

# Penrith City Council Annual Report 2007-2008

*A Shared Journey*



Council's Stormwater Management Officer, Krissy Blain, is working with students from St Marys North Public School to protect the Nepean River.

## Front Cover

Council works closely with schools and community groups to improve the health of our river. During 2007 – 2008 drain stencilling and stormwater audits were conducted with eight schools and three community groups across the Local Government Area. This has seen around 600 students introduced to urban water issues by linking their schools to their local catchment. Stencilled messages such as 'The Nepean River Starts Here' or 'South Creek Starts here' highlight that everything that goes down a drain can end up in our waterways.

The Nepean River is a place of national significance which the people of Penrith share in a custodial role as it moves through our region. Penrith also has some of the most extensive areas of Cumberland Plain vegetation left in the Sydney area. The City is a place of significant conservation heritage and the anticipated growth of the region will need to be carefully managed to ensure these legacies can be protected for future generations.

A healthy environment is only one component of a sustainable community. Council, residents, businesses and agencies need to work together to contribute to a sustainable and healthy City where social, economic and environmental considerations are carefully balanced. It is important that Council build on the strengths of each community and, together with its community partners and residents, has appropriate strategic responses to deliver a regional City we can all be proud of.

Council is committed to ensuring a higher quality life for all both now and in the future and recognise that this is a shared journey. We welcome the involvement of our communities in all that we do.



# Improving our reporting



The 2007-2008 Annual Report continues Council's sustainability journey which commenced in 1999 and reached a new milestone last year, when we saw Council's first Annual Report based on Penrith's Sustainability Principles and Indicators.

Feedback on Council's new way of reporting was overwhelmingly supportive but did identify areas where improvements could be made. Consequently Council has modified this year's report to make it a clearer and more user friendly document. Some of the key changes include improving the wording of the indicators (but not their intent), modifying the way the Indicators are reported, further integrating the State of the Environment Report into the Indicators and providing more summaries and snapshots of information.

The reframing of the Annual Report reflects the overhaul of Council's entire strategic planning process. Council's key planning documents, the Strategic Plan (through the new plan presently under development), Management Plan and Annual Report are now all framed around Penrith's Sustainability Principles, strengthening links between each of these strategic planning tools.

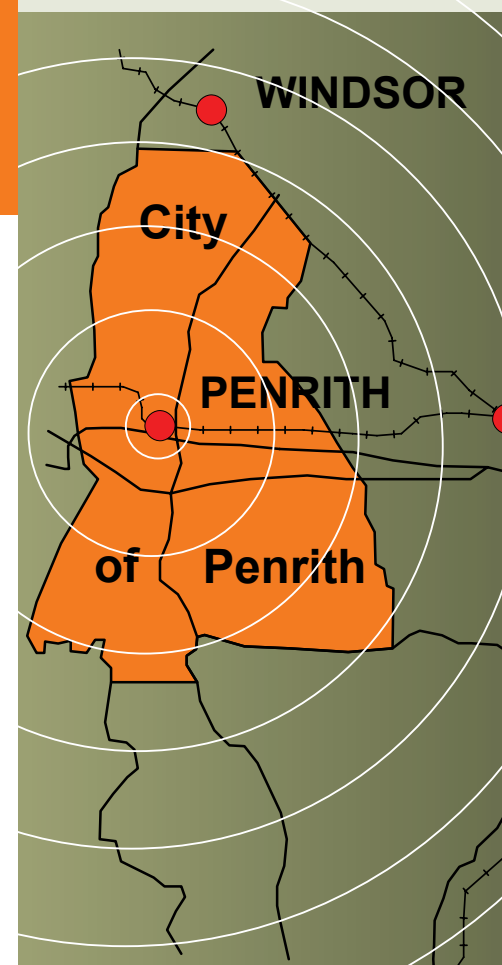
## Our Profile at a Glance

### Our Community

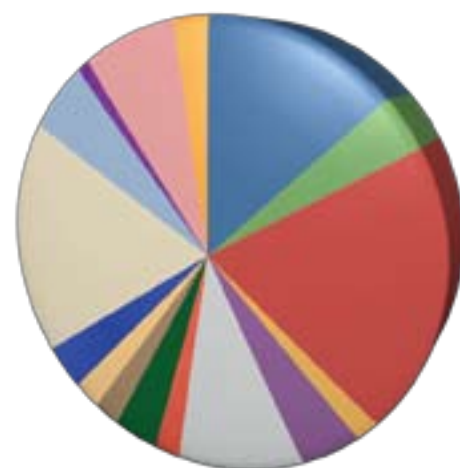
- Penrith City is home to 177,686 people
- Total number of dwellings is 62,160
- 27.7% of our residents are under 17 years of age
- 51.7% of households are couples with children
- 11.9% of our residents are over 60 years of age
- 20.5% of the population are born overseas
- 13.5% of our residents speak a language other than English at home
- 2.4% of our population are Aboriginal or Torres Strait Islander people

### Our City

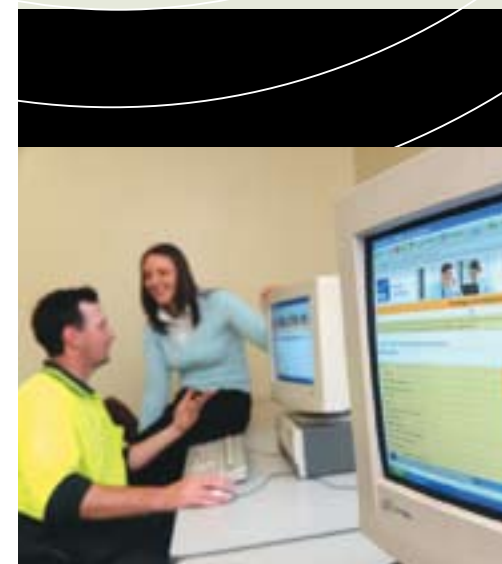
- Penrith City covers an area of 407 square kms
- 90% of residents live in urban areas of the city
- There are 64,000 rateable properties in Penrith City
- 15 councillors across three wards



Where the money came from in 2007-2008



Where the money was spent in 2007-2008





# Statement of Recognition of Penrith City's Aboriginal and Torres Strait Islander Cultural Heritage



## Scale of Penrith City Council

Admin Centres	2
Budget (approx)	\$164 million
Workforce	1,160

## Community Facilities

Community Buses	2
Neighbourhood & Community Centres	22
Public Halls	11
Youth Centres	3
Senior Citizens Centres	2
Central & Branch Libraries	5
Performing Arts Centre	1
Regional Art Gallery	1
Public Toilets & Amenity Blocks	78

## Land Use

Parks (Area)	426 ha
Sporting Grounds (Area)	340 ha
Parks/Community Uses	233 ha
Natural Areas	274 ha

## Childrens Services

### Managed by the Cooperative Board

Long Day Care	17
Before & After School Care	9
Vacation Care	6
Preschools	7

### Managed by Council

Mobile Preschool	1
Mobile Playvan	1
Supporting Aboriginal Access	1
Inclusion Support Agency	1
Recreation and Peer Support	1

## Sporting Facilities

Sporting Fields	104
Swimming Complexes	2
Tennis Courts	45
Recreational Centre	1
Whitewater Stadium	1

## Roads Infrastructure

Road Lengths	1,148 kms
Footpath Lengths	333 kms
Kerb & Gutter Lengths	1,464 kms
Car Parks	140



Council values the unique status of Aboriginal people as the original owners and custodians of lands and waters, including the land and waters of Penrith City.

Council values the unique status of Torres Strait Islander people as the original owners and custodians of the Torres Strait Islands and surrounding waters.

We work together for a united Australia and City that respects this land of ours, that values the diversity of Aboriginal and Torres Strait Islander cultural heritage, and provides justice and equity for all.



Photo supplied by Fairfax Community Newspapers



# A living city

Over the past 30 years the Penrith area has evolved from its traditional rural roots to become a Regional City with a diverse, complex and involved community.

In 2005 the State Government named Penrith, along with Parramatta and Liverpool, as a Regional River City in its 25-year-planning framework, City of Cities - a Plan for Sydney's Future. This was recognition of both Penrith's traditional role in catering to a population catchment well beyond its geographic boundaries, as well as of the enormous potential the City has in meeting the future needs of Sydney's biggest growth corridor.

Penrith City will need to accommodate 25,000 new dwellings within the next 25 years and Council's mission is to ensure this growth is accompanied by investment in infrastructure to ensure all the attributes that attract people to Penrith are protected or enhanced.

Penrith residents choose not just to reside in the City but truly live here, wanting all the lifestyle benefits of our vibrant, passionate communities, organised sports, major facilities and services, health and educational opportunities, clean air and large tracts of native bushland, parks and reserves for passive and active recreation. We're only 55 minutes from the City but a lifestyle apart, offering friendly residential neighbourhoods and an increasing range of cultural and entertainment experiences alongside essential utilities such as a respected university, major teaching hospital and substantial retail sector.

Most importantly, it is Penrith's unique qualities that are its strength. The City is distinguished by its natural setting, with its western edge defined by the flow of the Nepean River and the rising backdrop of the Blue Mountains. Historical rural landscapes and natural bushland areas characterise the City, and surround its urban neighbourhoods.

Penrith has kept its identity and sense of place as it has grown and developed. As the City as a place has grown and matured, its community has also developed, diversified and become more complex. Today it is a large and vibrant community in a beautiful natural setting, with an egalitarian culture that embraces and encourages self reliance, responsibility and new ideas.

Coming years with well-managed growth will see the City flourish as a creative, dynamic, diverse place – a magnetic place of first choice for residents and visitors alike in Sydney, able to compete on a national stage.

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# Vision & Mission

## Our Vision

Is one of a sustainable and prosperous region with a harmony of urban and rural qualities with a strong commitment to environmental protection and enhancement.

It would offer both the cosmopolitan and cultural lifestyles of a mature city and the casual character of a rural community.

## Our Mission

Is to implement Council's strategy and program.

We will do this through skilled and responsive management, by valuing our staff, partnerships and community involvement, by providing quality customer service and upholding ethical standards and behaviour.

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# Mayor's Message

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**Greg Davies**

Mayor, September 2007-2008



The past year has seen many highlights for Penrith City and we continue to capitalise on - and reap the benefits of - our designation as a Regional City. The City is on the cusp of great things and with our strong strategic planning and commitment to ensuring Penrith is the best it can be, this is a pivotal time in the City's history. The Local Government elections in September 2008 mark the end of this Council's four-year term, making this a particularly appropriate time to reflect on and take stock of the past four years, the status of all we set out to achieve in our 2005-2009 Strategic Plan and Penrith's ongoing success.



Our growing state and national significance continues to pay dividends for Penrith as an increasingly sought after venue for major events, conferences and forums. In April the City hosted Prime Minister Kevin Rudd and the Federal Cabinet. Our Council Chambers were chosen as the Sydney venue for the Federal Cabinet meeting – the first time Cabinet has been held outside a Federal Government building – and a community cabinet meeting at Jamison High School gave 500 locals the chance to speak on local issues and hear first hand from the Federal Government. This demonstrates our City is well and truly on the national agenda, and that our organisation is highly regarded.

Prime Minister Kevin Rudd was welcomed to Penrith by Mayor, Greg Davies when the first Federal Cabinet meeting was held outside a Federal Government building.

The Sydney International Regatta Centre continues to be a wonderful legacy for Penrith, hosting State, National and World championships over the past year, including several Olympic trials. Loved by athletes and spectators alike, it is also regularly used by locals as a passive and active recreational space. Penrith also secured \$5 million in State funding to progress the refurbishment of the Eastern Grandstand at Penrith Stadium. An additional \$5m was secured from the Federal Government to continue developing the Stadium into a multi-purpose, quality sporting venue which will benefit the whole community, bringing major sporting and entertainment events west of Sydney.

Stage 2 of the Great River Walk was completed, part of a state-wide plan to create a regional recreational trail following the Hawkesbury-Nepean River. Penrith is the leading Council in the program and the Walk will play an important role in raising awareness of the need to care for this great natural resource, part of our City's beautiful natural environment. Preserving the environment in a growing City is an ongoing challenge which Council continues to make a priority.

This Annual Report builds on the foundations of our first Sustainability Report last year, and includes a comprehensive review of the organisation's performance, measured against international sustainability benchmarks. As we strive to create a City that reaches its enormous potential yet plays an active role in protecting and preserving the environment, we thank the wonderful Penrith community for working alongside Council to create a better Penrith for us all, now and well into the future.

**Greg Davies**

Mayor, September 2007-2008

# General Manager's Message

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**Alan Stoneham**

General Manager, August 2008



**The City of Penrith continues to evolve and has been shaped by the important role it has played in metropolitan Sydney over the past few decades. Since 2005, when the State Government named Penrith a major Regional City, that responsibility has been formalised and we're charged with providing education, employment, health and economic services and a variety of cultural and social experiences to a population well beyond our geographic boundaries.**

The City will continue to grow. Future residential development will be varied and include buildings in and around the central business districts of Penrith and St Marys, along with continued redevelopment of older, established areas. At the same time, Council must ensure there's ongoing investment in infrastructure so both our new and current residents have access to the services and facilities they need and can reap all the benefits of living in a well managed, forward thinking City.

Penrith and St Marys city centres will become increasingly vibrant economic and social places, providing a variety of jobs, services, nightlife, as well as social and cultural experiences that the people in our area expect to find in a large regional centre. But amid these changes remain important constants. The City is defined by the Nepean River and its backdrop of the Blue Mountains and our unique natural and built environment with its traditional rural character are valued parts of our City landscape.

Penrith is where Sydney interfaces with rural New South Wales, and our significant natural areas contain much of the Sydney region's remaining original bushland and associated plant and animal diversity.

These attributes are highly valued and the City's growth and development must be carefully managed to ensure these elements aren't lost or compromised. Council is committed to sustainability and social equity and has adopted Penrith's Principles for Sustainable Cities, which you will find outlined later in this Report. As you explore these pages you'll see that as well as delivering on our financial objectives we have also made significant progress in the key areas of social and environmental performance – incorporating sustainability across the breadth of our operations and reporting on this performance in an open and transparent way.

Council will guide development so that new places and redeveloping places alike emerge as strong and satisfying communities. Our biggest challenge is to attract employment in or near the City for these new residents in a sustainable way. So while we have an exciting future ahead, it needs strong,

prudent management in consultation with the community, government and other organisations to ensure the best possible outcomes in both the short and long term.

There have been many highlights over the past year, indeed the past four years, as we approach the tail end of our 2005-2009 Strategic Plan and the current Council's term, including:

- ✓ \$90 million invested in roads, drainage, car parks, traffic facilities and footpath maintenance and construction
- ✓ 226 km of road resurfaced
- ✓ 66 km of new footpaths constructed (including 30km in 2007/08)
- ✓ A 35 per cent reduction in water consumption
- ✓ Annual energy savings of over \$254,000 p.a.
- ✓ Signing a new Waste Contract to include an organics collection – an Australian first
- ✓ Addressing the needs of our older, established suburbs through the AREAS strategy
- ✓ Investment in Erskine Business Park exceeding \$570 million and creating 2,700 jobs
- ✓ Increased resources for public domain maintenance

Council has continued to be fiscally sound and has maintained its healthy financial position, reflected by our Standard & Poors Credit Rating of AA+. No Council in Australia or New Zealand has a higher rating.

In this Annual Report you'll get a snapshot of where we've come over the past year and where the City is heading. Council encourages your participation on this journey and welcomes your feedback, see page 148 for details.



**Alan Stoneham**

General Manager, August 2008

# A Year in Review

## July 2007 - June 2008

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### July 2007

NAIDOC Week was celebrated in Penrith City with a Civic Reception and family fun day. The national theme was Looking Forward - Looking Blak and marked the 50th anniversary of NAIDOC in Australia. Council takes pride in being able to join Aboriginal and Torres Strait Islander people to celebrate the survival of Aboriginal and Torres Strait Islander people and the continuation of their culture as well as acknowledge the contribution they make to our City.

Council signed new contracts for domestic waste collection, entering into a partnership with SITA for domestic waste and organics collection and VISY for recyclables. The program will see the implementation of a full organic collection and recycling service, a first for a metropolitan council. It will reduce the amount of waste being sent to landfill by over 26,000 tonnes, and produce 14,000 tonnes of high grade compost which will be used on local parks and sporting fields.

Council's financial position was increased from a strong AA to an exceptional AA+ by the internationally renowned ratings company, Standard and Poor's. No other council in Australia or New Zealand has a higher rating.

The annual Mayoral Winter Blood Drive was launched, encouraging local businesses to try and out-donate Council at the Red Cross Blood Service. Council staff made more than 300 donations during the three-month challenge.

### August 2007

Thousands of residents flocked to Council's ninth annual Open Day during Local Government Week. Open Day is an opportunity for Council to inform the community about the more than 65 diverse

services and facilities it provides. For the first time, Council's Mayor for a Day competition was opened up to include 15 junior Councillors from local schools who participated in a mock Council meeting.

Peter Anderson was named an Honoured Citizen of Penrith for his outstanding service to the community over many years as an Alderman on Penrith City Council, a State MP and Government Minister. Peter was the third person to be recognised this way, with the civic honour that is reserved for individuals of the highest calibre.

Industry representatives and staff from other councils came to Claremont Meadows to the site of a former tip which is being transformed into an active and passive greenspace environment. In partnership with the Department of Environment and Climate Change, Council trialled using composted recycled organic material on the site as part of the rehabilitation process.

Council was also recognised by the Waste Management Association of Australia with a certificate for the most innovative use of compost in local government operations in recognition of this project along with its work on playing fields across the City which, combined with the use of recycled water, has seen a significant improvement in surface hardness at most playing fields.

A major building and conservation project at the Penrith Regional Gallery and The Lewers Bequest was officially opened. As one of our region's premier cultural facilities, Council values its historical and cultural significance very highly. The renovations will allow the gallery to continue to develop and nurture the enjoyment, understanding and creation of the visual arts in our community and region more than ever before. The State Government was a partner in this project, contributing funding for the capital works.

The second annual Mayoral Charity Ball raised





\$33,000 for the Nepean Medical Research Foundation. The Foundation, which is based at Nepean Hospital, conducts significant research projects focussing on health issues facing the Western Sydney community. The event attracted major sponsors and community support.

## September 2007

**Cambridge Park High School students planted 400 native Cumberland Plain trees at Werrington Creek. The school's Weedbusters are applying their classroom learning to the environment and prepared the site by removing weeds from a section of the creek bank. The Werrington Creek Restoration Project was funded by a \$119,700 grant from the Hawkesbury-Nepean Catchment Management Authority and Council's Enhanced Environmental Program, and will see the creek restored between Victoria Road and Werrington Lake.**

Penrith hosted the World Dragon Boat Racing Championships at the Sydney International Regatta Centre – the first time the event was held in the southern hemisphere. Countries competing included Hong Kong, Canada, China, Germany, Great Britain, Russia, USA and the Ukraine with more than 2000 athletes competing and thousands of spectators attending over the four days.

The first piece of the emerging Penrith Valley Cultural Precinct was officially opened. The refurbished St Marys Arts and Crafts studio was the first completed element with Council creating a

vibrant hub for creative people of all ages on the site where previous Council facilities were outdated and underutilised.

For the third year running, Council won a Gold Award at the annual Sydney Morning Herald Local Government Management Excellence Awards. Council won the 'Management Excellence' category while Financial Accountant Andrew Moore was named 'Aspiring Young Manager of the Year' at the awards evening. This is the 16th year of the Awards, which is one of the most prestigious events in local government, and a prominent feature of the Local Government Managers Australia (LGMA) NSW Annual Conference. The Awards aim to inspire councils and communities to make a genuine and lasting contribution to their areas as well as local government.

Council was also recognised at the Department of Planning's annual Urban Development Institute of Australia (UDIA) Award gala dinner for two projects it was involved with. The Regional Cities Taskforce and the six Regional Cities, including Penrith City, were awarded first prize in the award category: 'Public Sector Leadership for Urban Development' for the Regional Cities' Strategies (along with the other Regional City councils of Wollongong, Gosford, Liverpool, Parramatta and Newcastle).

Judges applauded the strong leadership and policy direction, as well as the participatory and collaborative approaches of the project. Stockland's 'Waterside' estate was awarded the Masterplanned Residential Lifestyle Development award for



excellence and received a commendation in the Sustainability award category. In awarding the Masterplanned Residential Lifestyle Development category, judges lauded the high standard of innovation, strong public domain design, extensive wildlife habitat and the quality contemporary architectural character. The success of the lake and wetland system in addressing the hydraulic, water quality and ecological issues on the site was recognised in a commendation in the Sustainability category. 'Waterside' is one of the first of our urban release areas that has been planned and is being delivered under Council's 'Sustainability Blueprint for urban release areas'.

## October 2007

**Sustainability made its way onto every home computer with Council introducing a Sustainability Blog. The blog includes links to other sustainability sites and information about current programs and general suggestions on what the community can do themselves.**

Hundreds of young people took part in the annual Penrith Enviro Adventure, giving school students a chance to experience hands-on activities related to many environmental themes including waste re-use, bushcare and recycling.

The annual Activate event was held at Penrith Lakes. Activate is one of Council's initiatives to address the higher than state-average rates of obesity in the Western Sydney region. The free fun

day gave people the opportunity to try sport and recreation activities and to find out about local sporting groups. Activities included archery, dragon boat paddling, roller skating and rock-climbing.

## November 2007

**40 teams from Australia and New Zealand schools took part in Australia's International Solar Boat Challenge at the Regatta Centre. Penrith was strongly represented and saw the culmination of months of racing challenges around the country. The aim of the Challenge is to increase awareness and encourage competitors to acquire knowledge and expertise in sustainability, climate change and alternative energies in a practical and interactive way.**

Two delegations from Penrith's friendship city, Hakusan in Japan, were the latest in a series of visits to the area during 2007-2008. These two delegations were interested in agriculture and land improvement while previous visitors visited childcare centres and water management facilities.

For the third time since 2000 Council won the prestigious Westpool Risk Management Excellence Award. Penrith hosts Westpool, a Co-Operative Local Government Self Insurance Scheme established to help stabilise insurance premium costs. Effective risk management has enabled Westpool to achieve significant cost savings and long term benefits for the member councils and the pool has a healthy surplus in excess of \$7 million.





## December 2007

Continuing its commitment to community consultation, Council asked residents for their views on the draft Riverlink precinct for land on the eastern bank of the Nepean River between the railway bridge, M4 Motorway and Mulgoa Road.

Council staff took part in a Christmas Corporate Farmgate program, sampling and ordering produce grown and produced locally. The popular Farmgate Trail is a mapped route outlining the location of the City's local food and wine industry. Council arranged for staff to order directly, with delivery to the Civic Centre in time for Christmas. The success of the Corporate Farmgate was followed up with the launch of the Buy Penrith Valley campaign.

Council and the Penrith City Centre Association provided free shuttle buses in the lead-up to Christmas to help shoppers access retailers without needing their cars in the CBD and reduce the need for carparking spaces in the centre of the City.

The two buses operated a nine-stop loop around the City, with only 15 minutes between arrival and departure at each stop.

## January 2008

The International Regatta Centre was in the spotlight during January, first hosting hundreds of competitors in the World Model Boat

Championships and later, hosting one of the biggest Australia Day celebrations in the state. Penrith's annual Australia Day event attracts thousands of locals and visitors and is one of a few sites to host a Premier's Reception.

Council farewelled the latest graduates of its successful traineeship program. The program began with six trainees in 2000 and has grown to more than 52 traineeships in 2008 across childcare, business administration and field operator categories. There was an impressive number of applications for the 2008 traineeships, allowing Council to select a strong group of candidates for the positions. Past trainees have won the Western Sydney Region Trainee of the Year Award three times with 2007 trainee Lauren Rozema named the Region's top trainee in Business Administration.

## February 2008

The refurbished former St Marys Council Chambers building was officially opened in February. The beautiful building, which has heritage and local historical significance, was the long-awaited home of the St Marys Municipal Council from 1933 until 1949, and later served the local community well for many years as the library and baby health centre. Following renovations, it's now a fitting new home for the St Marys and District Historical Society and the St Marys Development Committee.

Two Sustainability Street communities graduated in 2008 – The Straight Road in Mulgoa and the



Penrith City Garden Club took the number of streets in the program to six. All participants have learnt about the basics of sustainability and issues like climate change, water scarcity and biodiversity protection through a series of workshops. Each group has then taken the challenge a step further and started to make practical changes in their homes and lifestyles.

Our historical roots are very important to Penrith as they hold many keys to how we are today and how we got here. In March at the annual History Conference, the History of Penrith – Volume 2 – Project was officially launched. In 2007, Penrith City Council voted over \$50,000 to the project for the research and writing of Volume 2, to continue on where Volume 1: Dharug and Dungaree: The History of Penrith and St Marys to 1860 left off. This new volume will continue that journey until 2000 – a fitting climax with the Olympics and the international spotlight on our City.

Tamara Children's Centre at Cranebrook reopened after extensions and refurbishment to meet the growing need for quality childcare in the area. Over 20% of our City's 180,000 residents are children, aged between 0 and 12 years of age and Council is one of the largest local government providers of children's services in Australia - around 6000 children attended our services during the year.

## March 2008

**In conjunction with International Women's Day Celebrations, Council joined with a number of partners to create an honour roll to recognise and commemorate special women from Penrith City. The roll's purpose was not to highlight surgeons or academics but ordinary women who are making a difference.**

In the lead-up to the 2008 Beijing Olympics, qualifying events held at the Sydney International Regatta Centre saw the nation's best take to the water to swim, paddle or row. The 2008 Australian Rowing Championships were also the scene for the 50th anniversary of the Penrith Cup, and along with the Grand Prix II Canoeing Event and the Oceania Canoe Championships were a terrific opportunity to showcase these Olympic venues and Penrith City. The exposure we receive through hosting events like the Championships are terrific marketing and branding opportunities for Council.

A campaign was introduced to make local parks smoke free zones. Penrith has a higher rate of smoking than the NSW average, higher rates of smoking-related illnesses, and more deaths from lung cancer in both men and women.

Reducing the level of passive smoking is a high priority, and making playgrounds smoke-free zones is a significant step towards improving the health and wellbeing of everyone in our community.





## April 2008

It was a proud moment for Penrith City when we welcomed Prime Minister Kevin Rudd and the Federal Cabinet to the Civic Centre for the first Federal Cabinet meeting ever held outside a Federal government building. A nationally-televised press conference was followed by a community cabinet meeting at Jamison High School, where 500 Western Sydney residents were able to address the Prime Minister and his cabinet on local issues. The Prime Minister's presence in Penrith, along with that of the full cabinet, demonstrates Penrith is truly on the national agenda, is recognised as a significant City in metropolitan Sydney and has an important role to play in our country's future.

Council's Sustainability Mascot, the Eastern Water Dragon was officially named 'Echo' after a competition attracting entries from over 200 residents.

## May 2008

A project initiated by Penrith Regional Gallery & The Lewers Bequest (the Gallery) was announced as a winner at the New South Wales Local Government Cultural Awards at Parliament House on Friday 2 May. The prestigious annual awards, initiated by the Local Government and Shires Associations in 2004, recognise innovation and excellence in cultural development by NSW councils.

The project, For Matthew and Others: Journeys with Schizophrenia, was a partnership involving the Gallery; Joan Sutherland Performing Arts Centre (JSPAC); Campbelltown Arts Centre; the Q Theatre Company; Ivan Dougherty Gallery (University of NSW); SANE Australia; Arts NSW; and the NSW Departments of Health and Housing.

Through a range of cultural and education programs including exhibitions, concerts, recitals, film screenings, and poetry readings, the project explored the difficulties and joys experienced by people living with schizophrenia, and their families and friends.

For Matthew and Others attracted over 40,000 people across a range of venues including the Gallery, JSPAC and other participating galleries between September 2006 and June 2007. It raised public awareness of one of the most stigmatised illnesses in contemporary society, which affects around 1 in 100 people worldwide.

## June 2008

One of the best regional libraries in Australia, Penrith Library has more than 80,000 members, operates seven days a week and offers the longest opening hours of any public library in Australia. It physically services 1,800 customers and over 900 visits through website facilities per day, and by the start of 2009 will have seen its four millionth visitor since the turn of the new millennium. After 14 years the



## June 2008 *continued...*

**Library shut down for two weeks for refurbishing and modifications, including creation of a more dynamic children's area, better self-serve checkout and realigned shelf layout to allow easier access. The Library has a collection of over 350,000 items including books, magazines, newspapers, DVDs, videos, talking books and digital media.**

Penrith is proud to be the leading Council in delivering actual construction of the 570 kilometre Great River Walk, a regional recreational trail following the Hawkesbury-Nepean River from Lake Bathurst to Broken Bay. Stage 2 of the Walk was officially opened in June 2008. The Walk will play an important role in raising awareness of the need to care for this great natural resource and since Stage 1 opened in February 2007, has been a popular outdoor space for local residents to enjoy fresh air, picturesque scenery and exercise.

As well as the construction of paths and a viewing platform, Stage 2 of the Great River Walk also included 3.6 ha of pest plant control measures and more than 3,000 plantings.

An important milestone in Penrith's Mutual Co-operation Agreement with Xicheng District was marked with the 10th anniversary of the signing of the agreement.

The Buy Penrith Valley campaign kicked off in June, the culmination of efforts by Penrith Valley Chamber of Commerce, Penrith Valley Economic Development Corporation, Penrith City and District Business Advisory Centre, and the Penrith City Centre and St Marys Town Centre Associations.

Local jobs are a vital issue for Penrith. We have higher car usage and lower use of public transport than the Sydney average – and despite our efforts, the trend is getting worse, not better. More than 60 per cent of our City's workers travel outside the City

for employment at huge social, environmental and financial expense – if local businesses can grow and expand, there is huge potential for job creation.

Council made history when it won the prestigious NSW Local Government Annual Financial Statement Award for 2006-2007 at the annual NSW Local Government Finance Professionals Conference. It was the first time any council had won the award for a second time – Council won the award in 2005-2006 after being runners-up in 2003-2004 and 2004-2005.

In June Penrith became a Refugee Welcome Zone and celebrated Refugee Week with the theme 'A Place to Call Home.' Mayor Greg Davies signed the Welcome Zone declaration, making a commitment to uphold the human rights of refugees and demonstrate compassion for their circumstances as well as enhance cultural and religious diversity in the community. Around 280 refugees have made their home in Penrith City over the past few years, including a large number from strife-torn Sudan where 1.9 million people have been killed in a 17-year civil war.

The former General Manager Alan Travers announced his retirement after 10 years in the top job and 20 years working for Penrith City Council. Alan had joined Penrith in 1988 as Finance Manager after a career spanning two decades in local government. His financial acumen, enormous vision and passion for bringing the best to both Penrith and the broader Western Sydney region were well known and highly regarded, not only in local government circles but State and Federal Government and private industry as well.

A lengthy national recruitment process resulted in the appointment of Council's Director – City Strategy, Alan Stoneham to the GM role. Alan grew up in St Marys, attended local schools and joined Council in 1980 as a planner. Alan has also raised his family in the local area and is deeply committed to the City. The transition to new General Manager was a smooth one with Alan stepping into the role on July 2.

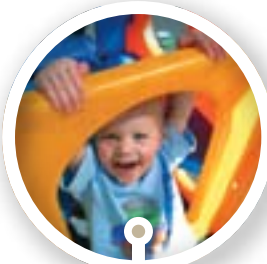




# Our Stakeholders

## Community

The community provides guidance, values, engagement and feedback. Council provides services, facilities, civic leadership and representation.



## Government

Government provides legislative settings, planning, services and funding opportunities. Council provides local strategies, partnerships and networks.

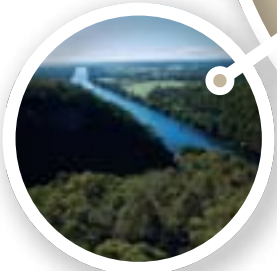
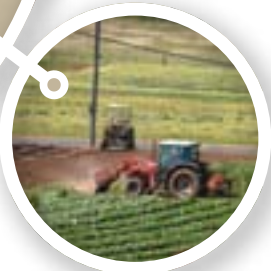


## Employees

Employees provide valuable knowledge, skills and labour. Council provides training, career development and flexible work arrangements.



Council recognises and values the wealth of skills, knowledge and expertise in the community and aims to use these to improve its decision making. Effective stakeholder participation is good democracy, good business and good management.



## Suppliers

Suppliers provide goods and services to meet requirements and standards. Council provides opportunities in line with legislation and supply policy.



## Regional Partners

Regional partners provide shared knowledge, resources and networks. Council provides advocacy and local leadership.

## Sister Cities

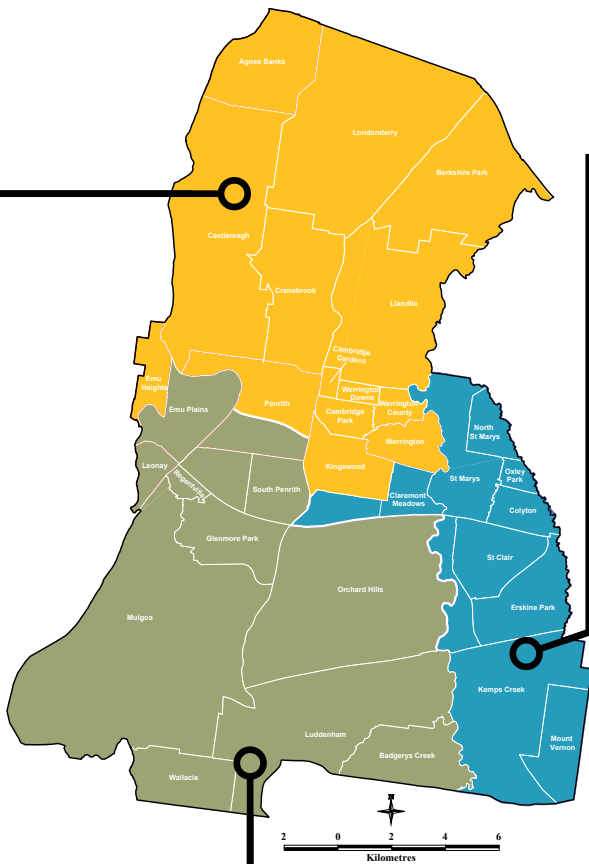
Sister cities provide international partnerships and cultural experiences. Council provides cultural vibrancy and partnership opportunities.

# Our Council 2004-2008

## North Ward Councillors



Left to right: Lexie Cettolin, Kevin Crameri OAM, Ross Fowler OAM, Pat Sheehy AM, John Thain.



## East Ward Councillors

Left to right: (TOP) Kaylene Allison, David Bradbury, (BELOW) Greg Davies, Jackie Greenow, Steve Simat.



## South Ward Councillors



Left to right: Jim Aitken OAM, Mark Davies, Karen McKeown, Susan Page, Garry Rumble.



## North Ward Councillors

### Cr Lexie Cettolin



Cr Lexie Cettolin was elected to Council in 2004 and has lived in the local area for 45 years. Cr Cettolin is a Justice of the Peace and qualified Dental Assistant and Financial Advisor. Currently Cr Cettolin owns and operates a Café in the Penrith City Area. Cr Cettolin aims to help the local community of Penrith to achieve its goals and to represent the community honestly and fairly. Cr Cettolin's interests include fundraising money for orphaned children through the Aussies for Orphans organisation and looking after children.

### Cr Kevin Crameri OAM



Cr Kevin Crameri OAM was first elected to Council in 1975 and has served Penrith City for nearly 20 years. Cr Crameri was Mayor in 1996-1997 and Deputy Mayor in 1988-1989. Cr Crameri has lived in Llandilo since the age of six, attended local schools, joined the Llandilo bushfire brigade at 13 and currently holds the honour of longest standing brigade member in Penrith City, earning his OAM for service to local government and the community in 1999. Cr Crameri is actively involved with many local committees and groups including the Rural Fire Service, Llandilo Hall Committee and is a patron of the Nepean Historical Society and friends of Combewood. Cr Crameri is a qualified fitter machinist and works for social justice and equity in services and infrastructure, particularly for Council's rural areas. Cr Crameri received a National Medal in 1990 for his efforts fighting fires and with the RFS and a Centenary Medal in 2001 for community service. He enjoys swimming, fishing and horseriding.

### Cr Ross Fowler OAM



Cr Ross Fowler OAM is a second generation representative on Penrith City Council, following in the footsteps of his late father, a former Alderman and Mayor of the City. A long-term Wallacia resident, Cr Fowler has been a councillor for 17 years after being elected in 1991, and served as Mayor in 1995-1996. Cr Fowler holds qualifications in Accounting (Bachelor of Commerce), is a Fellow of the Institute of Chartered Accountants and runs an accountancy firm in Penrith. Cr Fowler represents Council as Chair of Westpool - a local government insurance and risk management mutual - which he helped found in 1988. He was instrumental in securing the Whitewater venue for Penrith in the lead-up to the 2000 Olympics, and continues to Chair its Board, along with roles on many other Council committees including Ripples, Finance Working Party, Penrith Performing and Visual Arts Ltd. Cr Fowler's extensive financial acumen has been of great benefit to Council and he is passionate about improving the facilities and services of Council, proper financial management and good governance. Ross has been a volunteer Director of the Australian Foundation for Disability (AFFORD) charity since 2004 and an active St Marys Rotary Club member for 30 years, having held positions including president, club service director, community service director, secretary and treasurer.

### Cr Pat Sheehy AM



Cr Pat Sheehy AM was elected to Council in 1987 in North Ward and re-elected in 1991, 1995, 1999 and 2004. Cr Sheehy has served three terms as Mayor in 1994-1995, 2001-2002 and 2006-2007 and has lived in Penrith for over 40 years. In 2005 Cr Sheehy was made a Member of the Order of Australia (AM) for his service to local government and the community of Western Sydney, particularly in the areas of education and health. A former High School Science teacher and principal, Cr Sheehy has a Bachelor of Science Dip Ed and has been a director on many committees including Lewers Bequest and Regional Art Gallery Management Committee, Joan Sutherland Performing Arts Centre, Foundation Director, Penrith Sports Stadium and Foundation Director, Penrith Whitewater Stadium. Cr Sheehy has also held executive positions on the Penrith Valley Sports Foundation and was Chairman of the Wentworth Area Health Services Board from 1996-2004.

### Cr John Thain



Cr John Thain has been a Penrith Councillor since 1999 and was Mayor of Penrith in 2005-2006 and Deputy Mayor in 2004-2005. Cr Thain has lived in North St Marys for 14 years and has been involved with a number of committees including, Chair and Vice Chair of Hawkesbury River County Council, Ripples Board Member and Vice Chair Penrith Sports Stadium. Cr Thain holds electrical qualifications and now works as a project manager. As Mayor, Cr Thain introduced a Mayoral Charity Ball which raised \$25,000 for the Down Syndrome Association committed to helping families and people with a disability. Cr Thain's main priorities are better services and accommodation for our ageing population, integrated transport systems, quality local footpaths and completion of the Skate park at Cranebrook. Cr Thain enjoys reading, sports and spending time with his family including two young sons.

## East Ward Councillors

### Cr Kaylene Allison



Cr Kaylene Allison is a Claremont Meadows resident and was elected to Council in 2004. Cr Allison holds a Bachelor of Arts and a Master of Commerce and is a Human Resource Officer with the Catholic Education Office. Cr Allison believes in affordable children's services for local residents and also strives for available and affordable housing for families. She is a member of the Australian Local Government Women's Association. Cr Allison and her husband raised their three children in the local area and it was in moving to the then new suburb of Claremont Meadows 20 years ago that Cr Allison saw a need for community representatives to stand up and fight for services such as schools, footpaths and infrastructure in developing areas and joined the local residents group. Cr Allison has worked extensively in the local area including the University of Western Sydney, Penrith City Council and the Tax Office in a HR capacity. Cr Allison is currently a Director of Penrith's Children's Services Co-operative and a member of St Marys Development Committee. Cr Allison enjoys reading and gardening in her spare time.

### Cr David Bradbury



Cr David Bradbury was elected to Council in 1999 and was re-elected in 2004. Cr Bradbury has served two periods as Mayor in 2000 and again in 2004. Cr Bradbury holds Honours in BA, LLB from the University of Sydney and also a Graduate Diploma Legal Practice (ANU). Cr Bradbury was employed as a Solicitor from 2002-2007. Since Nov 2007 Cr Bradbury is currently the Member of the House of Representatives for the electorate of Lindsay.

### Cr Greg Davies



Cr Greg Davies has been a Penrith Councillor since 1996. He served two terms as Mayor (2002-2004 and 2007-2008), and two as Deputy Mayor (2001-2002 and 2004). He worked in local government for 27 years before taking up a position as electorate officer to Mulgoa MP, Diane Beamer.

Born in Lalor Park, Blacktown, father-of-two Cr Davies now lives in St Clair.

He has served and represented Council on a number of boards and committees including as chairman of the Penrith Valley Community Safety Partnership and Graffiti

Management Working Party, the former Western Sydney Waste Board, the Board for the Ripples Aquatic Centre, and the Whitewater Stadium. He also held an executive position on the Local Government Association of NSW.

Cr Davies is strongly committed to working in partnership with community, business, government and other groups, and is particularly concerned with issues like planning for sustainable local jobs, housing and transport.

### Cr Jackie Greenow



This is the fourth term as Deputy Mayor for Cr Jackie Greenow, who was elected to Council in 1995 and re-elected in 1999 and 2004. Cr Greenow also served as Mayor in 2004-2005. Cr Greenow is the Chairperson of the Penrith International Friendship Committee, the Access Committee and the Heritage Advisory Committee. Cr Greenow is also involved with a variety of other boards and committees including Hawkesbury River County Council, Flood Mitigation Authority, Children's Services Cooperative, Penrith Performing and Visual Arts, Local Government Advisory board, and has been appointed a Life Member Australian Local

Government Women's Association for her dedication and commitment to women working for and elected to Council. Cr Greenow works for the Department of Education as a Community Liaison Officer at St Marys North Public School and enjoys spending time with family and friends, reading and gardening. Cr Greenow focuses on the empowerment of women, disability and flooding issues.

### Cr Steve Simat



Cr Steve Simat was first elected to Council in 1999 and re-elected in 2004. Cr Simat holds a Bachelor of Arts (Honours) and currently works as a property advisor. Cr Simat strives to work for and serve the greater community.

In his spare time Cr Simat is interested in most sports and keeping fit, which saw him appointed a delegate at Ripples St Marys Leisure Centre.



## South Ward Councillors

### Cr Jim Aitken OAM



Cr Jim Aitken OAM was elected to Council in 1995 and was re-elected in 1999 and 2004 and has so far provided 13 years of continual service. Cr Aitken has lived in the local area for 48 years and is a patron of many sporting and other organisations. Cr Aitken operates his own group of Companies named the Jim Aitken Group and employs 220 local staff. Cr Aitken holds an Associate Fellow of the Australian Institute of Management (AFAIM) and is a regular industry conference speaker. Cr Aitken aims to ensure that all Council resources are used fairly for the benefit of the whole community and that greater political training is provided for local government members. Cr Aitken is an active participant in many community, cultural, welfare, sporting and church groups and also sponsors many sporting, handicapped, disadvantaged and church groups. This involvement saw Cr Aitken awarded the Order of Australia Medal (OAM) in 1998. Cr Aitken is also a member of Rotary International and was presented with their highest award, the Paul Harris Fellowship.

### Cr Mark Davies



Cr Mark Davies has been a Penrith Councillor since 2004 and a resident of Penrith for 35 years. Cr Davies holds qualifications in real estate and now works as a Broadcast Technician for Channel 7. Cr Davies is committed to community safety, protecting the character of our local environment, improving Penrith's roads and parks and combating anti-social behaviour. Other priorities include securing better public transport and parking for Penrith along with local jobs.

### Cr Karen McKeown



Cr Karen McKeown was elected to Council in 2004 and served as Deputy Mayor in 2006-2007. Cr McKeown holds a Bachelor of Commerce and is an active member in many community organisations and committees including her position as Secretary of the Local Government Women's Association NSW, Director Penrith Performing & Visual Arts, Director Penrith Whitewater Stadium, Safety Partnerships Committee, Audit Committee, Chairperson Penrith Swimming Centre Working Party and Council's Local Traffic Committee and Domestic Waste Working Party. Cr McKeown's commitment to preserving the environment saw her appointed Council's Sustainability Champion, representing Council and the City on environmental topics.

### Cr Susan Page



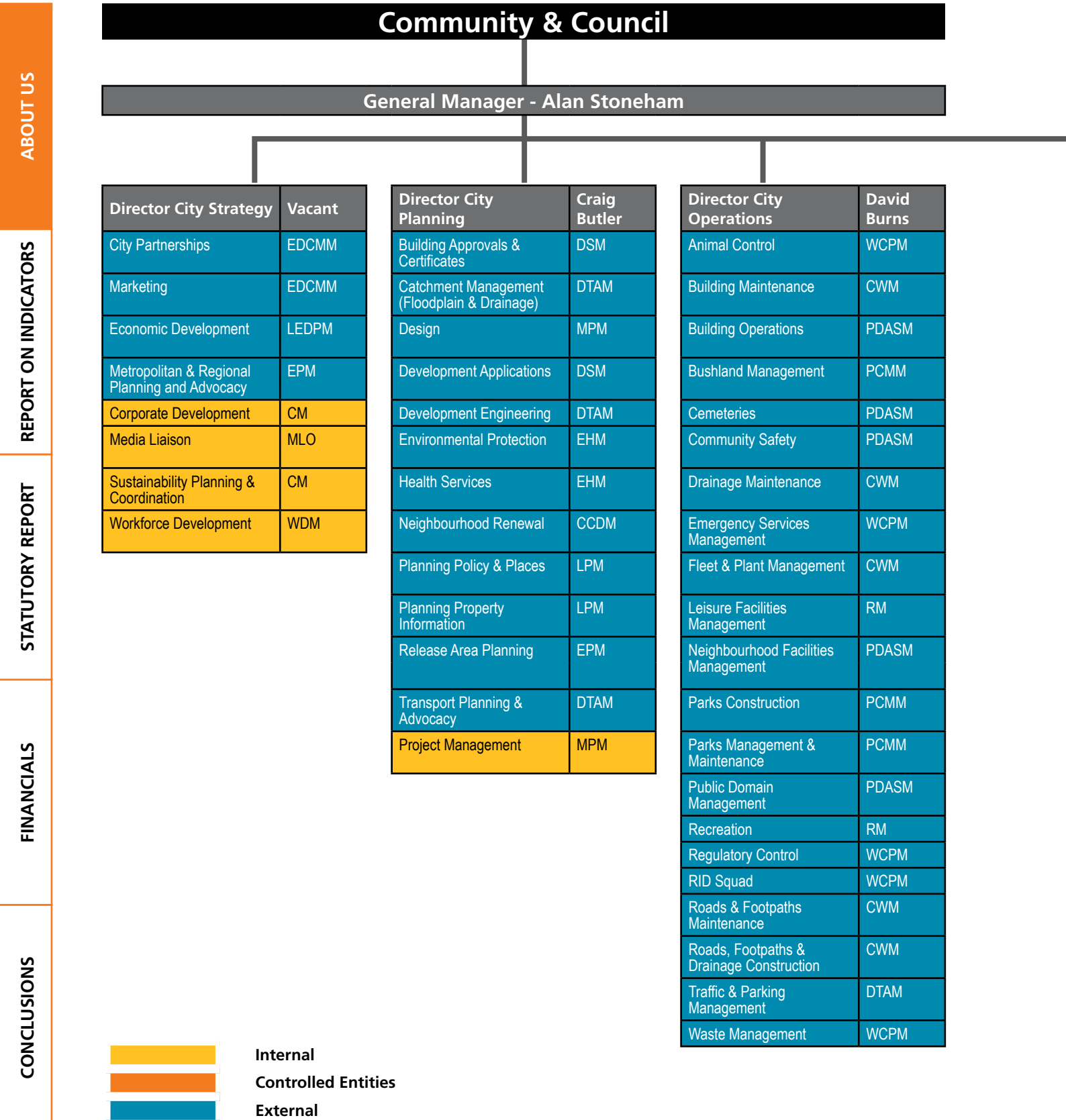
Cr Susan Page was elected to Council in 2004. Cr Page has worked as a Trade Union official and electorate officer for the State Member for Mulgoa. Cr Page holds TAFE qualifications in Workplace Safety Management and has worked passionately to represent women working and elected to Local Government as a member and President of the Australian Local Government Women's Association. Cr Page has also held positions on many other boards and committees including, Western Sydney Regional Organisation of Councils, Economic Development Working party, Community Safety Partnership, WSROC EMC Cultural Spokesperson 2004-2005, LGA Women's Committee 2005-2007, Member of the Steering/Advisory Committee for the WSROC Young Women's Leadership Program 2005-2008. Cr Page strives for the promotion of women in decision-making positions, youth engagement in Council activities and strongly advocated for the erection of sail covers at Tench Reserve. Cr Page enjoys motorcycling, politics, reading and writing.

### Cr Garry Rumble



Cr Garry Rumble was elected to Council in 2004, standing as a Councillor shortly after retiring from a lengthy career in Local Government, including Health and Building Manager for Penrith City Council. Cr Rumble holds qualifications in Environmental Health and Building and chairs Council's Heritage committee, as well as being a director of Penrith Whitewater Stadium and Deputy Vice President of the Museum of Fire. Cr Rumble was the Inaugural President of the Nepean Rotary Club and remains involved in Rotary and Apex. Cr Rumble has worked to implement a Council Masterplan for Jamison Park, establish a City/Botanical Garden and fitness track and gym equipment in Tench Reserve. Cr Rumble has a keen interest in touring Australia.

# Organisational Structure



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## Abbreviations

CCDM Community & Cultural Development Manager - Erich Weller

CM Corporate Development Manager - Ross Kingsley

CSMO Children's Services Manager Operations - Janet Keegan

CWM City Works Manager - Matthew Stewart

DSM Development Services Manager - Paul Lemm

DTAM Design & Technical Advice Manager - David Yee (Acting)

EDCMM Economic Development & City Marketing Manager - Geoff Shuttleworth

EHM Environmental Health Manager - Wayne Mitchell

EO Executive Officer - Glenn McCarthy

EPM Environmental Planning Manager - Roger Nethercote

FSM Financial Services Manager - Vicki O'Kelly

IA Internal Auditor - Peter Browne

IMTM Information Management & Technology Manager - Chris Gardner

LEDPM Local Economic Development Program Manager - Bijai Kumar

LGM Legal & Governance Manager - Stephen Britten

LPM Local Planning Manager - Ruth Goldsmith

LSM Library Services Manager - Colin Stevenson

MLO Media Liaison Officer - Carl Spears

MPM Major Projects Manager - Craig Ross

PCMM Parks Construction & Maintenance Manager - Vacant

PDASM Public Domain Amenity & Safety Manager - Yvonne Perkins

PDM Property Development Manager - Brian Griffiths

PSM Personnel Services Manager - Danielle Welsh

RM Recreation Manager - Andrew Robinson

RMC Risk Management Coordinator - Ken Muir

SGO Senior Governance Officer - Glenn Schuil

WCPM Waste & Community Protection Manager - Barry Ryan

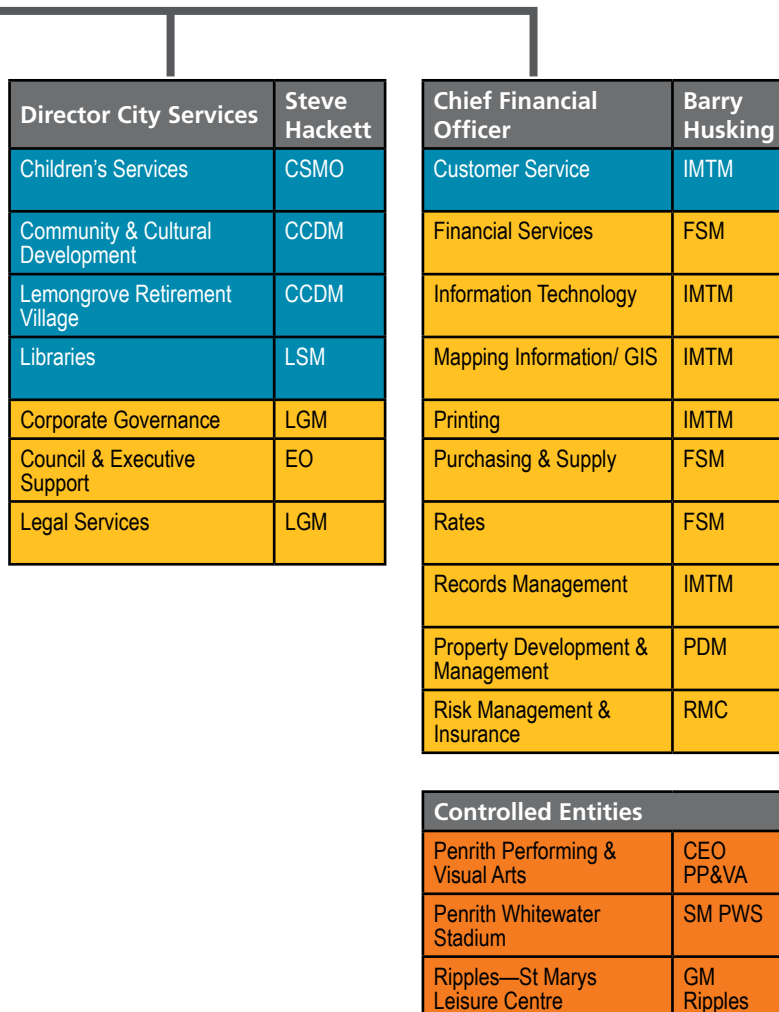
WDM Workforce Development Manager - Linden Barnett

### Controlled Entities

CEO PP & VA - John Kirkman

SM PWS - Jack Hodge

GM Ripples St Marys Leisure Centre - Erik Henricksen



# Corporate Management Team

## General Manager - Alan Stoneham



Alan Stoneham has 30 years experience in Local Government, including senior positions as Director City Planning, Director City Strategy and Deputy General Manager. Before joining Penrith City Council, Alan held senior planning positions at Blacktown Council. Alan has a range of professional qualifications in planning and management. He has lived in the local area for 35 years, is married and has three children.

## Director City Operations - David Burns B.E (Civil)



David Burns spent the last 15 years in Local Government, including senior positions at Penrith City Council, Camden Council and Blue Mountains City Council. David has been Director City Operations since February 2007. David has also held positions with the Roads and Traffic Authority and a number of private civil engineering construction companies before joining local government. David has a range of professional qualifications including a Degree in Civil Engineering; Membership of the Local Government Managers Australia and is a Fellow of the Institution of Public Works Engineering Australia. David and his family have lived in the lower Blue Mountains for 21 years.

## Director City Planning - Craig Butler B.App.Sc (Env Health)



Craig Butler has 29 years experience in Local Government, including senior positions in the areas of planning, public health, environmental health, development and building approvals. Craig has a Bachelor of Applied Science - Environmental Health.

## Director City Services - Steve Hackett Ass.Dip.(Recreation),B.A.(Leisure Studies) M.B.A.



Steve Hackett has over 32 years experience in Local Government, including senior positions as Director, Department Manager and Company Secretary and Director for a number of Council's Controlled Entities. Steve also held management positions at a local transport company. Steve has a range of professional qualifications including an Associate Diploma, Bachelor of Arts and a Master of Business Administration. Steve is an Associate Member of Local Government Managers Australia, an Associate Fellow of the Australian Institute of Management and a Justice of the Peace (NSW). He has lived in the local area for over 50 years, is married and has four children.

## Chief Financial Officer - Barry Husking

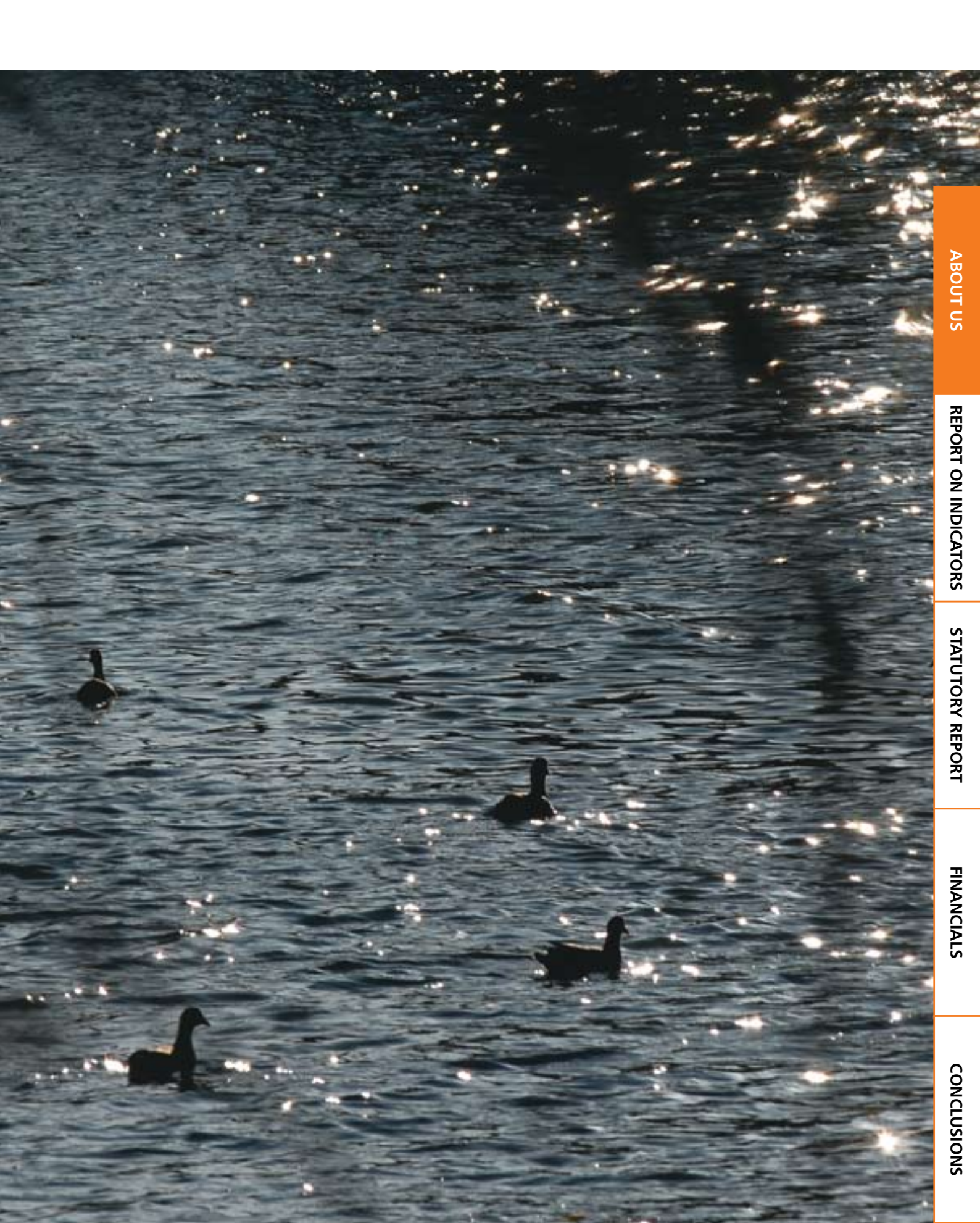


Barry Husking has 32 years experience in local government including senior management roles at Penrith, Fairfield, Hawkesbury and Ku-ring-gai councils. His responsibilities have spanned the financial, strategic planning, risk management, human resources, information technology and general administration functions. Barry holds finance and local government qualifications and is a member of both CPA Australia and Local Government Managers Australia. He is a past member of CPA Australia's NSW Public Sector Committee including two years as Chairperson. Barry and his family have lived in the local area for 27 years.

## Director City Strategy - Vacant

The Director City Strategy was appointed to the position of General Manager following the retirement of the former General Manager, Alan Travers.







# Our People

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When Council's longest standing employee Glenn Mallard started as a Cadet Surveyor in the late 60's anywhere beyond Smith Street was "a long way outta town," Jamison Park was being transformed into sporting fields and Panthers had just joined the Sydney first division competition. In fact, one of Glenn's first jobs was extending the grass embankments at Penrith Park to accommodate more spectators. Back in the "old days" all measurements and maps were documented long hand and he was hardly indoors, spending most of his days surveying (banging pegs in) and designing trunk drainage systems for emerging suburbs.

Glenn saw the evolution of the early major residential areas such as St Clair and Werrington County – back when Glenmore Park (now home to 20,000 people) was little more than rolling hills, scattered trees and home to native wildlife. 40 years have seen a lot of changes, both in his industry and Penrith City, but the one constant has been Glenn's loyal employment with Council. "There is certainly a lot more technology used now, but my favourite part of the job is still helping the

local residents," Glenn said. "Arranging to meet with property owners regarding drainage or other issues and being able to help them is still the most rewarding part of my job. I have been doing it since day one and to me this is a most important function of Local Government."

Glenn grew up in Derby Street then Stafford Street (Penrith of course) and went to Penrith High School. He studied part time at Sydney TAFE to become a qualified Engineering Surveyor and has worked in four Council buildings during his four decades. Glenn remembers the original Penrith Plaza being built with a large department store, Woolworths and a few specialty shops. He was part of the all-hands-on-deck design team restoring the riverbank after major flooding in 1978 and saw roundabouts introduced into the City during the 80's. Glenn was also involved in the construction and later removal of the High Street Mall. Penrith has certainly changed over the years but Glenn still loves the area, now living in Glenmore Park after many years at Wallacia and would not have raised his family anywhere else.

**Attracting, developing and retaining our people is extremely important to Council and is a key challenge in coming years as organisations compete for the shrinking pool of new people entering the workforce. We understand that employees of the future will have different career goals and priorities than in years gone by. Council aspires to be an employer of choice; able to attract and retain a workforce that is highly skilled, motivated and equipped to deal with contemporary and future challenges.**

Council's diverse, talented and valued workforce comprises 1,160 staff made up of 805 permanent, 169 temporary and 186 casual employees. Council invests in its staff through a strong occupational health and safety culture, employee planning and performance reviews, skills training and development, education assistance and a variety of leave provisions and flexible working conditions to help balance work and lifestyle needs. This ensures a secure and satisfying workplace where all staff are treated equitably and with respect.

Council has undertaken a process of workplace reform over the longer term under the following broad programs:

- The development of a strong industrial framework
- The attraction and retention of talented employees
- The development of a skills framework
- The development of a family-friendly workplace
- The development of a stronger Occupational Health and Safety approach

## Workforce Policies and Procedures

Council recognises that a strong performance culture is essential in attracting and retaining talented people. Staff are set challenging work goals and have their performance reviewed through Council's performance, planning and review process. Supervisors provide staff with support through constructive feedback and guidance on their performance and level of productivity. Outstanding performance and performance that exceeds expectations was recognised through its performance review mechanisms. A project to review Council's approach to performance management and identify areas for improvement was largely completed during the review period.

A range of workforce reports were also either enhanced or developed to help monitor and improve processes and systems.

Efforts continued to promote Council as an attractive employment choice for talented people. This was achieved through the development of promotional materials on careers in local government, continued support for school leaver and undergraduate Traineeships, attendance at Careers Fairs and strengthening links with High School Careers Advisors.

Council's Skill and Knowledge Assessment System for general staff continued to provide guidance on the skills required by the organisation. 145 Skills and Knowledge Assessments and 134 new applications were received during the review period.

This system provided staff with clear guidance on Council's expectations. It is worth noting that staff turnover has declined since the introduction of Council's assessment processes.

## Workforce Reporting and monitoring

An extensive process of workforce analysis was conducted for the fourth year in a row. This information was documented in the annual Corporate Workforce Report which analysed key demographic factors including workforce sustainability indicators that measure depth of corporate knowledge and forecast loss of that knowledge over the medium term. This document will play a significant role in the process of developing a workforce strategic plan.

A strong process of analysing and reporting on the skills gaps of the existing workforce was also implemented during 2007-2008 to help us plan for the future.

## Employment Initiatives

Council's 12 month Traineeship Program and Undergraduate Traineeship Program help address the issue of an ageing workforce by introducing people to particular professions and to local government as an attractive area of employment. These programs attract high quality school leavers and mature age applicants who are employed across the following vocational and professional areas:

### 12 month Traineeships

- Office Administration (10 positions)
- Child Care (19 positions)
- Information Technology (1 position)



# Our People

- General Construction (13 positions)
- Horticulture (7 positions)
- Sport and Recreation (1 position)
- Undergraduate Traineeships
- Development Services - Health and Building (1 position) & Environmental Planning (5 positions)
- Engineering (3 positions)
- Library (1 positions)
- Design & Technical Advice (1 position)

Council also recognised the need to forge strong partnerships with regional education institutions. Our involvement with TAFE NSW – Western Sydney Institute has continued with the delivery of innovative training programs. Council continues to have a strong presence in Local Government Careers Fairs and collaborated with WSROC member councils to develop a stronger regional presence as employers of choice.

In the past year our partnership with WSROC involving Trade Apprenticeships continued with placements being supported in Electrical, Carpentry, Sign Writing and Automotive Engineering.

Council's "Open Day" was again used as a means of promoting employment opportunities in local government within the region, and brochures on career paths in areas of skills shortages were developed and distributed at various forums to raise the level of awareness in the community.

## Training and Development

Council's commitment to training is strongly demonstrated by 1867 attendances at the 144 internal training sessions offered during 2007-2008. There were 375 attendances at external conferences or seminars, 108 staff were involved in either New Entrant Traineeships or Existing Worker Traineeships resulting in accredited qualifications. Council continued to support its Undergraduate Traineeship Program by employing 11 staff across three professional areas. The number of staff undertaking tertiary studies and utilising Council's Education Assistance Program has continued to grow with 64 staff receiving this support during the past year.

Our involvement with the TAFE - Western Sydney Institute has continued with the delivery of Council's innovative Field Operator Training Program. Western Sydney Institute also took on the delivery of Business Administration and Information Technology Traineeships for the 2007 intake.



Council must offer competitive conditions and a good working environment to be able to attract and retain its staff, particularly in industries like planning and engineering where there's a nationwide skill shortage. A range of scholarships were established in 2007, building on Council's existing undergraduate traineeships. Sue White started with Council as an Undergraduate Engineer in 2005, was permanently appointed as a Restorations and Maintenance Engineer in 2006 and is currently studying part-time. Sue has two children and says Council's flexible working hours and access to financial support and study leave benefits through the Education Assistance Program enabled her to combine full time work with further study. Sue will go on maternity leave in 2008 and plans to return to Council next year. Various leave provisions, including family-friendly policies, continue to help Council retain staff, with a steady increase in people using carer's leave and maternity leave with the majority of women returning to work either full or part time after the birth of their baby.



Around 280 refugees have made their home in Penrith City over the past few years including a large number from strife-torn Sudan where 1.9 million people have been killed in a 17-year civil war. David Nak is one Sudanese refugee who is grabbing life with both hands after settling in Penrith in 2002. David studied a Diploma of HR Management at TAFE before enrolling in a Business degree at the University of Western Sydney. David approached Council for work experience and spent two days a week for three months with Council's Workforce Development department which he hopes will aid his job prospects when he completes his degree. Despite the atrocities he saw and the trauma he experienced, David remains optimistic about life and believes he's extremely fortunate to have been given a chance at a new life in a wonderful country.

Strong partnerships with regional education institutions provide an opportunity for students like David Nak to gain work experience at Council.

## Employee Relations

The industrial relations climate for councils continues to remain uncertain due to the existing Local Government industrial instruments. Councils continue to be covered at this stage under the Federal Industrial system.

Notwithstanding the current uncertainty Council successfully negotiated a Council Agreement which came into operation from November 2007. The Agreement provided all staff with a 4% pay increase.

Council still recognised Referral Agreements entered into with the Unions. This ensured that three industrial issues were able to be processed before the Industrial Relations Commission of NSW with favourable outcomes to Council.

There were no significant industrial disputes that led to stoppages of work with matters being generally settled at the local level.

The Joint Consultative Committee (JCC) made up of staff from all levels of the organisation continued to effectively represent the interests of management and staff. This committee meets monthly to deliberate on a variety of workplace issues.

A responsive industrial relations consultancy continues to be provided to Council's controlled entities.

A harmonious industrial relations climate is fostered with co-operative and consultative mechanisms remaining in place. The following committees are strongly supported by management:

- Joint Consultative Committee
- Occupational Health and Safety Committee
- Job Evaluation Committees

The above committees are supported by training and refresher courses to ensure they continue to operate in an effective manner.

## Occupational Health and Safety

A comprehensive review of Council's existing Occupational Health and Safety and Injury Management (OH&S&IM) systems and procedures is being undertaken. This action is required as Council positions itself to reach self insurance status over the next two years.

Industry-specific programs continue to be undertaken and supported by structured training, targeting identified workplaces. The ongoing review of the workplace environment has resulted in 114 ergonomic assessments being undertaken on workstations and in Council's Child Care Centres.

# Our People

Council has experienced its lowest workplace injury claims in 15 years with less than 10% of staff being involved in workplace accidents and the total of days lost through injury less than 1% of available working days.

This success has meant that the following continues to be achieved:

- a reduction in the dollar cost as it impacts on the overall workers compensation premium rate
- a continuation of low injury claims
- a faster return to full-time normal duties; and
- of 83 claims for workers compensation lodged, half resulted in no time lost through injury.

The continuation of job specific Manual Handling training has resulted in a 15% reduction of manual handling related accidents when compared with the 2006/07 reporting period. Overall 415 staff have participated in OH & S related training including training in first aid.

The OH & S committee has been effective in its activities with over 50 workplace inspections being carried out. The Committee has also been active in reviewing systems and procedures as part of a move towards the self insurance model.

Council's outdoor operations continue to benefit from enhancements to safety equipment including boots, safety glasses and improvements to hearing protection. The continued rollout of ergonomically sustainable plant and equipment is reflected in significant injury risk reduction to staff.

## Equal Employment Opportunity (EEO)

The Local Government Act requires each Council to prepare and implement an Equal Employment Opportunity (EEO) Management Plan.

Major achievements during the reporting period include:

- The employment of three Aboriginal/Torres Strait Islander people and two people with a disability in Council's 12-month Traineeship Program.
- 16 women were supported in attending five different Training/Personal Development Courses specifically designed for women.
- 57 attendances at Equal Employment Opportunity Awareness Training
- 235 attendances at Bullying and Harassment Prevention Training
- 87 attendances at the Disability Awareness workshop developed and delivered for Council by the Australian Network on Disability.

Rickey McFarlane has a dream – he wants to stand in the middle of the field during an NRL Grand Final, surrounded by the game's biggest names and watched by 80,000 screaming fans. Rickey's goal is to become a top NRL referee and Council's flexible working conditions allow him to juggle his work on Council's Public Domain and Maintenance unit and training with the NRL professional part-time squad every Monday. Rickey has to be mentally and physically fit, and unlike the players he's required on the field for the full 80 minutes so has a daunting fitness regime to squeeze into his schedule as well as his work of cleaning and maintaining the City he grew up in. "I get a lot of pride in being able to look after my hometown, and the public often stop to tell us they appreciate the job we do which makes it pretty rewarding," he said.

Louise Meadows and her guidedog Hector are a regular sight around Council as well as billboards and cinema screens across the City. Louise is a part-time trainee in Development Services and was featured in a major advertising campaign for Guide Dogs NSW during the year. Louise started losing her sight when she was 11 and went on to complete her HSC before applying for a traineeship with Council. Council is committed to Equal Employment Opportunities and provides a supportive environment for people with disabilities and all minority groups including ethnic and racial backgrounds, age and genders. Three traineeships were also created for people of Aboriginal or Torres Strait Islander background in 2007, with a pool of strong applicants vying for the positions. Council employed 70 trainees in 2007 in a range of occupations including childcare, field operations and business administration. In 2007 a former childcare trainee was appointed a Centre Director after undertaking study supported by Council's Education Assistance Program.

Council staff regularly roll up their sleeves and donate blood at the Nepean Blood Service, with staff encouraged to make the life-saving donation during their working hours. During winter that commitment steps up a gear in the Mayoral Winter Blood Drive and in Winter 2007, the Drive increased the Blood Bank's stocks by an extra 300 donations. Bushland Management Officer Janet Rannard has clocked up 82 donations over the past 25 years. "I found out that my blood type is universally accepted so I go and donate as often as I can," Janet said. "Being able to go on work time means I don't have to skip a donation because I can't fit it in after work."



# Our People

Nikki McNeill joined Council because she wanted to work outdoors, and while there are more men working in the field than women, Nikki stood out for all the right reasons and has progressed from being a trainee to the first female Team Leader on the outdoor staff. Nikki is responsible for 27 locations across the City, maintaining parks and reserves, and takes a great deal of pride in her work. A project Nikki is particularly passionate about is the Trees for Mum event where families can go along and plant a tree on Mother's Day to remember their mothers and grandmothers who have passed away. 2008 was the second year for the event which has seen a reserve in Kingswood transformed into a living memorial, with Nikki on hand to talk about the native shrubs and how to plant them.

Mahbub Alam left developing country Bangladesh for the educational opportunities in Australia. He came in 2001 on a student visa and completed an Undergraduate Degree in Engineering before going on to complete a Masters in Urban & Regional Planning with Distinction at the University of Sydney and joining Council as an Environmental Planner (Urban Policy). "Sydney University is widely regarded internationally and is very well respected in my industry," Mahbub said. Recently he has also started his PhD (part time) for further urban and regional planning Research. With his qualifications in hand, Mahbub was able to apply for permanent residency and earlier this year was proud to officially become an Australian Citizen.



Council seeks to be an employer of choice and provides opportunities to attract and retain skilled staff.

# Awards and Citations

Exceptional work over the past year has been recognised with awards for a number of our projects. We are proud of the contributions made by excellent individuals and dedicated teams.

- ✓ **Local Government Annual Financial Statement Award**  
Council won the prestigious NSW Local Government Annual Financial Statement Award for 2006-2007 at the NSW Local Government Finance Professionals Conference in May. This is the first time any council has won the award twice – Penrith won last year, and was also runner-up in 2003-2004 and 2004-2005. The award is judged each year across all NSW local councils. The judges look for compliance with the Australian Accounting Standards and the NSW Local Government Code of Accounting Practice and Financial Reporting, as well as excellence in format, readability, content and presentation.
- ✓ **Award for Excellence in Stormwater Research from Stormwater Industry Association NSW. 2007 Winner Penrith Broadscale Overland Flow Flood Study**  
Penrith City Council was awarded the Stormwater Industry Association (NSW) Award for “Excellence in Stormwater Research 2007”. Council won the award for its “Penrith Broadscale Overland Flow Flood Study. The study applied innovative modelling techniques and cutting edge technology to map overland flow extents across the Local Government Area. Council staff provided the intellect and guidance to the study – part of the broader catchment analysis program.
- ✓ **Local Government Excellence in the Environment Awards: Stormwater and Urban Waterways Winner 2006-2007 for Werrington Creek Restoration and Community Engagement Project**  
Council’s Werrington Creek Restoration and Community Engagement Project was awarded first prize in the Stormwater and Urban Waterways category at the Local Government and Shires Association of NSW – Excellence in the Environment Awards 2006-2007.  
  
Council initiated the restoration project at Werrington Creek between Victoria St and Werrington Lake in response to significant erosion and weed issues and community concern. The project was funded through Council’s Enhanced Environmental Program and a grant from the Hawkesbury-Nepean Catchment Management Authority.
- ✓ **Annual Award for Excellence in Risk Management – Westpool**  
For the third time since 2000, Penrith City Council has won the prestigious Westpool Risk Management Excellence Award. Council’s successful entry in the 2007 competition was based on the implementation of its Service Risk Assessment program as an integral element of Council’s enterprise risk management strategy. The development and implementation of the Service Risk Assessment program involved the managers of all of Council’s 65 services as well as over 20 supervisors and the Risk Management Team.
- ✓ **Winner in the category Public Sector Leadership for Urban Development for the Project Six Regional Cities - Urban Development Institute of Australia**  
Two major projects in which Penrith City Council has been involved won category awards at the high profile annual Urban Development Institute of Australia Awards. The Department of Planning’s Regional Cities Taskforce and the six Regional Cities, including Penrith City were awarded first prize in the award category: Public Sector Leadership for Urban Development for the Regional Cities strategies (along with the other Regional City Councils of Wollongong, Gosford, Liverpool, Parramatta and Newcastle). Judges applauded the strong leadership and policy direction, as well as the participatory and collaborative approaches of the project. The significant achievement of completing four plans for each city within eight months was also noted. The Penrith Regional City plans provide real opportunities for the City Centre, and provide the direction to guide Penrith City Centre into a vibrant and sustainable City.
- ✓ **Highly Commended Award in recognition of Council’s entry in the Local Government Association section of the 2006-2007 AR Bluett Award**  
Penrith has been highly commended in the A.R. Bluett Memorial Award for 2006-2007. The Bluett Award is presented each year to the Council that, in the opinion of the Trustees, has made the greatest relative progress. The A.R. Bluett Memorial Award is considered to be the highest accolade a council can aspire to. Penrith City Council has won previously in 1966, 1979 and 1990.
- ✓ **Western Sydney Industry Awards - Judges’ Choice to Penrith City Council for excellence and innovation**
- ✓ **Sydney Water - to Penrith City Council for achieving a 3-star rating in the One-2-Five Water diagnostic**
- ✓ **Sydney Morning Herald Management Excellence Awards - For Penrith Council’s New Management Plan Model: Integrating Strategy, Sustainability and Services**  
For the third year running Penrith City Council has won the Gold Award at the annual Sydney Morning Herald Local Government Management Excellence Awards. Council won the “Management Excellence” category while Financial Accountant Andrew Moore was named “Aspiring Young Manager of the Year”.
- ✓ **Council Commended for providing outstanding Out of School Hours (OOSH) Services**  
Penrith City Council and Emu Village Out of School Hours Care service were commended for providing outstanding Out of School Hours (OOSH) Services. Council won the Local Government category, while Emu Village was Highly Commended in the Community Owned OOSH Centre category of the 2007



Network NSW OOSH Community Activities Awards. The Local Government Award was won by Penrith City Council for:

- a high level of commitment to working with school aged children and their families in the Local Government Area,
- support for quality environments for school aged children, including parks and play spaces.
- developing and supporting new initiatives for school aged children
- supporting OOSH professional networks and training



**BOTTOM:** Vicki O'Kelly, Pauline Johnston, David Thorpe, Andrew Moore, Brett Richardson and Christopher Weir showcase their Local Government Annual Financial Statement Award for the second year running.

**TOP:** Council was proud to receive the LGMA Gold Award for Excellence in Corporate Sustainability for its 2006/2007 Annual Report.



# Our Approach to Planning & Reporting

ABOUT US

As part of our sustainability journey, Council has undertaken a significant shift in our approach to planning and reporting. The Strategic Plan (presently being developed), Management Plan and Annual Report are now framed around Sustainability Principles, cementing our commitment to a sustainable future and further linking Council's key strategic documents.

The diagram of the planning and reporting cycle provided below indicates how the Strategic Plan, Management Plan and Annual Report link and the central role community and Council stakeholders have in contributing to our future directions.

The Strategic Plan is Council's principal policy document, guiding its leadership of the City. This 'planning' element provides a long term view for the City, stretching beyond the next ten years. The Strategic Plan contains Council's vision, statement and strategic directions for the City.

The Strategic Program links the 'planning' in the long term Strategic Plan with the 'implementing' in the annual Management Plan. It sets priority actions in a four year delivery program that will deliver, or work towards, achieving Council's longer term strategic directions. The Strategic Program is important in making sure that all of Council's services and programs remain focussed on delivering the agreed long term outcomes.

The Management Plan is the 'implementing' part of Council's key strategic documents, which outlines all of Council's services. Most services will identify strategic tasks, to be undertaken in the year ahead, which will contribute towards the delivery of Council's Strategic Program and Plan. The Management Plan also provides information on funding for each service, including specific tasks, and identifies the Managers and Directors responsible for the service.

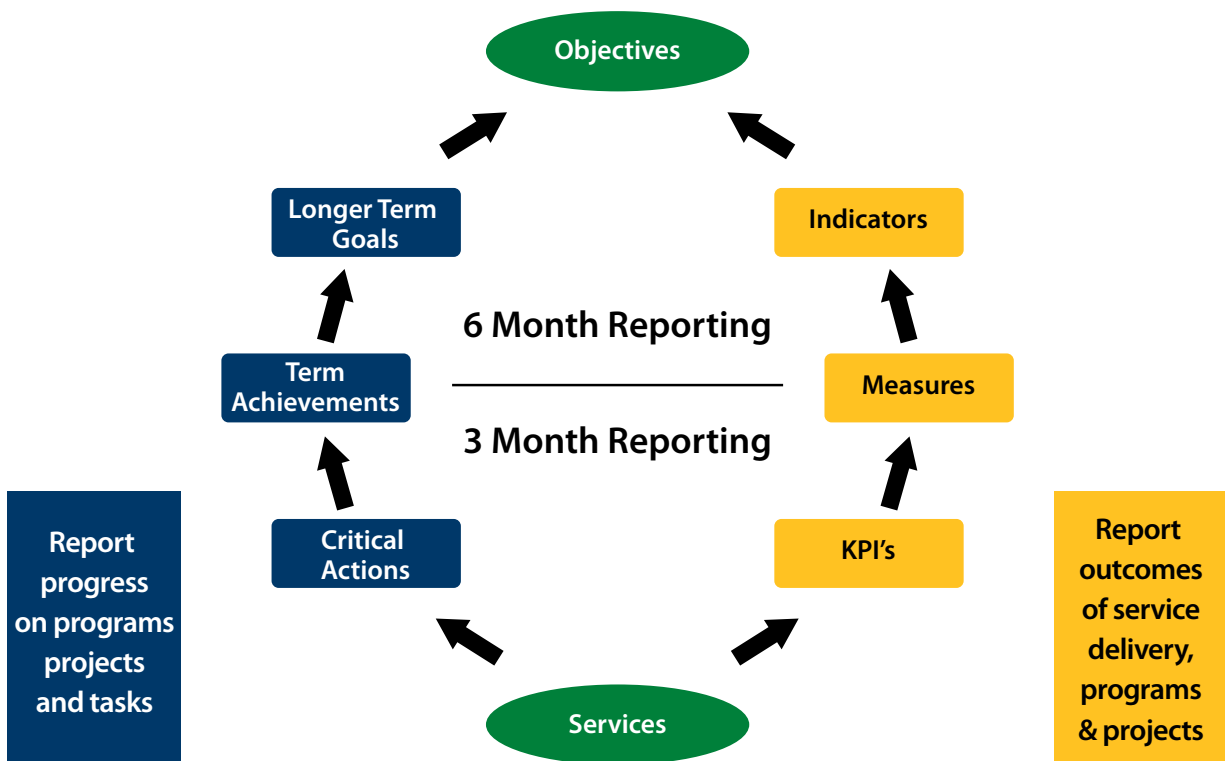
REPORT ON INDICATORS

STATUTORY REPORT

FINANCIALS

CONCLUSIONS

## Principles



Strategic Plan • Strategic Program • Management Plan

# Our Approach to Planning & Reporting

Management Plan performance is reviewed and reported to Council and the public quarterly. Strategic Program progress is reviewed and reported every six months.

The Annual Report forms the 'reflecting' component of the cycle. It reports in terms of both City and Council sustainability on progress against our Strategic Plan and Management Plan objectives, outlining our key initiatives, how we are performing and challenges for the future. It provides a summary of performance on social, economic and environmental aspects of Council's operations and activities.

The Annual Report details Council's performance against the Global Reporting Initiative (GRI), with specific reference to the GRI Version 3. The Annual Report also outlines the City's progress towards sustainability based on Indicators framed around the Penrith Sustainability Principles.

The development of sustainability indicators for both the City and the Council provides a sound basis on which to monitor and report on successes and identify areas for improvement. The indicators can also be used to benchmark Penrith City against other sustainable cities throughout the world, and to measure Council's performance against international standards for sustainable public agencies and governments.

The Financial Statements have been independently audited by PricewaterhouseCoopers. The remaining data within this report has not been independently verified, although we are working towards this for future reports.

## Participation in Council's Strategy

Council's adopted Community Participation Policy and Manual provide guidelines on how to approach the engagement processes for key projects. The Manual sets out ways to "inform, consult, involve, collaborate or delegate" that are consistent with international best practice (the IAP2 framework). A cross-organisational team provides guidance to the organisation on enhancing community engagement.

Preparations for the 2009+ Strategic Plan provide for wider engagement of our communities in addition to key stakeholders, City partners and the organisation itself in an ongoing dialogue or 'conversation'. Elements of the 'conversation' to be conducted include:

- ✓ building on Penrith's Regional City status;
- ✓ the sustainability framework and outcomes to be pursued for the City;
- ✓ the future direction and delivery of Council's services to the community.

Teams were formed around the Strategic Plan process and to develop enhancements to community and staff engagement. Additional resources were provided by Council to reflect these priorities. Key initiatives taken within 2007-2008 included conducting a formal community aspirational survey (which also supported reporting on the Indicators in the Annual Report), planning a Penrith City Futures Forum, the trial of an online forum 'Bang the Table' and planning for online surveys for both the community and staff.

Council has strong established relationships with businesses, government agencies, community groups, and individuals at all levels. By working together we have used a collaborative approach to achieve positive outcomes for the City and thereby implement the goals in the current Strategic Plan. It is logical to build on those strengths by inviting our stakeholders to help us develop our new plan for the City and ultimately implement the 2009+ Strategic Plan.

Clearly, the success of Council's Strategy for the City will entail not only a shared vision but effective contributions from many partners.

## Stakeholder Engagement

Stakeholder engagement is a vital part of our planning and reporting cycle. Council recognises that sustainability is best achieved through collaboration between a range of stakeholders – individuals, businesses, community groups, institutions and government agencies. Council's role in encouraging sustainability should be as a catalyst, fostering public and private partnerships, stimulating interest and communicating the importance of achieving sustainable development.

Council is keen to engage representatives of community, business and other special interest groups to find out about community issues, needs and priorities. This information, along with input from Councillors and the organisation's own extensive research and investigation, provides a sound basis for strategic planning.

Following the remodelling of the 2006-2007 Annual Report, Council engaged extensively with internal and external stakeholders to encourage understanding and feedback about the changes.

# Our Approach to Planning & Reporting

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Presentations were made to Councillors and Senior Management, and the report was promoted to all staff in a variety of ways. A summary of the report was distributed, and the Annual Report was made available on the staff Intranet.

Externally, the Annual Report was placed on Council's website and copies of the report were sent to government and non government agencies, community groups and other stakeholders. A public display about the Report was set up in the Civic Centre foyer, and a presentation was made to Council partners and networks including the Local Government Managers Australia (LGMA) NSW.

Website readers were invited to give feedback, and feedback forms were distributed with the hard copies to encourage readers to comment on the Report. In addition, selected stakeholders were contacted personally and asked for feedback.

To further spread the word, a Sustainable Penrith Blog and a Sustainability Indicators website were set up. The Blog has evolved into a regularly updated forum with involvement from the community.

Council put in submissions to the Association of Certified and Chartered Accountants (ACCA) Sustainability Awards and the Australasian Reporting Awards (ARA), to see how our initiatives compare to other organisations, and to seek further feedback.

Overall, the feedback received has been extremely positive, with valuable suggestions for improvement which have been taken on board in preparing this 2007-2008 Annual Report. We look forward to working further with our stakeholders as we continue our sustainability journey and strive to improve our annual reporting.





# Sustainability Indicators

**Council has developed a comprehensive range of Sustainability Indicators for the City and Council. The Indicators provide a transparent approach to reporting and establish a baseline from which we can track our progress towards a more socially, economically and environmentally sustainable City and organisation.**

The City Indicators, which were developed by Council for its community, are focussed around the Penrith Sustainability Principles. The Council Indicators are drawn from the internationally-recognised standard, the Global Reporting Initiative.

Reporting against these Indicators will provide Council with a clear gauge as to its performance as it moves towards the goal of an environmentally, socially and economically sustainable City.

The development of the 2006-2007 Annual Report was a massive shift from the previous reporting process. To ensure we were heading down the right path, Council actively sought feedback from internal and external stakeholders. The feedback was overwhelmingly supportive but did identify areas where improvements could be made. Consequently Council has modified this year's report to make it a clearer and more user friendly document.

Some of the key changes include improving the wording of the indicators (but not their intent), modifying the way the Indicators are reported, further integrating the State of the Environment Report into the Indicators and providing more summaries and snapshots of information.

The reframing of the Annual Report reflects the overhaul of Council's entire strategic planning process. Council's key planning documents, the Strategic Plan (through the new plan presently under development), Management Plan and Annual Report are now all framed around Penrith's Principles for a Sustainable City, strengthening links between each of these strategic planning tools.

A State, Trend, Response framework has been adopted for each of the Sustainability Indicators we are reporting on, where the State is provided adjacent to the Indicator in the form of a symbol. The Trend is described, and the Response in terms of our progress towards this Indicator is also provided. The symbols are defined as follows:

## On track



The elements relating to this indicator are currently meeting or exceeding the desired trend. The targets of this indicator have been met and/or are being maintained. Accordingly there is an increased likelihood of improved and ongoing sustainability.

## Challenge



Various elements relating to this indicator are not currently meeting the desired trend and the trend appears to be declining. There is scope for significant improvement in this area and Council is investigating various factors to determine how issues may be resolved and the desired trend achieved.

## Stable



There has been minimal change in the factors relating to this indicator. The desired trend has not been met but there has not been a decline. Council is working to ensure the desired trend is achieved and sustainability in the relevant area is improved in future.

## Not yet reporting



Information pertaining to this indicator was not wholly available during this reporting period. Council is working towards collecting all of the information required to comprehensively report on this indicator. This information should be available in future Sustainability Reports.

# Penrith's Principles for a Sustainable City

In 2003, Penrith City Council adopted the United Nations Environment Program (UNEP) Principles for Sustainable Cities as Penrith's Sustainability Principles to guide our journey towards sustainability and the development of the Sustainable Penrith Action Plan, the 2005-2009 Strategic Plan and 2007-2008 Management Plan.

1. Provide a long-term vision for Penrith, based on sustainability; intergenerational, social, economic and political equity; and their individuality.
2. Achieve long-term economic and social security.
3. Recognise the intrinsic value of Penrith's biodiversity and natural ecosystems, and protect and restore them.
4. Enable Penrith's communities to minimise their ecological footprint.
5. Build on the characteristics of ecosystems in the development and nurturing of a healthy and sustainable Penrith.
6. Recognise and build on the distinctive characteristics of Penrith, including its human and cultural values, history and natural systems.
7. Empower people and foster participation.
8. Expand and enable cooperative networks to work towards a common, sustainable future.
9. Promote sustainable production and consumption, through appropriate use of environmentally sound technologies and effective demand management.
10. Enable continual improvement, based on accountability, transparency and good governance.





# Principle 1

**Provide a long term vision for Penrith, based on sustainability; intergenerational, social, economic and political equity; and their individuality.**

Penrith is distinguished by its natural setting, with its western edge defined by the flow of the Nepean River and the rising backdrop of the Blue Mountains. Historical rural landscapes and natural bushland areas characterise the City, and surround its urban neighbourhoods.

Penrith has kept its identity and sense of place as it has grown and developed. As the City as a place has grown and matured, its communities have also developed, diversified and become more complex. Today it is a large and vibrant community in a beautiful natural setting, with an egalitarian culture that embraces and encourages self reliance, responsibility and new ideas.

Shared aspirations for Penrith's future, and a shared vision, will guide our journey towards sustainability. This transformation needs collaboration between all levels of government, resource managers, the business sector, community groups and all citizens, and recognition of Penrith's unique identity.

Council's roles in working towards this outcome for the City include being a leader, advocate and custodian.

Council is also a large and vibrant organisation, with a work culture that encourages self reliance, responsibility and innovation. Every business, in working towards a more sustainable future, will change how it operates to deliver more integrated social, environmental and economic considerations. Council's policy directions and decisions must ensure that both intragenerational and intergenerational impacts have been considered, and there is a balance between short and long term responses. A shared understanding of Council's responsibilities and purpose will guide its future sustainability.



# Principle 2

## Achieve long term economic and social security.

To have a truly sustainable City, economic and social aspects must be considered alongside environmental issues, as part of the triple bottom line. Long term economic and social security is supported by environmentally responsible growth. Governance and cultural aspects are also essential. Sustainability is about ensuring that the influences of, and impacts on all elements are considered and balanced.

Economic and social security occurs as a direct consequence of equitable access, for all members of the city's communities, to core services and opportunities to meet basic needs including affordable housing, income, jobs and education. Economic strategies should seek to allocate human, financial and natural resources fairly to achieve long term security.

A sustainable City is an equitable place, where people can enjoy a healthy life, access what they need, and realise their potential. Penrith continues to grow and change, and there are significant differences in social advantage between and within the City's communities.

Helping to enable individual and community capacity will make our communities more resilient.

Council's roles in working towards this outcome for the City include being an advocate and facilitator. Collaborative partnerships will be needed to advocate for equity, strengthen the City's economic base, and increase the available range of services and opportunities.

Council, as an organisation, also needs to work towards long term economic and social security. Financial responsibility and a stable workforce are key elements of a successful and sustainable organisation. Expectations for service delivery must be balanced with responsible resource management. We need to plan responsibly, both as an organisation and as a leader in the City, for now and the future.

## Objectives

- We have access to what we need
- We plan responsibly for now and the future



Sister Janet Woods shares English literacy skills with the Sudanese community to encourage participation and enhance a sense of belonging.

## Highlight

### Excellence in Design

Buildings play an important part in the City's character and Penrith is proud of its growing reputation as a regional City of high quality design with the potential to showcase the very best and latest practices in many areas.

The inaugural Excellence in Building Design Awards that were judged recently recognised and highlighted the best designed buildings and places in our City.

Attracting entries from major developers, architects and designers, the Awards were open to those individuals or organisations that had completed building or design projects in the City between 2001 and 2006.

There were five categories: Green Buildings, Urban Places, Heritage Places, Urban Living and Business Buildings. The winners were:

- ✓ Green Buildings – Western Sydney State Records Building, O'Connell Street, Kingswood – Project Designer: NSW Department of Commerce
- ✓ Urban Places – Westfield Penrith Plaza Redevelopment, Riley Street, Penrith – Project Designer: Bovis Lend Lease (Designer and Builder)
- ✓ Heritage Places – Penrith Regional Gallery, River Road, Emu Plains – Project Designer: PTW Architects
- ✓ Urban Living – Waterside at Waterside Boulevard, Penrith – Project Designer: Stockland
- ✓ Business Buildings – Twin Creeks Golf and Country Club, Luddenham Road, Luddenham – Project Designer: Twin Creeks Holdings (Australia) Ltd



Council celebrated its Inaugural Excellence in Design Awards at the recently revitalised Penrith Regional Gallery and Lewers Bequest. The Judging Panel for the Awards included representatives from the NSW Government Architect's Office, the Royal Australian Institute of Architects, the Building Designers Association and the University of Western Sydney.

**A Boost for Community Organisations**

More than 50 Penrith community organisations received good news in the post recently. They were the recipients of more than \$400,000 of funding from the City's registered clubs under the Community Development Support Expenditure (CDSE) Scheme, which Council administers.

The Scheme's funding is a boost for many different organisations meeting the needs of a diverse cross section of the community, including youth, families, people with disabilities and older people.

The types of projects targeted included community welfare and social services, community

development, community health services and employment assistance activities.

There is a great deal of excellent work being done, often by volunteers, through these not-for-profit organisations and the Scheme's committee is pleased to support them in the delivery of these vital services.

Participating Clubs were St Marys Band Club, Penrith RSL, Penrith Paceway Club, Penrith Gaels, Nepean Rowing Club, Panthers, St Marys Leagues, Penrith Bowling Club, St Marys RSL, Henry Lawson Club and Kingswood Sports Club.

**Challenge**

**Households experiencing housing stress**

Households are in housing stress if they spend more than 30% of their income on housing costs.

8,966 households are facing housing stress in Penrith City. This includes both mortgage and rental stress. While Council does not play a direct role in the supply of affordable housing, it does have an advocacy and leadership role in encouraging appropriate housing opportunities in the City, and in the development of policy for facilitating sustainable communities. This is particularly important as we continue to develop Penrith as a Regional City.

Council is negotiating a number of voluntary planning agreements with new release area developers to make affordable housing contributions

to provide affordable rental housing for low income households. Council has formed a partnership agreement with the NSW Centre for Affordable Housing, a business unit of Housing NSW to facilitate the delivery of additional sustainable affordable rental housing in Penrith City.

In addition Wentworth Community Housing has recently been successful in applying for NSW Centre for Affordable Housing funds for the purchase of eight affordable housing units in Penrith City.

Council has also started preparing an Urban Study and Urban Strategy. The Urban Strategy will provide a strategic framework to encourage and maintain affordable housing for current and future residents of Penrith LGA.

<b>INDICATOR SUMMARY</b>		State 2006-2007	State 2007-2008
<b>Principle 2 – Achieve long-term economic and social security.</b>			
<b>CITY</b>			
PC1	Increased proportion of residents are satisfied with their level of access to services, information and facilities		
PC2	Increased number of dwellings that are within accessible distance of services and facilities		
PC3	Increased variety of jobs and business opportunities are available		
PC4	Decrease in the number of households experiencing housing stress		
PC5	Increase in number of local residents working locally		
<b>COUNCIL</b>			
LA4	Percentage of employees covered by collective bargaining agreements.		
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.		
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		





## Planning for an ageing community

Over sixty of Penrith's older residents and their representatives attended a community consultation at the Civic Centre to assist Council to develop a strategy to plan for the ageing of the community. The development of a full, detailed strategy 'Planning for an Ageing Community' will guide Council policies and action and identify priorities for resource allocation to best meet the needs of a growing ageing population. The project has now moved into the strategy and action plan development stage and will clarify the priorities for implementation.

## City Indicators

**PC1 Increased proportion of residents are satisfied with their level of access to services, information and facilities.**

STATE

✓ Residents are generally satisfied with the access to services and facilities from their home according to the 2008 Strategic Community Survey.

TREND

Satisfaction for access to services and facilities, has increased for health & medical services, shopping, parks & sports, community centres and transport. Some decline in satisfaction was noted for natural areas, tertiary institutions and access to work.

RESPONSE

Data for this indicator was sourced from the Strategic Community Survey undertaken in June 2008. The Strategic Community Survey is a key input to the formulation of Council's next Strategic Plan for the City and its implementation program. Council is also developing an Urban Study and Strategy which will include a framework for identifying and promoting resident access to services.



On track



Challenge



Stable

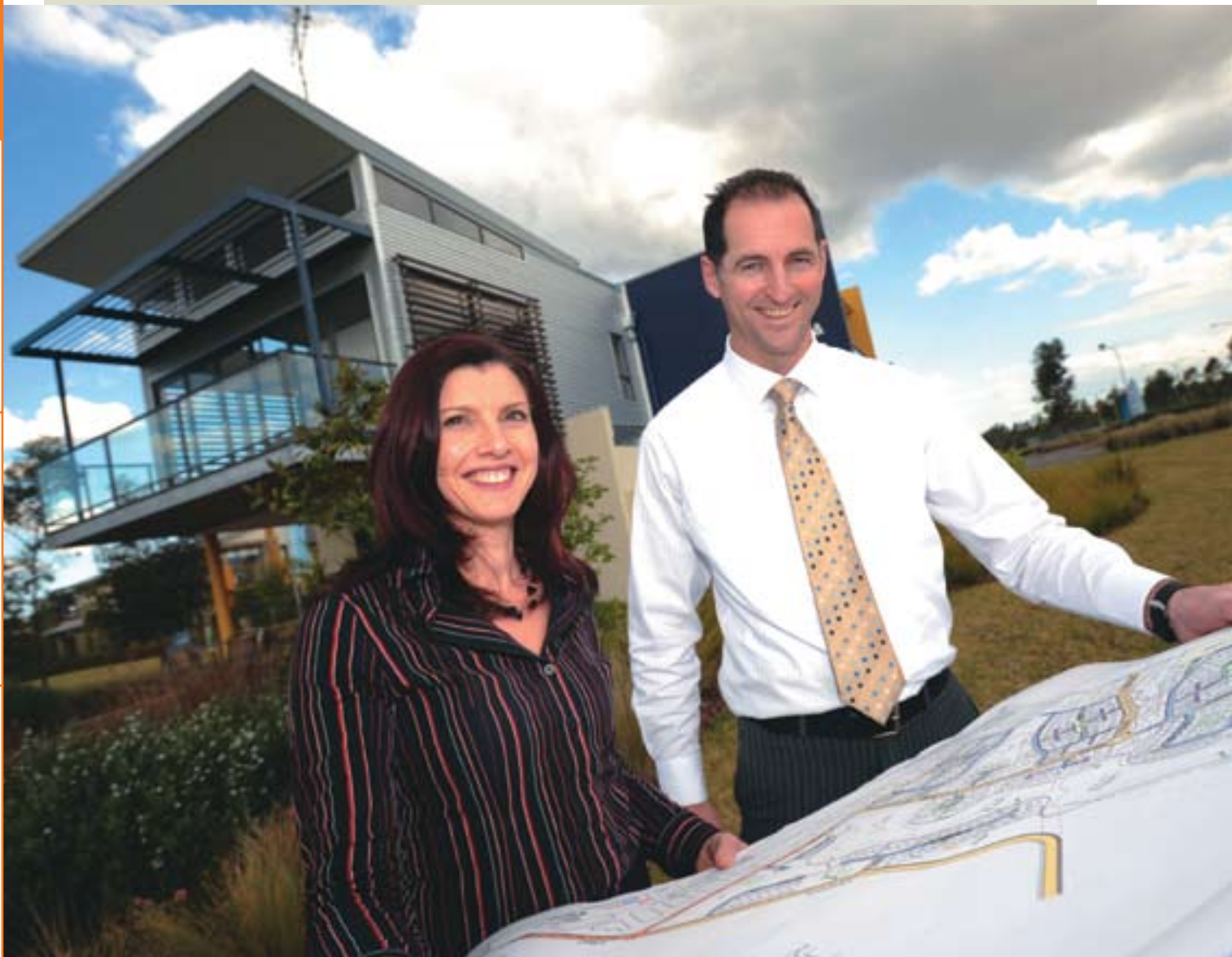


Not yet reporting

## New Release Areas

There are nine new residential release areas, an education precinct and four employment precincts in the Penrith Local Government Area (LGA) which are currently being planned and delivered. Four of the residential release areas and one employment area are located in the education precinct strategy investigation area known as the Werrington Enterprise, Living and Learning (WELL) Precinct. Education facilities within the precinct will be connected to the wider community and it is envisaged that these facilities will encourage an additional 5,000 student enrolments in the short term. Erskine Business Park connects with two other employment areas known as the Western Sydney Employment Hub and Western Sydney Employment Land Investigation Area which will form a major employment node for the City.

While some of these new release areas are in their early planning phase, others such as Waterside, Claremont Meadows Stage 2, Dunheved Precinct of St Marys Release Areas and Erskine Business Park, are currently being released and developed. Draft plans for Glenmore Park Stage 2 have been adopted by Council and forwarded to the Minister of Planning for gazettal. Draft plans for South Werrington Urban Village have already been exhibited, with the Caddens Release Area being endorsed for exhibition. All these release areas are planned to deliver over 13,000 new houses and 23,000 jobs in the next 15 years and will play a significant role in providing residential accommodation and employment lands in the Regional City of Penrith.



**PC2 Increased number of dwellings that are within accessible distance of services and facilities.**

**STATE**



Dwellings that are within walking distance of key centre services and facilities are as follows; Penrith City Centre - 30 dwellings, St Marys - 13 dwellings, Kingswood - 936 dwellings, Emu Plains - 232 dwellings, Emu Plains (Lennox Centre) - 665 dwellings, South Penrith (Southlands) - 760 dwellings, Werrington Station - 598 dwellings, St Clair Shopping Centre - 761 dwellings

**TREND**

This is the first year this Indicator has been reported so trend data is not yet available.

**RESPONSE**

Council has started preparing an Urban Study and Urban Strategy. The Urban Strategy will provide a strategic framework to guide the location of new housing in existing urban areas within the Penrith LGA.

**PC3 Increased variety of jobs and business opportunities are available.**

**STATE**



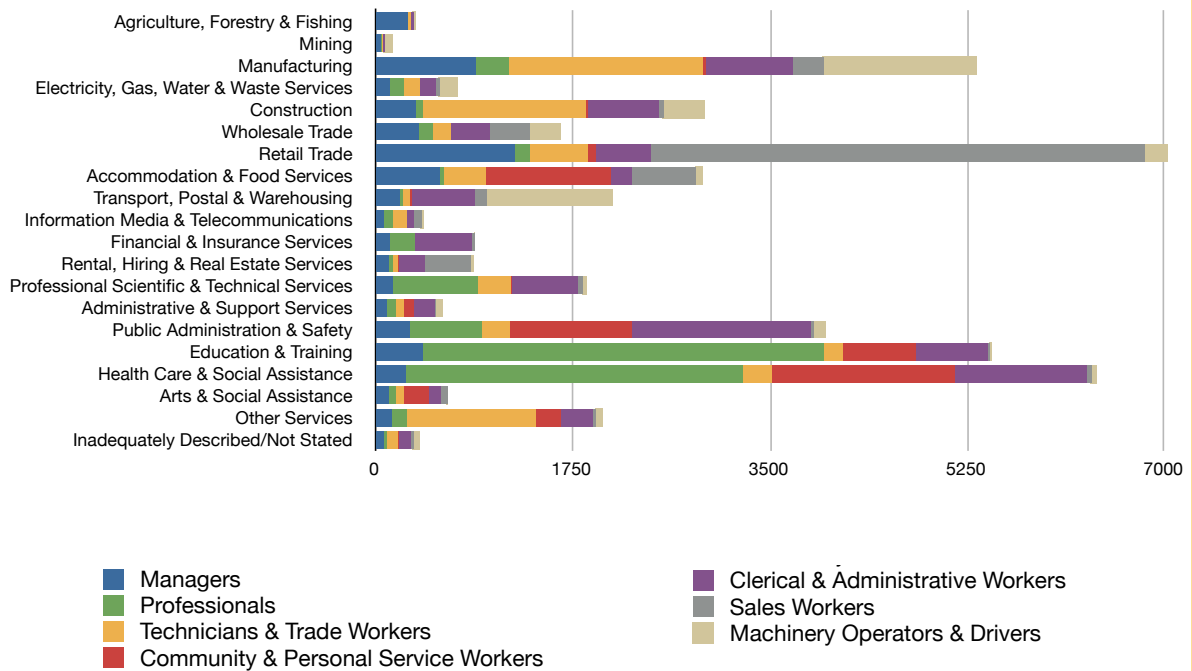
There are 52,330 jobs in Penrith LGA according to the 2006 Census data.

There has been an increase in the number of jobs available from 49,513 in 2001 to 52,330 in 2006.

**Penrith Jobs by Industry of Employment by Occupation**

Source: 2006 ABS Census (Place of Employment)

**TREND**



**RESPONSE**

Council has a proactive program to engage with business and key learning and industry organisations and has set up and funded an independent Economic Development Corporation to foster business growth and development.



On track



Challenge



Stable



Not yet reporting



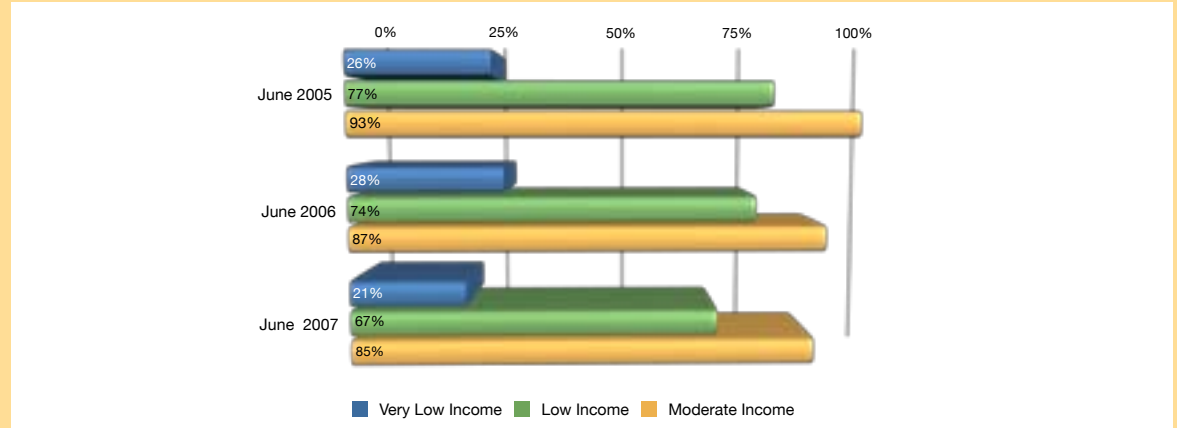
**PC4 Decrease in the number of households experiencing housing stress.**

STATE

Households are in housing stress if they spend more than 30% of their income on housing costs.  
 ✘ In June 2006, 8,966 households (or 15.2% of all households) are experiencing housing stress. Of these 8,966 households in housing stress, about 5,125 households are experiencing mortgage stress while 3,841 households are in rental stress.

In general there has been a decline in rental housing affordability since June 2005 when 26% of rental housing stock was affordable to very low income households. By June 2007 this had decreased to 21% of rental dwellings. The Penrith purchase housing market has become slightly more affordable since June 2005, when only 20% of moderate income earners could enter the housing market. By June 2007 this figure had increased to 31%.

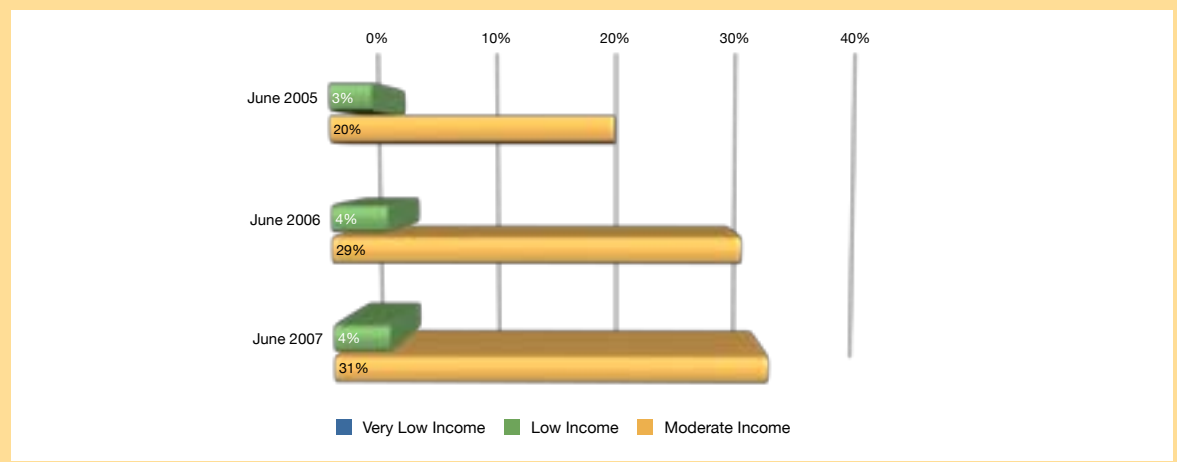
**Percentage of rental dwellings which are affordable to very low, low and moderate incomes in Penrith LGA**



TREND

Source: Centre for Affordable Housing, Local Government Housing Kit Data Base Accessed by HASSELL on 11/03/08 for the Penrith Urban Study and Strategy.

**Percentage of purchase dwellings which are affordable to very low, low and moderate incomes in Penrith LGA**



Source: Centre for Affordable Housing, Local Government Housing Kit Data Base Accessed by HASSELL on 11/03/08 for the Penrith Urban Study and Strategy.

## PC5 Increase in proportion of local residents working locally.

STATE



The 2006 Census indicates that of the 83,465 residents in the workforce, 30,793 residents (62.7%) live and work in Penrith and 52,327 residents (37.3%) travel outside the LGA to attend work.

Since 2001 there has been an increase in the number of jobs available in the local area. The proportion of local residents working locally has risen from 60.9% to 62.7%.

### Gap in Workforce and Jobs, Penrith, 2001- 2006

Industry	2001			2006		
	Workforce	Jobs	Gap	Workforce	Jobs	Gap
Agriculture, forestry & fishing	739	666	73	583	487	96
Mining	158	155	3	199	175	24
Manufacturing	12083	7301	4782	10987	6493	4494
Electricity, gas, water & waste services	1018	354	664	1126	807	319
Construction	7107	3268	3839	7865	3490	4375
Wholesale trade	5397	2195	3202	4640	1808	2832
Retail trade	9606	9575	31	10172	7782	2390
Accommodation & food services	4433	2388	2045	4622	3825	797
Transport, postal & warehousing	5089	1524	3565	5952	2263	3689
Information media & telecommunications	1781	642	1139	1344	453	891
Financial & insurance services	4062	908	3154	3749	914	2835
Rental, hiring & real estate services	1404	831	573	1303	907	396
Professional, scientific & technical services	3623	2914	709	3483	1956	1527
Administrative & support services (including public administration and safety)	7508	2662	4846	8270	5265	3005
Education & training	4411	4880	-469	5114	5577	-463
Health care & social assistance	6288	5794	494	7439	6752	687
Arts & recreation services	1059	905	154	951	676	275
Other services	3713	2110	1603	3455	2207	1248
Inadequately described/Not stated	1845	438	1407	2211	493	1718
<b>Total</b>	<b>81,324</b>	<b>49,513</b>	<b>31,811</b>	<b>83,465</b>	<b>52,330</b>	<b>31,135</b>

Source: 2006 ABS Census

RESPONSE

Council continues to promote Penrith LGA as a competitive choice for business location and expansion. Council's Strategic Plan and Economic Programs have made an increase in local jobs a major priority. This is reinforced by planning policies which require new residential development to be balanced by at least equivalent job opportunities.

ABOUT US

REPORT ON INDICATORS

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CONCLUSIONS



On track



Challenge



Stable



Not yet reporting

# Council Indicators

LA4 Percentage of employees covered by collective bargaining agreements.	
STATE	<input checked="" type="checkbox"/> Council has had in place, over a number of years, a series of Staff Industrial Agreements that have been negotiated with the relevant trade unions.
TREND	Council continues to work closely with Unions, Joint Consultative Committee and employee representatives.
RESPONSE	To maintain its position as an employer of choice, Council continues to seek ways to provide employees with additional benefits and opportunities. Council will be providing opportunities for employees to meet with trade unions throughout the course of the year.





**LA5 Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.**

<b>STATE</b>	Although minimum notice periods regarding operational changes are not specified in Council agreements or other industrial agreements, Council does have in place comprehensive consultation processes to manage change. This includes the support for a Joint Consultative Committee which extends beyond setting minimum notice periods.
<b>TREND</b>	Council's consultation processes have not changed.
<b>RESPONSE</b>	Council has policy and procedures regarding consultation processes. These are reviewed and updated as required.

**LA8 Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.**

<b>STATE</b>	<p>To assist in the prevention of injury the OH&amp;S Section offers a range of training that includes courses such as Manual Handling, First Aid, working in confined spaces, working around power lines, traffic control and avoiding needle stick injuries.</p> <p>The OH&amp;S Section also organises ongoing immunisation for at risk staff (i.e. Children's Services staff and Outdoor staff). This immunisation includes Tetanus and Hepatitis A and B. The Council has an Employee Assistance Program available to all staff and their families. This is a free confidential counselling service.</p> <p>Regular inspections are carried out on all public areas that are controlled by Council such as the library, community halls and sporting grounds to ensure that they are safe for use by the public.</p>									
<b>TREND</b>	<p>The confidential counselling service has had a decrease in the number of work related issues reported.</p> <p><b>Use of Council's Confidential Counselling Service</b></p> <table border="1"> <caption>Use of Council's Confidential Counselling Service</caption> <thead> <tr> <th>Period</th> <th>Work Related</th> <th>Non Work Related</th> </tr> </thead> <tbody> <tr> <td>01/12/05 - 30/11/06</td> <td>18</td> <td>35</td> </tr> <tr> <td>01/12/06 - 30/11/07</td> <td>15</td> <td>55</td> </tr> </tbody> </table>	Period	Work Related	Non Work Related	01/12/05 - 30/11/06	18	35	01/12/06 - 30/11/07	15	55
Period	Work Related	Non Work Related								
01/12/05 - 30/11/06	18	35								
01/12/06 - 30/11/07	15	55								
<b>RESPONSE</b>	Council continues to provide services to its employees to promote a safe, satisfied and stable working environment.									



## Principle 3

**Recognise the intrinsic value of biodiversity and natural ecosystems, and protect and restore them.**

Our natural systems are the basis of all life and have their own intrinsic value. This value is irrespective of the human values, monetary or otherwise, that we might place upon them.

Penrith is home to significant natural ecosystems, including the Nepean River, stands of remnant Cumberland Plain Woodland, and a large number of individual animal and plant species which together make up our biodiversity. Since European settlement there have been significant changes to the biodiversity of the area, and it is essential that future activities within Penrith protect and enhance our remaining ecosystems and biological diversity.

Council's roles in working towards this outcome for the City include being an advocate, custodian, educator and regulator. Collaborative partnerships will be needed for the protection of the City's natural environment, and to ensure that our natural habitats are healthy.

Council, as an organisation, is also responsible for protecting the natural areas, biodiversity and ecosystems on land under its ownership or care.

### Objective

**Our natural habitats are healthy**



## Highlights

### Waterways Restoration and Cambridge Park High School

The impacts of past and present land uses, such as farming and urbanisation, have had a significant impact on our natural creek lines. Loss of stream bank vegetation and increased erosion are two significant problems that have been targeted in recent creek restoration projects.

The Werrington Creek Restoration Project is an extension of the work already being carried out by Council to restore the Creek from Victoria Road to the mouth of Werrington Lake. The project is funded by a \$119,700 grant from the Hawkesbury-Nepean Catchment Management Authority along with funding from Council's Enhanced Environmental Program (EEP). A highlight of the reporting year included the project being awarded first prize at the Local Government and Shires Associations of NSW – Excellence in the Environment Awards in the Stormwater and Urban Waterways category. This project has delivered significant creek stabilisation works using innovative 'soft engineering' techniques, major weed control and the planting of over 3500 trees and shrubs.

In partnership with Council, Cambridge Park High School has also continued with efforts to restore the Creek. Ecology students from Year 7 have participated in bush regeneration activities on a

regular basis along Werrington Creek. Students are learning about complex environmental issues in a hands on fashion, whilst improving the condition of their local creek.

Creek restoration was also undertaken adjacent to Westerly Way in Glenmore Park. The restoration of vegetation at the site has helped stabilise the banks of a tributary of Surveyors Creek. Major erosion sites along the Nepean River in Tench Reserve, Jamisontown and on River Rd, Emu Plains were also remediated. Other projects included design works for a major project on South Creek at Samuel Marsden Road, Orchard Hills, a small restoration site on Werrington Creek, and rehabilitation work at Jamison Creek.

### Ropes and South Creek Rehabilitation Works

The Ropes and South Creek Rehabilitation project is funded through a staged \$2M Urban Sustainability Program grant for works to be conducted over a three year period. The project will encompass urban water management, rehabilitation of riparian zones, management of adjoining public open space and education initiatives, and will enable the achievement of multiple State and Council sustainability objectives.

As part of the project, Greening Australia NSW has been appointed to complete the rehabilitation work and develop an education



Year 7 students from Cambridge Park High School assist Council in bush regeneration activities along Werrington Creek to help improve the condition of their local creek.



strategy. In addition, a grass seed orchard and community nursery will be developed next to Ropes Creek. The orchard will produce provenance seed and will allow for greater diversity at all stratum levels during riparian rehabilitation work, while the community nursery will propagate local species, supply native species, and deliver community education.

The Hawkesbury River County Council (HRCC) will contribute to the project by undertaking aquatic weed control along Ropes and South creeks. The planned activities in Ropes and South Creek catchment will supplement the Riverbank Management Program, which addresses riparian vegetation restoration and rehabilitation. The first

stage of these works, which includes the removal of obstructions to provide navigable channels for future control works, has begun. The removal of obstructions is being carried out in close consultation with the Fisheries Department.

The corridors are culturally important and a comprehensive archaeological assessment has been undertaken. The archaeological assessment will provide management actions to ensure the project follows legislative requirements under the National Parks & Wildlife Act 1974 and the NSW Heritage Act 1977. The assessment will ensure that the project methodology and anticipated outputs do not disturb archaeological deposits and meet legislative requirements.

## Challenge

### River Health

The Hawkesbury-Nepean River is in poor health as a result of low environmental flows, and the impacts of past and present land uses. The pressures influencing the health of the river are varied but include reduced flows as a result of drought and extraction; the discharge of treated effluent from sewage treatment plants; contamination from poorly operated on-site sewage management systems; and the introduction of pollutants such as leaves, grass clippings, soil, sediment, detergents, oils, grease, chemicals, pesticides, fertiliser and litter through stormwater.

While Council has undertaken significant work to protect and improve river health, there is still much work to be done. In addition to our many programs and activities outlined in this section, Council will continue to seek and develop partnerships with our communities, our residents, landowners, local businesses, and external agencies, to develop and implement water quality improvement programs.

INDICATOR SUMMARY		State 2006-2007	State 2007-2008
<b>Principle 3 – Recognise the intrinsic value of Penrith’s biodiversity and natural ecosystems, and protect and restore them.</b>			
<b>CITY</b>			
PC6	Increase in the proportion of river and creeks that are healthy	✘	➤
PC7	Increase in the proportion of residents who are satisfied that the river and creeks are healthy	➤	➤
PC8	Decrease in the number of days per annum where air pollution levels exceed the relevant standards	➤	➤
PC9	Increase in the area and value of viable biodiversity-rich habitats, that form part of the City’s ‘green web’.	➤	✘
<b>COUNCIL</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	○	➤
EN13	Habitats protected or restored.	○	✔
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	➤	➤
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	○	○
EN23	Total number and volume of significant spills.	✔	✔



On track



Challenge



Stable



Not yet reporting



## Aquatic Weeds

Inadequate flows in recent years have caused severe outbreaks of aquatic weeds. These outbreaks have had a significant impact on the environmental and recreational values of the Nepean River.

Aquatic weeds like egeria densa can only be combated by regularly harvesting or ‘mowing’ the river with a specially designed aquatic weed harvester. In April 2008 the Minister for Climate Change and Water, Senator Penny Wong, announced that funding had been approved for the purchase of an aquatic weed harvester for the Hawkesbury-Nepean River. The funding was provided by the Australian Government to the Hawkesbury River County Council (HRCC), who has responsibility for controlling noxious weeds along the Hawkesbury Nepean riverbanks.


The HRCC’s member councils include Penrith City, Hawkesbury City, Blacktown City and Baulkham Hills Shire. The HRCC is currently carrying out a tender process to purchase the harvester, with hopes it will be operational before December 2008. Penrith Council and the HRCC are also seeking assistance from the State Government in the form of ongoing operational funding for maintenance harvesting in order to deliver a long-term solution to this issue. With assistance from the State Government, the Hawkesbury River County Council has indicated a willingness to undertake ongoing management of the aquatic weeds, in particular the salvinia and egeria densa which is of most concern. This could be incorporated into their ongoing programs to control noxious aquatic weeds.

## City Indicators

PC6 Increase in the proportion of river and creeks that are healthy.	
<b>STATE</b>	<span style="color: blue;">▶</span> Macroinvertebrate sampling in 2007-2008 confirms that all sample sites within the City remain in the range of highly disturbed waters.
<b>TREND</b>	Overall, water health at the test sites has remained static. The 2008 report indicates that in general the total number of taxa (or richness) was greater in the 2008 survey compared to the 2006 survey, and that total number of individuals (abundance) of macroinvertebrate was generally smaller in the 2008 survey compared to the survey in 2006.
<b>RESPONSE</b>	Council is undertaking a range of programs and initiatives to address pollution sources including on-site sewage management program, environmental auditing of businesses, water quality health monitoring, recreational water quality monitoring, stormwater management programs, creek restoration projects, stormwater policy initiatives and a range of targeted education programs.

- ✔ On track
- ✘ Challenge
- ▶ Stable
- Not yet reporting

▲ HRCC Weed Harvester collecting salvinia & water hyacinth in the Hawkesbury-Nepean River.

PC7 Increase in the proportion of residents who are satisfied that the river and creeks are healthy.	
<b>STATE</b>	 Council conducts a biennial customer survey which addresses this issue. The last survey was conducted in 2007 the results of which were reported in the 2006-2007 Annual Report. The next survey will be conducted in 2009.
<b>TREND</b>	<p>Council's 2007 customer survey indicated no significant change in the proportion of residents satisfied with the health of the river and creeks compared to surveys conducted in 2003 and 2005.</p> <p>Council will conduct another survey in 2009 and gain further trend information at that time.</p>
<b>RESPONSE</b>	<p>Council plays a strong and proactive role in collaborative regional actions and lobbying of State and Federal Government to better manage and fund responses to the health of the Hawkesbury-Nepean Catchment.</p> <p>The surveys carried out have been primarily aimed at Council's performance in terms of maintaining the waterways in a clean condition. A range of agencies have responsibilities in this regard.</p>

### Priority Sewerage Programs

The recently completed Mulgoa/Wallacia Sewerage Scheme has been strongly supported by the communities of these rural villages.

Latest connection figures show Wallacia and Mulgoa residents strongly support the new Sewerage Scheme with more than 90% of residents connecting to sewer to date, endorsing Council's efforts to improve the environmental health of the villages.

This current 90% overall connection rate is a great community response and one of the highest connection rates that Sydney Water has experienced with the commencement of a new scheme.

These residents can now enjoy the environmental, social and economic benefits that connection provides, including reduced risk to public health from leaking septic systems.

This project is a great example of the effectiveness of Council's sustainable leadership role on behalf of the community.

Sydney Water is currently implementing the planning phase for the Agnes Banks and Londonderry Scheme and it is anticipated that approximately 290 residents will have the opportunity to connect to mains sewer. Construction for the Scheme is due to commence at the start of 2009 with connections likely to be available at the start of 2010.

### On Site Sewage Management

There are approximately 5,000 On Site Sewage Management (OSSM) systems in the Penrith LGA. Over the past four years Council has conducted inspections on all of these systems.

In 2007/08 a total of 290 inspections were completed. Of these inspections 77% of systems were passed and allocated a 5 year licence, approximately 10% were given pass with condition licences requiring minor works to be completed, while 20% of systems failed and required works to ensure compliance with the relevant guidelines and Australian Standards.







## Design and Capital Works

Council has continued to deliver infrastructure improvements to improve water quality through the Enhanced Environment Program (EEP). This has included the installation and operation of pollution control devices at various locations across the Penrith Local Government Area (LGA).

There are now 66 Council owned and operated Gross Pollutant Traps (GPTs) across the Penrith area. Altogether, these GPTs, Trashracks and Pit Inserts removed 265 tonnes of pollutants from our waterways in 2007-2008.

The types of materials removed through these devices generally includes leaves, plastic bottles, cans and silt which have an adverse impact on our natural systems.

An audit undertaken of all GPT's to identify condition and maintenance issues has enabled the incorporation of this data into Council's geographic information system which will streamline asset identification and maintenance priorities in the future.





## Sub-Catchment Stormwater Management Plans and Waterway Assessment

The control of discharges from Council's stormwater drainage network to Penrith's waterways is co-ordinated through Stormwater Management Plans (SMP's).

Through a partnership program with the University of Western Sydney, catchment audits have been progressively undertaken and nine Sub-Catchment Stormwater Management Plans (SMP's) have been developed. The SMP's make recommendations to improve stormwater infrastructure, catchment condition, water quality and community awareness. Implementation of the recommendations derived from the SMP's is ongoing, with the SMP's informing capital works expenditure and waterways restoration.

Council is now also assessing Penrith's natural waterway corridors through a condition assessment and prioritisation process. This involves an in depth study of the physical and biological components of our natural creek systems. The outcome of this project will provide solid data about our natural waterways with a strong focus on delivering clear management goals and priorities for the future.

The first assessment conducted in 2008 was on Peach Tree Creek. The outcomes of this assessment will result in a blueprint for the management of the creek.

**PC8 Decrease in the number of days per annum where air pollution levels exceed the relevant standards.**

**STATE**



Two air pollutants, photochemical smog (as ozone) and, to a lesser extent, fine particles (as PM<sub>10</sub>, which is particulate matter suspended in the air where the particles are 10 micrometers or less in diameter) remain significant issues in NSW. In Western Sydney this is particularly apparent in the case of photochemical smog.

**TREND**

This Indicator has changed to reflect the new reporting index initiated by the Department of Environment and Climate Change (DECC) as the previous reporting index was updated in 2008. This new index, the Regional Air Quality Index (RAQI), is based on the five criteria pollutants (as per national standards) plus visibility (as per a standard set by NSW).

The table below provides a summary of the number of days where levels of ozone, nitrogen dioxide and fine particles exceeded the relevant standards over the past year, and includes a summary of the number of recorded high air pollution levels over the previous 4 years.

**Air Pollution Recordings**

	2004	2005	2006	2007	2008
Number of recordings	21	26	27	15	9*

\*number of days where ozone, nitrogen dioxide and fine particle levels exceeded the relevant standards

Because the reporting standards for air quality monitoring have changed from the Regional Pollution Index (RPI) to the Regional Air Quality Index (RAQI), it is difficult to make a direct comparison between previous year's recordings and the levels recorded over the reporting period. However, the number of days where criteria pollutant levels exceeded the relevant standards over the reporting period is considered to be low.

**RESPONSE**

Air quality initiatives are addressed in a number of Council Policies and Strategies, in particular, Council's Greenhouse Gas Reduction Plan, Biodiversity Strategy and the Penrith Integrated Transport and Land Use Strategy. Council is currently looking into initiatives that will address reducing particulate matter through the management of Solid Fuel Heaters and Open Burning, and the reduction in photochemical smog. A detailed education program in relation to pile burn approvals was implemented. This was to coincide with Council issuing a general approval to burn notice for all rural properties which are larger than 4000m<sup>2</sup>. This education program was to inform and educate residents and included website information and brochures targeting rural residents.

During the reporting period 100 complaints were registered and investigated with regards to air pollution and odour matters within the LGA. This is an increase from the previous year's 58 complaints received. The majority of complaints are related to odours associated with rural based land use activities, with a portion of complaints registered regarding the use of wood fuel combustion heaters in urban areas.

**Noise**

During the reporting period 184 complaints were received, an increase on the previous year's figure of 99. The main types of noise complaints investigated include air conditioners, motor vehicles, amplified music and animals such as dogs and roosters.

A number of factors contribute to increasing noise levels, including increasing population, neighbourhood and recreational activities, and increasing volumes of road, rail and air traffic.

Council continues to consider environmental noise and amenity when determining applications for development to preserve relevant amenity noise levels for the City.



On track



Challenge



Stable



Not yet reporting



**PC9 Increase in the area and value of viable biodiversity-rich habitats, that form part of the City's 'green web'.**

<b>STATE</b>	<p>Approximately 65ha of natural bushland is being rehabilitated through Bushland Management works.</p> <p> There is currently no data captured regarding the loss of habitat due to land clearing for development and agricultural activities. Data collation on net habitat loss is required for future reports.</p>
<b>TREND</b>	Work undertaken by landcare and bushcare groups continues to increase the area and value of indigenous vegetation areas. Without further data on land clearing, Council is unable to determine the overall trend of area and value of biodiversity rich habitats.
<b>RESPONSE</b>	<p>Core areas of habitat exist on both private and public lands, with 954ha in the City's three Nature Reserves and 1545ha in the proposed Wianamatta Regional Park. Council also actively maintains 13 km<sup>2</sup> of open space, a large proportion (21.5%) consists of natural areas including remnant vegetation patches that are rich in biological diversity. Council has also implemented measures to protect natural areas that are biodiversity rich habitats.</p> <p>Local Environmental Plans and accompanying Development Control Plans are used to control development activities that are likely to impact on biological diversity. Plans of management have also been prepared, which provide a clear, concise approach for the protection, management and rehabilitation of land. Plans of Management have been created for Weir Reserve, Greygums Reserve, Tench Reserve Riparian Corridor, and the Jamison Creek Riparian Corridor. A new Plan of Management for the River Road Riparian Corridor was adopted by Penrith City Council in January 2008.</p> <p>Penrith City Council, in alliance with Blacktown City Council, and in collaboration with State Government agencies and the community, will also implement the Ropes and South Creek Regional Open Space Strategic Management Plan (ROSSMP). The Plan addresses regional sustainability objectives contained in the Hawkesbury Nepean Catchment Blueprint, Catchment Action Plan, and River Health Strategy. Through the ROSSMP, biodiversity will be enhanced on a regional level and wildlife corridors will also become more accessible to the community for passive recreation. The ROSSMP will increase the area of biodiversity rich habitats through the revegetation of 91ha with native species. Additionally, the condition of approximately 200ha of habitat will be improved through rubbish removal, erosion control and weed control. 12 km of creek line is also being improved through aquatic weed control undertaken by the Hawkesbury Nepean Catchment Management Authority (HNCMA).</p>

**Management of shale based Ecologically Endangered Communities**


Penrith City Council together with Blue Mountains City Council has embarked on an important rehabilitation project to restore and protect shale based Ecologically Endangered Communities at a subcatchment scale in the Penrith and Blue Mountains Local Government Areas.


Within Penrith, bush rehabilitation work has focused on the upper catchment of Jamison Creek between the railway bridge over the M4 and Leonay Oval. Approximately 800 hours of work has been undertaken treating woody weeds and vines, and 1700 trees, shrubs and sedges have been planted.

The project was funded by a grant from the Hawkesbury Nepean Catchment Management Authority (HNCMA).

Within Penrith, no-mow areas are being established where there is the potential for natural regeneration to occur. These areas are identified where initially there

# Council Indicators

EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	
STATE	 Council currently owns and manages 274 hectares of natural land.
TREND	There has been no change over the reporting period.
RESPONSE	<p>Biodiversity conservation remains a challenge in Penrith because the majority of land on which areas of high biodiversity exist is privately owned and managed. Collaborative arrangements with land management agencies and private landholders within the LGA need to be developed to ensure the ongoing conservation of biodiversity.</p> <p>Council continues to work with volunteers to actively restore and protect core bushland areas within the LGA. Landcare and bushcare groups are currently active at 11 Council sites.</p> <p>In addition to areas maintained by Council, several important Nature Reserves are found within Penrith's Local Government Area, including Castlereagh Nature Reserve, Agnes Banks Nature Reserve, Orchard Hills, RAAF/RAN Defence area, Mulgoa Nature Reserve and St Marys Development Site. Combined with natural areas maintained by Council, the reserves protect an important component of the remaining Cumberland Plain Community that once dominated our landscape.</p>

EN13 Habitats protected or restored.	
STATE	 There are eight Bushcare Groups made up of 60 active volunteers. These volunteers assist on 11 Council sites and have contributed 1830 hours of volunteer work. These volunteers are managed by Council's Bushcare Management Officer.
TREND	Council continues to work with volunteers to actively restore and protect core bushland areas within the LGA. Where applicable, natural areas are also being extended, either by implementing no mow zones or by revegetation.
RESPONSE	The Bushland Management Team is rehabilitating areas of natural bushland in accordance with developed plans of management. Core areas of vegetation continue to be managed, conserved and rehabilitated. Plans of Management have been created for Weir Reserve, Greygums Reserve, Jamison Creek Riparian Corridor, and Tench Reserve Riparian Corridor. A new Plan of Management for the River Road Riparian Corridor was adopted by Penrith City Council in January 2008. Additionally, actions undertaken through Council's Biodiversity Action Plan include reviewing and enhancing Council's internal management of vegetation by developing best practice procedures for Council staff to ensure the protection and enhancement of habitat.

is a native canopy of trees. Some of these areas may have been mowed for many years, and once mowing stops the areas are monitored for native regrowth. This may occur within months or could take years depending on the type of plant; their seed having remained dormant in the soil. On several sites regeneration is being observed with the most impressive regeneration in the native grasses. Work has started in removing any weeds in order to strengthen the diversity of native species in these areas.

Over the reporting year weed control and bush regeneration has also occurred at Apple Gum Reserve, Glenmore Park; Dorothy Radford Reserve, St Clair and Cassola Place, Penrith.

## Huntington Reserve

Rehabilitation works continued at Huntington Reserve in Emu Plains as part of a three year grant from the Environmental Trust.

Works so far include extensive weed control, and planting 1700 trees and shrubs. Ongoing work to respray woody weeds and vines will be followed by extensive planting.





## River Road Riparian Corridor


In January 2008 the River Road Riparian Corridor Plan of Management was adopted by Council. The Plan aims to provide a clear, concise and practical framework for the protection, management and rehabilitation of the riparian corridor and immediate environs. The Corridor extends along the western embankment of the Nepean River for approximately 3.7 kilometres with a corridor width on average of 40 metres. A footpath, which is used for passive recreation, extends along the length of the Nepean River.


Funding became available in 2007 and weed removal was initiated, starting with woody

weeds and vines. 'Work for the Dole' groups have contributed to weed treatment efforts along northern sections of the embankment and are expected to continue to do so, on an ad hoc basis.

In the 2008-2009 financial year Council funding from the bushland budget is available for contractors to continue to treat weeds in a strategic manner along the riparian corridor and it is anticipated that funding will be committed from Council's budget over the next five years to continue with the long-term treatment of weeds in the Corridor. This will be a long term, but diminishing commitment, as weed cover is reduced and regrowth of weeds is successfully reduced. Funding will also be sought from external sources.



EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.	
<b>STATE</b>	 A Biodiversity Action Plan was endorsed by Council in December 2007 to implement the Biodiversity Strategy.
<b>TREND</b>	The Biodiversity Action Plan prioritises actions required to implement the Biodiversity Strategy to improve the management of Penrith's biodiversity value and increase knowledge internally within Council. The development of the Action Plan is a step forward, however further work is required to fully satisfy this Indicator.
<b>RESPONSE</b>	<p>Council's Biodiversity Strategy outlines a range of objectives to protect and manage Penrith's Biodiversity. The Biodiversity Action Plan provides specific actions to implement the strategic objectives of the Penrith Biodiversity Strategy. A Biodiversity Working Group has been established with representatives from various Council departments to monitor and review the implementation of the Plan and to facilitate internal training and awareness programs.</p> <p>Council continues to lobby relevant State agencies in relation to the conservation of bushland. Penrith hosted the first of a series of local government biodiversity cluster meetings which will facilitate information sharing between local and state government agencies. The biodiversity cluster group will be used to encourage state agencies to secure Plans of Management for key bushland reserves in the City.</p>

EN23 Total number and volume of significant spills.	
<b>STATE</b>	 No spills were recorded in the 2007-2008 reporting period.
<b>TREND</b>	Council continues to maintain zero spill incidents.
<b>RESPONSE</b>	Council maintains a high standard of diligence and implements a number of procedures to ensure the possibility of a spill is minimised.

## Gipps Street Landfill Rehabilitation

The Gipps Street project is a continuing example of successful asset renewal, with rehabilitation of a former tip site that will eventually be returned to the community as a recreational resource.

Following remediation, the former landfill site is now ready for future development as a regional sporting and recreational facility. The Gipps Street Master Plan has been completed and was adopted by Council in December 2007. A detailed design is now being prepared for the facility. This site will provide recreational facilities, and will interlink with the Ropes Creek-South Creek corridor development.



## Principle 4

**Enable communities in Penrith to minimise their ecological footprint.**

The ecological footprint of a city is a theoretical calculation of the area of land that is needed to support that city, in terms of its consumption of resources and the disposal of the waste it produces, on an indefinite basis. While many local residents are increasingly aware of the need to conserve water and reduce their household energy use, the hidden or indirect environmental impacts that occur in the production and distribution of the products and materials that we buy and consume are just as much, if not more, of an issue. An ecological footprint is a way to combine all environmental impacts, including those that might be hidden, into one figure that gives a clear indication of the sustainability of our lifestyle and allows us to compare our footprint with other cities.

Reducing our ecological footprint will correspondingly increase the sustainability of our City through either the consumption of fewer resources, the consumption of products and materials that are more energy and resource efficient, the production of less waste or a combination of all of these. An integrated and coordinated program will be required to reduce the footprint of the City, covering all areas and types of consumption and all categories of consumers.

Council's roles in working towards this outcome for the City include being a leader, advocate and educator. Responsible management of future growth will be essential, and a focus on more sustainable development. Collaborative partnerships will be needed to use our resources wisely, and take responsibility for our levels of consumption.

Council, as an organisation, can also work towards reducing its own ecological footprint, by implementing more sustainable systems and policies, reducing consumption of resources, and measuring performance to improve understanding, and identify future opportunities.

### Objective

**We use our resources wisely, and take responsibility for our levels of consumption.**

Council works with local businesses and communities to minimise our ecological footprint. This year Earth Hour saw 296 local residents and 43 businesses and local schools register and participate.





## Highlights

### Echo the Eastern Water Dragon

Council's mascot for sustainability, the Eastern Water Dragon, has been named thanks to local resident Karen Silversides of Glenmore Park.

With the original and creative suggestion of "Echo" Karen was announced the official winner of the naming competition after more than 200 entries were received.

Karen put a lot of thought into the name and felt the name was a perfect match for our mascot because the way we treat the environment will continue to echo down through the generations that are yet to come. The name also has connections to the words 'ecological' and 'ecosystems' which are important within the sustainability context of our City. For her efforts Karen won tickets to attend Taronga Zoo's 'Roar and Snore' adventure.



**Penrith Schools Enviro Adventure**

The Penrith Enviro-Adventure was conducted at St Marys North Public School and Werrington Public School. During these two events approximately 230 students participated in a wide range of environmental activities run by external organisations and Council. Students experienced native animals through Australian Wildlife Displays and native vegetation from Greening Australia. Other activities included Streamwatch bug identification, learning about water conservation, and their eco-footprint.

A new "life size" environmental game board was developed which was designed to be used at the school "Enviro" adventures and other Council events. The game board, called "Eco Pursuit" provides a great way for students to learn about the environment and the Penrith local government area while having fun.



**New Organics Collection on the Way**

New contractors, SITA Environmental Solutions and VISY Recycling took over Council's garbage and recycling collection and clean up collection contracts from 7th October, 2007.

As part of the new services, Council will introduce an organics collection service for urban residential homes in late 2008 after surveys showed many residents wanted an organics collection service.

The organics service will be for the collection of food and garden waste from a 240 litre wheelie bin and will be collected on a weekly basis. The organic waste collected will be composted and used for maintenance of

City parks and gardens, helping to improve our local environment and reduce the environmental impact of land filling.

When the organics collection commences next year the recycling collections will remain fortnightly and residual garbage collections will also be fortnightly.



# INDICATOR SUMMARY

State 2006-2007 State 2007-2008

## Principle 4 – Enable Penrith’s communities to minimise their ecological footprint.

CITY			
PC10	Reduction in the size of the City’s ecological footprint	○	○
PC11	Increased use of public transport	○	○
PC12	Reduction in water and energy consumption per person	○	○
PC13	Increased percentage of domestic waste diverted from landfill	▶	✔
COUNCIL			
EN1	Materials used by weight or volume	○	▶
EN2	Materials that are recycled input materials.	○	▶
EN3	Direct energy consumption by primary energy source.	✘	✘
EN4	Indirect energy consumption by primary source.	✘	✔
EN8	Total water withdrawal by source.	○	○
EN10	Percentage and total volume of water recycled and reused.	○	○
EN16	Total direct and indirect greenhouse gas emissions by weight.	✘	✘
EN17	Other relevant indirect greenhouse gas emissions by weight.	✘	○
EN22	Total weight of waste by type and disposal method.	▶	▶

## City Indicators

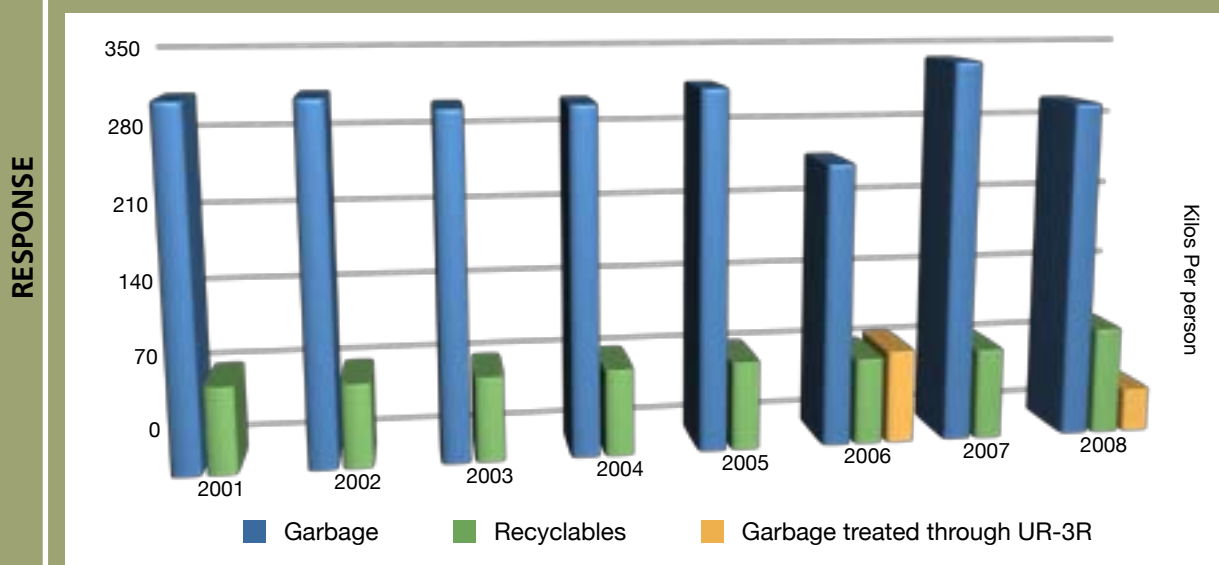
### PC13 Increased percentage of domestic waste diverted from landfill.

**STATE** ✔ 31% of domestic waste was diverted from landfill. This comprises 22% of recyclables collected from household, and 9% of general garbage being processed through alternative waste treatment facilities to generate electricity, extract recyclables and provide low grade compost.

**TREND** Recycling levels have increased since the implementation of the commingled recycling service in 2006, from levels of approximately 18% to 22% of total domestic waste. The processing of waste through AWT (Alternative Waste Treatment) facilities did not occur through 2006-2007.

The graph below outlines the amount of garbage and recyclables generated per capita each year within the Penrith Local Government Area (LGA). During 2007-2008, a portion of the garbage that Council sent to landfill was diverted to the UR-3R AWT facility, by choice of the waste disposal authority.

**Garbage and Recyclables Generated Per Capita**



✔ On track ✘ Challenge ▶ Stable ○ Not yet reporting

## Waste Education Initiatives

Council provided a range of waste education programs during 2007-2008 including providing information to the community about the change of waste contractors and the upcoming organics collection service, and improving recycling rates. A new Waste Hotline phone number has been established for enquiries, bin repairs/replacement and for booking clean up collections, with a fridge magnet produced that promotes the Hotline number.

Development of new programs and promotions was conducted with the new recycling contractor, Visy, and new resource recovery initiatives were explored for the clean up collection service and for Council owned premises including child care centres, Penrith Swimming Centre and St Clair Leisure Centre.



Clean Up Australia events in 2008 saw 6110 volunteers (including school students) clean up 40 sites, collecting approximately 5 tonnes of waste. Business Clean Up Day was held on 27 February 2008, with Transgrid conducting a clean up of Kemps Creek Nature Reserve. Over 5500 students, 545 community volunteers were involved in helping to clean up the site. Clean Up Schools Day was held on 29 February 2008 with 20 schools holding registered sites in the Penrith LGA. Clean Up Australia Day was held on 2 March 2008 with 19 sites being cleaned up.

Council and Visy Recycling promoted the recycling message through a 'Christmas Card' campaign in December 2007. This campaign aimed at reducing contamination in the recycling stream and increasing the quantity of materials placed in recycling bins.

Council promoted the 'Say NO to plastic bags' message through media releases and a Mayoral Message in local



newspapers coinciding with Western Sydney Environment Month, June 2008. Hundreds of reusable shopping bags bearing the 'Say NO to plastic bags' message were distributed from the Penrith and St Marys Customer Service Centres along with shopping lists reminding the shopper to bring their reusable shopping bags. The bags and lists used graphics and messages to complement the car park signs installed in Council and shopping centre car parks as part of the 2007 campaign.

EN1 Materials used by weight or volume.	
STATE	 Total consumption of construction materials for 2007-2008 was 51,271 tonnes
TREND	2007-2008 is the first year Council has reported on this indicator, so there is no trend.
RESPONSE	Data has only been collated on construction materials. Data collation on other consumables is required for future reports.
EN2 Materials that are recycled input materials.	
STATE	 51,271 tonnes of construction materials were used in 2007-2008. 9,710 tonnes of this was recycled material equating to 18%.
TREND	2007-2008 is the first year Council has reported on this indicator, subsequently there is no trend.
RESPONSE	Data has only been collated for construction materials. Data collation on other consumables is required for future reports to enable a comprehensive assessment.



## Regional Illegal Dumping Squad

Council continues to manage the Western Sydney RID Squad. In 2007-2008 the RID Squad undertook 689 investigations of illegal dumping of domestic, construction and demolition waste in Penrith. This is an increase of approximately 15% on the previous year's number of illegal dumping incidents. Three Clean Up Notices, and 141 Penalty Infringement Notices were issued resulting in more than \$56,680 worth of fines. In 40% of investigations RID squad officers required the removal of the waste by the offender, further reducing Council costs in managing illegally dumped waste.

RID Squad officers and Council rangers participated in a "dumping its dumb" program funded by the Department of Environment and Climate Change. The program was an illegal dumping awareness program targeting residents in multi unit housing areas.

### EN3 Direct energy consumption by primary energy source.

STATE



Council consumed 1,138 Kl of fuel (LPG, unleaded, diesel, E10, and Premium) and 24,997MJ of Natural Gas.

TREND

Council has increased its fuel consumption during 2007-2008.

RESPONSE

Council is committed to reducing our fuel consumption and is looking at a range of strategies including increasing Council's fleet of Prius and encouraging car pooling and use of public transport where possible.



On track



Challenge



Stable



Not yet reporting

**EN4 Indirect energy consumption by primary source.**

<b>STATE</b>	<p><input checked="" type="checkbox"/> Council's energy consumption for 2007-2008 was a total of 16,360,555kWh.</p>						
<b>TREND</b>	<p>Council has reduced its energy consumption by 151,091kWh.</p> <p><b>Indirect Energy Consumption</b></p> <table border="1"> <caption>Indirect Energy Consumption Data</caption> <thead> <tr> <th>Period</th> <th>Total Usage (kWh)</th> </tr> </thead> <tbody> <tr> <td>2006 to 2007</td> <td>16,509,464</td> </tr> <tr> <td>2007 to 2008</td> <td>16,358,373</td> </tr> </tbody> </table>	Period	Total Usage (kWh)	2006 to 2007	16,509,464	2007 to 2008	16,358,373
Period	Total Usage (kWh)						
2006 to 2007	16,509,464						
2007 to 2008	16,358,373						
<b>RESPONSE</b>	<p>Council will continue to implement opportunities to reduce its energy consumption in line with commitments made in documents such as Carbon Neutral and Energy Savings Action Plan.</p>						

**EN16 Total direct and indirect greenhouse gas emissions by weight.**

<b>STATE</b>	<p><input checked="" type="checkbox"/> During the 2007-2008 reporting period Council has emitted a total of 24,515 tonnes of CO2-e. This is indirect emissions only as Council has no direct emissions.</p>
<b>TREND</b>	<p>Council incorrectly reported on this indicator last year. As a result trend information is not yet available.</p>
<b>RESPONSE</b>	<p>Through improvements to the Data Management System, Council has improved its ability to track consumption with increased accuracy, allowing consumption at all facilities to be recorded.</p>

**EN17 Other relevant indirect greenhouse gas emissions by weight.**

<b>STATE</b>	<p><input type="checkbox"/> Council reported on this Indicator in 2006-2007 however it was incorrectly interpreted.</p>
<b>TREND</b>	<p>Trend data for this Indicator is not yet available.</p>
<b>RESPONSE</b>	<p>Council intends to report on this Indicator in the future however due to the significant resources required to compile information we are unable to report on the 2007-2008 period. Reporting of this indicator is optional according to the Greenhouse Gas Protocol Initiative due to the significant resources required to compile information.</p>

**EN22 Total weight of waste by type and disposal method.**

**STATE**



Council Operations generated 24,871.4 tonnes of waste. Of this 5,424.4 tonnes was reused or recycled.  
 Parks and Gardens – 1,002.05 tonnes of garden waste was generated, mulched and reused in the LGA.  
 Street Sweeping – 3,460 tonnes of waste disposed at landfill.  
 Roads and Drainage Operations – 14,837 tonnes of soil, clay, asphalt and concrete was generated. 4,076 tonnes of asphalt and concrete was processed for reuse.  
 Street litter bins and Parks and Reserve Bins - 814 tonnes of waste was generated of which 260 tonnes was diverted from landfill for recycling.  
 Litter Patrol Waste- 230.96 tonnes of waste disposed of at landfill.  
 Council Buildings- 451.4 tonnes of waste was generated of which 86.4 tonnes of material was separated for recycling. The recyclables include –cardboard 4.4 tonnes, paper 8.7 tonnes and comingled recyclables 261.3 tonnes.

**TREND**

The total waste output for 2007-2008 has increased by 2,916.27 tonnes over 2006-2007 however the amount diverted from landfill has reduced but this is largely a result of the amount of drainage and roadworks conducted during the period. Recyclables from Council buildings has increased from 3.7 tonnes to 86.4 tonnes. This is a result of the new Civic waste contract and the introduction of recycling services to Council buildings.

**RESPONSE**

Council continues to expand the number of recycling collection services to all Council buildings for recovery of cardboard and comingled recyclables.



Penrith Council Street Sweepers collected 3,460 tonnes of waste during 2007/2008.



# Principle 5

**Build on the characteristics of ecosystems in the development and nurturing of a healthy and sustainable Penrith.**

Pristine natural ecosystems are sustainable, having evolved over significant periods of time to cope with threats and dangers that may arise. While we build and expand Penrith there is considerable potential to borrow principles and strategies from the natural world to improve the sustainability of our City and meet its emerging needs. Natural characteristics that are translatable to built systems and structures include diversity, adaptiveness, interconnectedness and resilience.

Just like an ecosystem, a vibrant and healthy community needs a diverse mix of people, particularly in family types, cultural backgrounds and ages. Diversity in our community necessitates diversity in other areas including facilities and services; opportunities for recreation, education and employment. Diversity creates opportunities for greater inclusiveness and understanding, and should be celebrated and encouraged in planning for the City. Feeling safe is also an important element in a healthy and accessible city. Over time, the needs of the Penrith community will

vary as social, cultural and economic changes occur. We need to build a City that can respond and adapt quickly, through an understanding of the diverse and changing needs of the community.

Council's roles in working towards this outcome for the City include being a leader, advocate and service provider. Building a city with interconnected and adaptive systems, including transport and social services, underpins resilience and supports well communities.

Council, as an organisation, also needs to focus on the health and sustainability of its workforce, and provide support through adaptive and interconnected systems and infrastructure. A shared understanding of the opportunities that can be achieved through effective and integrated systems will contribute to its future sustainability.

## Objectives

**Our built environment supports well communities. Our infrastructure is adaptable, and responds to changing needs.**



The Talking Tree was a community initiative to develop a 'Magnetic Place' a meeting place for the community, a place to sit, reflect and relax.

## Highlights

### Smoke-free Playgrounds Launched

More than 100 residents helped launch Council's smoke-free playgrounds at a family fun day in Cranebrook in an initiative aimed specifically at protecting our children's health.

Council is strongly committed to improving the health and wellbeing of everyone in our community. Reducing the level of passive smoking is a high priority and making playgrounds smoke-free zones is a significant step towards that goal. Smoke-free playgrounds will also contribute to a cleaner environment with fewer butts littering playgrounds.

### Simultaneous Storytime

If you are looking for a fun filled hour full of stories songs and art and craft, look no further than Storytime at Penrith, St Marys and St Clair libraries. During 2007-2008, 128 Story time sessions were attended by a whopping 5,898 people.

Penrith Library also participated in National Simultaneous Storytime which took place at 11.00am on Thursday 6th September. Organisations from Broome to Hobart joined together to read the picture book *The Magic Hat* to over a quarter of a million Australian children.

Now in its seventh successful year, National Simultaneous Storytime was held during Literacy and Numeracy Week, a Commonwealth Government initiative which aims to celebrate and acknowledge the vital work being done in schools and communities. This event has been organised by the Australian Library and Information Association to promote the value of reading and literacy, the importance of Australia's book industry and the role of libraries.





# Challenge

## Obesity figures

Penrith is the third heaviest metropolitan area in NSW. Obesity in the population (aged 16 and over) has increased from 54.4% to 55.6%.

There are serious long term effects for overweight children and adults. It contributes to illnesses and conditions such as diabetes, arthritis, high blood pressure and certain cancers. This then impacts heavily on an adult’s capacity for work and recreation and a child’s capacity to play. A child who is overweight is more likely to be an overweight adult with associated complications.

Council works closely with a range of organisations to seek solutions to this issue and is implementing a number of joint projects including Active After School Communities, Munch n Move and Crunch n Sip.

Council continues to promote and hold the ACTIVATE event, which gives people of all ages the opportunity to try sport and recreation activities, and see demonstrations and performances by local sport and community groups. The aim of the day is

to promote healthy activity while having fun.

Current recreational facilities within the City, such as leisure centres, pools and parks continue to be promoted to encourage use by residents. Further ways of engaging residents to enjoy healthy lifestyles is also being explored by various Council Departments and via the Healthy Penrith initiative, which forms part of Council’s Healthy People Program.





# INDICATOR SUMMARY

State 2006-2007    State 2007-2008

**Principle 5 – Build on the characteristics of ecosystems in the development and nurturing of a healthy and sustainable Penrith.**

CITY			
PC14	An increased variety of housing types are available		
PC15	Increased proportion of residents who feel safe in their community		
PC16	Increased percentage of population undertaking adequate physical activity.		
PC17	Increased usage of community facilities		
PC18	Increased proportion of residents participating in sporting and recreational activities		
COUNCIL			
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.		
LA6	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs.		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.		
LA9	Health and safety topics covered in formal agreements with trade unions.		

## City Indicators

### PC14 An increased variety of housing types are available.

<b>STATE</b>	Overall, the number of medium / high density dwellings in the City has increased by 1.1%.
<b>TREND</b>	The largest changes in the type of dwellings in Penrith City between 2001 and 2006 were: <ul style="list-style-type: none"> <li>• separate houses (+1,130), and</li> <li>• medium density dwellings (+884)</li> <li>• households living in caravans, cabins, houseboats also increased (+120).</li> </ul>
<b>RESPONSE</b>	Council continues to seek opportunities to encourage a range of housing types to provide for a diverse social mix and maintain affordability.

### PC15 Increased proportion of residents who feel safe in their community.

<b>STATE</b>	According to the 2008 Strategic Community Survey, 77% of residents strongly agree that they feel safe moving around their neighbourhood during the day. However, only 36% of residents felt the same level of safety at night.
<b>TREND</b>	As the first report on this Indicator, trend data is not available.
<b>RESPONSE</b>	The Penrith Valley Community Safety Partnership brings together Council, Police and Community representatives, to prepare and monitor a Community Safety Plan. Wide ranging consultations and a full evaluation of the previous Plan were held to prepare the Penrith Valley Community Safety Plan for 2007-2010, which is now being implemented.

On track   
 Challenge   
 Stable   
 Not yet reporting

# Development Activity

The table below provides information on the number of residential and commercial/industrial development applications processed by Council. It shows that the number of residential development applications has declined by approximately 24% compared to 2006-2007. There was also a drop in the number of commercial/industrial applications approved. Since 2004 there has been a 46% decline in the number of developments approved, however the overall number of applications is still significant and indicative of the continued growth within the City.

Council reviews compliance with sediment and erosion control conditions as part of building site inspections, and undertakes separate site audits to ensure that conditions of consent are being complied with post occupation. 234 building sites were audited in 2007-2008.

A surveillance program is conducted on illegal development activity to minimise any potential impacts upon the environment. During the reporting period Environmental Compliance Officers investigated approximately 231 land use matters. There has been an overall decrease in the number of cases requiring investigation over the past four years.

## Development Statistics

Development	2004	2005	2006	2007	2008
Residential	2149	1865	1493	1366	1036
Commercial/Industrial	200	213	273	203	158



## Land

The most significant pressure exerted upon the environment is that associated with the population growth of the City and associated human activities. The population growth factor has been recognised by the State Government in its Metropolitan Strategy for Sydney. Penrith has been nominated as one of five Regional Cities within the Metropolitan Strategy. As a Regional City, Penrith will gain importance as a principal centre servicing the North West Sydney subregion, which includes the local government areas of Blacktown, Baulkham Hills, Blue Mountains and Hawkesbury. Under the Strategy, Penrith will be responsible for the delivery of around 25,000 dwellings

and 28,000 jobs by 2031. This would see our City grow by around 50,000 people over the next 25 years.

Our current Residential Strategy confirms that we can accommodate our expected population growth for the next 20 years within existing and currently planned release areas, without resorting to new residential areas located in outer lying rural precincts. Two-thirds of new homes (about 13,000 dwellings) are to be accommodated in the 9 new release areas currently being planned and implemented, with around 12,000 dwellings proposed in existing residential areas.

## PC16 Increased percentage of population undertaking adequate physical activity.

STATE



Physical activity levels of adults are below the NSW average.

TREND

Physical activity levels of adults has increased slightly from 41.6% to 45.8%, but are still below the NSW average of 55%. Obesity in the population (aged 16 and over) has increased from 54.4% to 55.6%. This is higher than the NSW average of 53.4%. Penrith is the third heaviest metropolitan area in NSW.

RESPONSE

There has been an increase in the percentage of population undertaking physical activity, however there has also been an increase in the number of residents that are overweight or obese. Obesity and physical activity levels within the population remain a challenge.

Events have been held for residents to raise awareness on the prevention and treatment of diabetes, asthma and heart disease. These were held in partnership with the Penrith Star and health professionals in the area. Taking part in exercise was a key focus for the events.

Each year, 'Walk to Work' day is promoted in the local papers and staff and residents have been encouraged to participate for their own health and the health of the environment.

Staff involved in planning for open spaces and development incorporate targeted recreational opportunities, such as linking of pathways to encourage increased use. Over the financial year a total of 30km of additional path paving was completed in the North, East and South Wards as part of the annual Path Paving Program, a further 1.8km of path paving works was delivered by Council and 1.5km of cycleway has been constructed along The Northern Road, Cranebrook between Andrews Road and Borrowdale Way and in Jamison Road, South Penrith.

To complement programs to increase physical activity a range of healthy eating programs have been initiated. Council supported the NSW Health 'Go for 2 and 5' fruit and vegetable campaign.

Demonstrations and cooking classes with community groups were held and resources were distributed to adults who prepare the meals and parents with young children. Council childcare centre menus are assessed for the nutritional quality of the meals prepared.

## Lettuce show the way to healthy eating

Our Lady of the Rosary, St Marys was interested in making their canteen more healthy and also establishing a vegetable garden.

In a project supported by the NSW Healthy School Canteen Strategy, Council's Healthy People Partnership Officer, in conjunction with a Public Health Nutritionist conducted an audit of the foods. 'Red' foods (crisps and confectionary) were removed and 'green' and 'amber' foods were added (low fat meat pies, pasta bolognaise, cheese and salad wraps).

In May the school held a healthy food launch. The aim was to reinforce the healthy eating message and to inform children of changes to the canteen. Students were told about the importance of eating fruits and vegetables and choosing milk and water to drink. There were posters to colour in and the winners were given a healthy prize.

Students were given fruit and vegetable sticks and also competed in a 'Skip off'. The students who came 1st, 2nd and 3rd were given a free healthy lunch at the canteen.

A vegetable garden was also established in May. The Year 3 students who are looking after the garden this year, with the help of teachers and the general assistant, prepared the garden bed and chose the vegetables and fruit to be planted. Students were able to identify seasonality of foods and use of parsley to reduce aphids. The lettuce from the garden bed has been used by the canteen to make chicken and salad wraps.



On track



Challenge




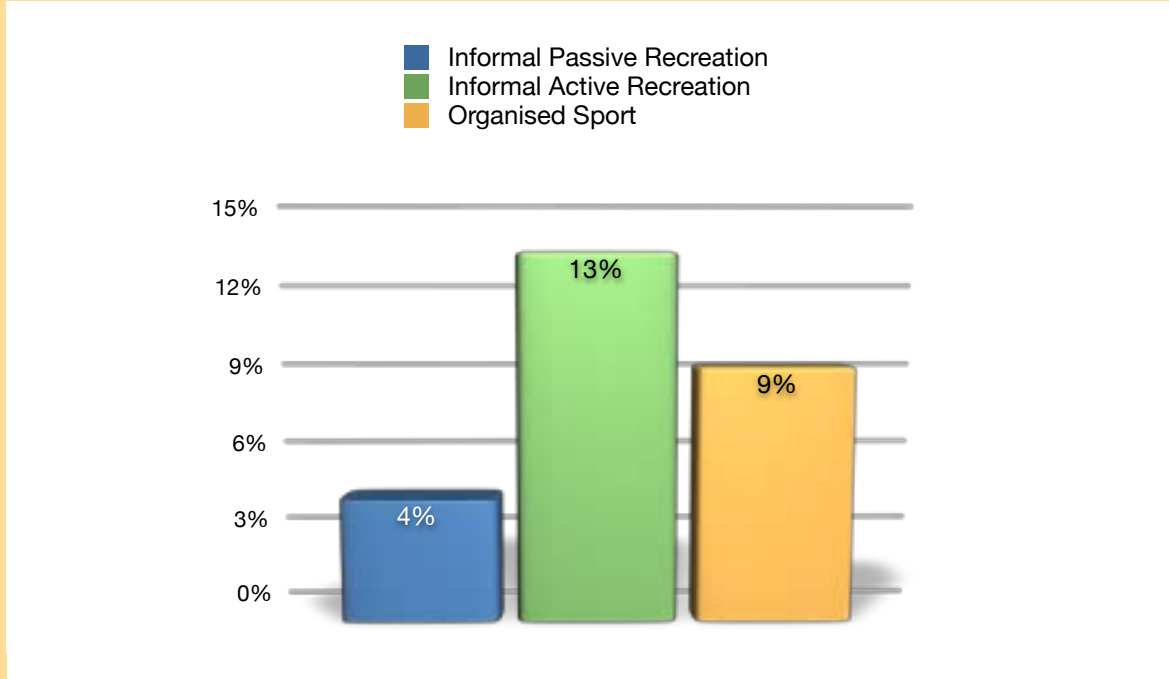
Stable



Not yet reporting



PC17 Increased usage of community facilities.	
STATE	 During the 2007-2008 financial year approximately 12,800 activities were held in Council's neighbourhood facilities with approximately 400,000 participants.
TREND	The method for calculating this indicator has been modified so a trend is not yet able to be established.
RESPONSE	Usage of Council neighbourhood facilities is increasing due to the improved amenity of many of our facilities which have remained affordable and accessible.

PC18 Increased proportion of residents participating in sporting and recreational activities.									
STATE	Resident participation has been reviewed in the Strategic Community Survey as: <ul style="list-style-type: none"> <li>• 80.4% of residents participate in informal passive recreation,</li> <li>• 60.1% of residents participate in informal active recreation and</li> <li>• 35.1% of residents participate in organised sports</li> </ul> In most instances participation was cited as weekly and in the Penrith City area.								
TREND	Results in 2008 indicate increased levels of participation in all categories: <b>Proportion of Residents Participating in Sporting and Recreational Activities</b>  <table border="1"> <caption>Proportion of Residents Participating in Sporting and Recreational Activities</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Informal Passive Recreation</td> <td>4%</td> </tr> <tr> <td>Informal Active Recreation</td> <td>13%</td> </tr> <tr> <td>Organised Sport</td> <td>9%</td> </tr> </tbody> </table>	Category	Percentage	Informal Passive Recreation	4%	Informal Active Recreation	13%	Organised Sport	9%
Category	Percentage								
Informal Passive Recreation	4%								
Informal Active Recreation	13%								
Organised Sport	9%								
RESPONSE	Council plans and provides a range of active and passive recreation and sporting facilities and lobbies other levels of Government for the additional facilities. Council is developing a new Health Strategy for the City which is holistic and responds to contemporary challenges of supporting well communities. This recognises the importance of participation in sporting and recreational activities.								

# Ready Set Skate




Two skate parks were warmly welcomed by their local communities at Glenmore Park and St Clair.

The design of the skate parks was undertaken with consultation involving young people and other key stakeholders from the local communities. The skate parks are a popular haven for skaters of all levels of competence just like the existing skate park in Jamison Park.



Local resident Josh Shephard shows his skills at the new skate park in Glenmore Park.

## Council Indicators

<b>LA6 Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs.</b>	
<b>STATE</b>	 Council's OH&S committee comprises 14 elected staff members and 2 employees who act as advisors, giving an overall percentage of 2%.
<b>TREND</b>	The OH&S Committee comprises 14 employees. 9 members are elected by employees and represent the 3 key groups within Council, ie indoor, outdoor and childcare. A further 5 staff are nominated by management. Overall the Committee is made up of 64% males, 36% females. 43% of the committee is indoor staff, 36% outdoor staff and 21% childrens services.
<b>RESPONSE</b>	Council maintains a consistent level of workforce representation at all times. Elections to the OH&S Committee occur every 2 years.
<b>LA7 Rates of injury, occupational diseases, lost days and absenteeism, and number of work related fatalities by region.</b>	
<b>STATE</b>	 83 injuries occurred and 898 days were lost. Council has had 0 fatalities.
<b>TREND</b>	The total number of worker's compensation claims has steadily declined every year since 2001-2002 (113 to the present (2007-2008 – 83 claims). The number of claims where time was lost off the job has also decreased from 66 in 2001-2002 to 45 in 2007-2008. Council has had no work related fatalities. Total number of days lost from injury has dropped dramatically since 2001-2002 from 3309 to 898 days, a decrease of 73%.
<b>RESPONSE</b>	Council is continually seeking ways to improve the safety of the work environment. Council employs an OH&S and Injury Management Coordinator and support officer to provide advice and assistance to staff.
<b>LA9 Health and safety topics covered in formal agreements with trade unions.</b>	
<b>STATE</b>	 A global agreement exists with Trade Unions to cover health and safety.
<b>TREND</b>	Council maintains the agreement.
<b>RESPONSE</b>	There are no plans at this stage to revise the agreement.



## Ranger's service recognised with award

Council's Ranger Services Co-ordinator Noel Fuller, was recognised at the Union's NSW Safety Awards recently for his innovative design for animal services vehicles. After 20 years working as a police dog trainer in the air force and nearly 10 years working for Local Government, Noel has a good grasp of the dangers faced by dog catchers. "There was a lot of potential for injury – back injury from lifting heavy animals, or being bitten when trying to get a dog into the back cage on the previous truck," Noel said.

His design, which includes three removable cages and four smaller fixed cages, eliminates a lot of the potential risk for animal control officers. "There is a tail gate loader on the back which avoids some of the manual handling issues and they can get a dog pole in through the door before you open it so you have control of the animal before they can get out," Noel said.

Although it cost \$9,000 to set up, this is offset by the fact the entire structure can be removed and refitted to any one tonne chassis.

"And what price can you put on someone's face or life after being mauled by a dog?" Noel said.

The Award, recognising Noel's contribution to workplace safety, was presented by Industrial Relations Minister John Della Bosca and Member for Penrith, Karyn Paluzzano. Asbestos campaigner late Bernie Banton was also at the Awards, held at the Joan Sutherland Performing Arts Centre.

Other Councils have already made enquiries about Noel's design.



On track



Challenge



Stable



Not yet reporting

# Principle 6

**Recognise and build on the distinctive characteristics of Penrith, including their human and cultural values, history and natural systems.**

Each city has its own characteristics that distinguish it from others. To build a sustainable city we must take into account the unique features and elements of Penrith and its people, including our history, the path the City has taken to become what it is today. We must protect and respect those unique features and characteristics when deciding what our City will become. In Penrith we have strong connections with the Nepean River, our rural and natural landscapes, our colonial and Aboriginal heritage. Our cultural diversity and our capacity for self reliance and responsibility are key strengths.

It is essential that the future is built on our strengths and values, contributing to a broader recognition of the characteristics - human, cultural, historical and natural - which typify Penrith. Continuing reflection of our strengths and character will also nurture a strong sense of place and community connection with both the physical and cultural elements of the City. Creativity and activity are essential elements in a strong and sustainable future.

Council's roles in working towards this outcome for the City include being a leader, facilitator, custodian, educator and service provider. We need to value and support our distinctive characteristics, including our cultural diversity, and maintain a sense of our place and identity. We need to encourage connected communities, and build on our strengths in shaping our future.

Council, as an organisation, should also focus on nurturing its distinctive characteristics and building on its strengths. A workforce that reflects the nature and values of the City's broader community, and shares an understanding of its strengths and future possibilities, provides a strong base on which to create a sustainable future.

## Objectives

**We value and support our distinctive characteristics, including our cultural diversity.  
We build on our strengths.**







## Highlights

### Funds Available for Heritage Owners

Heritage item owners, lessees and non-for-profit organisations are being given the chance to take advantage of the new Heritage Assistance Fund, which continues Council's recognition of local cultural heritage and its importance. The Fund will give financial assistance for conservation works on properties listed in the Penrith Heritage Local Environmental Plan as heritage items or heritage conservation areas. Up to \$3,000 is available per project provided the proposed work is essential and appropriate to the conservation of the item.

### Dreaming up a Park

Residents of Kingswood Park participated in a consultation activity called 'Dreaming up a Park'. A Western Sydney artist, David Capra worked with 120 children, parents and carers, other residents and neighbours of the site in developing a model playground for Kingswood Park. The children and their families worked with everyday household supplies to model a truly amazing and creative playground in their 'Dreaming up a Park' exercise. This creative engagement has informed the design process for the neighbourhood park. A new playground and the exciting landscaping will be completed in 2009.

## Challenge

### Discrimination incident

Council values our diverse community and takes pride in its ability to work for and in partnership with our 177,686 residents. Council is disappointed that an incident occurred however with an organisation of this

size and the number of customers we serve it is unfortunate that incidents may occur from time to time. This matter was dealt with and resolved in a conciliation conference. The matter did not go to a hearing.



INDICATOR SUMMARY		State 2006-2007	State 2007-2008
<b>Principle 6 – Recognise and build on the distinctive characteristics of Penrith, including its human and cultural values, history and natural systems.</b>			
<b>CITY</b>			
PC19	Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage		
PC20	Increased proportion of residents participating in cultural activities and events		
PC21	Increased proportion of residents who feel a sense of community in the City and their local neighbourhood		
<b>COUNCIL</b>			
LA1	Total workforce by employment type, employment contract, and region.		
LA2	Total number and rate of employee turnover by age group, gender, and region.		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		
LA14	Ratio of basic salary of men to women by employee category.		
HR4	Total number of incidents of discrimination and actions taken		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		

## City Indicators

PC19 Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage.	
<b>STATE</b>	The 2008 Strategic Community Survey shows there is an increase in the proportion of residents who value the natural elements of the City. Further work is required to gather information on the built heritage component of this Indicator.
<b>TREND</b>	<p>This is the first report on this Indicator. Limited survey data and comparability is available. An improved evidence base will be pursued through further surveys and community consultation.</p> <p>The 2008 Strategic Community Survey indicates that, from the earlier 2002 PLANS survey, there is an increase in people (from 85 to 117) who like:</p> <ul style="list-style-type: none"> <li>the rural atmosphere while close to the city (9.7%)</li> <li>close to rural areas / natural bushland / mountains (3.3%)</li> <li>beautiful and clean parklands / river (6.2%).</li> </ul> <p>The River is an important element of the City, with an increase in the number of people who said it was one of the things they liked most about Penrith.</p> <p>A survey of residents undertaken in 2005 (for 'Our City Centres' project) indicated that key elements valued in the community were retaining the rural ambience, preserving the City's built heritage, and protection of environmentally significant features.</p>
<b>RESPONSE</b>	<p>There is an increase in the number of people identifying the river, rural atmosphere and natural areas as the things they like most about Penrith. Council will continue to direct strategic actions to ensure the key community values are maintained.</p> <p>Council's Strategic Plan recognises the unique value and distinctive character of the City's natural settings, including the River/escarpments, rural landscapes, natural areas and built heritage.</p> <p>Council has a Heritage Advisory Committee and a heritage advisory service which provides advice for both Council and privately owned buildings. This information is provided by Council's heritage consultant and includes:</p> <ul style="list-style-type: none"> <li>cost maintenance plan of all Council owned heritage buildings</li> <li>Interpretation signage policy for the whole of the City</li> <li>Heritage training for all planning staff.</li> </ul>

## Gallery Gets a Makeover

One of Penrith's truly hidden gems, the cultural icon that is the Penrith Regional Gallery & The Lewers Bequest, officially launched its \$1.65 million renovations in August.

The improvements included conservation works on Lewers House, an upgrade of the Regional Gallery, conservation and new works on Ancher House, extensions to the Gallery's verandah, and a new public entry canopy and walkway.

Council and the State Government through their generous grant have improved the quality of cultural life and diversity for the people of Penrith and Western Sydney, and demonstrated Council's long standing commitment to developing culture in the City.



### PC20 Increased proportion of residents participating in cultural activities and events.

**STATE**  The 2008 Strategic Community Survey indicated 47% of respondents attended a community event or festival in the past 12 months compared to 40% of the respondents in the 2002 Survey.

**TREND** In relation to cultural activities and events the results from the 2008 Survey compared with the PLANS data suggest that participation in planned cultural activities and community events is increasing. Attendance at museums, galleries and performing arts centres has also increased from 27% in 2002 to 35% in 2008.

**RESPONSE** The development and implementation of the Cultural Planning Framework and Cultural Development Action Plan establishes a foundation for a comprehensive and integrated approach to Cultural Planning and Development across the City and region. Scheduled for implementation over four years from 2007-2011, the Cultural Development Action Plan lists the specific actions required, including the design and management of the Penrith Valley Cultural Precinct, identifying opportunities to support cultural industry networks and clusters, continuing the development of Magnetic Places and developing a Public Domain Strategy and Plan.



On track



Challenge



Stable



Not yet reporting

The Nepean River is highly valued by our community.

TOP: Member for Penrith Karyn Paluzzano, the former Mayor Councillor Pat Sheehy AM, and the Hon. Peter Anderson AM, Chairman of the Penrith Performing and Visual Arts Limited at the opening.

## Aboriginal archaeological assessment

Council engaged consultants to undertake an Aboriginal archaeological assessment to identify any archaeological heritage values within the Ropes and South Creek Rehabilitation Project study area and provide management recommendations on ways to avoid or minimise impacts on heritage sites. This assessment was undertaken in consultation with the Department of Environment and Climate Change (DECC) and the Deerubbin Local Aboriginal Land Council.

The archaeological survey and final report will assess the likely presence of Aboriginal archaeological objects and places and provide an assessment on Aboriginal cultural heritage values within the study area.

Management recommendations will be formulated to help guide the planning of the project. Strategies for the ongoing management and protection of any heritage places and values will be designed to take into account project scope and legislation.

Other cultural heritage assessments in Penrith that have been undertaken include the South Creek Precinct Plan and Gipps Street Master Plan. A desktop assessment was undertaken, and resulted in recommendations for the management of heritage sites within the study area. The desktop study was followed by an Aboriginal archaeological assessment, including a field survey for the study area associated with the proposed South Creek precinct plan and Gipps Street master planning documents. The Deerubbin Local Aboriginal Land Council was consulted during the assessment process. The assessment further clarified the cultural heritage values within the study area and revised the stage one desktop assessment.

## Multicultural Activities

Over 100 people from six different African communities (Sudanese, Congolese, Ghanaian, Sierra Leonean, Burundian, Liberian) living in the Nepean region attended the African Communities meet Local Government Forum. Penrith City Council as a partner on the Blacktown-Nepean Regional Advisory Council organised the event with the Community Relations Commission and Blacktown City Council.

An information and consultation session covering migration, health, Centrelink, early childhood services and healthy ageing was held for the Filipino community. The Philippines is the birthplace of the largest non English speaking group in Penrith LGA.

The Maltese community attended a service information expo with a number of local community organisations which provide a service to the elderly, people with disabilities, youth, carers and families.

## Parkour Krump Workshop



Kingswood Park Primary School became a vibrant hub of art and cultural activity in January.

Approximately 35 young people aged five to 18, brought the school to life as they learnt cutting edge Hip Hop and Krump dance moves and the innovative and contemporary art of Parkour with free workshops over two weeks.

The workshops were held through the Neighbourhood stories project within Council's Neighbourhood Renewal Program and in association with Kingswood Park Primary School and Information and Cultural Exchange (ICE) – Suburban Layerz Project funded by the Australian Government through the Australia Council.

Residents from in and around Kingswood Park learnt the latest moves in Hip Hop dance and joined the Krumping craze with Australia's internationally renowned instructor Darrio Phillips. Darrio has an extraordinary dance background having performed with Kylie Minogue, Madonna and Bobby Brown.

A second workshop taught participants the revolutionary Parkour – how to move through an environment quickly using only one's self to overcome obstacles. It can involve running, crawling, vaulting, climbing and jumping on whatever's available in the environment. An expert performance just has to be seen to be believed.



## International day of People with a disability



To celebrate the 2007 International Day of People with a Disability, Penrith City Council in partnership with the Penrith Disabilities Resource Centre and other local disability organisations unveiled a large canvas of a multidimensional artwork in front of around 80 guests.

The work was the result of the involvement of over 60 people with a disability from these local organisations.

This special event included performances by people with a disability from the local area who received a warm reception from an appreciative audience at the Joan Sutherland Performing Arts Centre.

## Harmony Day 2008

Harmony Day promotes the social, cultural and economic benefits provided by Australia's rich cultural and linguistic diversity. It is a simple and powerful way of expressing that there is no place in our community for racial intolerance or disharmony. It also encourages a sense of citizenship and pride in our nation and local community.

A Stop Racism Forum was held at St Marys Community Centre to celebrate Harmony Day 2008. It provided an opportunity for service providers to work together to find strategies for the elimination of discrimination and racism both in our practices and in the community.

Racism is a difficult and confronting topic to discuss. However after hearing stories told mainly by Southern Sudanese community members, participants were engaged in meaningful discussions on strategies they could adopt locally to deal with racism. The day was well attended and many of the service providers agreed to an ongoing working party to address the issues and strategies discussed on the day.

## Refugee Week 2008



The theme for Refugee Week in June 2008 was "A Place to Call Home". This encourages people to think about the global themes of protection and human rights by focusing on the fundamental right to a secure place to call home. To celebrate Refugee Week 2008 and this year's theme 'A Place Called Home', the Mayor formally signed a Refugee Welcome Zone Declaration with the Refugee Council of Australia. This Declaration includes a commitment to uphold the Human Rights of refugees and to enhance cultural and religious diversity in our community at a well attended Civic Reception.

This significant and celebratory event had a strong community presence with a performance by a local choir of 15 Sudanese women. A wide range of organisations many of whom are part of the Refugee Coalition which provides support for the Refugee community were also in attendance.

This event and declaration helped create a greater sense of belonging for the newly arrived communities.

# MAGNETIC PLACES

## Magnetic Places

The Magnetic Places Community Cultural Grants Program initiative is creatively engaging and empowering local communities, artists and organisations to transform their local spaces into Magnetic Places.

The program has supported and generated creative activities, events and programs that bring to life our community meeting places.

In 2007-2008 activities and programs with a community cultural, art or fringe element that would enhance, enliven and activate local community meeting spaces were encouraged.

The first year of the funding program saw the development of eight innovative and highly successful projects celebrating creativity, diversity, culture and pride in established neighbourhoods across the City.

The projects include: **The Talking Tree** (North St Marys), **Llandilo Multicultural Footprints** (Llandilo), **Kingswood Park Has Talent** (North Penrith), **Art In The Park** (St Marys), **100 Years of International Women's Day Celebrations** (St Marys, Werrington, Penrith) **Isabel - Stage 2** (Werrington, Cranebrook) **Rhythm and Drumming** (Cranebrook) and **Families Cre-Art** (Oxley Park, St Marys).

These dynamic projects have transformed public places into creative spaces and have revealed the vibrant rich diversity of culture and energy that exists in local communities across Penrith. People have found new friends, new confidence and new ways of engagement.

A Council can build a neighbourhood centre, a swimming pool, a park but it's the community that gives it life using their creativity to make it a magnetic place where people are drawn together.

Thank you for helping us to demonstrate the dynamic, creative and diverse places and communities of Penrith. This is just the beginning.



*"St. Marys Neighbourhood Centre was a sea of women."*

*"Women rock!"*

### International Women's Day Celebrations

...a series of micro events where women gathered in local Neighbourhood Centres across the City and decided on an event/project they would like to develop. These projects were showcased at the International Women's Day festival at St. Marys Neighbourhood Centre with over 230 festival goers attending, 2008.

An initiative by Penrith Women's Health Centre.

### Art in the Park (St Marys)

...four exciting workshops in fruit, vegetable, butter and ice sculpture and an exhibition of Filipino Australian arts and ideas at Coachmans Park, 2008.

An initiative by Dante Barcoma, and Philippine Australian Community Services Incorporated (PACSI).



*"When I saw the artists and other members of the Filipino community, I felt that I am again close to home"*





*"It's given the kids more confidence."*



*"What does the program do for Kingswood Park?"  
 "(giggle)...It makes it very musical!"*

### Kingswood Has Talent

...an exciting workshop series for young people in circus skills, Capoeira, African drumming and a presentation at North Penrith Community Centre showcasing their creative talent to family, friends and the wider community, 2008.

An initiative by SPYNS Inc.



### Llandilo Multicultural Footpath

...a project working with the Maltese and Chinese community to develop the grounds around Llandilo Community Hall, a key meeting place for communities, to create a common space which reflects the richness and diversity of culture, 2008.

An initiative by Nepean Migrant Access and Penrith Women's Health Centre.



*"... it will tell them something about this area and the various communities living here in harmony"*





## Seniors Celebration with 450 Residents

'Laugh at the Lighter Side of Life' was the theme when over 450 local senior residents attended Council's 50th Senior Week celebration at the Joan Sutherland Centre.

Volunteer high school students served morning tea and lunch while Piccolo the clown treated guests to a special concert filled with laughter, singing, dancing and music.

## Aboriginal Services and Activities

"Looking Forward-Looking Blak" was the 2007 theme to celebrate 50 years of NAIDOC celebrations.

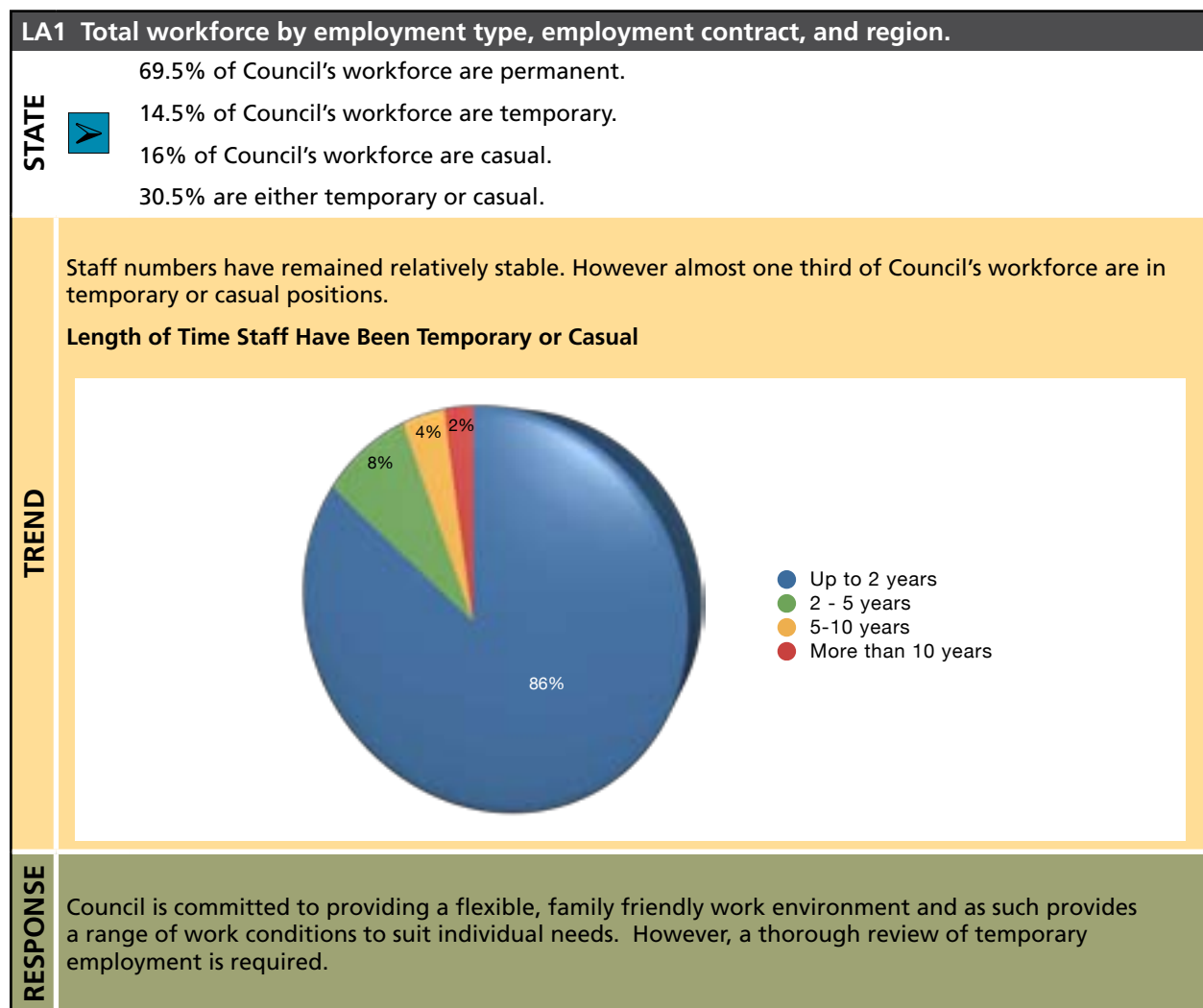
The highlight of Council's 2007 NAIDOC Week celebrations was a Civic Reception where the guest speakers included Chairperson of the NSW Aboriginal Land Council, Councillor Bev Manton and The Hon. Paul Lynch MP, Minister for Local Government, Minister for Aboriginal Affairs and Minister Assisting the Minister for Health (Mental Health).

Penrith City Council acknowledged that there were many significant milestones reached in 2007-2008 in respect to the history of Aboriginal affairs in Australia and it was during this time of Looking Forward-Looking Blak that we celebrated a culture that has endured, struggled and survived against a backdrop

of adversity. The milestones included the 10th anniversary of the tabling of the Bringing Them Home report, the 40th anniversary of the referendum which gave Aboriginal people the same citizenship rights as all other Australians, the commemoration of the 50th anniversary of the establishment of NAIDOC, and the Prime Minister's Sorry statement which was televised in the Civic Centre for staff and members of the public in February.

The NAIDOC Week "Looking Forward-Looking Blak" gathering, sponsored by Council in partnership with a number of Aboriginal Community Organisations and Government Agencies, was the culmination of the week's activities.

## Council Indicators



On track



Challenge



Stable



Not yet reporting

**LA2 Total number and rate of employee turnover by age group, gender, and region.**

A total of 84 employees left Council during 2007-2008 representing a staff turnover rate of 10.43%. The three departments with the highest levels of turnover were:

- ✓ Workforce Development (16.67%)
- ✓ Corporate Development (16.67%)
- ✓ Children's Services (15.79%)

Staff turnover of men and women appears to be even, with the highest turnover occurring in the following age groups:

- ✓ 30 – 35 years (15 people)
- ✓ 45 – 50 years (13 people)

This is up slightly since the previous financial year. When Penrith City Council's staff turnover is compared to approximately 20 Councils across Australia, it is 3.27% lower than the average.

**Staff Turnover**

Financial Year	Staff Turnover Rate
05 to 06	10.61%
06 to 07	9.42%
07 to 08	10.43%

**TREND**

Age Group / Gender	% Turnover per Age Group	Permanent Staff
15-19	100%	0%
20 - 25	13%	87%
25 - 30	11%	89%
30 - 35	19%	81%
35 - 40	9%	91%
40 - 45	8%	92%
45 - 50	10%	90%
50 - 55	9%	91%
55 - 60	3%	97%
60 - 65	10%	90%
65 over	57%	43%
Total Female	11%	89%
Total Male	10%	90%

**RESPONSE**

Council continues to seek ways to retain our valued staff and provide appropriate career opportunities and training.

**LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.**

Short term temporary staff and casual staff are not able to salary package. Part-time staff are not able to have a car allocated to them.


Council has converted a number of casual positions to permanent part-time which enables more staff to access benefits.

Council is aware of the need to provide appropriate flexible working arrangements for all staff members and is continually seeking ways to ensure staff are able to access arrangements and benefits in an equitable manner.



**LA14 Ratio of basic salary of men to women by employee category.**

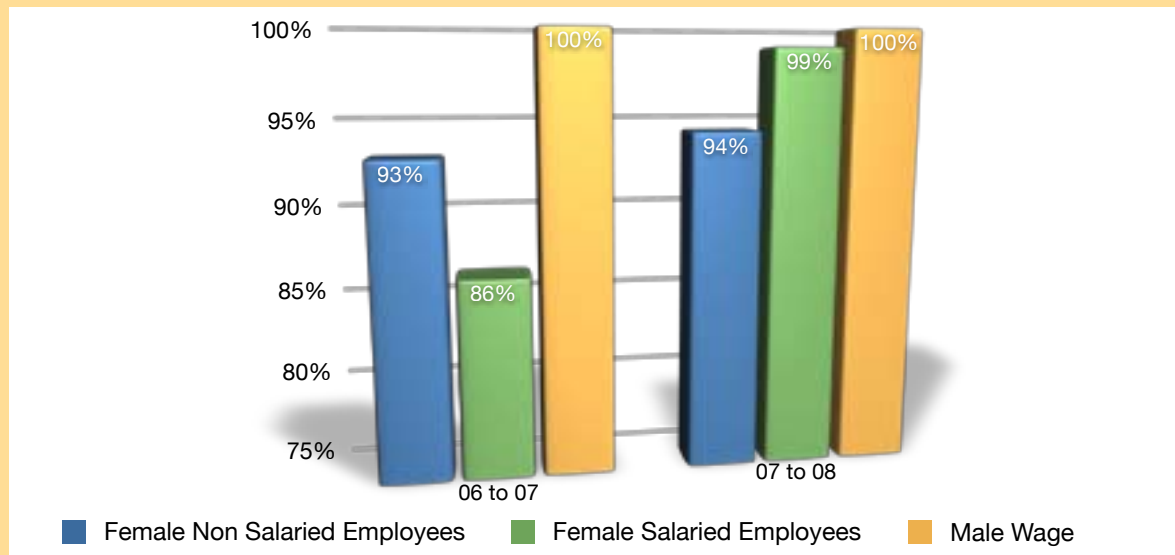
**STATE**

 Overall, average wages for female staff are currently 94% of average male wages.

**TREND**

The trend shows that while there has been an increase, generally female wages are not yet comparable with male wages.

**Comparison Between Male and Female Wages**




**RESPONSE**

Women’s wages are below those of men across all occupational groups except the Clerk group. The group with the greatest disparity is that of the Para-professional group where women earn 80.17% of what men earn. The occupational group where salary equity is closest is the Administrative Officer group. Council recognises the salary imbalance between men and women and is looking at strategies to address this issue.

**HR4 Total number of incidents of discrimination and actions taken.**

**STATE**

 A member of the public lodged a complaint against a Council employee claiming discrimination with the Anti-Discrimination Board. The matter was resolved by conciliation conference without the need to refer this matter for hearing.

**TREND**


While disappointed that a customer had reason to complain about our services, Council continues to maintain an extremely low rate of incidents of discrimination. This has been identified as a challenge because it related to a customer complaint.

**RESPONSE**

To mitigate instances Council has a Grievance Policy and Prevention of Bullying and Harassment in the Workplace Policy and intends to continue to train all staff to ensure they are aware of their obligations under EEO and Workplace Safety.

**HR9 Total number of incidents of violations involving rights of indigenous people and actions taken.**

**STATE**

 Zero incidents

**TREND**

Council continues to maintain a zero level of incidents against indigenous rights.

**RESPONSE**

Council will continue to train staff to ensure awareness of EEO and Workplace Safety and to provide a working environment free from discrimination.

# Principle 7

## Empower people and foster participation.

A sustainable city needs a strong foundation, built on the support and active participation of the whole community including businesses, industry, government and, importantly, local residents. Some in our community may first need support, by facilitating access to basic needs such as education or child care, to enhance their capacity to participate in future.

The diversity of expertise and skills held by the local community is recognised and valued, and this principle seeks to ensure that a range of opportunities are provided to all members of the community to be involved in a tangible way in decisions that affect them. Different and innovative ways of engaging people, and providing opportunities for participation and empowerment, should enable the community to choose how and when they are actively involved in shaping the future.

A sustainable city is supported by active communities, not only by shaping the future but also helping with the inequities and issues of today – providing volunteer assistance in community organisations, working with cultural and recreation groups, and contributing to the public life of a community.

Council's roles in working towards this outcome for the City include being a leader, advocate, and facilitator. Collaborative partnerships will form the basis of engagement and participation, to ensure that everyone can choose to 'have a say'. It will be important to ensure that responses are based on well-researched and transparent positions. We need to create opportunities for everyone to play an active role in their communities, and participate in working towards a more sustainable future.

Council can also become stronger as an organisation by encouraging broader opportunities for staff to be actively involved in enhancing its current operations and shaping future responses.

## Objectives

- We have a say in our future.
- We play an active role in our communities.



ABOUT US

REPORT ON INDICATORS

STATUTORY REPORT

FINANCIALS

CONCLUSIONS



## Highlight

### Community Assistance Program

Local residents were the winners with 43 Penrith City community organisations receiving grants totally \$39,000 through the Community Assistance Program (CAP). The CAP scheme offers small grants of up to \$1,200 for non-profit community groups to use toward holding a community event, undertaking a special project, or purchasing equipment.

The CAP funding program has been running for over 10 years and is one of the many ways Council supports community organisations and groups in providing activities and projects that benefit local residents.



## Challenge

### Planning the City's Future

Council's Strategic Plan commits to enhanced community engagement and participation and for the community, and to local organisations becoming advocates for a shared vision for the City. This is clearly challenging. The 2008 Strategic Community Survey found that 22% of residents were dissatisfied with their opportunities to have a say in planning the City's future. Of those, many were unaware of such opportunities, indicating a need to communicate as well as consult more effectively.

Council has an extensive program of community engagement around ongoing services and particular projects. There are strong established relationships with businesses, government agencies, community groups, and individuals at all levels. Assessment has been undertaken of further appropriate measures, responsibilities and resources for community consultation, City partnerships and advocacy.

Collaboration has achieved positive outcomes for the City and the goals in the current Strategic Plan. It is logical to build on those strengths by inviting our community and stakeholders to help us develop and implement our new plan for the City. Clearly, the success of Council's strategy requires a shared vision and effective contributions from many partners.

In preparing the 2009+ Strategic Plan there will be wider engagement of our communities in addition to key stakeholders, City partners and the organisation itself. This needs to be an ongoing dialogue or 'conversation' around key issues like Penrith's Regional City status, sustainability and the future delivery of Council's services to the community.

Among the key initiatives being explored are the Penrith City Futures Forum planned for early 2008-2009 and the more extensive use of online technologies, including the online forum 'Bang the Table' and online surveys for the community and staff.



INDICATOR SUMMARY		State 2006-2007	State 2007-2008
<b>Principle 7 – Empower people and foster participation.</b>			
<b>CITY</b>			
PC22	Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future		
PC23	Proportion of residents who are active in community organisations		
<b>COUNCIL</b>			
LA10	Average hours of training per year per employee by employee category		
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.		
LA12	Percentage of employees receiving regular performance and career development reviews.		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		

## City Indicators

**PC22 Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future.**

**STATE** Residents' satisfaction with their opportunity to have a say in the planning of Penrith City's future was a component of the Strategic Community Survey conducted in June 2008.

- 38.7% of respondents indicated that they were satisfied with their opportunities to have a say.
- 22.0% of respondents were dissatisfied,
- 32.9% were neutral.

Of those respondents dissatisfied with community consultation in the planning process:

- 38.9% were unaware of any such opportunities;
- 28.6% felt that Council does not listen to residents;
- 17.8% emphasised that the community is simply not provided with enough information about any such opportunities.

**TREND** Council's most recent City-wide customer survey was conducted in May 2007. This indicated no significant change in satisfaction with Council's consultation with the community.

**RESPONSE** Council is addressing the communication challenges through a range of programs including Council's 2005-09 Strategic Program which has a commitment to enhanced community engagement and participation. Increased community engagement at the local level has been resourced by Council, supported by the Asset Renewal and Established Areas Strategy.

**PC23 Proportion of residents who are active in community organisations.**

**STATE** The Strategic Community Survey 2008 identified:

- 31% of residents acted as a volunteer in a community based activity,
- 20% of residents had been a member on a committee and
- 16% had been part of or an organiser of a local community group.

**TREND** Trend data is not yet available for this Indicator.

**RESPONSE** Each year Council undertakes a wide range of social planning and community development activities to support the operation of community based organisations and groups. This includes through supporting a volunteer management committee network as well as providing small grants to local community organisations. Council works in partnership with other levels of government; community development projects and other community services to plan, promote and support activities and initiatives to meet the needs of communities across the Penrith Local Government Area.

**LA10 Average hours of training per year per employee by employee category.**

**STATE**



We do not store information regarding hours spent at training however during the reporting period 243 course sessions were held on-site with 2966 employee attendances. 330 employees attended externally run courses.

**TREND**

**External Courses - Employee Attendance**

Group	2004-2005	2005-2006	2006-2007	2007-2008
12 Month Trainee				1
Professional Specialist Trainee			2	5
Field Operator	39	22	23	30
Clerk	9	8	23	43
Customer Relations Officer	71	33	35	15
Trade Officer	16	10	16	29
Administration Officer	22	40	35	55
Para-Professional	85	63	119	75
Professional Specialist	195	165	222	232
Manager/Administration	34	37	34	29
<b>Total</b>	<b>471</b>	<b>378</b>	<b>509</b>	<b>514</b>

**Internal courses - Employee Attendance**

12 Month Trainee		22	5	7
Professional Specialist Trainee	4	11	7	15
Field Operator	565	478	621	480
Clerk	280	269	176	64
Customer Relations Officer	344	331	196	115
Trade Officer	148	174	154	99
Administrative Officer	341	252	141	136
Professional Specialist	700	755	573	299
Para-Professional	435	383	352	292
Manager/Administration	83	84	59	66
<b>Total</b>	<b>2,900</b>	<b>2,759</b>	<b>2,284</b>	<b>1,573</b>

**RESPONSE**

Council provides a range of training opportunities, including mandatory courses and optional professional training.

## Volunteers Week

Volunteers Week is an important opportunity for the organisation to thank the many unpaid members of the community who help make Penrith great. The Visitor Information Centre has a team of 12 active volunteers, Penrith Library has volunteers tirelessly sifting through boxes of history in the research room and across the City as well as running children’s craft sessions, and numerous bushcare groups take enormous pride in caring for their own creeks and reserves. Council provides training, uniforms where appropriate and plenty of support to help volunteers get the most out of their experience.



On track



Challenge



Stable




Not yet reporting



## People make our city great


Like most organisations across Australia, Penrith Council has an aging workforce and when long-time employees retire, their intrinsic corporate knowledge and experience is often lost. When Jim Mason OAM retired after 45 years, his unsurpassed knowledge and memory of people and the organisation over his nearly five decades were irreplaceable. Jim’s love for Penrith and the community saw him start volunteering in the Library Research Room, trawling through its extensive collection of old newspapers and thousands of documents and cataloguing these archives. Jim was also recognised on Penrith’s Wall of Achievement in 2007 for his extensive community work, including


roles on the Penrith AH & I Society Committee, Nepean District Cricket Club, Junior Rugby League, Orchard Hills Bushfire Brigade and Nepean District Tennis. Each year Council recognises outstanding citizens who work to make our City great through the annual Wall of Achievement Awards and in 2007, 19 people were recognised in the fields of sport, business, community services, culture & environment, civic and carer categories. The Awards have been running since 1997 and more than 190 individuals have been recognised for their significant contribution to the City and community. Council is committed to the philosophy that it is people, not infrastructure that makes a City great and is proud to celebrate and recognise our community’s finest in this way.

LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	
<b>STATE</b>	<p>  Educational assistance is provided to 45 employees who are studying for tertiary qualifications. 60 employees receive “Existing Worker Traineeships” to assist in career development. Where possible we offer re-training to employees that have been injured at work and are unable to perform their normal tasks after the injury. To assist retiring staff Council facilitates staff meeting with representatives from local government superannuation to discuss individual superannuation situations.                 </p>
<b>TREND</b>	<p>Participation rates in Council’s Education Assistance Program has decreased with 45 staff receiving educational assistance in 2007 compared with 55 staff the previous year.</p>
<b>RESPONSE</b>	<p>Council has employed consultants to develop a training program for a Workplace English Language and Literacy Program. This program will encourage and support persons from Non-English speaking backgrounds. Council has a number of departments significantly affected by an ageing workforce. Steps are being taken to review their positions to better support succession planning.</p>





LA12 Percentage of employees receiving regular performance and career development reviews.	
STATE	 777 Employee Performance Planning and Reviews (EPPR) were carried out in the 2007-2008 period. 145 Skill and Knowledge Assessments were completed in the 2007-2008 period.
TREND	There was an increase in the number of EPPR from 642 in 2006-2007 to 777 in the 2007-2008 period.
RESPONSE	Council works to ensure all permanent staff complete an annual Employee Performance Planning and Review (EPPR) that assesses their performance for the last 12 months and sets out goals and training requirements for the next year. The EPPR process has also now been introduced to Temporary and Casual staff that meet certain criteria.  A separate Skills and Knowledge Assessment process is also available for staff.

LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.	
STATE	 Governance bodies that are responsible for the strategic guidance of the organisation include Council, CMT (Corporate Management Team, made up of Directors and Senior Managers) and the Joint Consultative Committee (made up of a broad range of Council employees, this team also has Union representation).  <b>Permanent positions</b>  The numbers of women and men employed permanently by Council are close (430 women to 375 men). More men (159) are employed in the occupational group of Field Operator, however the number of women employed in this area (21) continues to grow steadily each year as in the Trades group (44 men to 11 women).  Women outnumber men in the professional ranks (114 to 84), however men continue to dominate in the Manager/Administrator ranks.  Council largely has a middle aged and older workforce with 48% of all employees aged 30 – 50 and 37% aged over 50 years. 15% of Council’s workforce are aged under 30.  People with disabilities can be found across all occupational groups with the highest percentage being found in the Customer Relations Officer occupational category (8%). Aboriginal and Torres Strait Islander people can be found across all occupational categories except in Trades and Managerial positions. The highest concentration of Aboriginal and Torres Strait Islander people can be found in the Field Operator occupational group where they make up 3% of this group.
TREND	There has been no change to the current composition of Council’s governance bodies.
RESPONSE	Council has introduced and maintains a range of measures to recruit and support members of target groups. They include: <ul style="list-style-type: none"> <li>• The Field Operator program – this program combines 12 months paid work with accredited training in the areas of horticulture and road construction and maintenance. This program has been very successful in introducing women to this traditionally male dominated work environment. Council is proud to say that one of the women employed through this program in recent years is now a Team Leader.</li> <li>• Traineeships for Aboriginal and Torres Strait Islander people</li> <li>• Traineeships for People with a disability</li> <li>• Workplace English Language and Literacy Program</li> </ul>

<b>Occupational Category by Gender</b>			
<b>Occupational Category</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Field Operator	21	159	180
Customer Relations Officer	79	11	90
Clerk	59	8	67
Trades Officer	11	44	55
Para-Professional	85	38	123
Administrative Officer	56	6	62
Professional Specialist	114	84	198
Manager / Administrator	5	25	30
Grand Total	430	375	805
<b>Occupational Category by Age Group</b>			
	<b>Under 30</b>	<b>30-50</b>	<b>Over 50</b>
Field Operator	38	71	71
Customer Relations Officer	16	39	35
Clerk	14	26	27
Trades Officer	1	28	26
Para-Professional	20	64	39
Administrative Officer	9	35	18
Professional Specialist	23	110	65
Manager / Administrator	0	13	17
Grand Total	121	386	298
<b>Occupational Category by Disability</b>			
<b>Occupational Category</b>	<b>Disability</b>	<b>No disability</b>	<b>Grand Total</b>
Field Operator	8	171	179
Customer Relations Officer	7	83	90
Clerk	2	64	66
Trades Officer	1	54	55
Para-Professional	8	116	124
Administrative Officer	1	62	63
Professional Specialist	8	190	198
Manager / Administrator	1	29	30
Grand Total	36	769	805
<b>Occupational Category by Racial Minority</b>			
	<b>Aboriginal or Torres Strait Islander</b>	<b>Ethnic Background</b>	<b>Non ATSI</b>
Field Operator	5	10	164
Customer Relations Officer	1	10	79
Clerk	1	3	62
Trades Officer		6	49
Para-Professional	1	19	104
Administrative Officer	1	2	60
Professional Specialist	2	33	163
Manager / Administrator		2	28
All Council	11	85	709

Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity.

	Council	Corporate Management Team	Joint Consultative Committee
Males	10	5	7
Females	5	0	6
Vacancy	0	1	0
Non English Speaking Background	0	0	0
Aboriginal/Torres Strait Islander	0	0	0
Staff Representatives	0	0	7
Management Representatives	0	0	6
18 to 30	1	0	0
31 to 40	3	0	2
41 to 50	4	1	3
51 to 60	7	4	6
60+	0	0	3

**HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.**

**STATE**



325 staff attended 24 training sessions containing aspects of human rights.

**TREND**

Council does not record attendance in terms of hours. Records are kept on the number of training sessions and number of staff attendances. Details on human rights related training conducted during the review period is as follows.

**RESPONSE**

Council will continue to maintain a high standard of staff training to ensure staff are aware of their obligations and opportunities within Council.

**Staff Training on Human Rights**

Course title	Number of sessions conducted	Number of staff attendances
Prevention of bullying & harassment in the workplace	1	12
Bullying and harassment awareness	11	207
Bullying and harassment for Managers and Supervisors	1	16
Gangari Understanding Reconciliation Workshop	1	1
Oral history role in the Sorry Story (The Stolen Generation)	1	1
That's so gay – addressing homophobia	1	1
Equal Employment Opportunity Workshop	4	57
Disability awareness workshop for Children's Services	4	30
<b>Totals:</b>	<b>24</b>	<b>325</b>



On track



Challenge



Stable



Not yet reporting



# Principle 8

**Expand and enable cooperative networks to work towards a common, sustainable future.**

The concept of networks is central to the definition of sustainability, which recognises the interconnectedness of all things. Strong and vibrant networks, partnerships and alliances benefit all who participate, through the increased sharing of knowledge, experiences and ideas, and the pursuit of common goals and objectives for a sustainable future.

Achieving sustainability is an issue faced by all cities and people around the world. Penrith cannot become a sustainable city in isolation, and must develop and nurture cooperative networks on local, regional, state, national and global levels if we are to continue to advance in this area.

There are many different networks that operate within and beyond Penrith. These have grown in response to opportunities for social interactions, economic synergies, environmental concerns, leisure activities

and areas of common interest. Networks encourage residents to actively engage in working together, sharing ideas, and participating in shaping the City's future.

Council's roles in working towards this outcome for the City include being a leader, advocate, facilitator and educator. Networks are based on collaborative partnerships and shared understanding. We need to build on our networks, learn from others, and share our knowledge.

Council's range of organisational networks and cooperative partnerships strengthen our understanding and knowledge in a changing global environment, and will continue to be nurtured.

## Objective

**We build on our networks, learn from others and share our knowledge.**



Students from some of the 20 schools participating in the International Solar Boat Challenge display the boats they constructed. The Challenge provides an opportunity to enhance awareness of climate change and alternative energies as students design, construct and race their very own solar boat. The Challenge is a partnership between Penrith City Council, Social Environment and Economic Sustainability P/L (SEES), Penrith Schools Industry Partnership and local businesses.

## Highlight

### 10 Year Sister City

Since it signed its first sister city agreement with Fujieda, Japan in 1984, Penrith City has gradually expanded its international links program. Presently Penrith has international links with:

- Fujieda City, Shizuoka Prefecture, Japan - Sister City
- Penrith, Cumbria, England - Sister City
- Hakusan City (incorporating Matto City), Ishikawa Prefecture, Japan - Friendship City
- Gangseo-gu, Seoul, Republic of Korea - Mutual Co-operation Agreement
- Xicheng District of Beijing City, China - Mutual Co-operation Agreement
- Kunshan, Jiangsu Province, China - Friendship City

2008 marks the 10th anniversary of the signing of a Mutual Cooperation Agreement between Penrith City and the Xicheng District of Beijing City. This milestone was celebrated with a visit from a delegation of government

officials from Xicheng District. The agreement is business based and both parties pledged to "broaden the range of business relationships and associated programs and to establish a lasting friendly relationship based on mutual cooperation."



TOP: Paper cut out of traditional Chinese kite presented to Penrith City by Li Jiang, leader of Xicheng delegation on the 10th anniversary of the Mutual Cooperation Agreement, May 2008.

Penrith City Council supports staff training and development. Jane Bartush receives educational assistance in her Business Administration course at Penrith TAFE.



INDICATOR SUMMARY		State 2006-2007	State 2007-2008
<b>Principle 8 – Expand and enable cooperative networks to work towards a common, sustainable future.</b>			
<b>CITY</b>			
PC24	Increased number of community networks that are visible, accessible and expanding.		
PC25	Increase in proportion of residents attending educational facilities		
<b>COUNCIL</b>			
EC4	Significant financial assistance received from government		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		

## City Indicators

PC25 Increase in proportion of residents attending educational facilities.	
<b>STATE</b>	The 2006 Census shows 42,346 Penrith residents attending educational facilities (24.7% of the total population).
<b>TREND</b>	<p>The 2001 Census showed that there were 45,595 residents of Penrith City attending educational facilities (26.5% of the total population). Of these, the greatest proportion were in primary school and secondary school. Compared to the Sydney Region, Penrith had a lower percentage of residents attending University.</p> <p>The 2006 Census shows 42,346 Penrith residents attending educational facilities (24.7% of the total population). The main changes reflect the general Sydney demographic patterns of increased preschool participation and reduced school age proportion of the population. While the Sydney Region showed a slight rise in University attendance from 2001-2006, Penrith City evidenced a slight fall.</p>
<b>RESPONSE</b>	<p>The 2008 Strategic Community Survey indicated a generally high level of satisfaction among Penrith City residents with regard to their access to educational facilities. The highest area of dissatisfaction was with regard to access to preschools (8.3%), Universities (11.5%) – despite the University of Western Sydney Penrith campus - and other education services and facilities (9.8%).</p> <p>Council, through the Penrith City Children’s Services Cooperative, provides a major early childhood education infrastructure, including 17 long day care centres, supplementing a similar number of private institutions.</p> <p>Identifying and advocating for the appropriate and timely provision of primary and secondary schools is integral to Council’s planning services. Strong partnerships with the University of Western Sydney and Western Sydney Institute of TAFE are maintained.</p>



# Council Indicators

EC4 Significant financial assistance received from government.	
STATE	<input checked="" type="checkbox"/> Financial assistance received from government in 2007-2008 is \$21.3M.
TREND	Financial assistance received has increased 2.9% (2007 \$20.7M to 2008 \$21.3M).
RESPONSE	Council continues to pursue funding opportunities from State and Federal Government.

SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	
STATE	<input checked="" type="checkbox"/> Council has in place a policy that no funding is provided to any political party or politician.
TREND	Trend information is not applicable as there is no change to Council's policy position.
RESPONSE	No further action is intended.



On track   
  Challenge   
  Stable   
  Not yet reporting

## Principle 9

**Promote sustainable production and consumption, through appropriate use of environmentally sound technologies and effective demand management.**

Identifying and implementing sustainable methods of production, as well as sustainable levels of consumption, across the City will be key to building a Sustainable Penrith. The early uptake and adoption of environmentally sound technologies, and the encouragement and adoption of demand management strategies will contribute to sustainability.

The use of demand management strategies and the adoption of 'clean and green' technologies will work hand in hand to deliver improvements in our production methods and consumption patterns. An effective demand management strategy will drive down consumption towards a point where additional benefits will be extremely difficult or costly to achieve. It is at this point that the widespread adoption of new and innovative technologies will be most beneficial in achieving even further sustainability gains than would have been possible with either strategy alone. Comprehensive strategies will be needed to address this principle throughout Penrith, in diverse and often challenging situations.

Council's roles in working towards this outcome for the City include being an advocate, facilitator and educator. Promoting local food, encouraging sustainable production, adopting environmentally sound technologies, and supporting demand management strategies that will help us to become a more sustainable city. Innovation and new technologies provide future opportunities.

Council, as an organisation, can also work towards more sustainable technologies and effective approaches to demand management. Improving work systems and approaches can reduce consumption and improve effectiveness and efficiencies.

### Objective

**We encourage sustainable production, and embrace environmentally sound technologies.**



## Highlights

### Waterwise Garden

Penrith City Council, through a partnership with Landcare Australia, Coles and the Hawkesbury Nepean Catchment Management Authority, has created a 'waterwise' garden in St Marys. The Western Sydney Waterwise Garden is located on the corner of Charles Hackett Drive and Kungala Street, and has been designed to instil in the community the importance of appropriate water use, salinity and the drought problems that Australia is currently experiencing. The garden incorporates plant boxes, signs and many exotic and native plants.

### Backwash Reuse

The Backwash Reuse Project recycles water from swimming pools at Ripples Leisure Centre and Penrith Swim Centre as well as harvesting rainwater. The project includes a combination of two separate systems, the backwash to treat water for reuse and the water tanks for irrigation purposes. The proposed project will save a significant amount of potable water, making Penrith a more sustainable city.







INDICATOR SUMMARY		State 2006-2007	State 2007-2008
Principle 9 – Promote sustainable production and consumption, through appropriate use of environmentally sound technologies and effective demand management.			
CITY			
PC26	Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste		
COUNCIL			
EN5	Energy saved due to conservation and efficiency improvements.		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		


## City Indicators

PC26 Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste.	
<b>STATE</b>	<p>Data is not yet available for businesses, but is reported for households.</p> <p>Residents' use of several types of environmentally sound and demand management technologies was a component of the Strategic Community Survey in June 2008.</p> <p>Survey results indicate that:</p> <ul style="list-style-type: none"> <li>• 83.0% of residents use energy saving light globes and other similar devices in their home.</li> <li>• 35.8% of respondents indicated that they either compost or use garden waste.</li> <li>• 17.6% of respondents reported that they had a water tank and</li> <li>• 15.2% used solar or 'green' power.</li> </ul> <p>One in 10 residents reported that they did not use any of these measures in their home.</p> <p>In 2007-2008, the target of &gt;18% recyclables diverted to landfill was exceeded and has been increased in 2008-2009.</p>
<b>TREND</b>	As this is the first time Council has reported on this Indicator, trend data is not available.
<b>RESPONSE</b>	Through its Sustainability Education and Waste Education programs, Council seeks to promote the use of environmentally sound technologies and demand management to residents, groups and businesses. This includes promotion of available rebates and incentives. Resource recovery and reuse is a particular emphasis. The Sustainability Street program facilitates and helps build capability at the grassroots community level in regard to energy, water and waste actions.

# Council Indicators

EN5 Energy saved due to conservation and efficiency improvements.	
<b>STATE</b>	 Council has achieved 74,286kWh energy reduction.
<b>TREND</b>	Council continues to reduce its emissions and has achieved further 74,286kWh energy reduction through the implementation of conservation and efficiency measures in 2007-2008.
<b>RESPONSE</b>	Two notable projects include the installation of heat pump hot water systems at the Council depot and the trial of heat reflective paint at the Civic Centre. Council is looking at a range of innovative projects that will further reduce our energy consumption in 2008-2009, including the installation of solar panels at community centres, and replacement of air-conditioning chillers and lighting retrofits at the Civic Centre.

EN7 Initiatives to reduce indirect energy consumption and reductions achieved.	
<b>STATE</b>	 Council reported on this Indicator in 2006-2007 however it was incorrectly interpreted.
<b>TREND</b>	Trend data for this Indicator is not yet available.
<b>RESPONSE</b>	Council intends to report on this Indicator in the future however due to the significant resources required to compile information we are unable to report on the 2007-2008 period.

EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.	
<b>STATE</b>	 A number of measures were introduced in 2007-2008 to reduce greenhouse gas emissions. These measures were implemented at various stages through the year, so savings from a full financial year have not been achieved. It is anticipated these measures will provide an annual CO2 emission reduction of 346.2 tonnes.
<b>TREND</b>	This indicator was incorrectly reported last year so trend information is not yet available.
<b>RESPONSE</b>	Council continues to work towards reducing greenhouse gas emissions associated with its diverse range of activities, achieving a 346.2t annual carbon dioxide emission reduction in the reporting period. Council achieved this reduction through: <ul style="list-style-type: none"> <li>✓ Installation of heat pump hot water systems with an annual saving of 54.3 tonnes of CO2</li> <li>✓ Replacement of air conditioning towers in Council's Civic Centre saving 256.8 tonnes of CO2</li> <li>✓ Trialing heat reflective paint saving 24.9 tonnes of CO2 and</li> <li>✓ Retrofit of lighting saving 10.2 tonnes of CO2</li> </ul>

# Principle 10

**Enable continual improvement, based on accountability, transparency and good governance.**

Continual improvement is one of the cornerstones to achieving a sustainable city and relies on an iterative process where lessons learnt result in direct improvements to existing operations and processes. To be effective the process of continual improvement must be supported by an environment of accountability, transparency and good governance.

As the City as a place has grown and matured, so has its community developed, diversified and become more complex. All facets of life are becoming more demanding and complicated. People may have a number of careers over their working life.

With all this complexity, it is incumbent on individuals, businesses and organisations to ensure that there is commitment to values such as responsibility and accountability, which underpin a sustainable society. Transparency and good governance are also essential for a cohesive and sustainable city.

Council's roles in working towards this outcome for the City include being a leader, advocate, and educator. A strong and sustainable community is based on each person taking responsibility for their own actions, behaving ethically, and being transparent and accountable. A focus on continual improvement also provides a challenge to grow and become more sustainable.

Council, as a leader in its City and also in the broader region, will continue to demonstrate its own commitment to improvement, accountability, transparency and good governance. The development of sustainability indicators for both the City and the Council provides a sound basis on which to monitor and report on successes, and identify areas for improvement. In Council's role as educator, providing access to information and knowledge will support a broader understanding and commitment to this principle.

There are opportunities, within this sustainability framework, to encourage and engage the City's local businesses and organisations to work with Council in implementing approaches to enhance accountability and transparency. The indicators can also be used to benchmark Penrith against other sustainable cities throughout the world, and to measure Council's performance against international standards for sustainable public agencies and governments.

## Objective

**We demonstrate accountability, transparency and ethical conduct.**





## Highlights

### United Nations Climate Change Conference in Bali

Council was one of over 200 representatives of local governments and their associations from 40 countries around the world to take part in the United Nations Climate Change Conference 2007. This made the Local Government group the second largest delegation at the conference.

The conference gave council a unique opportunity to access and be represented at the local government focussed sessions of the world's foremost conference on climate change, now recognised as the most critical issue of the age.

### Federal Cabinet comes to Penrith

Penrith was honoured in April 2008 to be the venue for the first Federal Cabinet meeting ever held outside a Federal government building. Following a nationally televised press conference, Prime Minister Rudd and his ministerial colleagues were welcomed to Jamison High School by over 500 Western Sydney residents.

This visit focused national attention on Penrith, highlighting our importance as a Regional City and recognising the valuable contribution of our community.



## Challenge

### Corruption Incident

Council is proud of its workforce. It values and makes use of the individual skills, talents and abilities of our people. With a workforce of 1,160 from time to time corruption incidents


may unfortunately occur. Council is disappointed that an incident involving the inappropriate use of Council resources occurred in 2007-2008 and disciplinary action was taken.

INDICATOR SUMMARY		State 2006-2007	State 2007-2008
<b>Principle 10 – Enable continual improvement, based on accountability, transparency and good governance.</b>			
<b>CITY</b>			
PC27	Increased proportion of the City's businesses and organisations that have committed to ethical practices.	○	○
<b>COUNCIL</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	✓	✓
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	✓	✓
SO2	Percentage and total number of business units analysed for risks related to corruption.	✓	▣
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	✓	✓
SO4	Actions taken in response to incidents of corruption.	✓	▣
SO5	Public policy positions and participation in public policy development and lobbying.	▣	▣
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	✓	✓
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	✓	✓
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	✓	✓
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	✓	▣
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	○	✓
PR8	Total number of substantiated complaints regarding breaches of customer privacy & losses of customer data.	○	✓
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	✓	✓



# Council Indicators

**EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.**

**STATE**  Council's financial position remains sound. All key financial indicators are above industry benchmarks.

**TREND**

All figures in \$'000s unless stated otherwise			
	2007-2008	2006-2007	% Change
Revenue (including capital)	149,075	165,849	(10.1%)
Operating Expenditure	136,759	134,124	2.0%
Net Surplus	12,316	31,725	(61.2%)
Operating result before capital	(2,059)	(1,099)	87.4%
Capital Grants and Contributions	14,375	32,824	(56.2%)
Total Assets	1,160,728	963,411	20.5%
Total Equity at 30 June	1,062,510	869,716	22.2%
Total Borrowings (excluding bank overdraft)	63,406	57,757	9.8%
Cash and Investments	65,376	58,402	11.9%
Unrestricted Current Ratio	1.15:1	1.33:1	(13.5%)
Rates Outstanding Ratio	5.04%	4.72%	6.8%
Debt Service Ratio	7.13%	7.32%	(2.6%)

**RESPONSE** Council's financial position continues to be sound. Financial projections contained in the Financial Statements indicate a sustainable future.


**EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.**


**STATE**  No fines were issued against Council in the 2007-2008 reporting period.


**TREND** Council continues to maintain its high standard of compliance with environmental laws and regulations.

**RESPONSE** Council has a regulatory role monitoring environmental compliance of community and business activities. Given this, Council needs to ensure its own activities are beyond reproach with strict compliance with environmental laws and regulations.



SO2 Percentage and total number of business units analysed for risks related to corruption.	
STATE	 There has been no review of business units in 2007-2008. A review will be carried out in 2008-2009.
TREND	During 2006-2007, 90% of Council services were reviewed. The review concluded there was low risk of corruption for Council. Trend information is not yet available as a review will not be conducted again until 2008-2009.
RESPONSE	The potential for corruption will be included in the 2008-2009 Service Risk Assessment that is carried out by all services as a management Key Performance Indicator.

SO3 Percentage of employees trained in organisation's anti-corruption policies and procedures.	
STATE	 100% of employees have been trained in anti-corruption procedures. During 2007-2008 all new employees were provided with training.
TREND	Council continues to ensure all staff are trained in anti-corruption procedures.
RESPONSE	Council will continue to provide training to minimise any opportunity for corruption.

SO4 Actions taken in response to incidents of corruption.	
STATE	 Less than 1% of staff were involved in minor corruption incidents (minor corruption being one-off or isolated incidents of theft or misuse of Council resources). There were no major incidents of corruption.
TREND	Council continues to maintain a low incidence of corruption.
RESPONSE	Council continues to implement training and undertake reviews of activities to minimise any opportunity for corruption.



On track




Challenge




Stable




Not yet reporting

SO5 Public policy positions and participation in public policy development and lobbying.	
STATE	 In 2007-2008 Council made 46 formal submissions and representations to Federal and State Government on significant policy issues.
TREND	Council made 42 formal submissions and representations in 2006-2007 and 46 formal submissions and representations in 2007-2008.
RESPONSE	<p>Council's Strategic Plan embraces the role of Council as the primary advocate for the City with public policy decision makers. It seeks an overarching agreement or joint approach with Government to deliver community needs and outcomes. Council has a broad and active advocacy program to Government in support of identified strategic program priorities. This includes strong City, regional and industry partnerships.</p> <p>Recent enhancements to this approach have included Council joining the National Growth Areas Alliance and more strongly emphasising advocacy to Federal as well as State agencies.</p> <p>A methodology to better gauge the effectiveness of the advocacy representations to Government or alignment with public policy is to be investigated in 2008-2009.</p>

SO7 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	
STATE	 No legal action was taken against Council in the 2007-2008 reporting period for anti-competitive behaviour or monopoly practices.
TREND	Council continues to maintain a position of no legal actions against Council.
RESPONSE	Council has a key role in promoting and supporting economic growth in the area and therefore seeks opportunities to encourage growth and development within the region.


SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	
STATE	 No fines were issued against Council in the 2007-2008 reporting period.
TREND	Council continues to maintain its high standard of compliance with laws and regulations.
RESPONSE	Council recognises its regulatory and leadership role within the community and maintains strict compliance with laws and regulations.

**PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.**


<b>STATE</b>	 No instances of non compliance were identified in the 2007-2008 reporting period.
<b>TREND</b>	Council continues to maintain its high standard of compliance with codes and standards regarding the health and safety of products and services.
<b>RESPONSE</b>	Council has a regulatory and leadership role within the community and ensures compliance with voluntary codes of practice.






PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	
STATE	 Council conducts a biennial customer survey. The last survey was undertaken in May 2007. The next survey will be undertaken in 2009 and will be reported in the 2008-2009 Annual Report.
TREND	Trend data for this Indicator will not be available until 2009.
RESPONSE	The customer survey will assess resident satisfaction with and the importance of Council services and facilities.

PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	
STATE	 No instances of non-compliance were identified in the 2007-2008 reporting period.
TREND	Council continues to maintain its high standard of compliance with laws, standards, voluntary codes and regulations.
RESPONSE	Council has a regulatory and leadership role within the community and therefore maintains strict compliance with relevant codes, laws and regulations.

PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	
STATE	 Council has had no substantiated breaches of customer privacy or losses of customer data.
TREND	Trend information is not yet available as Council has not previously reported on this indicator.
RESPONSE	Council recognises the importance of security of customer information and intends to continue to implement best practice to maintain our current high standard.

PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	
STATE	 No fines were issued against Council in the 2007-2008 reporting period.
TREND	Council continues to maintain its high standard of compliance with legislative provisions regarding the use of products and services.
RESPONSE	Council recognises it acts as a role model for other organisations and as such ensures strict compliance with laws and regulations.

# Statutory Report

The following information is provided in response to statutory requirements. The Statutory Report addresses the elements of the Council's Charter which is set out in Section 8 of the Local Government Act 1993 as follows:

- to provide directly or on behalf of other levels of government, after due consultation, adequate, equitable and appropriate services and facilities for the community and to ensure that those services and facilities are managed efficiently and effectively
- to exercise community leadership
- to exercise its functions in a manner that is consistent with and actively promotes the principles of multiculturalism
- to promote and to provide and plan for the needs of children
- to properly manage, develop, protect, restore, enhance and conserve the environment of the area for which it is responsible, in a manner that is consistent with and promotes the principles of ecologically sustainable development
- to have regard to the long term and cumulative effects of its decisions
- to bear in mind that it is the custodian and trustee of public assets and to effectively account for and manage the assets for which it is responsible
- to facilitate the involvement of councillors, members of the public, users of facilities and services and council staff in the development, improvement and co-ordination of local government
- to raise funds for local purposes by the fair imposition of rates, charges and fees, by income earned from investments and, when appropriate, by borrowings and grants
- to keep the local community and the State government (and through it, the wider community) informed about its activities
- to ensure that, in the exercise of its regulatory functions, it acts consistently and without bias, particularly where an activity of the council is affected
- to be a responsible employer.

Where appropriate, further details are provided in other sections of this Annual Report as indicated.

## Local Government Act 1993 and General Regulation 2005

References to "Section" refer to the Local Government Act 1993 No 30.

References to "Clause" refer to the Local Government (General) Regulation 2005.

## Audited financial reports and rates and charges written off

(Section 428(2)(a) and Clause 132)

Council's complete audited financial statements and auditor's report are located on the CD attached to this Annual Report.

The amount of rates and charges written off during the year were as follows:

Category	2005-06 \$'000	2006-07 \$'000	2007-08 \$'000
Pensioner Abandonments	2,082	2,092	2,118
Other	75	53	77
<b>Total Rates and Charges Written Off</b>	<b>2,157</b>	<b>2,145</b>	<b>2,195</b>

## Comparison of actual performance against projected performance and reasons for any difference

(Section 428(2)(b))

### Management Plan Performance

#### New Management Plan Model

Building on its recognised strengths in strategic management planning and delivery, Council produced an enhanced Management Plan model for 2007-2008.

A strategic volume demonstrates the integration of the UNEP Principles for Sustainable Cities and local sustainability objectives with Penrith's Strategic Plan and four-year outcome delivery program, together with links to services and projects. An operational volume provides details of each of Council's 62 specified external and internal services in a strategic framework along with the budgetary provisions to deliver them.

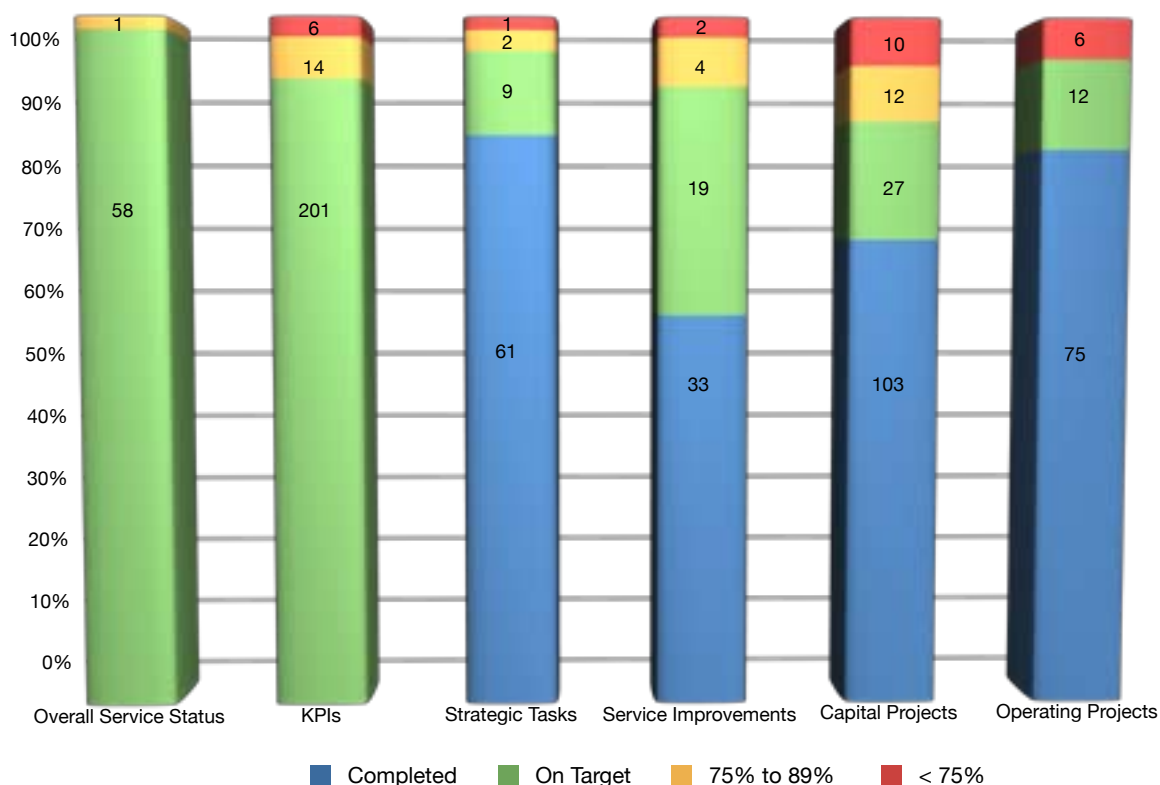
This new model has strengthened reporting on both sustainability outcomes and service delivery to the community.

## Performance of Principal Activities

Full details of Management Plan performance are provided in the 2007-2008 Management Plan Performance Report to June 30 2008, provided on the accompanying CD and on Council's website.

The following graph summarises the overall performance of the 2007-2008 Management Plan requirements for Council's 62 specified external and internal services against defined requirements. This excludes three controlled entities which have separate reporting requirements. The report shows that only a small number of actions failed to the expected performance standard for the year. The reasons in each case are fully detailed in the end of year review.

58 out of 59 specified services are reported as having met a standard of at least 90% of annual requirements. Note that the combined 'Completed' and 'Green' scores indicate that the organisation achieved more than 85% of the total program requirements for 2007-2008.





## Special Rate Variation Initiatives

### Section 508(2) and Section 508(A)

Council is required to report to the community on the special initiative programs which are funded from special rate variations approved by the Minister for Local Government. Reporting is regularly carried out through Management Plan performance reports as well as community newsletters and special media.

Full details of these special initiatives and the outcomes for the City in 2007-2008 can be found in Council's 2007-2008 Management Plan end of year review, provided on the accompanying CD and on Council's website.

## Special Initiatives 2002-2012

In 2002 Council, with the support of the community, successfully applied to the Minister for Local Government for a Special Rate Variation to provide additional funding and resources for three key environmental, social and economic initiatives.

2007-2008 was the sixth year of the 10-year special rate variation for the Enhanced Environmental Program, Community Safety and Neighbourhood Renewal Program and Economic Development and Tourism initiatives.

## Enhanced Environmental Program (EEP)

This program addresses the health of the Hawkesbury Nepean Catchment and sustainability initiatives. The program implementation continues under the supervision of a steering committee that monitors progress and allocates funds for appropriate projects to meet the program's objectives within each program year. The 2007-2008 special initiative allocation to EEP was \$2.02 million.

## Community Safety and Neighbourhood Renewal

This initiative provides additional resources to address community safety and neighbourhood renewal projects. The 2007-2008 special initiative allocation to this program was \$288,000.

## Economic Development and Tourism

This initiative provides funding support to the Penrith Valley Economic Development Corporation for local business and employment development. The allocation in 2007-2008 was \$271,000.

## Special Initiative 2006-2016

In 2006 Council, again with the support of the community, successfully applied to the Minister for Local Government for a Special Rate Variation to implement the Asset Renewal and Established Areas Strategy (AREAS) which brings increased investment in infrastructure renewal and public domain maintenance (including roads, buildings, graffiti removal and street cleaning as well as maintenance of the Penrith City Centre and St Marys Town Centre) and programs addressing the needs of the City's older areas.

The aim of the Established Areas component of the initiative is to raise, where appropriate, the delivery of services, facilities and infrastructure for residents in established areas to a level matching Penrith's status as a regional city. The elements of the Strategy include:

- Public Domain Maintenance
- Graffiti Management and Removal
- Neighbourhood Renewal Coordination
- Local Employment and Enterprise Programs
- Urban Design Enhancement
- Cultural Development
- Community Engagement

Overall, \$3.8 million was allocated to these special initiative programs in 2007-2008. The principal components are:

- Road Asset Renewal - additional \$1.453 million in 2007-2008 increasing to the full allocation of \$1.976 million in 2008-2009 (and indexed thereafter)
- Building Asset Renewal - additional \$650,000 in 2007-2008 increasing to the full allocation of \$850,000 in 2008-2009 (and indexed thereafter)
- Established Areas Revitalisation - additional \$1.711 million in 2007-2008 increasing to \$1.783 million in 2008-2009 (and indexed thereafter)

## State of the Environment (SOE)

(Section 428(2)(c) and Clauses 218-226)

Council's State of the Environment Report is integrated within this Annual Report. A table is provided below detailing where information relating to each of the SoE themes can be found.

State of the Environment Themes	Section	Page No.
Air	Principle 3, 4 & 9	55
Land	Principle 2 & 5	42,59,71,72,91
Noise	Principle 3	55
Biodiversity	A Year in Review / Principle 3	9,10,49,56-59
Waste	A Year in Review / Principle 3 & 4	8,10,52, 62-67
Water	A Year in Review / Front Cover / Principle 3 & 9	10,14,49-54, 103
Aboriginal Heritage	A Year in Review / Principle 6	8,82,87
Non - Aboriginal Heritage	A Year in Review / Principle 6	8,9,11,12,79-81

## Condition of public works

(Section 428(2)(d))

Site	Condition at end of 30.06.08	Once off estimated cost to bring to satisfactory standard (Current \$ value)	Estimate of cost to maintain standard (Current \$ value)	Maintenance Program for 2007-2008
Urban Roads Local	Pavement reconstruction, rehabilitation, resealing, kerb and gutter reconstruction works required	\$53.5M	\$13.0M	\$7.17M
Local Roads unsealed – Rural	Satisfactory	\$0.10M	\$0.05M	\$0.049M
Local Roads – Rural	Pavement reconstruction, rehabilitation and resealing works required	\$11.0M	\$4.0M	\$1.19M
Regional Roads	Pavement reconstruction, rehabilitation and resealing works required	\$16.4M	\$2.2M	\$1.81M
Concrete Bridges	Satisfactory	\$0.2M	\$0.2M	\$0.01M
Timber Bridges	N/A	N/A	N/A	N/A
Footpaving	Reconstruction of trip hazards, cracked concrete	\$4.5M	\$0.70M	\$0.47M
Drainage Assets	Satisfactory	\$0.35M	\$0.95M	\$0.94M
Car Parks	Pavement reconstruction, rehabilitation and resealing works required	\$1.0M	\$0.42M	\$0.05M
Traffic Facilities (include signs, linemarking, roundabouts, crossings)	Satisfactory	\$0.80M	\$0.80M	\$0.67M

## Legal proceedings

### (Section 428(2)(e))

As well as using external legal firms, Council's internal Legal and Governance Department, which employs a Legal and Governance Manager, Legal Officer, Secretary and a Trainee provided a range of legal services in 2007-2008. The Legal and Governance Department dealt with Council's property transactions, providing legal advice, litigation and subpoenas, and other specific issues for the organisation.

Council paid its external legal firms/consultants/court/process servers/barristers \$595,426 in 2007-2008. This included an amount of \$336,572 on a large court case known as *Lesvos & Koffee v Penrith Whitewater Stadium and Penrith City Council*. This is compared to \$919,971 in 2006-2007 and \$331,145 in 2005-2006. This expenditure was for general advice, preparing for court hearings, defending appeals, barrister's costs, consultant expert costs and acting for Council in court actions.

Council has spent an estimated \$421,000 on the provision of Legal Services in-house during the financial year. This expenditure included an allocation for rent, maintaining a legal library and the provision of equipment. The Legal and Governance Department also derives income from cost orders in favour of the Council. Last year Council recovered in excess of \$334,102 from cost orders in its favour.

In addition to the \$334,102 recovered, the Council saved in excess of \$75,000 by undertaking its own in-house legal services with respect to conveyancing and litigation.

Fines in the amount of \$5,000 have been recovered through prosecutions in the Local Court.

In a number of cases Council has had a costs order made in its favour which can be offset against the legal costs.

The following is a brief outline of the court matters dealt with in the reporting period. The costs quoted are the costs incurred on those matters within the reporting period only.

## Matters ongoing from previous years in the Land & Environment Court

Matters	State or Progress	Costs incurred in reporting period
<b>8 Donohoes Avenue, Mulgoa</b>	The applicant in this matter instigated Class 7 proceedings out of the Land and Environment Court seeking to quash convictions made in the Local Court. The Land and Environment Court remitted the matter to the Local Court for redetermination and also ordered that the applicant pay the Council's costs in the Land and Environment Court proceedings. Council has obtained a bill of costs and has filed an application to have its costs assessed by a Court Appointed Cost Assessor. A Cost Assessor has been appointed and it is anticipated that the Cost Assessor will shortly issue a Certificate, which Council can file as a judgment in the relevant jurisdiction.	\$13,141
<b>2075-2113 Northern Road and 1-29 Bradley Street, Glenmore Park</b>	Class 1 Appeal. Refusal of Development Application. Application related to sub-division of 20 one acre lots. The Land and Environment Court upheld the applicant's appeal.	\$200
<b>25 Fourth Avenue, Llandilo</b>	Class 1 Appeal. Refusal of Development Application. The Application was refused on the basis that the provision of LEP 201 required a minimum lot size of 2 hectares for the erection of a dwelling. The applicant's lot is only 1 hectare. The matter was listed for hearing on 17 September 2007. The Court held that the proposal was inconsistent with surrounding development and the objectives of the LEP and therefore could set a precedent for potentially another 103 lots. The Court refused the applicant's appeal.	\$32,699
<b>Lot 671 &amp; 672 Cook Parade, St Clair</b>	Class 1 Appeal. Council refused an application for construction of a 1690 square metre Shopping Centre. The Planning Instrument allowed for a maximum floor space area of 650 square metres. The legal issue that the Court determined was whether the floor space issue was a prohibition and therefore a prohibited development or whether it was a development standard and therefore a permissible development. The matter was listed for hearing on 4 July 2007. The Court found that the requirement was a prohibition and therefore Council was successful in the Appeal.	\$25,514



## New Matters in the Land & Environment Court

Matter	State or Progress	Costs incurred in reporting period
<b>123 Mulgoa Road, Penrith</b>	Class 4 and Class 1 Appeal. Council commenced Class 4 proceedings as a result of the applicant's failure to develop the golf course in accordance with its original approval. Following commencement of Class 4 proceedings the applicant lodged a Section 96 modification application seeking approval for the works as constructed. Paramount to this application is the submission of a flood study, which needs to address flood conveyance and flood storage on the site. The study has not yet been completed, the matter continues.	\$76,183.18
<b>1587 Mulgoa Road, Penrith</b>	Class 1 Appeal. Refusal of Development Application. The matter was listed for hearing on 25 June 2008. The main issue in the matter related to flooding. The applicant proposed a subdivision of one lot into two lots, which in Council's engineers opinion will result in the new lot being flood affected. The applicant's original plan meant that the whole of the proposed new lot was the subject of a high hazard flood category. The applicant submitted a revised plan which meant that the proposed new lot falls within a low hazard flood category. The Commissioner was satisfied with the applicant's argument that the proposed new lot would not exhibit any degree of hazard that should justify refusal of the application.	\$5,900
<b>2272 Castlereagh Road, Penrith (Woodriff Gardens)</b>	Class 3 Appeal. Council commenced proceedings against Sydney Water. Sydney Water created an easement on Council's land and then offered a sum of money well below what Council Officer's and Valuation experts consider to be reasonable compensation. The matter is listed for hearing from 15-18 December 2008.	\$32,313
<b>43-47, 59-119 St Thomas Road, Mulgoa</b>	Class 1 Appeal. Refusal of Development Application. The applicant seeks approval to construct a primary school upon the land containing the St Thomas Church, which is a significant heritage item. The applicant seeks to use the heritage item provisions within the relevant SREP to have approved a land use that would otherwise be prohibited. The matter is listed for a conference on 1 September 2008. A number of Court Appointed experts have been engaged. Matter yet to be set down for hearing.	\$5,439
<b>14 Bennett Road, St Clair</b>	Class 1 Appeal. Refusal of Development Application. The applicant appealed against the refusal of the development application for the demolition of an existing single storey brick veneer dwelling and the construction and fit out for the purpose of a 24 place 3 to 5 year Child Care Centre. The matter was the subject of a mediation on 17 December 2007. Following the mediation the applicant prepared amended plans to accommodate the concerns raised by adjoining residents, which comprised screening and noise, as well as increasing the size of the landscaped area. On 22 February 2008 the Court issued Consent Orders subject to conditions.	\$1,595
<b>Slavoijub Prgomelia – Park River Road, Mulgoa</b>	Class 1 Appeal. Concurrence from the Department of Planning (DOP) was required. The DOP refused to grant concurrence on the basis that the subdivision would set an undesirable precedent. The LEP provided for a minimum of 10ha for any new lots. Given that the minimum lot sizes sought were more than a 10% variation to the 10ha minimum, consent from the DOP was required. Council Officers under delegated authority supported the application as it was in keeping with the surrounding environment. The matter was listed for hearing on 27 November 2007. The Court approved the application with conditions in accordance with Council's position.	In house lawyer. No external expenditure
<b>2019 The Northern Road Glenmore Park</b>	Class 1 Appeal. The applicant appealed against the Council's 'deemed refusal' (application not determined within the statutory period of 40 days). The matter was settled with the applicant accepting the Council's conditions. Consent was granted under delegation.	In house lawyer. No external expenditure
<b>114-120 Greendale Road Wallacia</b>	Class 1 Appeal. The applicant appealed against the Council's 'deemed refusal' (application not determined within the statutory period of 40 days). The Application related to a two lot torrens title sub-division. The two lots proposed were equal allotments being 3820 sqm each. The matter was approved subject to conditions under delegated authority.	In house lawyer. No external expenditure

## New Matter in the District Court

Matter	State or Progress	Cost
<b>Mulgoa Road Tunnel, Jamisontown</b>	The RTA has taken action against Council seeking recovery of maintenance costs in the District Court. The RTA claims that Council did not arrange for a developer to pay a contribution to the RTA in accordance with development consent. Discussions with the RTA are being pursued to resolve the issue.	\$24,877

## Ongoing Federal Court Matter

Matter	State or Progress	Cost
<b>Native Title/ Gundundjurra and Darug</b>	On-going in the Federal Court. Relates to two Native Title Claims affecting the local area. Claims involve numerous parties. Council resolved not to be a party to an Indigenous Land Use Agreement that is the subject of discussions between the State Government and the Darug claimants.	\$254

## On-going Supreme Court Matter

Matter	State or Progress	Cost
<b>Lesvos &amp; Koffee v Whitewater Stadium</b>	The matter was listed for hearing in the Supreme Court in March 2007 for 9 days. The Supreme Court made orders against Council to the sum of \$488,000 plus costs. Council appealed to the Court of Appeal where the matter was heard on 5 July 2007. Judgment was handed down on 16 July 2007 in Council's favour, overturning the decision of the Supreme Court. The Plaintiffs sought leave to appeal in the High Court. The High Court did not grant leave. Costs of the trial and appeal (to the Court of Appeal and High Court) are being pursued from Lesvos Pty Limited and Koffee Pty Limited. The Appellant companies have been required to lodge a bank guarantee in the sum of \$183,000 to secure against some of Council's costs.	\$336,572

## New Supreme Court Matter

Nil

## On-going District Court Matters

Nil

## Local Court Matters

Matter	State or Progress	Cost
<b>Penrith City Council v Cikla</b>	The defendant appealed against a fine issued for the offence of depositing litter from a motor vehicle. The Court found Mr Cikla guilty of the offence and fined him the sum of \$240.	In house lawyer. No external expenditure
<b>Penrith City Council v Haydon</b>	The defendant had failed to pay rates to the sum of approximately \$700. The defendant claims that he did not receive any rates or reminder notices. The defendant failed to appear at the mentions on 25 June 2008 and 16 July 2008. The Court dismissed the applicant's defence.	In house lawyer. No external expenditure
<b>Penrith City Council v Pucar</b>	The defendant was issued with a fine for burning two piles of material without approval and elected to have the matter heard in Court. The defendant pleaded guilty to the offence on 10 July 2008, however, no conviction was entered and no penalty was imposed.	In house lawyer. No external expenditure
<b>Penrith City Council v Treyvaud</b>	The defendant failed to pay rates in the sum of approximately \$670 in addition to solicitors costs of approximately \$330. The defendant later paid the \$670, however refused to pay the solicitor's costs. Eventually the defendant agreed to pay an amount of \$120 in settlement of Council's solicitor's costs. Accordingly the Court made an order to reflect the Agreement between the parties on 6 April 2008.	In house lawyer. No external expenditure
<b>Penrith City Council v Willis</b>	The defendant appealed against a fine issued for the offence of depositing litter from a motor vehicle. The Court found Mr Willis guilty of the offence and fined him the sum of \$240.	In house lawyer. No external expenditure
<b>Penrith City Council v James</b>	The defendant appealed against a fine issued for the offence of depositing litter from a motor vehicle. The Court found Mr James not guilty of the offence and dismissed the matter.	\$800
<b>Penrith City Council v Anderson</b>	The defendant appealed against a fine issued for the offence of depositing litter from a motor vehicle. The Court found Mr Anderson not guilty of the offence and dismissed the matter.	In house lawyer. No external expenditure
<b>Penrith City Council v Fitzpatrick</b>	The defendant appealed against a fine issued for the offence of depositing litter from a motor vehicle. The Court found Mr Fitzpatrick not guilty of the offence and dismissed the matter.	In house lawyer. No external expenditure

This report does not include the Debt Recovery matters, insurance issues or industrial issues. This report only relates to "on the spot" fine matters that have resulted in or are expected to result in hearings.



## Mayoral and Councillor fees, expenses and facilities

(Section 428(2)(f) and Clause 217(1)(a1))

The total amount of fees paid to the Mayor and Councillors for the year was \$354,284. Councillors received a fee of \$21,805, with the Mayor and Deputy Mayor receiving an additional fee of \$50,848 and \$12,712 respectively.

Council has a Policy on the Payment of Expenses and Provision of Facilities to the Mayor, Deputy Mayor and Councillors. A full copy of the Policy is available for public inspection during office hours or via our website.

The total amount spent on the provision of councillor facilities and payment of councillor expenses for the year was \$170,620. This amount includes the cost of:

• Dedicated office equipment	\$4,453
• Telephone calls	\$11,080
• Conferences and seminars	\$37,853
• Training and skill development	Nil
• Interstate visits	\$26,204
• Overseas visits	\$20,986
• Expenses of spouses, partners or accompanying persons	\$330
• Child care	\$233

## Overseas visits

(Section 428(2)(r) and Clause 217(1)(a))

Date	Location	Purpose	Attended By
October 2007	Cardiff, United Kingdom	UK Economic Development Conference	One Councillor
October 2007	Kunshan, China	Kunshan Autumn Trade & Investment Promotion Fair & Sister City Visit	Mayor, Director, City Strategy, Economic Development & City Marketing Manager
December 2007	Bali, Indonesia	United Nations Climate Change Conference 2007–Local Government Climate Sessions	One Councillor, Sustainability Unit Co-Coordinator
April 2008	Rotorua, New Zealand	Council of Local Authorities for International Relations (CLAIR) Seminar & Visit to Sister Cities	One Councillor

## Senior Staff

(Section 428(2)(g) and Clause 217(1)(b))

There are six senior staff positions, the General Manager, four Directors and a Chief Financial Officer.

As at the 30 June 2008 the remuneration packages (including salary, motor vehicle and superannuation) for the following senior staff positions were:

General Manager	\$281,250
Director - City Strategy	\$206,675
Director - City Planning	\$186,500
Director - City Operations	\$178,500
Director - City Services	\$195,500
Chief Financial Officer	\$194,750

## Contracts awarded for amounts greater than \$150,000

(Section 428(2)(h))

### Tender Arrangements General

Contractor	Goods/services supplied	Value of contracts awarded \$'000
Firedam Pty Ltd	Caddens Rd Mains relocation	\$400
Greening Australia Pty Ltd	Ropes & South Creek rehabilitation works	\$1,800
iPools Pty Ltd	Install Pool Backwash Systems	\$369
Jackson Teece Pty Ltd	Design service Glenmore Park Family Precinct	\$365
Kane Constructions Pty Ltd	Extensions to Civic Centre	\$1,600
Project Corp	St Marys Memorial Hall upgrade	\$3,400
Wundaguard Pty Ltd	Graffiti Removal Services	Schedule of rates contract
Zalem Pty Ltd	Skate Ramp at Glenmore Park/St Clair	\$792

### Bush fire hazard reduction

(Section 428(2)(i1))

Penrith City has 10 Brigades situated throughout the Local Government area of 407 square kilometres. Of this, Penrith Rural Fire Service provides protection for 313 square kilometres (76%), while the balance (24%) is the responsibility of New South Wales Fire Brigades.

Penrith Rural Fire Service Brigades attended 429 incidents for the period 1 July 2007 to 30 June 2008. These include grass and bush fires, light forest fires, vehicle and structural fires and motor vehicle accidents.

A significant fire occurred in the Cranebrook/ Londonderry area in November 2007. The fire was managed by the NSW Rural Fire Service, with the support of the NSW Fire Brigades. Approximately 328 hectares was burnt, with no loss of life or dwellings.

Some hazard reduction was provided through Council's program of mowing and slashing of the roadsides throughout the District.

Brigades throughout the District carried out hazard reduction burns on numerous rural properties to assist landowners with their land management responsibilities.

Under delegated authority from Penrith City Council, NSW Rural Fire Service staff investigated complaints regarding bush fire hazards. Providing advice and negotiations with landowners ensured that the hazard was removed without the need to issue notices.

## Services and access for people with diverse cultural and linguistic backgrounds, and access and equity activities

(Sections 428(2)(j)), 428(2)(r) and Clause 217(1)(d)(i))

Highlights from Council's Social Planning, Access and Equity Report are provided as a series of snapshots within this Annual Report. A table is provided below detailing where each of the themes can be found.

Social Planning, Access and Equity Index	Section	Page No.
Multicultural Services and Activities	Principle 2, 6, 7 A Year in Review	14, 81-84
Aged Services and Activities	Principle 2, 6	41, 86
Disability Services and Activities	Principle 6, 7	83
Youth Services and Activities	Principle 2, 5, 6 A Year in Review	75, 82, 85
Aboriginal Services and Activities	Principle 6 A Year in Review	8, 82, 87

## Services and programs that provide for the needs of children

(Section 428(2)(r) and Clause 217(1)(c))

Continuing its extensive services for children, Council achieved its objective of providing a diverse range of quality child care services to meet the needs of local families.

In 2007-2008 Council provided a range of children's services include:

- 17 long day care centres, licensed by the Department of Community Services and Accredited by the Department of Education, Employment and Workplace Relations (DEEWR)
- nine before and after school care centres
- six centre-based and one mobile pre-school, licensed by the Department of Community Services
- one occasional care centre, licensed by the Department of Community Services
- one Mobile Playvan
- six Vacation Care centres
- Children's Week activities within and across the Penrith LGA

This cross section of service types met the diverse range of family needs by:

- providing child care principally for the children of working parents in long day care, vacation care and before and after school care, for a range of hours between 6.30am and 6.30pm.
- involving parents in the development of educational programs for children 0-6 years.
- providing respite care for parents generally not working outside the home and a developmentally appropriate program for 0-6 year old children in occasional care.
- providing all inclusive activities during Children's Week for the community, which was well attended. The Mobile Playvan participated in Children's Week through activities provided at the designated venues and inviting service partners to participate.
- implementing a Family Links Project to support parenting capabilities and social networks for families in the community and to promote Children's Centres as hubs in the community.
- providing a Mobile Playvan that supports social networking for families in residential areas that do not have established services, in the rural sector and by extending the service to the older, established area of North St Marys.
- improving equity by levelling fees structures across centres.
- implementing the Active OOSH (Out of School Hours) Program to promote healthy lifestyles.

Council further supported the needs of families by the provision of projects that resource staff to ensure inclusion of children with additional needs and disabilities, and family backgrounds that include Aboriginal and those with a home language other than English.

This was achieved through appropriate programs in all service types and the provision of support services projects. These projects included:

- support for staff to assist in the inclusion of children with additional needs in long day care, family day care and out of school hours (OOSH) services to both Council sponsored and community based and commercial services in Penrith, Blue Mountains and the Hawkesbury by the establishment of the Federally funded Inclusion Support Program.
- the provision of specific early intervention programs within pre-schools and long day care centres following assessment by external professionals.
- providing the inclusion project "Supporting Aboriginal Access to Children's Services" to encourage the access of Aboriginal families to local pre-schools and long day care.
- the provision of designated Aboriginal child care assistant positions within some centres to support Aboriginal enrolments.
- maintenance and further development of Aboriginal information and equipment resources



for use in local long day care centres, preschools, occasional care and OOSH services.

- providing a Children's Services guide to local services for children with additional needs.
- provision of inclusive programs in pre-schools, occasional care, and OOSH services.
- participation of Children's Services staff in local NAIDOC Week celebrations and Disability Expos, and information sessions for specific culturally and linguistically diverse (CALD) community groups.
- provision of a program of training workshops for Children's Services staff related to the inclusion of children with additional needs (CALD, Aboriginal, disability).
- providing support to access Commonwealth Special Needs Subsidy funding and ongoing assistance for the inclusion of children with high ongoing support needs in Long Day Care (LDC) Centres, Family Day Care, Occasional Care and OOSH services.
- continued provision of a resource library to provide resources to support the inclusion of children with additional needs and the provision of cross cultural programs in LDC, Occasional Care, family day care and the OOSH services.
- continued distribution of regular newsletters to provide information of current issues and practices to support the inclusion of children with additional needs, through the successful continuation of the OOSH Integration Project which provides varying levels of assistance to facilitate the access of children with disabilities OOSH services.
- the development of a partnership with Access Macquarie to provide the STaR (disability access project) in three long day care centres.
- introduction of a supported play session with service partners and a local school.

In 2007-2008 Council continued to review the provision of Children's Services and:

- continued a facility upgrade programme for improvements to centre playgrounds and buildings to ensure compliance with legislation and regulations.
- centralised contracts for cleaning, grounds maintenance and photocopying equipment to improve efficiency.
- improved customer service with the further development of a centralised waiting list to apply for a place in our children's centres.
- provided support to staff for professional development through a partnership with the University of Western Sydney (UWS) to develop Community Hubs of learning with students in children's centres.
- attended career expos, university open days and

participated in the Corporate Partners for Change program to promote services and child care as a career of choice.

- provided a trainee program to encourage child care as a career of choice and a skilled workforce.
- provided opportunities for students to obtain work experience to give them exposure and on the job training in the child care profession.
- developed and implemented its five year business plan that identifies four key areas. Those are leadership, resources, people and quality.
- supported staff to professionally develop in the areas of special needs education in partnership with Macquarie University.
- developed and implemented its marketing plan. This plan provides opportunities to raise the profile of Children's Services within the community and highlight the range of services available.

Council encouraged community participation in the management of its Children's Services where possible and this included:

- delegating "care, control and management" of 39 services to the innovative management structure, the Penrith City Children's Services Co-operative Ltd through Section 377 of the Local Government Act, 1993. The Co-operative has been operating for the last 5 years.
- conducting parent meetings and annual surveys for evaluations of the services directly managed by Council parent involvement in the running of the service.
- holding open days, festivals and functions at different times across the services to provide the community with opportunities to participate in children's activities, view the centres and learn about available services.
- promoting the services available to the community in a variety of ways including the community newsletter, media advertising, brochures, flyers, open days and Children's Week. Written information is available on all services and is distributed widely.

## Work carried out on private land

(Section 428(2)(k))

Site	Works up till 30 June 2008	Cost ( \$ value)	Project
Brown Street, Penrith	Replace section of common drainage line.	\$3,679	Asset D0429
St Clair High School	Sports Field improvements	\$22,850	PC187 (Original Council component only \$3,000, project ran over due to required lighting upgrade.)
Mamre House	Replacement Water Pump	\$300	VW050
International Regatta Centre	Accessible footpaving	\$7,433	VW060

## Financial assistance

(Section 428(2)(l))

Under Section 356 of the Local Government Act 1993 Council allocated \$18,934 to various amateur sportspersons or representatives, in the fields of Art, Music, and Culture who are either residents of Penrith LGA or are members of clubs based in the City of Penrith or are students of schools and educational establishments within the Penrith LGA and who represented the country of Australia or the State of New South Wales at competitions held interstate or overseas.

Those contributions towards the travelling expenses start at \$100 and increase to \$300 for events held overseas.

Council also allocated \$28,731 for Community Events held in the Penrith LGA to assist with the conduct of the event / fundraising efforts.

## Human Resources activities

(Section 428(2)(m))

See Section on 'Our People' on page 24 of this Annual Report.

## Equal Employment Opportunity (EEO) Management Plan

(Section 428(2)(n))

See 'Our People' section on page 28 of this Annual Report

## External Bodies Exercising Council Functions

(Section 428(2)(o))

The Hawkesbury River County Council exercises delegated functions on behalf of the Council in

respect to the control of noxious weeds on public land and waterways in its area.

## Council Committees

Council has delegated functions to a number of committees formed under Section 355 of the Local Government Act, 1993. These committees are involved in the areas of:

- Aged Care facility (1)
- Cultural and Heritage (3)
- Access (1)
- Halls and Neighbourhood Centres (9)
- International Friendship (1)
- Recreational facilities (6)
- Senior Citizens (Centres) (2)

Council has also established various consultative forums, task forces and working parties to advise on specific issues. These groups often involve representatives of the community, Councillors and Council officers.

## Companies in which Council held a controlling interest

(Section 428(2)(p))

During 2007-2008 Council's controlled entities were:

- Penrith Performing and Visual Arts Limited
- City of Penrith Regional Indoor Aquatic and Recreation Centre Limited
- Penrith Whitewater Stadium Limited
- Penrith City Children's Services Co-Operative Limited
- Children's Services including 26 Advisory Committees

Council also has delegates or directors elected to the Boards of:

- Penrith Valley Economic Development Corporation Limited
- Western Sydney Regional Organisation of Council's (WSROC) Group Apprentices Limited
- Western Sydney Regional Organisation of Councils
- Penrith City and District Business Advisory Centre Ltd
- Penrith Sports Stadium Limited

## Partnerships, Co-operatives & Joint Ventures involving Council

### (Section 428(2)(q))

Council is a member of WESTPOOL, which is a joint-initiative set up by the councils in Western Sydney to provide cost effective civil liability protection insurance.

Council also contributes towards a Regional Illegal Dumping (RID) Squad initiative along with several other Western Sydney Councils.

## Competitive neutrality

### (Section 428(r) and Clause 217(1)(d)(ii)-(ix))

In April 1995, representatives of the Commonwealth and all State and Territory governments met and ratified the National Competition Policy. The policy is aimed at increasing consumer and business choice, reducing cost, improving competitiveness and lowering prices. A major reform required by the policy is the separation of non-contestable regulatory and other functions from those commercial activities that can be subject to competition. Major activities that can be subjected to competition are classified as category one. During 2007-2008 reporting on these activities including all support costs assigned is required in order to determine what their total cost would be if they operated as a private business. This includes estimating the total taxes that would be paid if the operations were not a Council activity.

Penrith City Council has identified the following businesses for the purposes of competitive neutrality.

Category 1	Category 2
Childcare	Cemeteries
Council Pools	Tennis Courts
Property Development	St Clair Recreation Centre
Penrith Whitewater Stadium	Lemongrove Retirement Village
Penrith Performing and Visual Arts	Public Halls
	Contestable Services

## Performance of Category 1 Business Activities

The basis for calculating profit and loss items for Category 1 Business Activities is defined by the State Government. The special purpose financial reports prepared on this basis are included in the audited financial statements found at the end of this report.

These special purpose financial reports show the revenues, expenses and assets for each Business Activity. Note 1 to the special purpose reports provides additional disclosures for each activity.

Childcare services were expected to generate \$12,095,000 from both fees and Government childcare assistance during 2007-2008. \$11,756,000 (97.2%) was actually generated from these sources, the reduction in revenue generated being directly related to the lower than expected levels of utilisation for each service type. The utilisation levels achieved are detailed below. Employee costs were managed in line with the lower than expected utilisation levels and helped to offset the reduced revenues from the provision of care. Other expenditure levels were generally in line with budgeted expectations.

The operations of Council's pools were adversely impacted by reduced patronage. Penrith pool patronage fell by 1.9% having fallen by 8.5% in 2006-2007 and Ripples patronage fell by 1.7% after having fallen by 4.7% in 2006-2007. Council provided a direct subsidy to Ripples for 2007-2008 of \$790,257. These reduced levels of patronage were caused by a combination of unfavourable weather conditions and economic conditions generally which resulted in reduced levels of discretionary leisure spending across the industry.

Council's property development activity continued to provide significant funding towards a number of Council projects.

For 2007-2008 that funding was \$2,997,000. By its very nature property development is cyclical and unreliable in terms of timing. Some years will have significantly more activity than others. For 2007-2008 the amount held in the property development reserve decreased by \$2,029,000.

Penrith Whitewater Stadium recorded a surplus of \$98,374 before competitive neutrality adjustments. This surplus resulted from revenues increasing by \$32,647 (1.3%) and expenses decreasing by \$150,969 (-5.9%). Revenues for the year increased despite the prevailing economic conditions and the resultant reduction in discretionary leisure spending which adversely affected Council's pool operations.

Penrith Performing and Visual Arts Limited provide gallery, theatre, function and educational



facilities through the Joan Sutherland Performing Arts Centre, Penrith Regional Gallery and Lewers Bequest and the Q Theatre. The centres organise activities and provide for hire of venues. Many items, and in particular the educational programs, are community services. The venues are often provided to community groups at a discounted rental. Council provided a direct subsidy to this business of \$1,421,727. The operation of the company for 2007-2008 resulted in a deficit of \$192,444.

Some key performance measures are provided in the table below.

## Competitive Neutrality Pricing Requirements

The pricing and costing guidelines outline the process for identifying and allocating costs to activities and provide a standard of disclosure requirements. These disclosures are reflected in Council's pricing and/or financial reporting systems and include tax equivalents, council subsidies, return on investment (rate of return) and dividends paid. These competitive neutrality requirements have been applied to the special purpose reports for both Category 1 and 2 activities.

## Progress – Implementing Competitive Neutrality Principles

In line with the principles of competitive neutrality where government-owned undertakings operate under similar competitive pressures to those

experienced by the private sector, Council examined its operations and classified those it considered to be "business" in terms of the Department of Local Government's guidelines. Businesses, which fall into the classification of Category 1 (having an annual turnover of \$2 million or more) and Category 2 businesses under the Department's guidelines, have been identified as listed on page 127 of this Annual Report.

Council's organisational structure separates accountability for the specification of outcomes from those accountable for the delivery of outcomes. This structure will provide an opportunity for clearly specifying outputs and outcomes so that they are consistent with the requirements of Council's Strategic Plan. Council is presently developing a common approach to business units for the organisation consistent with the principles of competitive neutrality.

## Complaints Handling

Council has a process in place for handling competitive neutrality complaints. All written complaints are registered and assigned to designated staff to respond. Council's Records Section monitors the progress of responses to ensure they are finalised. In addition, complaints are reviewed quarterly as to whether they fall into the category of a competitive neutrality complaint. A unitary customer request system has been installed in all areas of Council. This has greatly improved the efficiency of the process and provided enhanced information for better monitoring.

Category 1 Business	Performance Indicators	2005-2006 Results	2006-2007 Results	2007-2008 Results
Childcare	Average Utilisation (%) of Childcare Service:			
	- Long Day Care	88%	86%	89%
	- Pre-School	61%	56%	58%
	- Before and After	61%	67%	75%
Council Pools	- Vacation Care	43%	51%	65%
	Patronage at:			
	- Penrith Swimming Centre	143,190 visits	131,000 visits	128,522 visits
	- Ripples Aquatic Centre	521,427 visits	497,071 visits	488,684 visits
Property Development	% change in Rental Income	3.8%	8.5%	16.1%
Whitewater Stadium	Number of rafting participants	26,845	27,315	23,632

## Competitive Neutrality Complaints

Council received no competitive neutrality complaints during 2007-2008.

## Stormwater management

(Section 428(2)(r) and Clause 217(1)(e))

Council did not levy a charge for stormwater management for 2007-2008.

## Companion Animals Act and Regulation – enforcement and compliance

(Section 428(2)(r) and Clause 217(1)(f))

1. This statement is prepared in accordance with section 428 of the Local Government Act 1993 which required Council to report its activities during the year relating to enforcement and ensuring compliance with the Companion Animals Act 1998 and Regulations.
  - a. The lodgement of pound data collection returns is conducted annually in accordance with section 13 & 13.11 of the Guidelines on the Exercise of Functions under the Companion Animals Act 1998 and was provided to the Department of Local Government by 31 August 2008.
  - b. All dog attack data collection forms are submitted to the Department of Local Government when sufficient evidence has been collated to substantiate the dog attack.
  - c. The expenditure allocated to companion animal management and activities is \$656,257.
  - d. Companion Animal community education programs carried out and strategies the Council has in place are:
    - information brochures on desexing animals handed out at community events.
    - ongoing information regarding cheaper registration fees for desexed animals.
    - direct mail outs and information at Council offices available.
    - Council Animal Service staff provide education on a daily basis to the public through face to face and telephone contact.
    - a focus on active surveillance and interview with animal owners who use public parks and reserves to engage with the owners and better inform them of their responsibilities in owning a companion animal.
  - e. The strategies Council has in place to comply with the requirements under section 64 of the Act

to seek alternatives to euthanasia for unclaimed animals are, animals are returned home to the owner when identified rather than being taken to the animal shelter. All identified owners are sent seizure letters within twenty four hours to advise the owner that their dog or cat has been impounded. Impounded unidentified dogs and cats are advertised in the local media for sale. Dogs and cats are taken by animal rescue organisations that hold a section 17 exemption.

f. Council currently has five off leash areas.

2. In accordance with Section 85 (1A) of the Act, the money paid from the Companion Animal Fund of approximately \$97,224 is directly used to off set some of the expenditure of the 2007-2008 Companion Animals budget as mentioned above.

## Environmental Planning and Assessment Act 1979 Planning agreements

(Section 93G(5))

The St Marys, Penrith Planning Agreement (“the Agreement”) was executed as a Deed on 19 December 2007 by the co-signatories Penrith City Council, St Marys Land Ltd and Lend Lease Development. The latter are referred to in the Deed as the Joint Venture partners.

The Agreement sets out the rights and obligations of Council and the Joint Venture in regard to Contributions, Works and Guarantees.

The obligations on the Joint Venture are to implement the Works Program listed in the Agreement. However the Agreement also allows contributions to be made by the payment of money to Council if Council agrees. In that event, Council would have an obligation to spend a monetary contribution within a certain location or within a reasonable timeframe.

Council continues to process applications for subdivisions and roads within the South Dunheved Precinct. To date, Council has not accepted any contributions from Delfin for works within the South Dunheved Precinct. This situation is unlikely to change.

## Freedom of Information (FOI) Act (1989)

(Section 68 and regulation 2000 Section 9)

### SECTION A – NEW Freedom of Information (FOI) APPLICATIONS

How many FOI applications were received, discontinued or completed?	NUMBER OF FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
A1 New	23	25	16	19	39	44
A2 Brought forward	1	0	2	1	3	1
<b>A3 Total to be processed</b>	24	25	18	20	42	45
A4 Completed	21	17	11	12	32	29
A5 Discontinued	3	5	6	5	9	10
<b>A6 Total processed</b>	24	22	17	17	41	39
A7 Unfinished (carried forward)	0	3	1	3	1	6

### SECTION B – DISCONTINUED APPLICATIONS

Why were FOI applications discontinued?	NUMBER OF DISCONTINUED FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
B1 Request transferred out to another agency (s.20)	0	0	0	0	0	0
B2 Applicant withdrew request	3	5	6	5	9	10
B3 Applicant failed to pay advance deposit (s.22)	0	0	0	0	0	0
B4 Applicant failed to amend a request that would have been an unreasonable diversion of resources to complete (s.25(1)(a1))	0	0	0	0	0	0
<b>B5 Total discontinued</b>	3	5	6	5	9	10

Note: If request discontinued for more than one reason, select the reason first occurring in the above table.

### SECTION C – COMPLETED APPLICATIONS

What happened to completed FOI applications?	NUMBER OF COMPLETED FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
C1 Granted or otherwise available in full	9	6	8	7	17	13
C2 Granted or otherwise available in part	12	11	3	4	15	15
C3 Refused	0	0	0	1	0	1
C4 No documents held	0	0	0	0	0	0
<b>C5 Total completed</b>	21	17	11	12	32	29

Note: A request is granted or otherwise available in full if all documents requested are either provided to the applicant (or the applicant's medical practitioner) or are otherwise publicly available.



## SECTION D – APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN FULL

How were the documents made available to the applicant?	NUMBER OF FOI APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN FULL					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
<b>All documents requested were:</b>						
D1 Provided to the applicant	9	6	8	7	17	13
D2 Provided to the applicant's medical practitioner	0	0	0	0	0	0
D3 Available for inspection	0	0	0	0	0	0
D4 Available for purchase	0	0	0	0	0	0
D5 Library material	0	0	0	0	0	0
D6 Subject to deferred access	0	0	0	0	0	0
D7 Available by a combination of any of the reasons listed in D1-D6 above	0	0	0	0	0	0
<b>D8 Total granted or otherwise available in full</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>7</b>	<b>17</b>	<b>13</b>

## SECTION E – APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN PART

How were the documents made available to the applicant?	NUMBER OF FOI APPLICATIONS GRANTED OR OTHERWISE AVAILABLE IN PART					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
<b>Documents made available were:</b>						
E1 Provided to the applicant	12	11	3	4	15	15
E2 Provided to the applicant's medical practitioner	0	0	0	0	0	0
E3 Available for inspection	0	0	0	0	0	0
E4 Available for purchase	0	0	0	0	0	0
E5 Library material	0	0	0	0	0	0
E6 Subject to deferred access	0	0	0	0	0	0
E7 Available by a combination of any of the reasons listed in E1-E6 above	0	0	0	0	0	0
<b>E8 Total granted or otherwise available in part</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>15</b>	<b>15</b>

## SECTION F – REFUSED FOI APPLICATIONS

Why was access to the documents refused?	NUMBER OF REFUSED FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
F1 Exempt	12	11	3	4	15	15
F2 Deemed refused	0	0	0	1	0	1
<b>F3 Total refused</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>5</b>	<b>15</b>	<b>16</b>

## SECTION G – EXEMPT DOCUMENTS

Why were the documents classified as exempt? (identify one reason only)	NUMBER OF FOI APPLICATIONS (REFUSED OR ACCESS GRANTED OR OTHERWISE AVAILABLE IN PART ONLY)					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
<b>Restricted documents:</b>						
G1 Cabinet documents (Clause 1)	0	0	0	0	0	0
G2 Executive Council documents (Clause 2)	0	0	0	0	0	0
G3 Documents affecting law enforcement and public safety (Clause 4)	0	0	0	0	0	0
G4 Documents affecting counter terrorism measures (Clause 4A)	0	0	0	0	0	0
<b>Documents requiring consultation:</b>						
G5 Documents affecting intergovernmental relations (Clause 5)	0	0	0	0	0	0
G6 Documents affecting personal affairs (Clause 6)	9	11	1	4	10	15
G7 Documents affecting business affairs (Clause 7)	0	0	2	0	2	0
G8 Documents affecting the conduct of research (Clause 8)	0	0	0	0	0	0
<b>Documents otherwise exempt:</b>						
G9 Schedule 2 exempt agency	0	0	0	0	0	0
G10 Documents containing information confidential to Olympic Committees (Clause 22)	0	0	0	0	0	0
G11 Documents relating to threatened species, Aboriginal objects or Aboriginal places (Clause 23)	0	0	0	0	0	0
G12 Documents relating to threatened species conservation (Clause 24)	0	0	0	0	0	0
G13 Plans of management containing information of Aboriginal significance (Clause 25)	0	0	0	0	0	0
G14 Private documents in public library collections (Clause 19)	0	0	0	0	0	0
G15 Documents relating to judicial functions (Clause 11)	0	0	0	0	0	0
G16 Documents subject to contempt (Clause 17)	0	0	0	0	0	0
G17 Documents arising out of companies and securities legislation (Clause 18)	0	0	0	0	0	0
G18 Exempt documents under interstate FOI Legislation (Clause 21)	0	0	0	0	0	0
G19 Documents subject to legal professional privilege (Clause 10)	3	0	0	0	3	0

G20 Documents containing confidential material (Clause 13)	0	0	0	0	0	0
G21 Documents subject to secrecy provisions (Clause 12)	0	0	0	0	0	0
G22 Documents affecting the economy of the State (Clause 14)	0	0	0	0	0	0
G23 Documents affecting financial or property Interests of the State or an agency (Clause 15)	0	0	0	0	0	0
G24 Documents concerning operations of agencies (Clause 16)	0	0	0	0	0	0
G25 Internal working documents (Clause 9)	0	0	0	0	0	0
G26 Other exemptions (eg., Clauses 20, 22A and 26)	0	0	0	0	0	0
<b>G27 Total applications including exempt documents</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>15</b>	<b>15</b>

Note: Where more than one exemption applies to a request select the exemption category first occurring in the above table.

## SECTION H – MINISTERIAL CERTIFICATES (S.59)

How many Ministerial Certificates were issued?	NUMBER OF MINISTERIAL CERTIFICATES	
	(previous year)	(current year)
H1 Ministerial Certificates issued	0	0

## SECTION I – FORMAL CONSULTATIONS

How many formal consultations were conducted?	NUMBER	
	(previous year)	(current year)
I1 Number of applications requiring formal consultation	24	23
I2 Number of persons formally consulted	107	41

Note: Include all formal consultations issued irrespective of whether a response was received.

## SECTION J – AMENDMENT OF PERSONAL RECORDS

How many applications for amendment of personal records were agreed or refused?	NUMBER OF APPLICATIONS FOR AMENDMENT OF PERSONAL RECORDS	
	(previous year)	(current year)
J1 Agreed in full	0	0
J2 Agreed in part	0	0
J3 Refused	0	0
<b>J4 Total</b>	<b>0</b>	<b>0</b>

## SECTION K – NOTATION OF PERSONAL RECORDS

How many applications for notation of personal records were made (s.46)?	NUMBER OF APPLICATIONS FOR NOTATION	
	(previous year)	(current year)
K1 Applications for notation	0	0



## SECTION L – FEES AND COSTS

What fees were assessed and received for FOI applications processed (excluding applications transferred out)?	ASSESSED COSTS		FEES RECEIVED	
	(previous year)	(current year)	(previous year)	(current year)
L1 All completed applications	\$2557.50	\$1530.00	\$1210.00	\$1305.00

## SECTION M – FEE DISCOUNTS

How many fee waivers or discounts were allowed and why?	NUMBER OF FOI APPLICATIONS (WHERE FEES WERE WAIVED OR DISCOUNTED)					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
M1 Processing fees waived in full	0	0	0	0	0	0
M2 Public interest discount	0	0	3	0	3	0
M3 Financial hardship discount – pensioner or child	0	0	0	0	0	0
M4 Financial hardship discount – non profit organisation	0	0	0	0	0	0
<b>M5 Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>

## SECTION N – FEE REFUNDS

How many fee refunds were granted as a result of significant correction of personal records?	NUMBER OF REFUNDS	
	(previous year)	(current year)
N1 Number of fee refunds granted as a result of significant correction of personal records	0	0

## SECTION O – DAYS TAKEN TO COMPLETE REQUEST

How long did it take to process completed applications? (Note: calendar days)	NUMBER OF COMPLETED FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
O1 0-21 days – statutory determination period	15	11	6	9	21	20
O2 22-35 days – extended statutory determination period for consultation or retrieval of archived records (S.59B)	5	7	7	4	12	11
O3 Over 21 days – deemed refusal where no extended determination period applies	0	0	0	0	0	0
O4 Over 35 days – deemed refusal where extended determination period applies	4	4	4	4	8	8
<b>O5 Total *</b>	<b>24</b>	<b>22</b>	<b>17</b>	<b>17</b>	<b>41</b>	<b>39</b>

## SECTION P – PROCESSING TIME: HOURS

How long did it take to process completed applications?	NUMBER OF COMPLETED FOI APPLICATIONS					
	PERSONAL		OTHER		TOTAL	
	(previous year)	(current year)	(previous year)	(current year)	(previous year)	(current year)
P1 0-10 hours	24	22	14	17	38	39
P2 11-20 hours	0	0	0	0	0	0
P3 21-40 hours	0	0	1	0	1	0
P4 Over 40 hours	0	0	2	0	2	0
<b>P5 Total *</b>	24	22	17	17	41	39

\* Note these figures include discontinued FOI applications

## SECTION Q – NUMBER OF REVIEWS

How many reviews were finalised?	NUMBER OF COMPLETED REVIEWS	
	(previous year)	(current year)
Q1 Internal reviews	1	0
Q2 Ombudsman reviews	0	0
Q3 ADT reviews	0	0

## SECTION R – RESULTS OF INTERNAL REVIEWS

What were the results of internal reviews finalised?

Grounds on which the internal review was requested	NUMBER OF INTERNAL REVIEWS					
	PERSONAL		OTHER		TOTAL	
	Original Agency Decision Upheld	Original Agency Decision Varied	Original Agency Decision Upheld	Original Agency Decision Varied	Original Agency Decision Upheld	Original Agency Decision Varied
R1 Access refused	0	0	0	0	0	0
R2 Access deferred	0	0	0	0	0	0
R3 Exempt matter deleted from documents	0	0	0	0	0	0
R4 Unreasonable charges	0	0	0	0	0	0
R5 Failure to consult with third parties	0	0	0	0	0	0
R6 Third parties views disregarded	0	0	0	0	0	0
R7 Amendment of personal records refused	0	0	0	0	0	0
<b>R8 Total</b>	0	0	0	0	0	0

A total of 45 applications were processed this year, 29 were completed, 10 were withdrawn and 6 unfinished.

Council continues to receive Freedom of Information applications regarding local or neighbourhood development, building issues and neighbourhood disputes.

## Privacy and Personal Information Protection Act 1998

(Section 33)

The Council has a Privacy Management Plan as required by the Act.

Staff have been informed of the legislation. The release of information has been in accordance with the legislation and the plan. There have been no reviews under the Privacy and Personal Information Protection Act 1998 during this reporting period.

# Financial Statements Summary

ABOUT US

This report provides analysis on the 2008 Financial Statements on the attached CD. It compares the reported financial results to Council's own financial objectives. Readers of the Statements are encouraged to contact Council's Financial Services Department on (02) 4732 7802 for any assistance required in understanding the reported results.

These statements are produced in accordance with the Australian Accounting Standards and the NSW Local Government Code of Accounting Practice. The Australian Accounting Standards Board (AASB) has adopted International Financial Reporting Standards (IFRS) and issued the Australian equivalents (AIFRS). The application of AIFRS is reflected in these Financial Statements. These statements are independently audited, reported to Council, placed on public exhibition and lodged with the Department of Local Government (DLG) by early November each 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
- ✓ Balance Sheet
- ✓ Cash Flow Statement, and
- ✓ Notes to the Financial Statements.

REPORT ON INDICATORS

## Summary of 2008 Key Results and Events

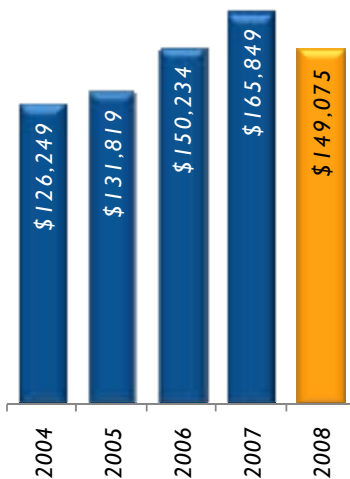
- Operating result of \$12.3m
- Total Assets ▲ 20.5% to \$1,161m
- New Infrastructure, Property, Plant and Equipment Constructed / Purchased \$25.8m
- All Operational Land & Buildings revalued to Fair Value
- Council's AA+ Standard & Poor's Credit Rating was reaffirmed
- Debt Service Ratio ▼ 2.6% to 7.13%
- Rates and Annual Charges Outstanding ▲ 6.8% to 5.04%
- Unrestricted Current Ratio 1.15:1

STATUTORY REPORT

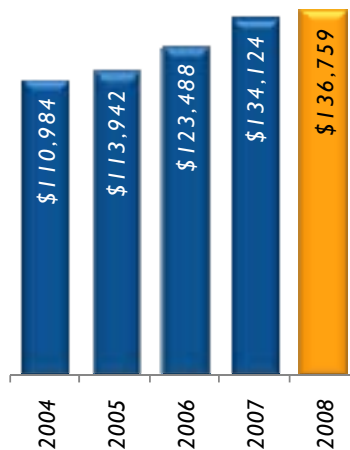
FINANCIALS

CONCLUSIONS

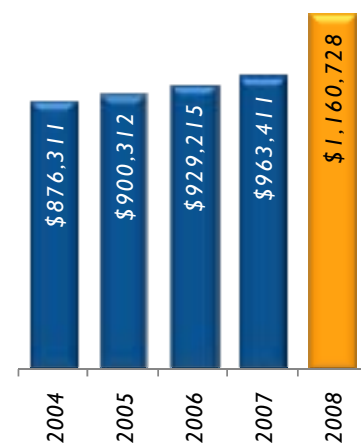
Total Revenue (\$000)



Total Expenses (\$000)



Total Assets (\$000) at 30 June





## Five Year Financial Summary

for the Year Ended 30 June	Units	2008	2007	2006	2005	2004
Income from Ordinary Activities before Capital Amounts	\$000	149,075	165,849	150,234	131,819	126,249
Expenses from Ordinary Activities	\$000	136,759	134,124	123,488	118,276	113,942
Net Operating Result for Year	\$000	12,316	31,725	26,746	13,543	12,307
Net Operating Result before Capital Grants and Contributions	\$000	(2,059)	(1,099)	1,251	(4,321)	3,701
Further breakdown of Income Statement items are shown in Appendix 1 on the attached CD.						
Current Assets	\$000	60,302	61,654	52,727	47,185	54,415
Non-Current Assets	\$000	1,160,728	901,757	876,488	853,127	821,896
Current Liabilities	\$000	39,763	40,037	38,018	40,436	20,184
Non-Current Liabilities	\$000	58,455	53,658	53,206	48,631	69,256
Total Equity	\$000	1,062,510	869,716	837,991	811,245	786,871
Further breakdown of Balance Sheet items are shown in Appendix 1 on the attached CD.						
Cash Flows from Operating Activities	\$000	24,119	36,060	35,515	19,656	22,021
Cash Flows from Investing Activities	\$000	(32,221)	(35,503)	(44,758)	(20,585)	(18,329)
Cash Assets at the end of Reporting Period	\$000	809	3,262	1,771	6,262	9,317
Rates Outstanding	%	5.04	4.72	4.44	4.06	4.01
Unrestricted Current Ratio	Ratio	1.15:1	1.33:1	1.19:1	1.11:1	1.72:1
Debt Service Ratio	%	7.13	7.32	7.18	8.53	8.99
Asset Renewal	Ratio	0.43:1	0.51:1	-	-	-
Standard & Poor's Credit Rating	Rating	AA+	AA+	AA	AA	AA

## Financial Overview

Council's financial position as at 30 June 2008 was once again a very sound result. After allowing for \$14.4m of capital grants and contributions, Council finished the year with a surplus of \$12.3m. This year's operations helped finance \$25.8m of capital acquisitions during the year. Council continued its transition to IFRS, and during 2008 brought all of its Operational Land and Buildings to Fair Value. This revaluation resulted in an increase of \$180.5m to Council's Balance Sheet and combined with this year's additions, contributed to increasing Council's Net Equity from \$870m to \$1,063m.

Unrestricted current assets exceed current liabilities by a ratio of 1.15:1. Council has an established target of 1.25:1, this year's ratio has fallen marginally below the target, however remains above the industry benchmark of 1:1. This ratio remains constrained due to the continued practice of using internal loans from unrestricted funds to finance Section 94 works in advance of receipt of contributions to the Section 94 plans. Internal borrowings totalled \$4.5m (\$5.1m in 2007). The continuing decline in the amounts outstanding on these internal loans will improve this indicator in future years. Excluding these internal borrowings from the equation would give an unrestricted current ratio of 1.37:1. Council's Working Capital (an internal liquidity measure) is \$2.9m representing a slight decrease on last year's figure of \$3.7m.

After allowing for new specific purpose borrowings, the outstanding loan liability increased to \$63.4m (\$57.8m in 2007). This translates to 7.13% of operating revenue which was committed to servicing this debt (7.32% in 2007). This increase is primarily the result of specific loan borrowings for various Property Development projects to the value of \$5.4m. The loan repayments associated with these loans will be funded through Council's Property Development operations and are not a call on Operating Revenue. The continuing downward trend in the Debt Service Ratio is evidence of the application of Council's policy to reduce debt.

Internal (restricted) reserves totalled \$13.7m at 30 June 2008. This is a decrease from the prior year (\$15.1m) and is due mainly to a decrease in the funds held in the Property Development Reserve. Borrowing from internal reserves to forward fund essential Section 94 works (\$4.5m) continues to impact the internal reserves. The internal borrowings are applied on a pro-rata basis against all internal reserves. The magnitude of these internal borrowings is expected to decrease slightly in 2009.

Council's June Review of the Management Plan is prepared alongside the Financial Statements. The Management Plan provides a comprehensive assessment of Council's budget performance. Major budget variations are included in Note 16 of this report, however further details are included in the Management Plan document. Council's budget position resulted in a surplus of \$47,899 for 2008.

Council's AA+ credit rating from Standard & Poor's was reaffirmed in 2008. Standard and Poor's are an internationally recognised rating agency and a credit rating is Standard & Poor's opinion of the general creditworthiness of an entity. The AA+ long term rating means that, in their assessment, Council has a very strong capacity to pay. In determining the rating, Standard & Poor's examine a range of economic, system and administrative factors, budgetary performance and flexibility and the entity's financial position, and this year highlighted "a long history of strong and sophisticated management at both the administration level and the councillor level" along with acknowledging Council's small and closing annual maintenance gap. Council's long-term financial model is included as Special Schedule 8 of the attached CD.

Included in the Appendices of the attached CD are detailed historical financial comparatives, general Rating information, the NSW Local Government Managers Association's Sustainable Finances Health Check, and a selection of indicators used by Standard & Poor's. These measures also demonstrate Council's strong financial performance.

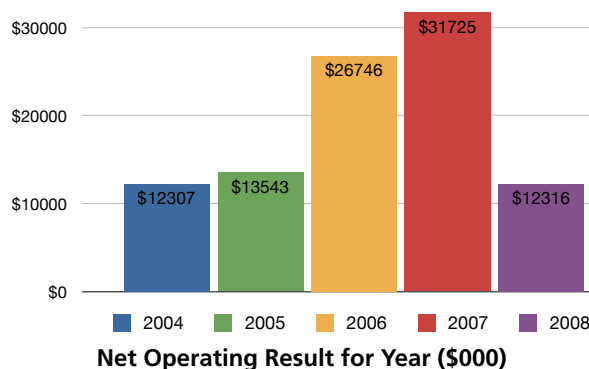
In the preparation of this year's Financial Statements, Council ran a photo competition open to all school children in the Local Government Area. Some images submitted for this competition appear throughout the Financial Statements that are contained on the CD attached to this Annual Report, with the winning entry by Brooke Porrelli of Glenmore Park High School appearing on the cover of the Financial Statements.



**Vicki O'Kelly**  
Financial Services Manager

## Penrith City Council INCOME STATEMENT for the year ended 30 June 2008

Budget 2008 \$'000		Actual 2008 \$'000	Actual 2007 \$'000
<b>INCOME</b>			
<b>Revenue:</b>			
79,372	Rates & Annual Charges	79,383	76,422
27,142	User Charges & Fees	25,788	24,876
3,059	Investment Revenues	2,542	3,478
4,030	Other Revenues	4,580	4,163
19,479	Grants & Contributions - Operating	21,576	21,438
7,354	Grants & Contributions - Capital	14,375	32,824
<b>Other Income:</b>			
-	Profit from Disposal of Assets	-	2,172
50	Profit from Interests in Joint Ventures & Associates	831	476
<b>140,486</b>	<b>Total Income from Continuing Operations</b>	<b>149,075</b>	<b>165,849</b>
<b>EXPENSES</b>			
61,736	Employee Costs	60,661	58,295
43,985	Materials & Contracts	41,961	41,687
3,992	Borrowing Costs	3,587	3,663
17,932	Depreciation, Amortisation & Impairment	17,441	18,234
11,287	Other Expenses	12,754	12,245
442	Loss from Disposal of Assets	355	-
<b>139,374</b>	<b>Total Expenses from Continuing Operations</b>	<b>136,759</b>	<b>134,124</b>
<b>1,112</b>	<b>NET OPERATING RESULT FOR YEAR</b>	<b>12,316</b>	<b>31,725</b>
<b>(6,242)</b>	<b>Net operating result before capital grants and contributions</b>	<b>\$ (2,059)</b>	<b>\$ (1,099)</b>





**Penrith City Council**  
**BALANCE SHEET**  
for the year ended 30 June 2008

	Actual 2008 \$'000	Actual 2007 \$'000
<b>CURRENT ASSETS</b>		
Cash & Cash Equivalents	809	3,262
Investments	48,691	49,140
Receivables	7,131	5,867
Inventories	2,521	2,438
Other	1,150	947
<b>TOTAL CURRENT ASSETS</b>	<b>60,302</b>	<b>61,654</b>
<b>NON-CURRENT ASSETS</b>		
Investments	15,876	6,000
Receivables	1,498	1,352
Infrastructure, Property, Plant & Equipment	1,069,876	884,077
Investments Accounted for using the Equity Method	1,644	813
Investment Property	11,532	9,515
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,100,426</b>	<b>901,757</b>
<b>TOTAL ASSETS</b>	<b>1,160,728</b>	<b>963,411</b>
<b>CURRENT LIABILITIES</b>		
Payables	9,759	11,691
Borrowings	5,909	5,322
Provisions	24,095	23,024
<b>TOTAL CURRENT LIABILITIES</b>	<b>39,763</b>	<b>40,037</b>
<b>NON-CURRENT LIABILITIES</b>		
Borrowings	57,497	52,435
Provisions	958	1,223
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>58,455</b>	<b>53,658</b>
<b>TOTAL LIABILITIES</b>	<b>98,218</b>	<b>93,695</b>
<b>NET ASSETS</b>	<b>\$ 1,062,510</b>	<b>869,716</b>
<b>EQUITY</b>		
Accumulated Surplus	880,284	867,968
Revaluation Reserves	182,226	1,748
<b>TOTAL EQUITY</b>	<b>\$ 1,062,510</b>	<b>869,716</b>

This statement is to be read in conjunction with the attached CD.

**Penrith City Council**  
**STATEMENT OF CHANGES IN EQUITY**  
**for the year ended 30 June 2008**

	Note	2008				2007			
		\$'000				\$'000			
		Retained Earnings	Asset Reval. Reserve	Council Equity Interest	Total	Retained Earnings	Asset Reval. Reserve	Council Equity Interest	Total
Balance at beginning of the reporting period		867,968	1,748	869,716	869,716	836,243	1,748	837,991	837,991
Transfers to/(from) Asset Revaluation Reserve	20	-	180,478	180,478	180,478	-	-	-	-
<b>Net operating result for the year</b>		12,316	-	12,316	12,316	31,725	-	31,725	31,725
Total recognised income and expense for the year		12,316	180,478	192,794	192,794	31,725	-	31,725	31,725
<b>Balance at end of the reporting period</b>		<b>880,284</b>	<b>182,226</b>	<b>1,062,510</b>	<b>1,062,510</b>	<b>867,968</b>	<b>1,748</b>	<b>869,716</b>	<b>869,716</b>

This statement is to be read in conjunction with the attached CD.

**Penrith City Council**  
**CASH FLOW STATEMENT**  
**for the year ended 30 June 2008**

Budget 2008 \$'000		NOTES	Actual 2008 \$'000	Actual 2007 \$'000
	<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
	<u>Receipts</u>			
79,172	Rates & Annual Charges		78,994	75,852
29,994	User Charges & Fees		27,069	25,178
3,411	Investments Income		2,818	4,188
38,786	Grants & Contributions		34,278	43,734
5,228	Other Operating Receipts		12,736	9,677
	<u>Payments</u>			
(59,708)	Employee Costs		(59,855)	(58,063)
(49,951)	Materials & Contracts		(49,925)	(45,535)
(3,744)	Borrowing Costs		(2,560)	(2,483)
(15,218)	Other Operating Payments		(19,436)	(16,488)
27,970	<b>Net Cash provided by (or used in) Operating Activities</b>	II	24,119	36,060
	<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
	<u>Receipts</u>			
4,276	Proceeds from sale of Infrastructure, Property, Plant & Equipment		2,662	2,107
-	Proceeds from sale of Real Estate		65	4,546
-	Proceeds from sale of Investment Securities		139,933	62,275
-	Repayments from Deferred Debtors		41	32
	<u>Payments</u>			
(27,703)	Purchase of Infrastructure, Property, Plant & Equipment		(22,853)	(29,735)
-	Purchase of Investment Property		(2,102)	-
(8,661)	Purchase of Investment Securities		(149,967)	(74,728)
(32,088)	<b>Net Cash provided by (or used in) Investing Activities</b>		(32,221)	(35,503)
	<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
	<u>Receipts</u>			
9,238	Proceeds from Borrowings & Advances		10,890	6,200
	<u>Payments</u>			
(5,322)	Repayments of Borrowings & Advances		(5,241)	(5,266)
3,916	<b>Net Cash provided by (or used in) Financing Activities</b>		5,649	934
(202)	<b>Net Increase (Decrease) in cash held</b>		(2,453)	1,491
3,262	Cash Assets at beginning of reporting period	II	3,262	1,771
3,060	<b>Cash Assets at end of reporting period</b>	II	809	3,262

This statement is to be read in conjunction with the attached CD.



# Conclusions

ABOUT US

REPORT ON INDICATORS

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Council is responsible for 62 services across the City.

# INDICATOR REPORT CARD

State 2006-2007    State 2007-2008    Page

## Principle 2 – Achieve long-term economic and social security.

### CITY

PC1	Increased proportion of residents are satisfied with their level of access to services, information and facilities			41
PC2	Increased number of dwellings that are within accessible distance of services and facilities			43
PC3	Increased variety of jobs and business opportunities are available			43
PC4	Decrease in the number of households experiencing housing stress			44
PC5	Increase in number of local residents working locally			45

### COUNCIL

LA4	Percentage of employees covered by collective bargaining agreements.			46
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.			47
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.			47

## Principle 3 – Recognise the intrinsic value of Penrith's biodiversity and natural ecosystems, and protect and restore them.

### CITY

PC6	Increase in the proportion of river and creeks that are healthy			51
PC7	Increase in the proportion of residents who are satisfied that the river and creeks are healthy			52
PC8	Decrease in the number of days per annum where air pollution levels exceed the relevant standards			55
PC9	Increase in the area and value of viable biodiversity-rich habitats, that form part of the City's 'green web'.			56

### COUNCIL

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.			57
EN13	Habitats protected or restored.			57
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.			59
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.			–
EN23	Total number and volume of significant spills.			59

## Principle 4 – Enable Penrith's communities to minimise their ecological footprint.

### CITY

PC10	Reduction in the size of the City's ecological footprint			–
PC11	Increased use of public transport			–
PC12	Reduction in water and energy consumption per person			–
PC13	Increased percentage of domestic waste diverted from landfill			63

### COUNCIL

EN1	Materials used by weight or volume			64
EN2	Materials that are recycled input materials.			64
EN3	Direct energy consumption by primary energy source.			65
EN4	Indirect energy consumption by primary source.			66
EN8	Total water withdrawal by source.			–
EN10	Percentage and total volume of water recycled and reused.			–
EN16	Total direct and indirect greenhouse gas emissions by weight.			66
EN17	Other relevant indirect greenhouse gas emissions by weight.			66
EN22	Total weight of waste by type and disposal method.			67

Principle 5 – Build on the characteristics of ecosystems in the development and nurturing of a healthy and sustainable Penrith.				
CITY				
PC14	An increased variety of housing types are available			71
PC15	Increased proportion of residents who feel safe in their community			71
PC16	Increased percentage of population undertaking adequate physical activity.			73
PC17	Increased usage of community facilities			74
PC18	Increased proportion of residents participating in sporting and recreational activities			74
COUNCIL				
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.			-
LA6	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs.			76
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.			76
LA9	Health and safety topics covered in formal agreements with trade unions.			76
Principle 6 – Recognise and build on the distinctive characteristics of Penrith, including its human and cultural values, history and natural systems.				
CITY				
PC19	Increased proportion of residents who value the natural setting of the River/escarpments, the City's rural landscapes, local bushland and creeks, and the City's built heritage			80
PC20	Increased proportion of residents participating in cultural activities and events			81
PC21	Increased proportion of residents who feel a sense of community in the City and their local neighbourhood			-
COUNCIL				
LA1	Total workforce by employment type, employment contract, and region.			87
LA2	Total number and rate of employee turnover by age group, gender, and region.			88
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.			88
LA14	Ratio of basic salary of men to women by employee category.			89
HR4	Total number of incidents of discrimination and actions taken			89
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.			89
Principle 7 – Empower people and foster participation.				
CITY				
PC22	Increased proportion of residents who are satisfied that they have opportunities to participate in planning for the City's future			92
PC23	Proportion of residents who are active in community organisations			92
COUNCIL				
LA10	Average hours of training per year per employee by employee category			93
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.			94
LA12	Percentage of employees receiving regular performance and career development reviews.			95
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.			95
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained			97



Principle 8 – Expand and enable cooperative networks to work towards a common, sustainable future.				
CITY				
PC24	Increased number of community networks that are visible, accessible and expanding.	<input type="radio"/>	<input type="radio"/>	–
PC25	Increase in proportion of residents attending educational facilities	<input type="radio"/>	<input checked="" type="checkbox"/>	100
COUNCIL				
EC4	Significant financial assistance received from government	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	101
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	<input type="radio"/>	<input type="radio"/>	–
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	101
Principle 9 – Promote sustainable production and consumption, through appropriate use of environmentally sound technologies and effective demand management.				
CITY				
PC26	Increased proportion of Penrith households and businesses who are more sustainable, including using recycled water, green power, and recycling waste	<input type="radio"/>	<input checked="" type="checkbox"/>	104
COUNCIL				
EN5	Energy saved due to conservation and efficiency improvements.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	105
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	<input checked="" type="checkbox"/>	<input type="radio"/>	105
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	105
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<input type="radio"/>	<input type="radio"/>	–
Principle 10 – Enable continual improvement, based on accountability, transparency and good governance.				
CITY				
PC27	Increased proportion of the City's businesses and organisations that have committed to ethical practices.	<input type="radio"/>	<input type="radio"/>	–
COUNCIL				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	109
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	109
SO2	Percentage and total number of business units analysed for risks related to corruption.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	110
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	110
SO4	Actions taken in response to incidents of corruption.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	110
SO5	Public policy positions and participation in public policy development and lobbying.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	111
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	111
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	111
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	112
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	113
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	<input type="radio"/>	<input checked="" type="checkbox"/>	113
PR8	Total number of substantiated complaints regarding breaches of customer privacy & losses of customer data.	<input type="radio"/>	<input checked="" type="checkbox"/>	113
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	113

# GRI Application Level

The GRI Reporting Framework provides the opportunity for a reporting organisation to declare the level to which they have applied the GRI via the "Application Levels" system. The levels of GRI reporting are indicated in the diagram below.

For this our second report, we have made the assessment that we are a self declared 'C' reporter.

For future reports we are looking to expand our GRI approach to reporting and will be investigating an appropriate approach to this assessment that may include seeking opinions from a third party.



Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	<b>G3 Profile Disclosures</b> OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
	<b>G3 Management Approach Disclosures</b> OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category		
	<b>G3 Performance Indicators &amp; Sector Supplement Performance Indicators</b> OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.	Report Externally Assured	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Report Externally Assured	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.	Report Externally Assured

\*Sector supplement in final version

# Sustainable Penrith Journey



Sustainable Penrith

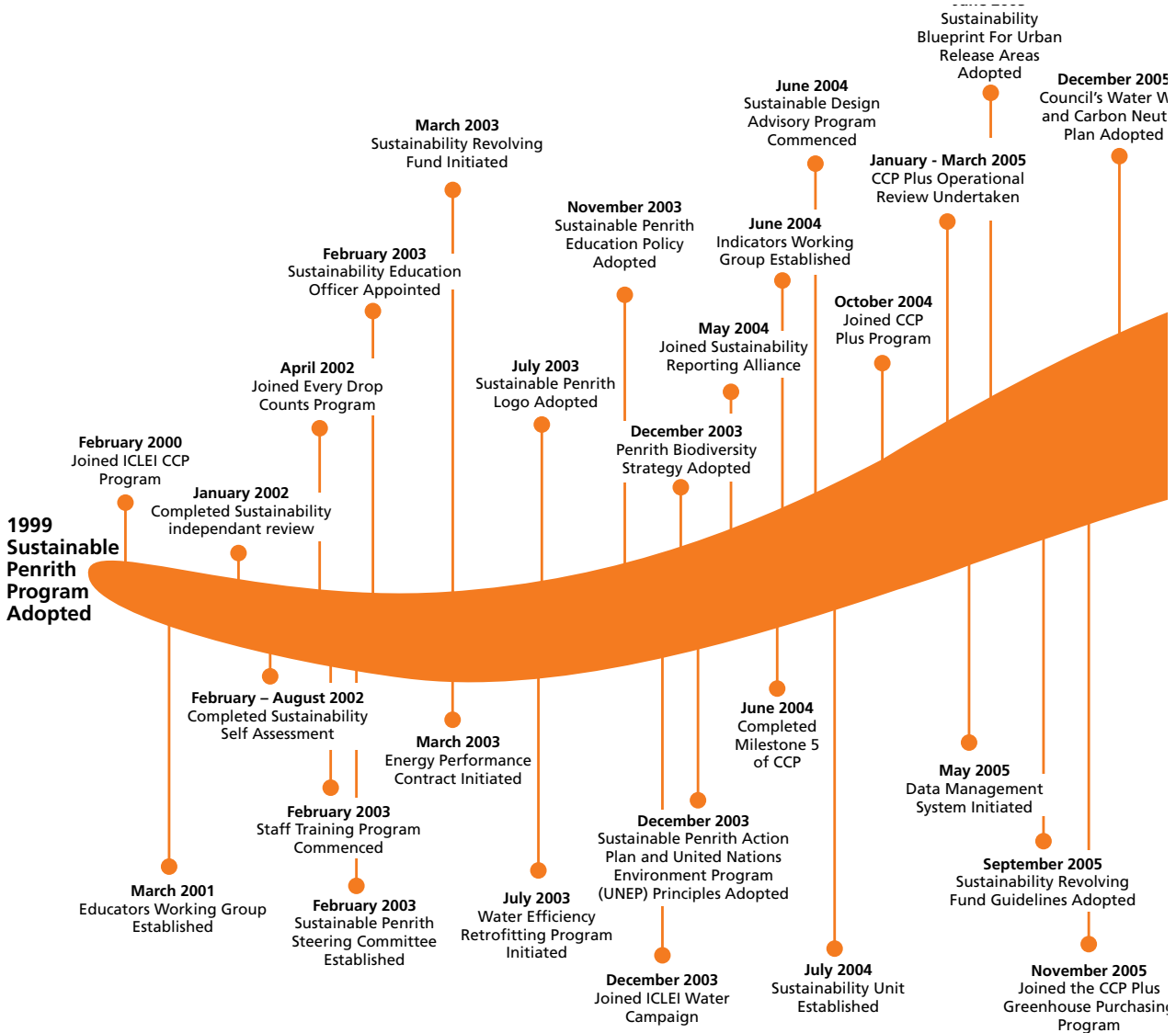
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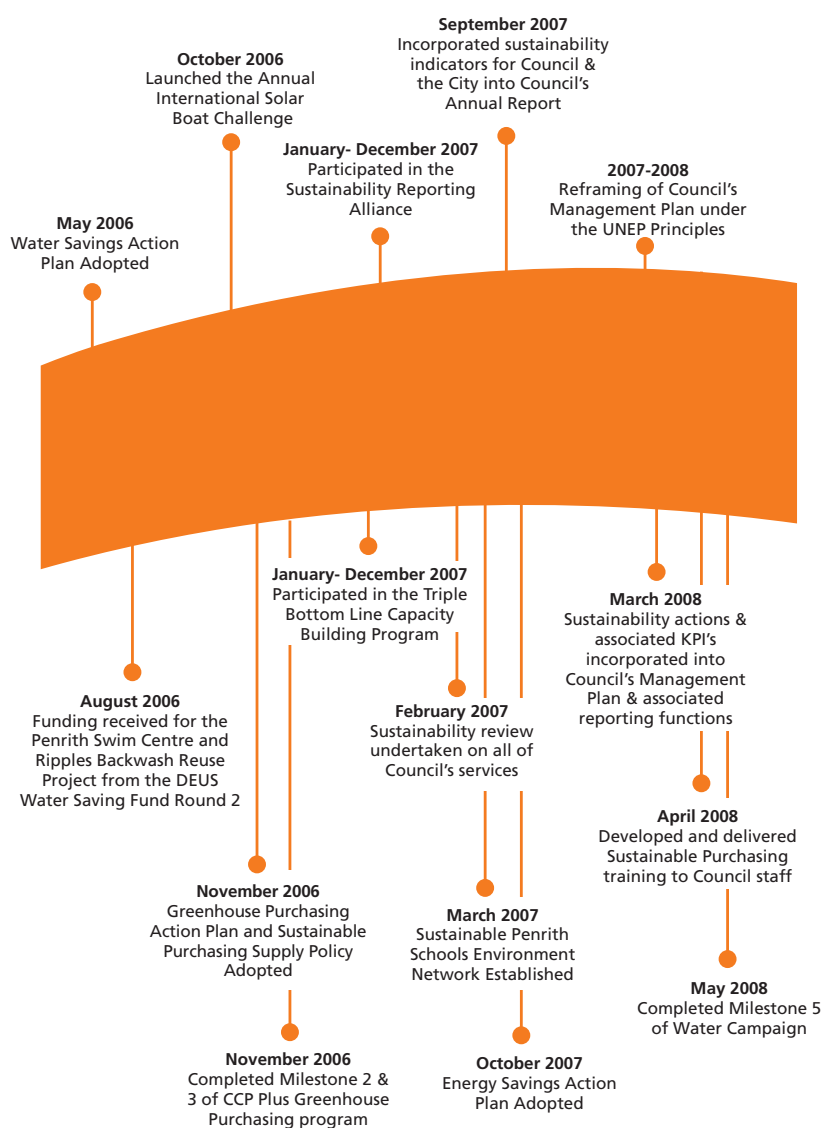
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## Sustainable Penrith Journey

Penrith Council started its journey towards sustainability when we adopted the Sustainable Penrith Program in 1999. Every step of this journey has seen us strive to improve our sustainability performance as an organisation, and to work with our communities to improve sustainability across our City.

As this Annual Report shows, the journey has been a shared one. Council has formed partnerships both internally as well as with community groups, businesses, and other organisations.

The results have exceeded expectations with sustainability principles being integrated into Council decision making, staff at all levels of the organisation being successfully engaged and environmental performance improved. The community has also embraced sustainability with enthusiastic involvement in activities and events, and in implementing more sustainable habits in their homes and lifestyles.

The journey is not yet over, and we look forward to working with our staff and our communities to continue to develop an environmentally, socially and economically sustainable future.

# Glossary

ABOUT US	AASB	Australian Accounting Standards Board
	ACCA	Association of Certified and Chartered Accountants
	ARA	Australasian Reporting Awards
	AREAS	Asset Renewal and Established Areas Strategy
	ABS	Australian Bureau of Statistics
	AFAIM	Associate Fellow of the Australian Institute of Management
	AIFRS	Australian Equivalents International Financial Reporting Standards
	AWT	Alternative Waste Treatment
	CALD	Cultural and Linguistically Diverse
	CAP	Community Assistance Program
REPORT ON INDICATORS	CDSE	Community Development Support Expenditure
	CLAIR	Council of Local Authorities for International Relations
	CO <sub>2</sub>	Carbon Dioxide
	CO <sub>2</sub> -e	Equivalent tonnes of Carbon Dioxide
	CMT	Corporate Management Team
	Council	Penrith City Council
	DECC	Department of Environment and Climate Change
	DEEWR	Department of Education, Employment and Workplace Relations
	DLG	Department of Local Government
	DOP	Department of Planning
STATUTORY REPORT	EEO	Equal Employment Opportunity
	EEP	Enhanced Environment Program
	EPPR	Employee Performance Planning and Review
	FOI	Freedom of Information
	GPT	Gross Pollutant Trap
	GRI	Global Reporting Initiative
	HNCMA	Hawkesbury Nepean Catchment Management Authority
	HRCC	Hawkesbury River County Council
	ICE	Information and Cultural Exchange
	IFRS	International Financial Reporting Standards
FINANCIALS	IUCN	International Union for the Conservation of Nature and Natural Resources
	JCC	Joint Consultative Committee
	JSPAC	Joan Sutherland Performing Arts Centre
	KPI	Key Performance Indicator
	LDC	Long Day Care
	LEP	Local Environmental Plan
	LGA	Local Government Area
	LGMA	Local Government Managers Australia
	NAIDOC	National Aboriginal and Torres Strait Islander Day of Celebration
	NSW	New South Wales
CONCLUSIONS	OH&S	Occupational Health and Safety
	OH&S&IM	Occupational Health and Safety and Injury Management
	OOSH	Out of School Hours
	OSSM	On-Site Sewage Management
	PLANS	Peoples Lifestyle Aspiration and Needs Study
	RAAF	Royal Australian Air Force
	RAN	Royal Australian Navy
	RAQI	Regional Air Quality Index
	RID	Regional Illegal Dumping
	ROSSMP	Ropes and South Creek Regional Open Space Strategic Management Plan
RPI	Regional Pollution Index	
SMPs	Stormwater Management Plans	
SoE	State of Environment Report	
SREP	Sydney Regional Environmental Plan	
TAFE	Technical and Further Education	
UDIA	Urban Development Institute of Australia	
UNEP	United Nations Environment Program	
UWS	University of Western Sydney	
WELL	Werrington Enterprise, Living and Learning	
WSROC	Western Sydney Regional Organisation of Councils	



# Feedback and Contact Details

## Penrith City Council Annual Report 2007-2008 Feedback Form

We need your help to improve our reporting. Please complete this feedback form, tear it out and return it to Penrith City Council by mailing it to PO Box 60, Penrith NSW 2751 or by faxing to 02 4732 7958. You can also complete the feedback form online at our website or send your comments directly to [pencit@penrithcity.nsw.gov.au](mailto:pencit@penrithcity.nsw.gov.au).

### 1. Which stakeholder group do you belong to

- Employee
- Community
- Community Group
- Non Government Organisation
- Contractor / Supplier
- Other Council
- Other \_\_\_\_\_

### 2. Please rank the report in each of the following aspects:

	Poor	Average	Good	Excellent
Level of detail provided				
Range of information provided				
Usefulness of the report				
Layout and design				

### 3. Did you feel that the report provided you with enough information about Council's performance in the areas of:

	Poor	Average	Good	Excellent
Organisational Profile				
Our Approach to Planning and Reporting				
Economic				
Environment				
Social				
Statutory Reporting				
Financial Summary				

### 4. Please give the report an overall ranking:

Poor	Average	Good	Excellent





5. The most interesting or relevant part(s) of the report for me was:

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6. The least interesting or relevant part(s) of the report for me was:

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7. Please write any other comments you would like to make here. If you need to attach additional pages please do so.

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Do you want to receive future Annual Reports: Yes / No (Please circle)

Your Contact Details – this section is optional

Name \_\_\_\_\_

Address \_\_\_\_\_

Organisation (if relevant) \_\_\_\_\_

Position (if relevant) \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

*Thank you for providing your feedback.*

# Have your say about the Annual Report

If you have any comments about this report we would like to hear from you.

<b>1. Feedback form</b>	You can fill out the feedback form and fax or post it to: Executive Officer, Penrith City Council PO Box 60 PENRITH NSW 2751 Or Fax (02) 4732 7958
<b>2. Letter</b>	You can write a letter and mail it to: General Manager, Penrith City Council PO Box 60 PENRITH NSW 2751
<b>3. Phone</b>	You can speak to the Executive Officer on (02) 4732 7649 during business hours.
<b>4. Email</b>	You can e-mail your comments to Council at eo@penrithcity.nsw.gov.au

## Environmental profile of paper used in Annual Report

Re Art Gloss & Matt 100% Recycled

### Fibre Source

The ReArt Gloss & Matt range contains 100% recycled fibre, with a minimum of 90% post consumer waste. The recycled fibre is derived from the following sources:

- 40% Recycled Magazine
- 30% Recycled Newsprint
- 20% Hi-Grade
- 10% Other recycled papers

### Bleaching

Re Art Gloss and Matt text weights (105 to 157gsm) are bleached using Process Chlorine Free technology (PCF).

### Energy Source

51% of electricity used by Oji Paper is generated from bio-mass fuel, recycled from the paper making process. Black liquor, a bi-product of the pulping process is burnt to generate steam power.

ISO14001 accreditation



**Penrith City Council  
Annual Report 2007-2008**

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For more information contact Penrith City Council's Sustainability Unit on 02 4732 7703

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Website: [www.penrithcity.nsw.gov.au](http://www.penrithcity.nsw.gov.au)