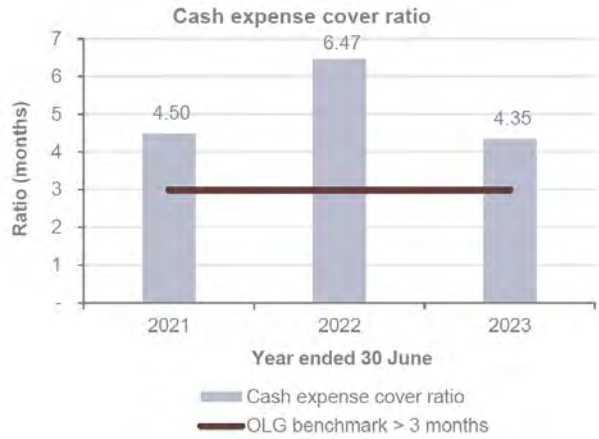
The 'rates and annual charges outstanding percentage' assesses the impact of uncollected rates and annual charges on council's liquidity and the adequacy of debt recovery efforts. The benchmark set by OLG is less than 5 per cent for metropolitan councils.



Cash expense cover ratio

The Council met the benchmark for the current year. The ratio decreased in 2023 due to increased expenditure as a result of general inflation.

This liquidity ratio indicates the number of months the council can continue paying for its immediate expenses without additional cash inflow. The benchmark set by OLG is greater than three months.



Financial Statement and Audit

Fairfield City Council's Financial Statements are produced in accordance with the Australian Accounting Standards and the NSW Local Government Code of Accounting Practice. These statements are independently audited by Audit Office of New South Wales and reported to Council and lodged with the Office of Local Government (OLG) by 31 October each year. These provided a detailed analysis of financial performance during the 2022/2023 financial year.

Under the 1993 NSW Local Government Act, Council is required to produce an audited set of Financial Statements. Key statements produced, and included in this document are:

- Income Statement and Statement of Comprehensive Income
- Statement of Financial Position
- Statement of Changes in Equity
- Statement of Cash Flows, and
- Notes to the Financial Statements

These Financial Statements are publicly available for viewing on Council's website:

www.fairfieldcity.nsw.gov.au/annualreport/



Fairfield City Council's 2022-2023 Annual Report is available for viewing at Council's website :

www.fairfieldcity.nsw.gov.au/ipr

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Design and Production

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