



Statutory returns



Section 428 (3) Preparation of report

This Annual Report has been developed in accordance with the Integrated Planning and Reporting Guidelines issued by the Office of Local Government in September 2021, the Local Government (General) Regulation 2021 (s217), and the Office of Local Government Annual Report checklist (published on 30 June 2022).

s428 (4) (a) Financial statements

Audited financial statements for the year 2021/22 are at page **XX** of this Annual Report.

s428 (4) (b) Other information

This report includes other information in line with the Integrated Planning and Reporting Guidelines, the Local Government Act 1993, and other legal requirements.

s428 (5) Send to the Minister

A copy of this annual report is on Council's website and a link provided to the Minister.

s54P (1) Particulars of any environmental upgrade agreement entered into by the Council

Council did not enter into any environmental upgrade agreements in the 2021/22 financial year.

Special Rate Variation Guidelines 7.1**- Implementation of special rates**

Special variations are approved increases to rates or additional special rates established for a specific purpose. Income raised is restricted by Council for expenditure on these purposes, with any balance of the funds held in a reserve for projects in future years.

Special Rate - Manly Business**Centre Improvement**

This special rate applies to properties in the Manly Central Business District (CBD) area, to provide for ongoing and proposed capital and maintenance works in the Manly business centre, The Corso and beachfront.

During 2021/22 the income raised was \$1,321,159. An amount of \$1,288,040 was spent on the following projects:

Project	\$
Mowing, vegetation and streetscape maintenance - Corso and reserves	112,200
Cleansing - including high pressure paver washing, cleaning of street furniture, litterbins and beach raking and cleaning	387,865
Manly Mainstreet Place Co-ordinator, activations and workshops	172,380
Manly Christmas decorations	76,500
Manly Visitor Information Centre, Hello Manly website, tourism and economic development services	338,621
Major Manly events - including Taste of Manly and Manly Jazz Festival	80,467
Manly Place Plan	120,007
Total	1,288,040

Special Rate - Balgowlah Business Centre Improvement

This special rate applies to properties in the Balgowlah commercial area, to provide for ongoing and proposed capital and maintenance works, including the off-street carparks in Condamine Street.

During 2021/22 the income raised was \$86,847. An amount of \$377,106 was spent on the following projects:

Project Program 2021/22	\$
Road re-sheeting - Condamine Street - from Sydney Road to Burton Street Balgowlah	85,000
Commercial centre renewal - Sydney Road and Condamine Street Balgowlah	292,106
Total	377,106

In 2021/22 an amount of \$2,375,045 was spent in the former Pittwater Local Government Area on the following capital projects:

Project Program 2021/22	\$
Scotland Island roads and drainage improvements	111,753
Mona Vale Library refurbishment	40,190
Mona Vale Surf Life Saving Club	2,081,685
Rockpool renewals	97,955
Bells Wharf	43,462
Total	2,375,045

Former Pittwater Council Special Rate Variation

In June 2011, IPART approved the former Pittwater Council's application for a Special Rate Variation. This resulted in an increase in rates over three years (2011-2014). These funds were for infrastructure works and environmental programs to be delivered over a 10-year period. The remaining projects under this program are currently being delivered.

Local Government (General) Regulation 2005

Clause 132 Rates and charges written off for the period of 2021/22

	\$
Rates abandoned (postponed)	\$22,275.73
Interest abandoned (postponed)	\$6,048.84
Interest abandoned (other)	\$6,600.02
Mandatory pension rebate	\$2,404,269.42
Voluntary pension rebate (rates)	\$135,471.74
Voluntary pension rebate (waste)	\$539,186.84
Total	\$3,113,852.59

Clause 186 Councillor induction training and professional development

(a) There were 56 induction training programs or refreshers in 2021/22 made up of:

- 44 Councillor Briefings and Induction Training Sessions
- 11 Council Meetings
- one Councillor Inauguration.

(b) Professional development activities undertaken by Councillors:

Participants	Program
Cr Robins Cr Grattan Cr Walton Cr Heins Cr Ryburn Cr Crvelin	Membership - Australian Institute of Company Directors (AICD)
Cr Robins Cr Menano-Pires	Australian Local Government Association (ALGA) - National General Assembly - Canberra 19 to 22 June 2022
Cr White Cr Philpott Cr Grattan	Webinar - Supporting our Senior Students - 30 September 2021 (7pm to 8pm)
Mayor Regan Cr White Cr Heins Cr Amon Cr Philpott Cr De Luca Cr Grattan Cr Bingham Cr Walton Cr Ferguson	LGNSW Annual Conference - Online - 29 November 2021
Cr Ryburn Cr De Luca Cr Bingham Cr Amon Cr Robins Cr Gencher Cr Korzy	LGNSW Special Conference - Hyatt Regency Circular Quay, Sydney - 28 February to 2 March 2022

(c) A new council was elected in December 2021. The professional development and induction activities councillors undertook during the financial year are detailed in parts (a) and (b) above.

Clause 217(1) (a) Overseas visits

No overseas visits were made by Councillors, Council staff or other people representing Council in 2021/22.

Clause 217 (1) (a1) Payment of expenses of, and the provision of facilities to, Councillors in relation to their civic functions

An amount of \$135,862 was incurred for provision of fees, facilities and expenses for the Mayor and Councillors. Details are below.

Facilities and expenses	\$
Provision of dedicated office equipment	42,519
Telephone calls	11,919
Attendance at conferences and seminars	13,265
The provision of induction training and professional development	37,553
Training of and provision of skill development	2,655
Interstate visits, including transport, accommodation, and other out-of-pocket travelling expenses	0
Overseas visits, including transport, accommodation, and other out-of-pocket travelling expenses	0
Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the guidelines for the payment of expenses and the provision of facilities	482
Expenses involved in the provision of care for a child of, or an immediate family member	4,253
Other expenses	23,216
Total	135,862

Fee	\$
Mayoral	90,370
Councillors	465,300
Total	555,670

Clause 217 (1) (a2) Major Contracts

The following table shows details of each contract awarded for amounts \$150,000 or greater including:

- name of contractor (except employment contracts - contracts of service)
- nature of goods or services supplied
- total amount payable exclusive of GST.

Contractor	Description	Total
SMC Marine	Narrabeen Pedestrian Bridge	\$3,200,000
AFMR Pty Ltd T/A Solo Services Group	Public and Sports Amenities Cleaning Services	\$17,234,210
Marsupial Landscapes Pty Ltd	Community and Child Care Centre Landscape Maintenance	\$854,005
Ara Fire Protection Services Pty Ltd	Services for Fire Protection Systems and Equipment	\$322,500
UAP Australia Pty Ltd	Aboriginal Art & Storytelling Project	\$350,000
Technogym Australia Pty Ltd	Supply and Installation of Fitness Centre Equipment MABC Aquatic Centre	\$420,531

Contractor	Description	Total	Contractor	Description	Total
All Waterfront Constructions Pty Ltd	Catherine Park Seawall, Scotland Island	\$175,000	NewScape Design Pty Ltd	Freshwater Masterplan Detailed Design Services	\$348,797
Laminar Capital Pty Ltd	Investment Advisory Services	\$181,440	Turf Drain Australia	Sportsfield Drainage - Cromer Park Ovals 3,4,5	\$180,000
GJ's Landscapes Pty Ltd	Playground Refurbishment Works at Brookvale Children's Centre	\$181,000	Pure Security Pty Ltd	Pure Security 2021 Services and Software Renewal	\$186,472
Planet Footprint Pty Ltd T/A Azility	Utility Account Management, Monitoring and Reporting Service	\$168,600	Soil Conservation Service	Ocean St Bridge Remedial Works and Lagoon Clearance Works	\$2,998,537
Workfield Investments Pty Ltd	The Strand, Dee Why - Streets as Shared Spaces	\$225,000	Play Workshop	Little Manly Point Playground Upgrade	\$170,000
Mili Mili Pty Ltd	Coast Walk Public Art - McKillop Park, Freshwater	\$430,000	Sydney Bush Regeneration Company Pty Ltd	MacKay Reserve Bushland Project	\$218,000
Mark Eymes Pty Ltd	Licence for the Operation of Manly Arts and Craft Markets as Manly Markets 2095	\$360,000	Abax Kingfisher Pty Ltd	Supply and Implementation of Movable Library Shelving	\$363,671
Green Options	John Fisher Grass Netball Court Relevelling	\$209,405	NS Swim School Pty Ltd	Services for Provision of Swimming Squad Coaching Services at WAC	\$648,000
Australian Bushland Restoration Pty Ltd	Manly Dam Walking Trails Park Circuit Track East	\$243,000	Kronos Australia Pty Ltd	UKG Dimensions Consulting Service	\$190,000
Polytan Asia Pacific Pty Ltd	Synthetic Sportsfield Resurfacing for Cromer Park, Field 1	\$1,242,886			

Contractor	Description	Total
Gartner Australasia Pty Ltd	Gartner Consulting	\$366,200
Rees Electrical Pty Ltd	Installation of Sportsfield Lighting at Passmore Reserve	\$458,100
Kelbon Project Services Pty Ltd	North Curl Curl Carpark and Associated Landscape Works	\$458,200
Carfax Commercial Constructions Pty Ltd	Cottage Restorations, Alterations and Additions at Currawong Beach, Pittwater	\$1,736,233
WSP Environmental Pty Ltd	Mona Vale Place Plan	\$174,595
State Civil Pty Ltd	Drainage Improvement Works at 48 Foxall Street, Elanora Heights	\$418,472
Lloyd Drilling Constructions Pty Ltd	Little Manly Reserve Seawall Bleachers and Stairs Repair	\$363,000
Grindley Interiors Pty Ltd	Marine Rescue Rowland Reserve Building Replacement	\$988,563
RARE Environmental Pty Ltd	Taylors Point Reserve Bank Stabilisation	\$1,090,740
Haskoning Pty Ltd	Oxford Falls Stormwater Upgrade	\$218,000

Contractor	Description	Total
Kove Power Pole Inspection Specialists	Northern Beaches Council Pole Condition Audit	\$183,120
Tesseract Cyber Services Pty Ltd	Web Filtering (Cloud base SaaS)	\$1,143,649
Tesseract Cyber Services Pty Ltd	Application Whitelisting and Privileged Admin Management	\$259,472
Proludic Pty Ltd	Jacka Park Playground Upgrade	\$219,833
Infocouncil Pty Ltd	Infocouncil Agreement	\$210,000
Australia Post	External Provider for Processing Incoming Mail	\$175,000
Kapish Pty Ltd	Content Manager (TRIM) Software Renewal	\$1,031,000
Downer EDI works	SSROC T2020-09 - Sustainable Pavements - Paving the Way	\$7,793,539
RARE Environmental Pty Ltd	Condover Reserve Cleanup Works	\$254,910
Vivid Property Services	Cleaning Services for Council Buildings	\$2,012,270
Total		\$50,655,950

Clause 217 (1) (a3) Legal proceedings

During 2021/22 the following expenses were incurred on legal proceedings:

	\$
Total Expenditure	1,306,503
Costs Recovered	(193,305)
Net	1,113,198

The following matters were finalised:

Matter	Court	Result
26 Roger Street, Brookvale	Class 1 Land and Environment Court	Discontinued
2 Macpherson Street, Warriewood	Class 1 Land and Environment Court	Discontinued
14 Kangaroo Road, Collaroy Plateau	Class 1 Land and Environment Court	S34 Agreement
29 Peacock Parade, Frenchs Forest	Class 1 Land and Environment Court	S34 Agreement
27-29 North Avalon Road, Avalon Beach	Class 1 Land and Environment Court	Appeal upheld with amended plans
34-36 Bardo Road, Newport	Class 1 Land and Environment Court	S34 Agreement
633 Warringah Road, Forestville	Class 1 Land and Environment Court	Appeal upheld with amended plans
635 Warringah Road, Forestville	Class 1 Land and Environment Court	Appeal upheld with amended plans

Matter	Court	Result
46 Boyle Street and 81 Griffiths Street, Balgowlah	Class 1 Land and Environment Court	S34 Agreement
27 Alan Avenue, Seaforth	Class 1 Land and Environment Court	S34 Agreement
613-615 Pittwater Road, Dee Why	Class 1 Land and Environment Court	S34 Agreement
4 Harvey Road, Ingleside	Class 1 Land and Environment Court	Discontinued
6 Brighton Street, Freshwater	Class 1 Land and Environment Court	S34 Agreement
307 Sydney Road, Balgowlah	Class 1 Land and Environment Court	Appeal upheld with amended plans
62 Old Barrenjoey Road, Avalon	Class 1 Land and Environment Court	S34 Agreement
28 Lockwood Avenue, Belrose	Class 1 Land and Environment Court	Appeal upheld with amended plans
89 Wyadra Avenue, Freshwater	Class 1 Land and Environment Court	Dismissed
1 Bilambee Lane, Bilgola Plateau	Class 1 Land and Environment Court	S34 Agreement
2B Francis Street, Dee Why	Class 1 Land and Environment Court	S34 Agreement

Matter	Court	Result	Matter	Court	Result
9 Wandeen Road, Clareville	Class 1 Land and Environment Court	S34 Agreement	53 Wheeler Parade, Dee Why	Class 1 Land and Environment Court	S34 Agreement
11 Lewis Street, Balgowlah Heights	Class 1 Land and Environment Court	Appeal upheld with amended plans	163 Pacific Road, Palm Beach	Class 1 Land and Environment Court	S34 Agreement
13 Bungendore Street, Ingleside	Class 1 Land and Environment Court	S34 Agreement	20 Chiltern Road, Ingleside	Class 1 Land and Environment Court	S34 Agreement
27 Bellevue Avenue, Avalon Beach	Class 1 Land and Environment Court	S34 Agreement	255 Condamine Street, Manly Vale	Class 1 Land and Environment Court	S34 Agreement
1129-1131 Pittwater Road, Collaroy	Class 1 Land and Environment Court	S34 Agreement	2 Cross Street, Brookvale	Class 1 Land and Environment Court	S34 Agreement
4 Collaroy Street and 1 Alexander Street, Collaroy	Class 1 Land and Environment Court	S34 Agreement	7 Ozone Street, Freshwater	Class 1 Land and Environment Court	S34 Agreement
67 Pacific Parade, Dee Why	Class 1 Land and Environment Court	Appeal upheld with amended plans	52 Abbott Road, North Curl Curl	Class 1 Land and Environment Court	S34 Agreement
13 Pacific Road, Palm Beach	Class 1 Land and Environment Court	S34 Agreement	2/384 Pittwater Road, North Manly	Class 1 Land and Environment Court	Appeal Upheld with development control order modified
218 McCarrs Creek Road, Church Point	Class 1 Land and Environment Court	Transferred to Class 4	332-328 Sydney Road, Balgowlah	Class 1 Land and Environment Court	S34 Agreement
321 Condamine Street, Manly Vale	Class 1 Land and Environment Court	S34 Agreement	55 Wheeler Parade, Dee Why	Class 1 Land and Environment Court	Dismissed
265 Condamine Street and 1 Kenneth Road, Manly Vale	Class 1 Land and Environment Court	S34 Agreement	181 Allambie Road, Allambie Heights	Class 1 Land and Environment Court	Appeal upheld with amended plans

Matter	Court	Result
54 Bardo Road, Newport	Class 1 Land and Environment Court	S34 Agreement
22 Ocean Road, Palm Beach	Class 1 Land and Environment Court	S34 Agreement
20-26 Avon Road, Dee Why	Class 1 Land and Environment Court	Dismissed
11B Hill Street, Warriewood	Class 1 Land and Environment Court	S34 Agreement
12-14 Ponsonby Parade, Seaforth	Class 1 Land and Environment Court	Appeal upheld with amended plans
50 Condover Street, North Balgowlah	Class 1 Land and Environment Court	S34 Agreement
72 Carrington Parade, Curl Curl	Class 1 Land and Environment Court	S34 Agreement
4 Alexander Street, Collaroy	Class 1 Land and Environment Court	S34 Agreement
5 Chard Road, Brookvale	Class 4 Land and Environment Court	Dismissed
91 Florence Terrace, Scotland Island	Class 4 Land and Environment Court	Consent Order
Discrimination complaint	Civil and Administrative Tribunal	Dismissed

Matter	Court	Result
Appeal against GIPA decision No. 1	Civil and Administrative Tribunal	The decision under review is affirmed
Appeal against GIPA decision No. 2	Civil and Administrative Tribunal	By consent applicant authorised to make application
Application to apply for GIPA No. 3	Civil and Administrative Tribunal	Dismissed
Privacy review application	Civil and Administrative Tribunal	No breach identified and no action ordered
Appeal of dangerous dog declaration No. 1	Local Court	Control orders made by consent
Appeal of dangerous dog declaration No. 2	Local Court	Dismissed
Prosecution for dog attack and not preventing dog escaping	Local Court	Withdrawn
Prosecution for dog not under control in public place No. 1	Local Court	Conviction and fine
Prosecution for dog not under control in public place No. 2	Local Court	Conviction

Matter	Court	Result
Prosecution for dog not under control in public place No. 3	Local Court	Conviction and fine
Prosecution for dog not under control in public place No. 4	Local Court	Agreement to Penalty Infringement Notice
Prosecution for dog attack No. 1	Local Court	Dismissed
Prosecution for dog attack No. 2	Local Court	Agreement to Penalty Infringement Notice
Personal injury claim Teloepa Street, Collaroy Plateau	District Court	By consent judgment for Council
General protections dispute No. 1	Fair Work Commission	Discontinued
General protections dispute No. 2	Fair Work Commission	Discontinued
Workers compensation No. 1	Personal Injury Commission	Consent Order
Workers compensation No. 2	Personal Injury Commission	Discontinued
Application to restrain destruction of dog	Supreme Court	Dismissed
Personal injury claim - Dakara Drive, Frenchs Forest	Supreme Court	Judgment for the plaintiff

The following matters have not been finalised and are ongoing:

Matter	Court
29-31 Moore Road, Freshwater	Class 1 Land and Environment Court
10 and 12 Loquat Valley Road, Bayview	Class 1 Land and Environment Court
5 Skyline Place, Frenchs Forest	Class 1 Land and Environment Court
54 Francis Street, Manly	Class 1 Land and Environment Court
55 Woolgoolga Street, North Balgowlah	Class 1 Land and Environment Court
27 Nullaburra Road, Newport	Class 1 Land and Environment Court
16 Addison Road, Manly	Class 1 Land and Environment Court
4 Collaroy Street and 1 Alexander Street, Collaroy	Class 1 Land and Environment Court
2 The Circle, Narrabeena	Class 1 Land and Environment Court
43 Iluka Road and 1105 Barrenjoey Road, Palm Beach	Class 1 Land and Environment Court
82-84 Bower Street, Manly	Class 1 Land and Environment Court
24 Lancaster Avenue, Collaroy	Class 1 Land and Environment Court
111 Bower Street, Manly	Class 1 Land and Environment Court
16 Wyatt Avenue, Belrose	Class 1 Land and Environment Court
14 Wyatt Avenue, Belrose	Class 1 Land and Environment Court
42 North Steyne and 75 The Corso, Manly	Class 1 Land and Environment Court
27A-29 Pine Avenue, Brookvale	Class 1 Land and Environment Court
21-23 Mona Avenue and 120 Bassett Street, Mona Vale	Class 1 Land and Environment Court

Matter	Court
30 Fairlight Street, Fairlight	Class 1 Land and Environment Court
8 Lady Penrhyn Drive, Beacon Hill	Class 1 Land and Environment Court
58 Laitoki Road, Terrey Hills	Class 1 Land and Environment Court
218 McCarrs Creek Road, Church Point	Class 4 Land and Environment Court
50 Lauderdale Avenue, Fairlight	Class 4 Land and Environment Court
Motor vehicle claim	Local Court
Employment application	Industrial Relations Commission
Personal injury claim - Pittwater Road Narrabeen	District Court
Personal injury claim - The Corso Manly	District Court
Personal injury claim - Whistler Street Manly	District Court
Personal injury claim - Manly Beach	District Court
Damages claim - Church Point Carpark	District Court, Court of Appeal, High Court
5 Chard Road, Brookvale	Court of Appeal
Workers compensation claim	Personal Injury Commission
Damages claim - Palomar Parade, Freshwater	Supreme Court
21 Ilya Crescent, Bayview	Supreme Court

Clause 217 (1) (a4) and Act s67, 67 (2) (b) Work on private land

Council resolution number	160/22
Summary of resolution	Approve the carrying out of works on private land, being 21-47 Condover Street and 6-12 Birrima Street, North Balgowlah
Summary of work carried out	Remove material displaced from Condover Reserve, North Balgowlah during the March 2022 storm event
Approved charge and amount subsidised by Council	\$254,909.96 excluding GST wholly subsidised by Council

Clause 217 (1) (a5) Grants

The total amount contributed or otherwise granted by the Council in 2021/22 under section s356 of the Act was \$5,765,765. A summary of the recipients of the grant by program is below.

Fund name	\$
Barrenjoey High School Performance Space (Stronger Communities Fund - round 2)	1,188,756
Community and cultural development grants	728,571
COVID - Community event grants	109,543
COVID - Property rental rates subsidies	2,026,747
COVID - Sporting fee subsidies	77,815
Heritage grants	12,500
Eco School grants	4,865
Environmental grants	76,786

Fund name	\$
Community event grants and sponsorship	152,461
Sport and recreation infrastructure grants	1,000,000
Community infrastructure	387,721
Total	5,765,765

Clause 217 (1) (a6) External bodies that exercised functions delegated by Council

The Northern Beaches Local Planning Panel (NBLPP) operates independently to determine development applications.

The panel consists of the chair, two planning professionals and one community representative. During the year 22 meetings were held, where 118 matters were determined.

Clause 217(1) (a7) Council controlled corporations, partnerships, trusts, joint ventures, syndicates, or other bodies

Council holds a controlling interest in Kimbriki Environmental Enterprises Pty Ltd (KEE) as the major shareholder (96.16% of shares), with the remaining shares held by Mosman Council.

KEE operates a recycling and waste disposal centre at Kimbriki Road, Terry Hills - the Kimbriki Resource Recovery Centre. KEE commenced operation on 1 July 2009 following the necessary authorisations pursuant to sections 358 and 625 of the Local Government Act.

Clause 217(1) (a8) Corporations, partnerships, trusts, joint ventures, syndicates, or other bodies in which the Council participated during the year

Northern Beaches Indoor Sports Centre

Council is represented on the Board of Management of the Northern Beaches Indoor Sports Centre responsible for overseeing the operation of a regional multipurpose indoor sports centre at Narrabeen Sports High School. The Board is a limited guarantee non-profit company consisting of representatives from the Council, the Department of Education, the Department of Sport and Recreation and local sporting groups.

Aboriginal Heritage Office

Council supports this office and its work in conserving over 1,000 indigenous cultural sites across Northern Sydney. It plays an important role in education and awareness of the area's significant Aboriginal cultural heritage. The Partnership along with the Memorandum of Understanding is with North Sydney, Willoughby, Lane Cove, Strathfield, Kur-ring-gai and Northern Beaches Councils.

Environmental management

Council participates in partnerships to manage the environment and related incidents with:

- Sydney Coastal Councils Group (member)
- Grant projects funded by Local Land Services
- Grant projects funded by Department of Planning, Industry and Environment
- Grant projects funded by Crown Lands
- Northern Beaches Local Emergency Management Committee (member)
- Northern Beaches Bush Fire Management Committee (member)

- Narrabeen Lagoon State Park Advisory Committee (member)
- Currawong State Park Advisory Committee (member)
- Manly Warringah War Memorial State Park Advisory Committee (member) - Manly Dam
- Floodplain Management Australia - (member and financial contributor)
- Regional Emergency Management Committee (member)
- Sustainability Advantage (Member) - Department of Planning, Industry and Environment
- Resilient Sydney (member)
- Cities Power Partnership - Local Government network - part of the Climate Council
- Ausgrid - Beacon Hill Community Battery Trial
- Sydney Water - Sydney Water Business Partnership Program.

Council also supports two charitable environmental trusts that provide opportunities for funding important environmental projects. These are:

- Pittwater Environmental Trust: established in 2006. This is managed and operated by the separate organisation, the Pittwater Environment Foundation, to support important environmental projects in the former Pittwater Local Government Area.
- Warringah Trust for the Acquisition of Environmentally Sensitive Lands: established in 2011. The Trust collect funds from the public to promote the protection and enhancement of the natural environment including the conservation of indigenous flora and fauna and key pieces of sensitive land to achieve this objective.

Clause 217(1) (a9) Equal Employment Opportunity Activities

Council is committed to building a diverse workplace where the skills, perspectives and experiences of our people are valued and respected. Our aim is for Council to be a great place to work, where our people feel valued and included, are treated fairly, and are supported to succeed.

Key achievements in this reporting year include:

- updated the Equal Employment Opportunity (EEO) Management Plan
- delivered the Workforce Management Strategy 2018 - 2022 in line with the broader Resourcing Strategy with Diversity, equity and inclusion as a key theme and focus area.

Other initiatives are continuing and contribute to our ongoing commitment to EEO:

- Council aims to encourage the disclosure of diversity data driven by our EEO Management Plan and encourage an inclusive approach
- Council continues to ensure our employees are educated and informed with mandatory internal diversity and inclusion related training including:
 - Disability Awareness
 - Family and Domestic Violence Awareness
 - A Respectful Workplace
 - Code of Conduct Training.

Clause 217 (1) (b) General Manager (Chief Executive Officer) Remuneration Package

The total remuneration package of the Chief Executive Officer is as follows:

	\$
Salary	466,970
Bonus, performance, or other payments	0
Employer's superannuation contribution or salary sacrifice	26,783
Value of non-cash benefits	8,802
Fringe benefits tax paid	14,772
Total	517,327

Clause 217 (1) (c) Senior Staff Remuneration Package

The total remuneration of all senior staff members (other than the Chief Executive Officer) is as follows:

	\$
Value of salary	2,016,706
Amount of bonus, performance, or other payments	0
Amount for employer's contribution to superannuation or salary sacrifice	152,605
Value of non-cash benefits	22,244
Fringe benefits tax paid	61,221
Total	2,252,776

Regulation 217(1)(d) Labour Statistics

The number of persons directly employed by Council as of 25 May 2022 was as follows:

	Number
Persons directly employed on a permanent full-time basis	922
Persons directly employed on a permanent part-time basis	258
Persons directly employed on a casual basis	110
Persons directly employed under a fixed-term contract	88
Persons employed by the council who are "senior staff"* for the purposes of the Local Government Act 1993	7
Persons engaged by the Council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person	26
Persons supplied to the Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee	12

*"Senior staff" includes the CEO and Directors.

Clause 217 (1) (e) Annual Charge for Stormwater Management Services

A Stormwater Management Service Charge funds additional investigations and activities towards improving stormwater quality, managing stormwater flows and flooding, and harvesting and reusing stormwater.

The charge is generally levied on urban land that is categorised for rating purposes as residential or business, excluding vacant land.

The income and expenditure of the Stormwater Management Service Charge for 2021/22 is below.

	\$
Income	2,206,837
Expenditure	1,832,032

The funds were used for:

- CCTV investigations into the piped stormwater system and associated repairs
- stormwater drainage improvement, including pipe replacements and pit upgrades at Foxall Road, Elanora Heights and Scotland Island
- design and development of stormwater quality improvement devices
- stormwater pit repair, replacement, and upgrades to help reduce flooding issues.

Clause 217 (1) (e1) Annual Charge for Coastal Protection Services

No charges were levied for the provision of coastal protection services under Section 496B (1) of the Local Government Act 1993.

Clause 217 (1) (f) Companion Animals Act 1998 and Companion Animals Regulation 2018

Council seizures of cats and dogs

During this reporting period, Council seized zero cats and two dogs.

Dog attack reporting

Council is required to report attacks to the Office of Local Government, via the Companion Animals register, within 72 hours of notification of an attack. A total of 307 incidents were reported within the Council area in 2021/22.

Funding spent on companion animal management and activities

A sum of \$304,264 was spent on pound service fees during the reporting period.

Note: this sum excludes salary costs.

Community education programs

Council is working in partnership with the RSPCA, on the "Keeping Cats Safe at Home" project aims to improve care for pet cats through responsible cat ownership to keep cats safe from harm, especially from car accidents, disease, and attacks from other animals as well as to prevent predation of native wildlife, by encouraging pet owners to keep cats within the boundaries of their property.

This is an exciting four-year behaviour change project. We will work closely the RSPCA and are currently consulting local stakeholders including veterinarians, wildlife organisations, animal welfare organisations and the general community.

Strategies to seek alternatives to euthanasia for unclaimed animals

Council has a commercial arrangement with two local veterinary practices to act as our pound. The contracts provide that any animals impounded are to be reunited with their owners and where this is impossible, suitable animals are rehomed.

There is no pound management contract between RSPCA NSW and Northern Beaches Council. The RSPCA shelters are devoted to rehabilitating the animals our companion animals officers seize in instances of alleged cruelty. If an animal cannot be identified then the only options are rehoming or destruction in accordance with the legislation, where destruction is a last resort.

We also have ongoing arrangements with the Animal Welfare League and Cat Protection Society to take unclaimed dogs and cats that are suitable for rehoming (i.e. not dangerous). This information is reviewed and updated on our website and promoted by Council teams to assist customers with their enquiries.

Off-Leash areas provided in the Council area

Northern Beaches Council has 28 unleashed dog exercise areas.

Our aim is to provide high quality places for residents and visitors to take their dogs for a walk and let them off the leash safely, while also protecting our natural environment and considering the needs of the wider community.

Proactive patrols are undertaken by Council on beaches, and reserves to promote responsible pet ownership.

Expenditure of the fund for managing and controlling companion animals

During the reporting year, Council used the fund for the following:

	\$
Pound fees and professional services	304,264
Promotional costs	0
Materials/consumables	0
Other	0
Total	304,264

Capital Expenditure Guidelines 2010

- Division of Local Government Department of Premier and Cabinet

Section 12

There are no projects that satisfy the reporting criteria in 2021/22.

Section 8 (2) Report on Compliance

Educational services

Council produces a monthly Disability Newsletter with a circulation of over 1,300.

Consultation and liaison with carers

We consulted with carers for our Disability Inclusion Action Plan 2022-2026, adopted in June 2022, and for our Better Together, Social Sustainability Strategy 2040, adopted in August 2021.

Due to the impact of COVID, Council was unable to coordinate a face-to-face Carers Week program in October 2021 and instead collaborated with other Northern Sydney Councils to present five webinars on the support available through the Carers Gateway and navigating My Aged Care.

We also coordinated two 'Meet Your Local Seniors Groups Expos' for the Seniors Festival in March and April 2022, which included local services and activities of interest to carers of people who are frail and/or aged, including Carers NSW and Carers Gateway.

Council progressed actions from the Dementia Friendly Organisation Action Plan which was developed with the Northern Beaches Dementia Alliance Dementia Advisory Group. This includes people with lived experience of dementia and their carers. The 2021/22 actions include staff dementia-friendly training and Council facility audits with Dementia Advisory Group members.

Council's community development staff were available to provide information and referral to carers, taking over 200 calls annually in relation to services for seniors and people with disability.

Our Meals on Wheels service supports carers in their role by providing nutritional and affordable meal options as well as coordinating a community restaurant each week when not affected by NSW Public Health Orders.

Staff who are carers

Council began the journey to become a Dementia Friendly Organisation and is proud to have been recognised by Dementia Australia for the work we are doing. We are committed to the Northern Beaches being a place where people living with dementia can continue living the life they choose even after their diagnosis. We are training all our staff to ensure they have a greater understanding of dementia as this will have a positive impact on their interactions with the public.

We have subscribed to several services that support employees and promote a healthy body and mind. User friendly systems and processes have been implemented to increase a positive safety culture, along with Council's annual skin check and flu vaccination programs, and wellbeing subsidy.

We have seen a significant shift to flexible working arrangements. This allows employees, including those with carer responsibilities, to balance their work and personal responsibilities.



S13 (1) Report on Implementation

This is the fifth year Council has implemented its Disability Inclusion Action Plan (DIAP) 2017, our first such action plan, with 78 actions. The Plan and our disability information hub can be found at northernbeaches.nsw.gov.au/services/disability. This report will be provided to the Minister for Disability Services and the NSW Disability Council.

We continued implementing the plan this year to help create a more inclusive and accessible community. Now 53% of all actions are complete, while the remaining are ongoing actions that continue through our programs, capital works and upgraded practices and systems. In June 2022, a new Disability Inclusion Action Plan (DIAP) was adopted, following extensive community engagement. This is available online and sets out our ongoing journey in inclusion.

Focus Area 1: Develop positive community attitudes and behaviours

Our Library Service provided promotional activities for Mental Health Awareness Week and International Day of People with Disability. In addition to the Dementia Friendly training undertaken by staff, a Dementia café commenced at Mona Vale Library this year, facilitated by Dementia Australia.

Other programs delivered and practices improved include:

- our Gatekeeper program which trains community members in suicide prevention. 736 people on the Northern Beaches are now trained, and another 55 are in progress

- recognition by Dementia Australia as working towards being a dementia friendly organisation. 710 staff have completed the dementia friendly training, and 7 out of 10 dementia audits have been conducted on identified Council facilities
- implementing our Event Accessibility and Inclusion Guidelines across Council services. Examples include Council meetings as well as programs run by our Events team, Community Development, Children's centres, Libraries, Coastal Environment Centre, Bushcare volunteers' plant nursery, and aquatic centres
- inclusive media, using positive images of people with disability in our publications, e.g. more use of accessible media such as easy read documents, infographics, video footage and website content which meets international accessibility standards
- mandatory annual staff training on inclusion and disability, including induction of new staff
- encouraging businesses to be inclusive of people with assistance animals, by providing direct advice to food businesses and guidance in our newsletters and website
- promotion of and judging the annual Access and Inclusion Award at the Northern Beaches Local Business Awards - this recognises and encourages inclusive local businesses.

Focus Area 2: Create liveable communities

Community Development Officers have a broad range of skills, including specialist disability knowledge. They provide ongoing information and referral to community members and distribute a monthly Disability Newsletter to over 1,300 readers. Several improvements have been made to our online Disability information hub, and a new filter category was added to the What's On calendar function for disability events. Staff attend regular networks with local services including other levels of government and ongoing implementation of the NDIS. Community Development staff work with service providers to build partnerships, provide information and referral to community programs, events and local services, and identify opportunities for advocacy. Council continues to sponsor the Disability Inclusion category of the Northern Beaches Local Business Awards, providing comprehensive promotion of this category, targeted business engagement, and a recent trial of free online disability customer service training.

Accessibility audits were conducted in various buildings, amenities, parks, parking spaces, kerb ramps, footpaths and wharves to help prioritise sites for improvement. Collaroy, Manly, Dee Why and Mona Vale are being audited for accessible bus stop locations and footpath gradients and will be updated on Council's online accessibility map when finalised. Pedestrian Access and Mobility Plans for Avalon and Manly were prepared in conjunction with Place Plans, which recommended improvements to connectivity and accessibility.

This year accessibility works included:

- various buildings, paths, kerbs, bus stops, wharves, and carparks, including Dee Why Town Centre streetscape, and Warriewood Valley pedestrian and cycleway network
- playgrounds at Clontarf, Little Manly, Quarry Reserve (North Manly) and Gunyah Reserve (Avalon)
- opening of the new fully accessible Mona Vale Surf Club, and improvements at other surf clubs with accessible amenities, stairs, balconies, and lifts. Construction continues on the new accessible Long Reef Surf Club
- public amenities at East Esplanade and Soldiers Memorial Hall (Manly), LM Graham reserve (Fairlight), Clontarf, Jacka Park (Freshwater), Reub Hudson oval (Curl Curl) and Apex Park (Mona Vale). Accessible amenities are also being integrated into all new and improved Council buildings and facilities
- accessible ramps at North Narrabeen Rockpool, Collaroy Beach, and Clontarf Beach
- improvements to recreational trails at Manly Dam and McKillop Park (Freshwater), to provide accessible connections through to bushland and the foreshore
- better library access at Forestville, Manly, Mona Vale and Warringah Mall libraries, with mobile shelving allowing the creation of inclusive spaces.

There are now more inclusive library resources such as improved digital devices for e-Audio offerings for Home Library Service clients, a Dementia Friendly collection, and hearing loop technology was installed at Mona Vale Library. Regular children's programs now include sign language resources and online broadcasts.

Accessible programs and events were provided through the year across a range of services. Accessibility has been embedded in the planning stage for choice of venue, accessibility features and amenities, and, where needed, outdoor events are provided with mobile accessible bathrooms.

Focus Area 3: Support access to meaningful employment

Council adopted a new Workforce Management Strategy 2022 - 2026. One of the key themes is 'Diversity and Inclusion', and contains actions to:

- research the eligibility for inclusive employer certifications
- review and improve staff training in relation to inclusion and access
- review recruitment processes and practices to ensure they are inclusive.

Our Local Strategic Planning Statement is guiding the development of commercial centres, with actions on improving access and inclusion to help increase local employment opportunities.

Our environmental volunteer programs in Bushcare, community nurseries and the Coastal Environment Centre are all-inclusive, providing sustainable and social outcomes to all participants.

Council's bush regeneration program also works closely with Bushlink which employs young people with intellectual disabilities.

Focus Area 4: Improve access to Council services through better systems and processes

The community participated in a review of our Community Engagement Policy and Strategy, including feedback on implementing *Principle 3: to create open, accessible and diverse engagement opportunities*. We are considering how to diversify our engagement activities to enable participation from the whole community, including any under-represented communities. Community Engagement Plans for all projects address inclusion through physical access and timing of events; visual and audio products; and inclusive submission options.

Other improvements made to improve accessibility of Council's systems include:

- online information, forms and booking systems improved for readability and ease of use
- more information and services available online for all residents, providing greater inclusion for accessing services, bookings and payments
- new Council documents, web content, media and meetings online accessibility standards for visual content and readability, including the use of a range of formats. Video is developed with audio descriptors, transcripts and closed captions

- the online accessibility map which continues to have more features added to it each year, for easily finding accessible facilities and routes across the Northern Beaches e.g., buildings, amenities, playgrounds, rock pools and more.

Our regular Disability Newsletter continues to provide a platform to promote the availability of accessible systems and processes and to seek feedback on how to improve these further.

Environmental Planning and Assessment Act 1979

Section 7.5 (5) Voluntary Planning Agreement

The following planning agreements were in force during 2021/22:

Application No.	Description of works	Other party to VPA	Primary street address	Date executed	Status
DA 2007/1249	Provision of Town Square Works; pedestrian connection and works; dedication of land in stratum for road widening on Pittwater Road (bus setback area)	Karimbla Properties (No. 41) Pty Ltd (Developer) and Meriton Properties Pty Ltd (Guarantor)	884-896 Pittwater Road, Dee Why	12/12/2008 and amended 06/09/18	Executed (Now Completed @ 30 June 2022)
VPA2018/0001	Payment of a cash contribution and obligations relating to undergrounding 33kV powerlines and construction of roads and stormwater infrastructure	Frasers Property AHL Limited	9, 11, 12 and 13 Fern Creek Road	6 August 2019	Executed
VPA2020/0001	Construction of road surface and retaining wall to function as a turning bay; dedication of land 101sqm containing the turning bay	Keenwill Property Limited and Robert Corless	31 Bellara Avenue and 66 Powderworks Road North Narrabeen	12 November 2020	Executed (Now Completed @ 30 June 2022)
VPA2020/0002	Dedication of land to Council free of charge to accommodate new footpath and slip land to be constructed by the applicant	Warringah Road Developments Pty Ltd	723 Warringah Road Forestville	1 April 2021	Executed
VPA2021/0003	Dedication of land accommodating a pedestrian footpath (footpath being constructed under Development Consent)	Avalon Central Pty Ltd	3 Central Road Avalon	29 June 2022	Executed

Section 220Zt (2) Reporting on Recovery and threat abatement plans

Council is not identified in any plans under this section of the Act.

**Act section 22F (2) Swimming Pool
Inspections and Regulation clause 23**

The following report details inspections of private swimming pools during the reporting period:

- one inspection of tourist and visitor accommodation
- one inspection required of premises with more than two dwellings
- 33 inspections of rental premises
- 126 inspections that resulted in issuance of a certificate of compliance
- 29 inspections that resulted in issuance of a certificate of non-compliance.

Act Section 125 (1) and Regulation, Clause 8, Schedule 2

This report includes qualitative information on Council's proactive disclosure program, and statistical information on formal access applications.

Clause 8A: Details of the review carried out by the agency under section 7 (3) of the Act during the reporting year and the details of any information made publicly available by the agency as a result of the review

Reviews carried out by the agency	Yes
Information made publicly available by the agency	Yes

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)

Total number of applications received	75
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Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information for which there is conclusive presumption of overriding public interest against disclosure)

Schedule 1

Number of applications refused - wholly or partly

	Wholly	Partly	Total
Number of applications refused	0	3	3

Clause 8 (d) Statistical information about access applications

Table A

Number of applications by type of applicant and outcome

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total
Media	0	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0	0
Private sector business	5	2	0	0	0	0	0	0	7
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0
Members of the public (by legal representative)	1	11	0	1	0	0	0	0	13
Members of the public (other)	19	19	2	6	0	1	0	1	48
Total	25	32	2	7	0	1	0	1	68

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

Table B

Number of applications by type of application and outcome

	Access Granted in Full	Access Granted in Part	Access Refused in Full	Information not Held	Information Already Available	Refuse to Deal with Application	Refuse to Confirm/ Deny whether information is held	Application Withdrawn	Total
Personal information applications*	3	5	2	1	0	1	0	0	12
Access applications (other than personal information applications)	22	27	0	6	0	0	0	1	56
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0
Total	25	32	2	7	0	1	0	1	68

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

Table C

Invalid applications

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	8
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	8
Invalid applications that subsequently became valid applications	8

Table D

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

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	2
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Privilege generally - Sch 1(5A)	1
Information provided to High-Risk Offenders Assessment Committee	0
Total	3

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

Table E

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

	Number of times consideration used*
Responsible and effective government	1
Law enforcement and security	2
Individual rights, judicial processes and natural justice	31
Business interests of agencies and other persons	3
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0
Total	37

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

Table F

Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	68
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	68

Table G

Number of applicants reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	1	1
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of Act	0	0	0
Review by NCAT	0	0	0
Total	0	1	1

*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker.

The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H

Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0
Total	1

Table I

Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

	Number of applications transferred
Agency-Initiated Transfers	0
Applicant - Initiated Transfers	0
Total	0

Privacy and Personal Information Protection Act 1998

The *Privacy and Personal Information Protection Act 1998* provides for the protection of personal information and for the protection of the privacy of individuals generally. It establishes twelve information protection principles which cover the collection, storage, use and disclosure of (and access to) personal information.

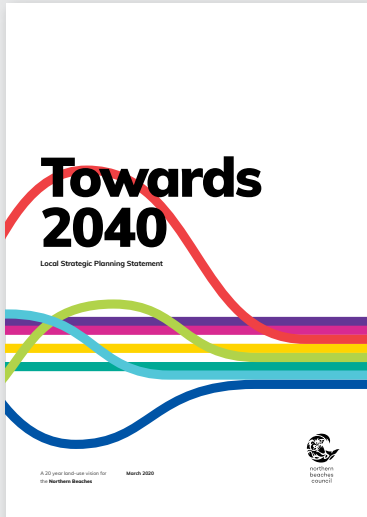
There were no Privacy review applications received by Council during the period 2021/22.

Act Section 31 and Regulation 2011

Clause 4 - Reports by Public Authorities

Report for NSW Ombudsman for the period 2021/22, from Council's Internal Audit and Complaints Resolution Team:

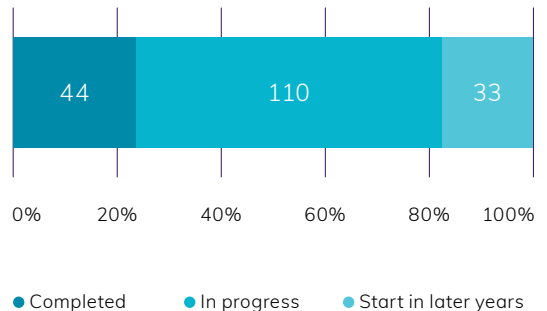
No. of public officials who made public interest disclosures to your public authority	1
No. of public interest disclosures received by your public authority	2
No. disclosures on corrupt conduct	0
No. disclosures on maladministration	1
No. disclosures on serious and substantial waste	0
No. disclosures on government information contravention	0
No. disclosures on pecuniary interest contravention	1
No of public interest disclosures that have been finalised in this reporting period	0
Have you established an internal reporting policy?	Yes
Has the head of your public authority taken action to meet their staff awareness obligations?	Yes
Staff undertaking that they have read and understood your organisation's internal reporting policy. Training provided by your organisation.	This process is part of an ongoing education and awareness program



Local Strategic Planning Statement (Towards 2040) - Progress Report 2021/22

The LSPS provides that a progress report is provided via the Annual Report. Towards 2040 was adopted by Council in 2020 and is available on Council’s website. It guides our land use planning for a 20-year period. It has 187 actions for implementation in the short, medium, and long term across nine Directions. The chart below shows the overall progress to 30 June 2022, with 23% of actions completed, 59% in progress and 18% are scheduled to start in later years.

Figure 4
LSPS actions progress in 2020/21

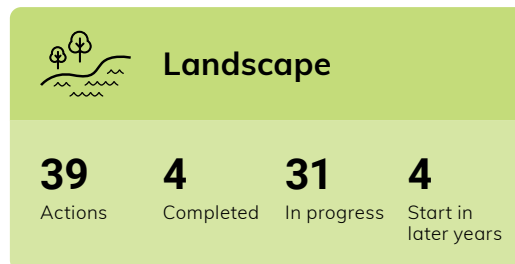


Many actions in the Local Strategic Planning Statement (LSPS) relate to the preparation of the new Northern Beaches Local Environmental Plan (LEP) and Development Control Plan (DCP), which will provide the key rules for future planning and development. Many actions will also be addressed in Council’s Place Planning Program.

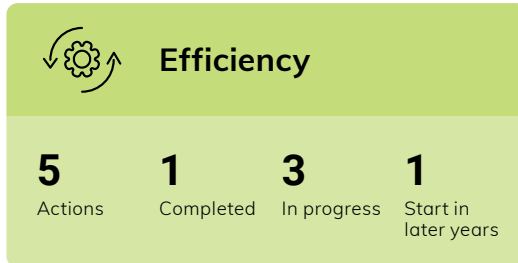
A highlight this year was extensive community engagement on the LEP/DCP Discussion Paper, attracting 399 submissions with valuable feedback on:

- protecting the natural environment including waterway quality
- climate resilience and sustainability
- infrastructure and local service needs
- housing requirements and local character.

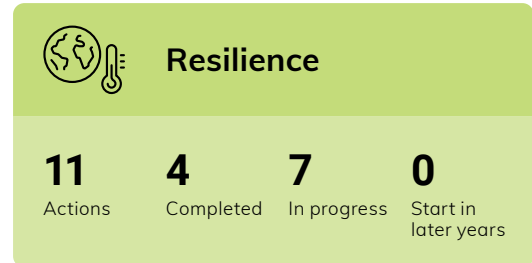
A range of technical studies are being finalised to inform this work, including the environment, urban design, character, social infrastructure and employment. Following completion of these studies and community feedback, a draft LEP and DCP will be prepared for public exhibition in 2023. Key achievements this year are outlined below for each of the nine LSPS Directions.



- Adopted Action Plans on Coast; Biodiversity and Bushland; and Waterways and Catchments.
- Progressed a range of technical environmental studies and exhibited the draft Environment Study.
- Developed strategies and plans on urban trees, open space and recreation.
- Frenchs Forest precinct: 1.5 hectares of open space is allocated for the town centre site, as well as upgrades at Brick Pit, Akora and Rabbett Reserves.
- Greening My City grant secured to plant additional trees in Manly Vale, Brookvale and Balgowlah.
- Riparian rehabilitation works at various locations.



- Implementing our Climate Change Action Plan.
- Adopted the Environmental Education and Sustainability Action Plan.
- Investigated building standards for residential and non-residential buildings and relevant infrastructure, to support the push for net zero carbon buildings.
- Reviewed permissible land uses for the new LEP/DCP to promote a circular economy, and prepare new standard controls for water efficiency and waste management.
- Scotland Island: Sydney Water completed a review of Council's feasibility study for provision of water and wastewater services. Awaiting Sydney Water decision.



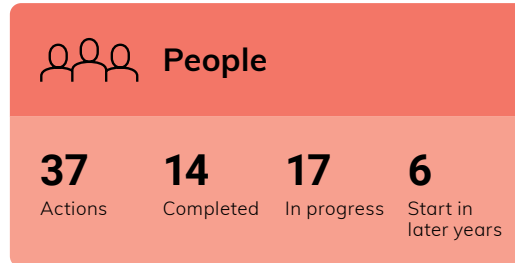
- Adopted the Resilience Strategy and implementing our Climate Change Action Plan.
- Completed studies on flooding, bushfire and coastal hazards.
- Increased enforcement and education regarding illegal dumping and land clearing.
- Annual monitoring for vector-borne illness i.e. viruses carried by mosquitoes.
- Lighting audit and management plan completed to support designation of Palm Beach Headland as an Urban Night Sky Place.



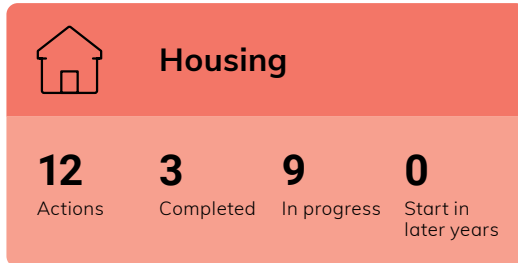
The LEP/DCP Discussion Paper outlined Council's proposed approach to support infrastructure provision, though local controls only facilitate smaller scale infrastructure associated with non-government owned land or operators. For new precincts such as Frenchs Forest, whole-of-government precinct planning addresses the infrastructure needs - this year Phase One of the Frenchs Forest Hospital Structure Plan was completed.

Key progress on other elements included:

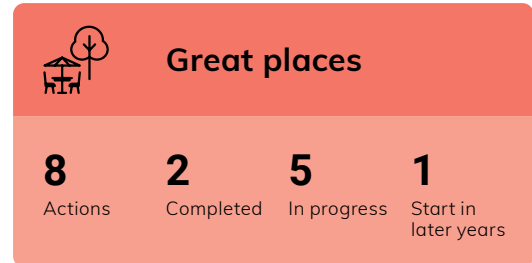
- Developing the Special Infrastructure Zones for preparation of the new LEP.
- Progressed associated studies on social Infrastructure, employment and Brookvale traffic.
- Frenchs Forest: A local contributions plan was submitted to IPART for review.
- Brookvale Structure Plan: completed key stakeholder engagement, including State agencies.



- Adopted the Social Sustainability Strategy and related wellbeing indicators.
- Adopted a new Disability Inclusion Action Plan.
- Implemented strategies for arts and creativity, community centres and Children's Services.
- Active on the Northern Beaches Homelessness Interagency Group to reduce homelessness.
- Frenchs Forest precinct plans advanced with:
 - public art strategy and sustainability requirements included in the DCP
 - over 8,000m² has been allocated to universities, training and research.



- Local Housing Strategy adopted by Council and approved by Department of Planning.
- Community feedback on the LEP/DCP Discussion Paper being considered for planning controls.
- Liaised with NSW Government to improve opportunities for social housing.
- Frenchs Forest precinct: Adopted the local Affordable Housing Contributions Scheme, approved by the Department of Planning, for 10-15% of town centre development be affordable housing.
- Affordable housing provisions being developed for Brookvale Structure Plan, Mona Vale and Manly Place Plans.



- The Design and Sustainability Advisory Panel completed its first 2-years, its role being to review large scale developments to ensure design excellence. It also reviewed the draft Urban Design Study.
- Progressed development of new planning controls in the LEP for built form, landscape, design excellence, heritage and local character.
- Supported the work of the Aboriginal Heritage Office and associated Museum.
- Implemented the Moveable Heritage Strategy and building an associated Register.
- Continued our heritage advisory service and awarded Local Heritage Grants.
- Manly: Progressed the Manly Place Plan and a review of Manly Heritage Conservation Areas.



Connectivity

19

Actions

1

Completed

7

In progress

11

Start in
later years

- Implemented the adopted Transport Strategy and supporting Plans - Bike, Walking, Pedestrian Access and Mobility Plans, and Electric Vehicle Charging Infrastructure Plan.
- Developing a Parking Plan.
- Developing controls for public transport, active travel, parking, car share and end of trip facilities.
- Brookvale-Dee Why transport study reviewed by Transport NSW.



Jobs and skills

48

Actions

14

Completed

26

In progress

8

Start in
later years

- Adopted the Destination Management Plan and Community Safety Plan.
- Completed studies on employment, night-time economy, and industrial and urban services land.
- Liaising with Department of Planning on Employment Zones reforms.
- Developing LEP and DCP controls to enhance employment opportunities in centres.
- Frenchs Forest Precinct: adopted the Development Contributions Plan; have identified future key infrastructure needs; and applied for Green Star rating.
- Developing Brookvale Structure Plan for a mix of industrial and urban services.
- Developing Place Plans for Avalon, Mona Vale and Manly.
- Working groups established for village activation plans at Mona Vale, Forestville and Newport.