

# Annual Report

2019/20



northern  
beaches  
council

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It has certainly been a year like no other. While we were largely spared the bush fires which ravaged much of the state, we certainly still had our fair share of emergencies with floods

and severe storms forcing people from their homes and the risk of COVID-19 driving us into isolation.

In each case I am proud of how we, as a Council, were able to be agile, innovative and most importantly, compassionate in our response. We supported our community and staff, overcoming some significant challenges, to provide essential services when and where they were needed.

From coordinating horse evacuation areas during the bush fire threat, to providing additional waste services following storm damage, we were able to step in.

A pre-pandemic planning team and ongoing incident management team ensured we reacted quickly as the threat of COVID-19 increased and the NSW Government announced rolling restrictions. We redeployed staff to assist with social distancing enforcement, introduced a library home delivery service, expanded Meals on Wheels and transitioned adolescent and family counselling services online.

We launched a business support package, including fee waivers and rent relief, short stay parking for take away pick-ups and relaxed restrictions on supermarket deliveries so they could restock more quickly.

We boosted our communications to keep our community informed and connected. We established an online COVID-19 information hub, disseminated regular updates to residents and responded to community concerns on social media 24/7.

Online service delivery became a focus, providing story time via video, digital art exhibitions and a range of business, environment and health webinars, to name a few.

Significant key projects were completed including the magnificent \$9m Glen Street Open Space precinct with synthetic all weather sportsfields surrounded by a network of shared paths that link the showground with an impressive new regional playground and a skate park that was designed in conjunction with the local kids.

We finished new playgrounds at Allambie Heights Oval and Manly Warringah War Memorial State Park (Manly Dam), an instant hit with children as soon as the fences came down.

\$16.4m of the capital works budget was dedicated to community centres, sports amenities, theatre, libraries and surf clubs. The Manly Youth and Community Centre and Community pre-school on Kangaroo Street was refurbished, opening an expansive, modernised facility that caters for an additional 20 children. Bilarong Scout Hall in Narrabeen was rebuilt with a reconfigured floor space so it can also be used by the broader community.

And we even found a way to give the popular Jacka Park in Freshwater its own much needed amenities, repurposing an unused garden shed. These are just a few of the 79 capital projects that we were able to complete this year, despite the challenges.

Overall though, perhaps the most enduring feature of 2019/20 for me will be the way the community came together to support each other. Rainbows on footpaths, find-a-teddy treasure hunts in house windows, an ANZAC dawn service in our driveways and the #viralkindness movement all showed why the Northern Beaches community is so incredibly special.

**Michael Regan**

Mayor

## Chief Executive Officer's message



Despite the challenges of the last 12 months, Council has demonstrated that we are a robust, flexible and capable organisation that delivers for our community.

Through strong financial stewardship, sound year-end operating results and ratios, solid asset management, significant debt reduction, stable inflationary management and sound long-term financial projections, we were not only able to absorb the budgetary impacts of the pandemic, but deliver support packages for our community and local businesses.

We continue to deliver merger savings estimated at \$161.6m over 10 years, almost double the state government's \$76.3m estimated savings from amalgamation. In 2019/20 the annual recurrent benefit was \$29.5m which is being reinvested in community projects and services. Debt is also being addressed, with \$62m paid off over the last four years.

Community satisfaction drives us year on year and in 2019, 90 percent were satisfied with Council's overall performance, up from 86 percent in 2018. This is testament to our dedicated workforce who are strongly committed to our vision and values and doing the best for our community.

We know protecting and enhancing the Northern Beaches environment is a top priority for residents so a highlight this year was the adoption of the Environment and Climate Change Strategy 2040 that sets clear directions for both Council and the community on issues like waste, biodiversity, clean energy and water.

Similarly, the adopted Connected Through Creativity 2029 arts and creativity strategy will ensure we remain focused on supporting and growing a vibrant creative culture, authentic to the Northern Beaches.

We continue to build on existing, and establish new, relationships across our community. Through Community Liaison Officers, Place Coordinators, Public Place Officers, Strategic Reference Groups, the Aboriginal Community Working Group and residents' groups, among others, we seek a diversity of views to ensure the best outcomes for all.

Thank you to the many in our community who worked with us over the last 12 months, provided feedback on our projects and initiatives or attended Council meetings. We value your interest and input.

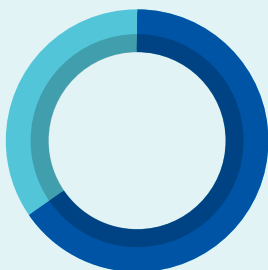
**Ray Brownlee PSM**

Chief Executive Officer





## Performance results at a glance



### 62 annual performance measures

- 68% achieved target
- 32% behind target



### 97 operational projects \*

- 49% completed
- 35% on schedule
- 16% behind schedule



### 142 capital projects \*

- 56% completed
- 23% on schedule
- 21% behind schedule

\* target 80% of projects completed or on target

COVID-19 impacted on our ability to meet 14 of the annual performance measures and caused delays to six operational projects and 11 capital projects.





### Cities Power Partnership

- Climate Change Champion Award - programs in environmental sustainability – finalist
- Sustainable Transport Achievement – Move Northern Beaches Transport Strategy - finalist



### Government Contact Centre Awards

- Best in Class Contact Centre (under 30 seats) – runner-up



### NSW Department of Communities and Justice

- Youth Week Award – Northern Beaches Youth Programs – highly commended



### National Local Government Customer Service Network

- Innovation in Customer Experience in Service Delivery – highly commended



### Australian Street Art Awards

- Best Utility Art (N) – Sunset Dreaming mural in Manly Corso - winner



### Australian Childcare Alliance NSW

- Excellence in Early Childhood Education Awards - Educational Program Excellence - Narrabeen Children's Centre - winner



#### 2020 Local Government Excellence Awards

- Community Partnerships and Collaboration: population over 200,000 – Northern Beaches Suicide Response – winner
- Environmental leadership and sustainability: population over 200,000 – Swap for Good Business Program – winner
- Asset Management and Infrastructure Initiatives: projects over \$1.5m – Dee Why Town Centre Urban Renewal – finalist
- Community development and services: population over 200,000 – Big Ideas Forum – finalist
- Creative communities – Connected through creativity 2029 – finalist
- Environmental leadership and sustainability: population over 200,000 - Protect.Create.Live - Northern Beaches Environment and Climate Change Strategy 2040 – finalist
- Excellence in people and culture: population over 60,000 – Inspire, Connect, Belong and Share – finalist
- Innovative leadership and management: population over 100,000 – One Recruitment Project – finalist
- Risk management – Northern Beaches Council Incident and Emergency Management Program – finalist
- Service delivery initiative: population over 60,000 - Digi-Stronger - Northern Beaches Library Service Digital Literacy Initiatives – finalist
- Special project initiative: population over 100,000 - Northern Beaches Local Strategic Planning Statement - Towards 2040 – finalist



#### Genesys 2020 Customer Innovation Awards

- CX Accelerator: Best implementation — Time to achieve value Small - Northern Beaches Council - Finalist



#### Mental Health Commission of New South Wales

- Northern Beaches Suicide Response as best practice response





## Our Council

On 12 May 2016, the Governor of NSW proclaimed the merger of the former Manly, Warringah and Pittwater Councils and the creation of the Northern Beaches Council. The first elections of the new Council were held on 9 September 2017 and fifteen Councillors were elected to represent the Northern Beaches community for the term 2017-2020.

The Mayor and Deputy Mayor are elected by Councillors with the Mayor elected for a two-year term and the Deputy Mayor elected for a one-year term. On 24 September 2019, Councillor Michael Regan was elected for a second two-year term as Mayor. At the same meeting Councillor Candy Bingham was elected Deputy Mayor, replacing outgoing Deputy Mayor Sue Heins.

On 25 March 2020 the Minister for Local Government announced that the September 2020 local government elections would be postponed to address the risks posed by the COVID-19 virus. The Mayor and current Councillors will continue to hold their civic offices until the September 2021 election. In the interim, Councillors will elect a Deputy Mayor in September 2020.





### Curl Curl Ward



**Michael Regan**  
(Mayor)  
8495 6460  
Michael.Regan@  
northernbeaches.nsw.gov.au



**David Walton**  
0427 741 824  
David.Walton@  
northernbeaches.nsw.gov.au



**Natalie Warren**  
0427 495 229  
Natalie.Warren@  
northernbeaches.nsw.gov.au

### Frenchs Forest Ward



**Roslyn Harrison**  
0427 329 907  
Roslyn.Harrison@  
northernbeaches.nsw.gov.au



**Penny Philpott**  
0429 220 208  
Penny.Phillpott@  
northernbeaches.nsw.gov.au



**Stuart Sprott**  
0408 678 480  
Stuart.Sprott@  
northernbeaches.nsw.gov.au

### Manly Ward



**Candy Bingham**  
(Deputy Mayor, from  
24 Sep 2019)  
0418 430 544  
Candy.Bingham@  
northernbeaches.nsw.gov.au



**Pat Daley**  
0428 203 347  
Pat.Daley@  
northernbeaches.nsw.gov.au



**Sarah Grattan**  
0427 745 673  
Sarah.Grattan@  
northernbeaches.nsw.gov.au

### Narrabeen Ward



**Rory Amon**  
0418 497 223  
Rory.Amon@  
northernbeaches.nsw.gov.au



**Vincent De Luca OAM**  
0427 218 553  
Vincent.DeLuca@  
northernbeaches.nsw.gov.au



**Sue Heins**  
(Deputy Mayor until 24 Sep 2019)  
0427 226 453  
Sue.Heins@  
northernbeaches.nsw.gov.au

### Pittwater Ward



**Kylie Ferguson**  
0481 000 170  
Kylie.Ferguson@  
northernbeaches.nsw.gov.au



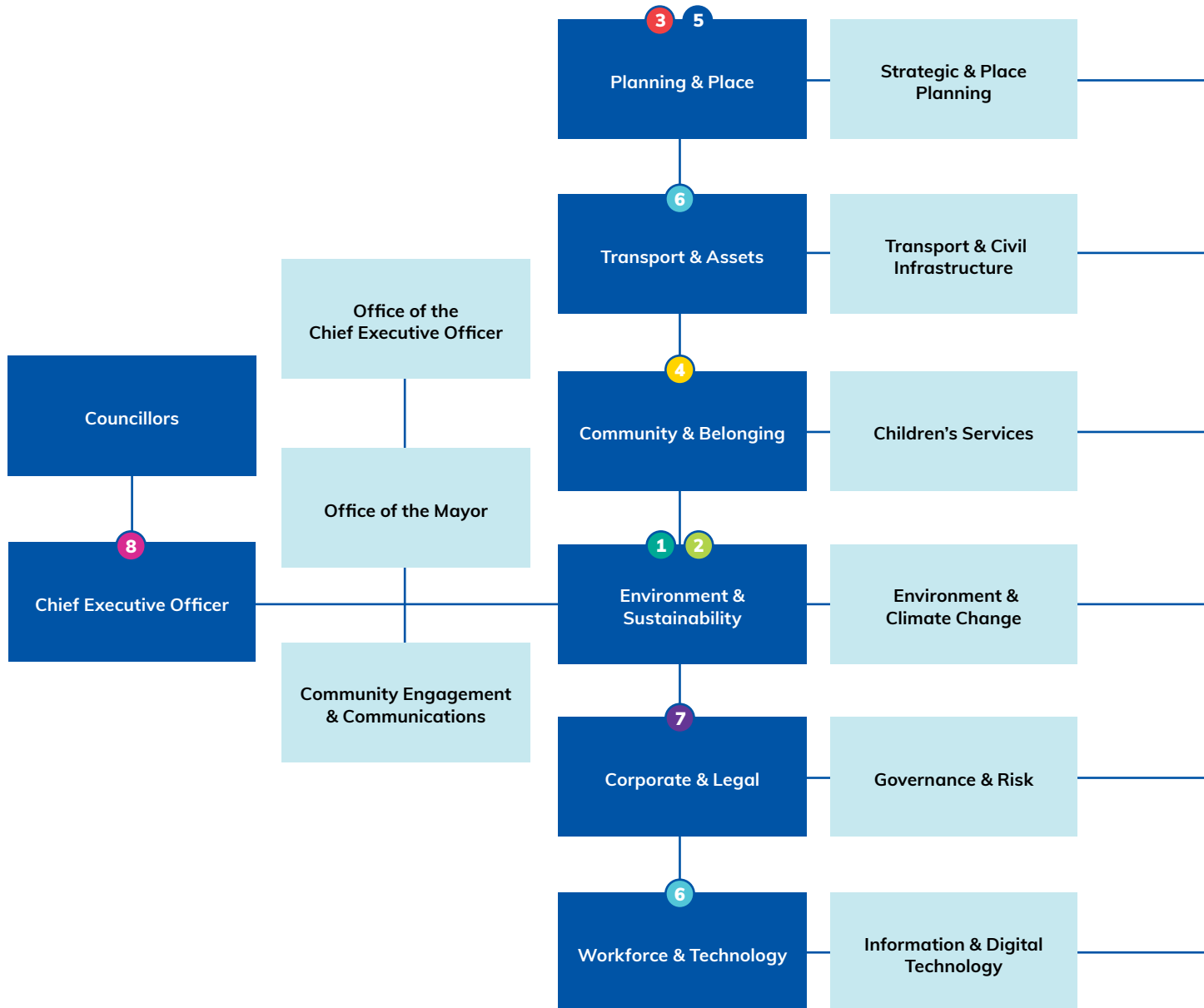
**Ian White**  
0428 949 580  
Ian.White@  
northernbeaches.nsw.gov.au



**Alex McTaggart**  
0411 779 585  
Alex.McTaggart@  
northernbeaches.nsw.gov.au

## Our organisation

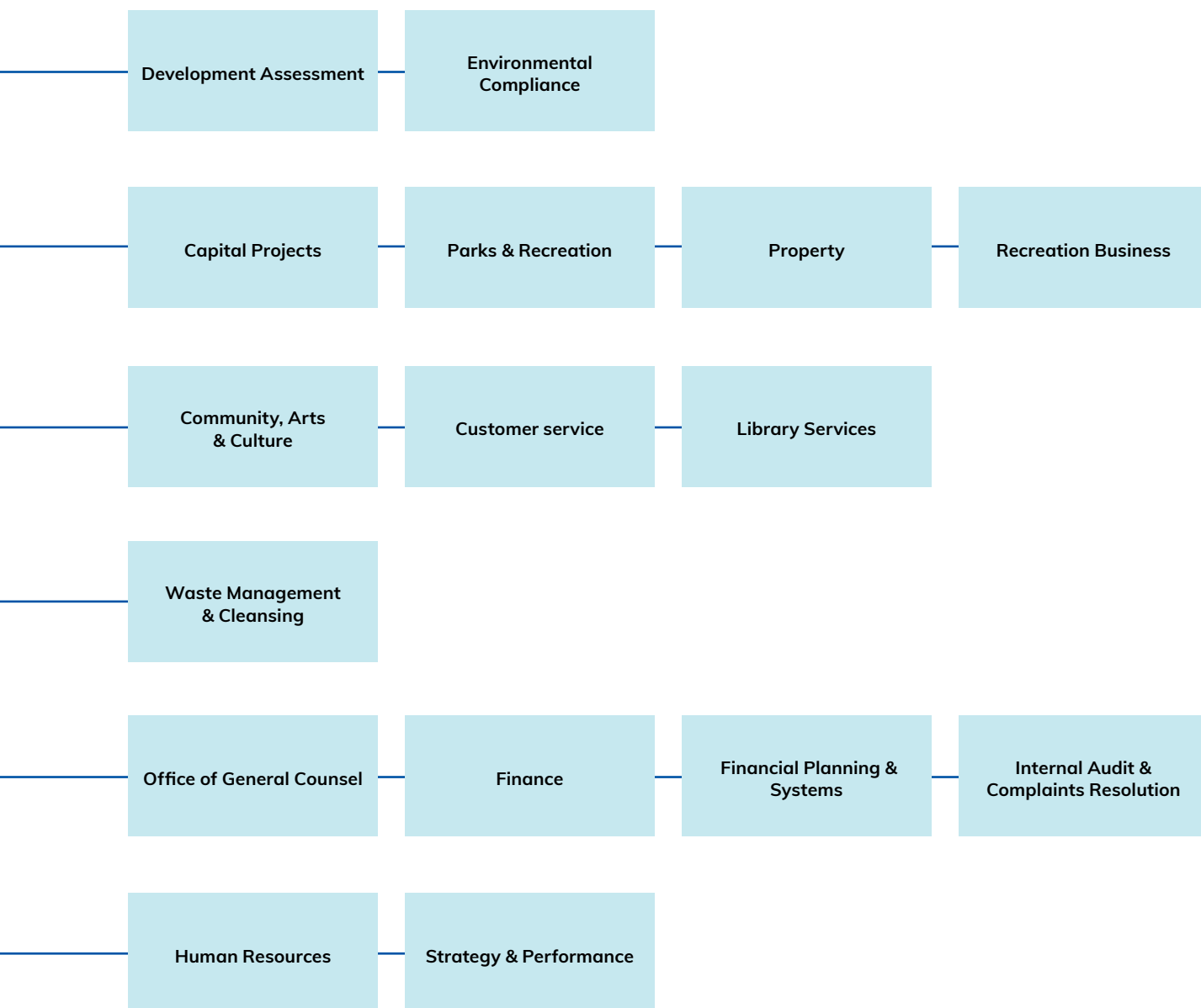
Our organisation's structure is aligned to the community's goals and strategies in the Community Strategic Plan 'Shape 2028'



### Community Strategic Plan Outcomes

- |   |   |
|---|---|
| <b>1</b> Protection of the Environment  | <b>5</b> Vibrant Local Community                    |
| <b>2</b> Environment and Sustainability | <b>6</b> Transport, Infrastructure and Connectivity |
| <b>3</b> Places for People              | <b>7</b> Good Governance                            |
| <b>4</b> Community and Belonging        | <b>8</b> Partnerships and Participation             |





## Our Chief Executive Team



**Mr Ray Brownlee, PSM, MBA, B.E (Hons)**

Chief Executive

Ray is a highly regarded leader and local government professional with over 30 years' industry experience. At the heart of Ray's approach to leadership is his passion for customer service, open and transparent dealings with the community and accountability at all levels. Ray is well known for his commitment to community building at the grass roots level.



**David Kerr, M.U(URP), B.A**

Director Community and Belonging

David has more than 20 years' experience in local government and has worked across a broad range of portfolios during his career.

His diversity of experience, combined with his drive to improve services through innovation and creativity are valuable additions to our Chief Executive Team.

David leads the team whose service provision covers community, arts and culture, customer service, libraries and children's services.



**Todd Dickinson, B.Eng (Hons), MIEAust**

Director Environment and Sustainability

Todd has over 20 years' experience in both the public and private sectors across a range of specialities in Australia, Europe and Canada, including strategic and on-ground environmental management, impact assessment, emergency response, capital works delivery, IT systems and business development.

Todd's history of achievement lends itself well to the delivery of services in environment and climate change, as well as waste management and cleansing.



**Jeff Smith, CPA GAICD**  
Director Corporate and Legal

Jeff is a strategic leader in local government. He has experience across a broad diversity of portfolios including corporate and financial planning, financial operations, human resources, administration services, business systems, technology systems and spatial systems departments.

Jeff leads the team that is responsible for governance and risk, financial services and financial planning and systems. The Office of General Counsel and the internal audit and complaints resolution team also form part of Jeff's area of responsibility.



**Louise Kerr, BTP (Hons)**  
Director Planning and Place

Louise has a career spanning more than 25 years' with experience in development assessment, strategic planning, environmental and building compliance and regulation.

Louise's leadership and communication capabilities, together with a strong achievement and results focus has seen her transform service areas to enhance service delivery and customer service.

Louise's areas of responsibility cover strategic and place planning, development assessment and environmental compliance.



**Jorde Frangoples, B.E, MBA, GAICD**  
Director Transport and Assets

Jorde's strengths include more than 25 years' experience in local government. He has an excellent understanding of the issues relating to service delivery, people management both internally and externally, as well as the provision of infrastructure.

Jorde leads the team that delivers transport and civil infrastructure programs, capital projects, parks and recreation, property and recreation business.



**Karen Twitchett**  
Director Workforce and Technology

Senior experience in human resources, corporate affairs, IT deployment, change management, project management and organisational development are what Karen brings to the team.

With experience that includes major corporates as well as non-government organisations, Karen provides a refreshing perspective to the Northern Beaches team.

Karen is responsible for information and digital technology, human resources and strategy and performance.



## Trust

being open  
brings out  
our best

- Be transparent and honest through open two way communication
- Be sincere by actively listening to others and encouraging a shared understanding
- Be courageous by taking and sharing accountability
- Be adaptable and receptive to change

## Teamwork

working together  
delivers

- Be caring by thinking of the needs of others
- Be flexible to focus on a common goal by considering the diverse views of others
- Be loyal, supportive and helpful towards other people to develop harmonious relationships
- Be open to share knowledge and to recognise the contributions of others

## Respect

valuing everyone  
is how we make  
a difference

- Be inclusive and culturally aware of others
- Be polite and have a genuine concern for the wellbeing of others
- Be prepared to give and receive feedback
- Be aware of your personal impact on others

## Integrity

we are proud  
of doing what  
we say

- Be reliable by honouring promises and meeting goals and deadlines
- Be honest by taking responsibility for your decisions and actions
- Be confident towards challenge in the pursuit for excellence
- Be familiar with policies and procedures and act lawfully at all times

## Service

we care as  
custodians for  
the community

- Be focused on delivering the highest quality service in everything we do
- Be proactive and take ownership of the service provided internally and externally
- Be dedicated to making a difference to our community, protecting our environment and encouraging innovation
- Be proud to promote our vision and values

## Leadership

everyone has  
a leading role

- Be encouraging of others to enable problem solving and innovative ideas
- Be inspiring by fostering a workplace that supports continuous learning and efficiency
- Be work safe
- Be a role model of the values and behaviours

## **Our community's vision**

Northern Beaches - a safe, inclusive and connected community that lives in balance with our extraordinary coastal and bushland environment.



## Our community profile

### Environment



**1,460**  
native plant species



**254 km<sup>2</sup>**  
land



**540**  
native animal species



**114 km<sup>2</sup>**  
national parks



**80 km**  
coastline



**17 km<sup>2</sup>**  
bushland



**4**  
coastal lagoons



**22 km<sup>2</sup>**  
zoned public recreation



**7**  
catchments

### Economy



**\$16.73b**  
(grp) size of the local economy



**109,144**  
local jobs



**3.4%**  
unemployment



**32,672**  
local businesses



**18%**  
residents travel to work by public transport



**52%**  
working residents work locally



**60%**  
residents travel to work by vehicle



**63%**  
have a full time job



**54%**  
have a tertiary qualification



## Community



**3**  
theatres/galleries



**122**  
sportsfields



**21**  
surf club buildings



**254**  
playgrounds



**41**  
community centres



**15**  
rockpools



**6**  
libraries



**271,519**  
population



**2**  
aquatic centres



**15**  
Council child care sites



**101,629**  
dwellings

## Governance



**2**  
federal representatives



**15**  
local Councillors



**>115,000**  
visits to 'Your Say' digital engagement hub



**4**  
State Members



**22%**  
residents are volunteers



**21,000**  
on community engagement register



**85**  
people on strategic reference groups





An aerial photograph of a coastal town, likely Northern Beaches, Australia. The foreground shows a large body of blue water with a green and yellow ferry boat moving towards the left, leaving a white wake. In the middle ground, a large number of white sailboats are anchored in a harbor area. The background features a densely populated coastal town with various buildings, including houses and apartment complexes, nestled along the shoreline. The sky is clear and blue.

# Council's planning and reporting framework



## Planning and reporting framework

The integrated planning and reporting framework<sup>1</sup> requires every NSW Council to undertake long-term planning that is based on community engagement and ensures that activities are informed by long-term plans for finances, assets and workforce.

The framework lays out where we are heading over a ten-year period, backed up by detailed plans for the short and medium terms.

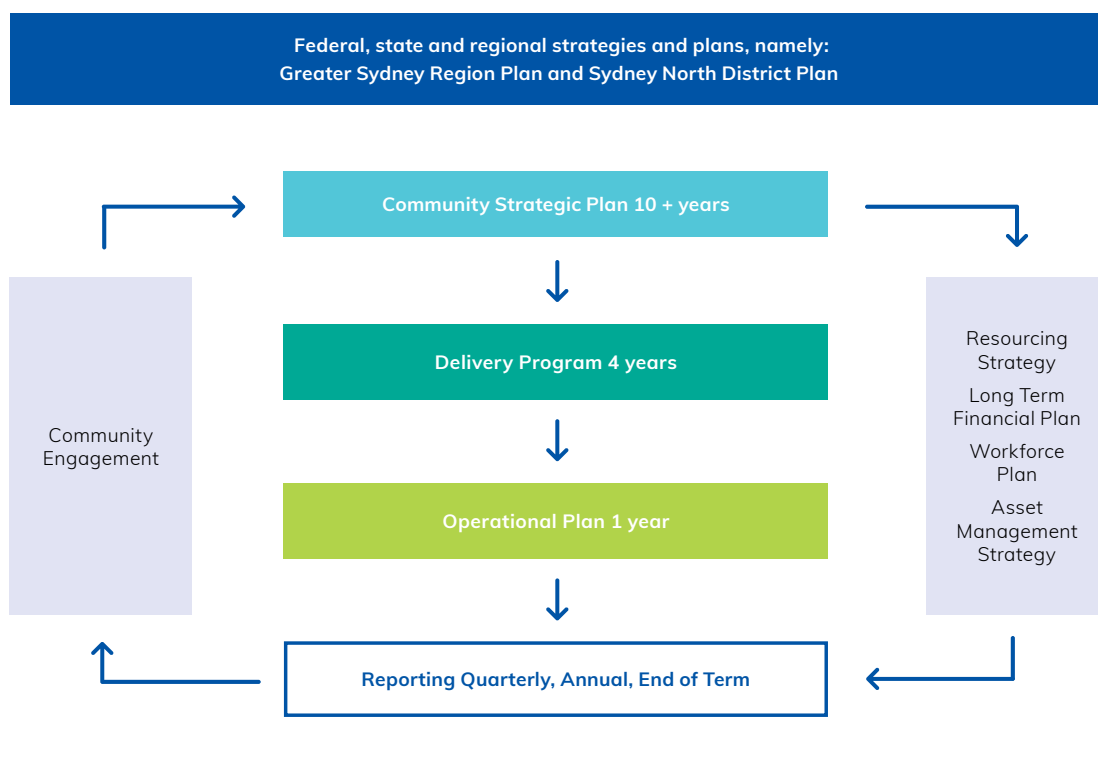
This ensures that our planning and implementation are transparent and accountable and provides the community and Council with a clear picture of:

- where we want to go (community strategic plan)
- how we plan to get there (delivery program, operational plan, resourcing strategy)
- how we will report our progress (quarterly, annual and end-of-term reports, as well as updates on capital projects).

### Measuring our progress

Our public reports show the community how we are performing in our services and projects. This includes qualitative and quantitative measures of progress, community survey results, long-term trends and comparisons to benchmarks. The Audit Risk and Improvement Committee also review this performance throughout the year.

**Figure 1**  
Integrated Planning and Reporting Framework



Our Community Strategic Plan (CSP) is our roadmap for the future of the Northern Beaches. It defines the community's vision and sets a direction for everything we do over the next ten years to make the vision a reality.

The CSP identifies a strong shared desire to protect and enhance the natural and built environments, to create more connected and caring communities, to embrace our diverse sports and recreational culture, and to live more sustainably in balance with the environment. The responsibility for making the long-term community vision a reality rests with everyone.



## Community Strategic Plan

### Outcomes and goals

#### ● Environment

#### ● Social

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging
<b>Goal 1</b>  Our bushland, coast and waterways are protected to ensure safe and sustainable use for present and future generations	<b>Goal 4</b>  Our Council is recognised as a community leader in environmental sustainability	<b>Goal 7</b>  Our urban planning reflects the unique character of our villages and natural environment and is responsive to the evolving needs of our community	<b>Goal 10</b>  Our community is stimulated through a diverse range of cultural and creative activities and events
<b>Goal 2</b>  Our environment and community are resilient to natural hazards and climate change	<b>Goal 5</b>  Our built environment is developed in line with best practice sustainability principles	<b>Goal 8</b>  Our neighbourhoods inspire social interaction, inclusion and support health and wellbeing	<b>Goal 11</b>  Our community feels safe and supported
<b>Goal 3</b>  Our community is well-supported in protecting the environment	<b>Goal 6</b>  Our community will continue to work towards sustainable use of resources	<b>Goal 9</b>  Our community is healthy, active and enjoys a broad range of creative, sporting and recreational opportunities	<b>Goal 12</b>  Our community is friendly and supportive



● Economic

● Civic

Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
<p><b>Goal 13</b></p> <p>Our businesses are well-connected and thrive in an environment that supports innovation and economic growth</p>	<p><b>Goal 16</b></p> <p>Our integrated transport network meet the needs of our community</p>	<p><b>Goal 19</b></p> <p>Our Council is transparent and trusted to make decisions that reflect the values of the community</p>	<p><b>Goal 21</b></p> <p>Our community is actively engaged in decision making processes</p>
<p><b>Goal 14</b></p> <p>Our economy provides opportunities that match the skills and needs of the population</p>	<p><b>Goal 17</b></p> <p>Our community can safely and efficiently travel within and beyond Northern Beaches</p>	<p><b>Goal 20</b></p> <p>Our Council efficiently and effectively responds to, and delivers on, the evolving needs of the community</p>	<p><b>Goal 22</b></p> <p>Our Council builds and maintains strong partnerships and advocates effectively on behalf of the community</p>
<p><b>Goal 15</b></p> <p>Our centres attract a diverse range of businesses providing opportunities for work, education, leisure and social life</p>	<p><b>Goal 18</b></p> <p>Our community can easily connect and communicate through reliable communication technologies</p>		





An aerial photograph of a coastal town at sunset. The town is built on a hillside covered in dense green vegetation. In the background, a lighthouse sits atop a rocky cliff overlooking the ocean. The sky is a mix of orange, pink, and blue, and the water is a deep blue. The overall scene is peaceful and scenic.

# Delivering on our community's priorities

Environment and sustainability

Health and recreation

Planning for the future

Community and creativity

Vibrant centres and business

Connected transport

**Being in tune with our community is vital.**

Throughout 2017 and 2018 we captured the aspirations and needs of thousands of residents through extensive engagement. These priorities were reinforced during community engagement on our Delivery Program for 2019/20.



## Environment and sustainability

We lead and enable our community to live sustainably and protect biodiversity. We take action locally to tackle complex environmental challenges related to climate change, population growth, consumption and waste.

We are delivering programs to manage, protect and enhance more than 17km<sup>2</sup> of bushland, 80km of coastline from Manly to Palm Beach and along Pittwater, 256km of creeks across seven catchments, and four coastal lagoons. Progress against this priority over the last 12 months is below with more information on the service pages.

### Key achievements in 2019/20

- Adopted 'Protect. Create. Live - Environment and Climate Change Strategy 2040'.
- Award winning 'Swap for Good' waste education program.
- Narrabeen/Collaroy Coastal protection programmed works completed.
- Community education programs.
- Mosquito trapping to identify present species and any potential for the spread of viruses.

### Fast facts

- 986 hectares of bush regeneration in 260 sites.
- 4,308 hours of volunteer bush regeneration and plant propagation.
- 2,800 native plants given to residents.
- 13,000 people educated in our environment centres.
- Culled 33 foxes and 715 rabbits to reduce pressure on native animals and plants.
- 200 volunteers planted over 1,500 plants, including 1,000 trees, on National Tree Day in July 2019.
- Over 200kL per day of potential water savings were identified for 16 businesses during the Water Savings Partnership project. Savings of 90 kL/day have already been realised by participants' actions. That is the equivalent of 13 Olympic swimming pools each year and more than \$70,000/year of water savings.
- Over 2,200 free native shrubs were delivered to residents as part of the contact-free program that was launched in May 2020 .
- 14 schools provided with plants for School National Tree Day.
- Stormwater pipes remediated in 33 locations.
- 1,210m of stormwater pipe relined.
- 29 pit modifications in the stormwater system.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Innovative waste solutions

Our new industry-leading waste service has been in operation for a full year. Real-time data is collected to improve service delivery, missed service tracking, response times and customer satisfaction.

We successfully completed the largest bin retrieval and replacement program in the southern hemisphere. Over 300,000 new bins delivered, reducing ongoing maintenance costs by \$1.2m.

Kimbriki has expanded the range of free drop offs for problem household waste such as paint, fluorescent tubes, light bulbs, batteries and mobile phones. These materials are now going to responsible dismantlers and/or recyclers.

### Environment and Climate Change Strategy

The Protect. Create. Live: Northern Beaches Environment and Climate Change Strategy was adopted by Council in December 2019 following extensive community and stakeholder engagement and significant research. The Strategy contains a set of ambitious aspirations and commitments aimed at driving urgent and ongoing action to address environmental challenges.

### Cities Power Partnership – reducing carbon emissions

As part of our participation in the Cities Power Partnership in 2019/20, we have pledged that 50 percent of our suitable premises will be installed with solar panels by 2030.

370kW of solar panels have already been installed on 34 Council buildings including our depots, children's centres, life saving clubs and administrative buildings.

### Stormwater and floods

At South Steyne Beach, near Manly Surf Club, we remediated the stormwater pipe damage from the 2016 storms. We relined the pipe and installed permanent bench seating to be enjoyed by beach users.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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## Health and recreation

We support our community in being healthy and active providing inviting places to gather and enjoy the outdoors. These projects also increase opportunities for physical activity and active play.

Development of policies and long-term strategic plans guide the provision and management of open spaces and recreational facilities to meet current and future needs of our community. Each year a large number activities are booked on our open space areas and sporting facilities, across a range of sports and events. Our professional lifeguards are highly trained and proactive, providing for your safety and amenity at our 21 beaches, together with local surf life saving volunteers. Progress against this priority over the last 12 months is below with more information on the service pages.

### Key achievements in 2019/20

- New and revamped playgrounds installed at Lionel Watts, Belrose, Tania Park, Balgowlah Heights and Allambie Oval
- Synthetic surface installed on Lionel Watts sportsfields in the Glen Street Open Space precinct, Belrose
- Strengthened environmental health inspections for ensuring everyone is COVID-safe.

### Fast facts

- Over 4,000 requests to use our open space facilities.
- More than 58,000 bookings across our 3,179 bookable spaces.
- Over 10.7m people visited our beaches over summer.
- 55,000m<sup>2</sup> of sportsfields top dressed, aerated and turfed.

### Glen Street Open Space Masterplan implementation completed

Upgrades to the largest sporting venue on the Northern Beaches were completed this year at the Glen Street Open Space precinct. The area now features two full size all-weather synthetic fields, a junior football pitch, plus a senior AFL oval also catering for football, softball, cricket and also touch football among other sports, as well as six new hard surface netball courts.

The beautiful new Lionel Watts all abilities playspace was opened. The playspace features accessible family toilets, barbeques, picnic settings and shelters, landscaped gardens, flying foxes and engaging play components for active and imaginative play featuring water play and public art.

A skate park designed by a collaborative skate advisory group with local kids was completed.

The Lionel Watts Sports Amenities and Community Centre West was upgraded to suit current and future community requirements.

### Sportsgrounds

Renovation works at North Narrabeen Reserve, James Morgan Reserve in Cromer, and irrigation systems installed at Manly Oval and Tania Park in Balgowlah Heights.

A new baseball backstop net was installed at North Narrabeen Reserve.

Sportsground lighting improvements at Porters Reserve, Newport, Plateau Park in Collaroy Plateau and at Newport Oval.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Flexibility of open space in responding to emergencies

Due to the high fire risk levels across the Northern Beaches in November 2019, we established temporary large animal evacuation areas at Frenchs Forest Showground and North Narrabeen Reserve.

### Narrabeen Lagoon trail over-water boardwalk

To improve connectivity and accessibility to the popular 8.4km trail, we built an overwater boardwalk spanning 170m on the northern foreshore of Narrabeen Lagoon. It realigns a very narrow section of the trail away from the busy Wakehurst Parkway, providing extra space and a safer route for cyclists, joggers and walkers while protecting the lagoon's shoreline biodiversity. Built with marine-grade hardwood and non-corrosive materials, it blends with the natural environment.

The boardwalk has increased community participation in active recreation and provides a consistent experience on the popular Narrabeen Lagoon trail.



## Planning for the future

We are planning holistically with the community for a future that is liveable and sustainable, protects our environment and neighbourhoods, and is supported by infrastructure and local jobs.

Progress made over the last 12 months towards this priority is below with more information on the service pages.

### Key achievements in 2019/20

- Industry leader - Towards 2040: Local Strategic Planning Statement.
- Draft Northern Beaches Local Housing Strategy.
- Completed a draft transport study identifying transport infrastructure required for the future development of Brookvale as an important employment hub for the Northern Beaches.
- Draft Avalon Beach Place Plan developed in consultation with a community reference group.

### Fast facts

- Over 1,300 residents engaged in the preparation and delivery of Towards 2040 - Local Strategic Planning Statement.
- 1,561 development applications were lodged for assessment.
- 553 modification applications were lodged for assessment.
- 50 review of determination applications were lodged for assessment.
- 276 pre-lodgement meetings were held.

### Towards 2040 – Local Strategic Planning Statement

Council adopted 'Towards 2040', the Local Strategic Planning Statement in 2019/20.

The development of a new single land-use planning framework marks a significant milestone

that will steer planning decisions for the next 20 years. Powered by community-led vision, it incorporates 30 planning priorities and guides the growth of 39,000 additional residents over the next 20 years, in what is already Greater Sydney's third most populous Council area.

Our local community played a key role in establishing a bold, forward-thinking strategy through innovative program of engagement techniques. The combination of digital and traditional approaches helped build capacity, strengthened relationships and increase planning knowledge in the community.

'Towards 2040' sits alongside our Community Strategic Plan (CSP) in importance. It represents leadership in engagement and excellence in integrating all aspects of strategic land use planning, including applying best-practice methodologies and concepts locally.

We selected a range of engagement techniques to gather feedback from a broad spectrum of the community. It was inclusive and targeted, allowing us to connect with youth and the culturally diverse.

Encouraging creativity and critical thinking, educational content and activities were innovative and 'hands on'. For example, our time machine, enabled people to think 20 years ahead through avatars in future scenarios; and the use of model-building to generate creativity and giant floor maps helped to visualise concepts.

A strong visual approach to communicating helped translate technical information into easily understood illustrations. This including over 30 maps and 80 infographics, to tell a story about the Northern Beaches' – past, present and future.









## Community and creativity

We enhance our public places and community cohesion through social services, arts, creativity, libraries and inclusion.

Council facilitates a wide range of services to build social capital and enhance health and wellbeing. Progress against this priority over the last 12 months is below with more information on the service pages.

### Key achievements in 2019/20

- Northern Beaches Suicide Response – Local Government Excellence Award in 2020 for Community Partnerships and Collaboration.
- Expanded information on mental health programs for the community.
- Established the first Aboriginal community working group for the Northern Beaches.
- Delivered the first Council Community Services Hub with Community Northern Beaches.
- Library opening hours transformation - every branch now opens at 9am on weekdays and larger branches have improved weekend hours.
- Community centre upgrades - meeting the needs of our customers.
- Rapid and effective development and implementation of the Northern Beaches Community Care Package to support the community through COVID-19.

### Fast facts

- 18,100 Meals on Wheels.
- 805,467 people attended a community centre.
- \$207,522 in small grants distributed for community and arts and creativity activities.
- 250 art exhibitions and creative programs.
- 44,965 tickets sold at Glen Street Theatre.

- Four Big Ideas forums attended by 900 people.
- 116 youth programs attended by 12,943 people.
- 1.3m items borrowed by library members.
- 41,500 items delivered through the Library2U service that arose following temporary closure of the libraries caused by COVID-19.

### Leading the way in mental health and suicide prevention services

We won the Local Government Excellence Award in 2020 for Community Partnerships and Collaboration, in recognition of the leadership role we play in the Northern Beaches' response to suicide.

Most importantly, following implementation of our response, suicide rates decreased by almost a third between 2018 and 2019.

We were the first Council in Australia to sign the National Communications Charter on World Suicide Prevention Day, committed to reducing the stigma around mental illness, suicide and seeking help.

In partnership with our community, we carried out the following program of work in 2019-20.

- Coordinated the Northern Beaches Suicide Response Steering Group - a collaboration of key organisations and services in our area aimed at identifying risks, root causes, response activities and referral mechanisms
- developed an online hub of easily accessible services and events
- commenced 'Community Gatekeepers' Suicide Prevention Training for more than 1,000 people over next three years through NSW Government funding. Participants will receive training and resources to support people at risk of suicide.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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## Supporting our community

To support our community we:

- held the first Northern Beaches Housing and Homelessness Forum with key specialist services and several representatives from the Department of Communities and Justice.
- conducted the first Northern Beaches Homelessness Street Count, in collaboration with key local services and the Department of Communities and Justice.
- created new dialogue with local Aboriginal communities via the Aboriginal Working Group initiative, engaged to provide feedback and advice to Council on key projects.
- developed and delivered disability awareness and LGBTIQ training to staff across Council.
- created a Human Library of older and culturally diverse residents telling their stories.
- completed 12 projects for our Disability Inclusion Action Plan and progressed 35 others.

## Community Support during COVID-19

- Library2U service delivering books and library resources to people at home during lockdown
- online adolescent and family counselling
- meals on Wheels service doing wellbeing checks over the phone
- Hello Neighbour campaign encouraging random acts of #viralkindness
- community response grants to help community groups to support those affected by the impact of COVID-19

## Creating community centres for our community

With over 805,000 people using our 41 community centres every year, major renovations and upgrades were delivered in 2019/20, ensuring they are fit-for purpose.

- \$2.3m major renovation of the Manly Youth & Community Centre and pre-school.
- \$2.2m Beacon Hill War Memorial Hall major upgrade featuring a new fully air-conditioned sports hall.
- \$384,000 Bilarong Community Hall, home to the 1st Elanora Scouts, upgraded with a new community facility.
- Manly Seniors Centre upgraded and we increased sustainability at the site with new solar panels.

### ● Environment

### ● Social

### ● Economic

### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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## Vibrant centres and business

We encourage vibrant town and village centres which reflect our character and heritage. These activated places foster a sense of community, thriving small business and local employment.

Specialist services are provided in place co-ordination, economic development and tourism, and managing the Manly Visitor Information Centre. We foster collaborative partnerships and programs between local businesses and key stakeholders to improve social, cultural and economic vibrancy. Town and village centres are managed and maintained through provision of regular cleaning and waste removal. Progress against this priority over the last 12 months is below with more information on the service pages.

### Key achievements in 2019/20

- Appointment of the Manly Mainstreet Coordinator.
- Creation of the new Business-to-Business support hub.
- Place Activation Plans implemented for key centres.
- Northern Beaches Destination Management Plan drafted.
- Smart Beaches project implemented.

### Fast facts

- 16,000 subscribers to weekly business e-newsletters.
- 181 businesses engaged in free webinars.
- 117 free public Wi-Fi spots - 65 percent increase since 2018.
- 210 'spot hygiene' checks of food businesses.
- 4,403 illegal dumping requests received and actioned.

### Business support during COVID-19

Council recognised the impact of the pandemic, with more than 21 percent of employment on the beaches in retail and food services.

Through this plan, Council delivered more than \$1.5m in savings to local businesses.

Key measures included:

- fee waivers for up to six months outdoor dining and footpath merchandise fees, food and health inspections and fire safety fees
- flexible arrangements for supermarket supplier deliveries
- more than 27 quick food pick-up parking zones
- support for food businesses shifting to dark kitchens and take-away outlets
- free social media marketing including NSW regional campaign, winter destination promotion, cross promotion for business chamber events and 'shop local' campaigns
- COVID-19 Economic Outlook Tool
- new Business-to-Business Support Hub
- local Contractor Program adopted to support smaller concreting contractors
- increased collaboration with five local chambers of commerce.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Placemaking: activating our town centres

Community is at the centre of everything that we do.

In 2019/20 Council's approach to place management evolved from establishing a framework in 2017/18, to delivering a new level of service for our town centres and villages.

With the second largest number of registered businesses after City of Sydney (+32,000) and in recognition of the importance of our economic hubs Council, through its increased size and capacity, realigned resources creating specialist positions to genuinely engage and service the needs of our business community.

The appointment of four public place officers, who work alongside the five place coordinators, across the five Wards, provides a new level of responsiveness to safety, cleanliness and vibrancy in our town centres and villages.

In addition, a joint appointment with Manly Business Chamber saw a new role in Council of a Manly Mainstreet Coordinator, uplifting service and support to promote the economic health of our busiest town centre.

### Smart Beaches

In 2019/20 we partnered with Lake Macquarie City Council, the University of Technology Sydney and 25 other organisations to trial technology to support lifeguard risk assessments and beach management at Manly and Shelly beaches. The Smart Beaches project was supported by a Smart Cities and Suburbs Grant and completed in June 2020.

We trialled a range of sensors including cameras, lifeguard monitors and GPS trackers as well as existing data from lifeguard reports, weather and wave conditions.

Artificial intelligence technology was used to count people on the beach and GPS trackers to monitor equipment deployed.

The project also sponsored research activities including a University of New South Wales study into the relationship between tides and fatal drownings.

The outcome is a framework and system designed to support our lifeguards and improve beach safety management.

#### ● Environment

#### ● Social

#### ● Economic

#### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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## Connected transport

Creating a safe, inclusive and connected community through our transport network, infrastructure and active travel links. We advocate for better road corridors, public transport and planning for a growing community.

Improving the transport network on the Northern Beaches will deliver better environmental, economic and social outcomes for our community. Council has continued to collaborate with key agencies including NSW Department of Planning, Industry and Environment, Transport for NSW and Roads and Maritime Services to get the best outcome for the community on major infrastructure projects. Progress against this priority over the last 12 months is below with more information on the service pages.

### Key achievements in 2019/20

- Adopted Shared Transport Policy.
- Walking Plan adopted.
- Implementation of a 40km/h speed limit in Dee Why to enhance pedestrian safety.
- Introduction of a 30km/h speed zone across Manly CBD following a successful community education campaign.

### Fast facts

- 15.5km of road resheeting.
- 5km of new footpaths.
- 2km of shared paths.
- 294 new bike parking places installed across the Northern Beaches.
- Five new bicycle repair stations – making nine in total.

- 1,214,550 visits to our five parking stations.
- 142 traffic counts to analyse traffic volume and speed on local roads.
- \$1.2m investment in Northern Beaches Coast Walk.
- 700 community submissions on the draft Bike Plan.

### Connectivity – through strategy and planning

In 2019 we adopted our Walking Plan, a key pillar in our 20-year Transport Strategy, 'Move'. It is one of seven plans underpinning the Strategy including: Walking, Bike, Parking, Network, Public Transport, Freight and Road Safety.

We have made great progress on the draft Bike Plan, receiving more than 700 community submissions through an extensive engagement program and The plan is scheduled for completion in 20/21.

Together, these plans deliver a framework for an efficient and innovative transport network with targets for improved safety, increased public and active transport use and reduced carbon emissions by car trips. The remaining plans will be finalised over the next two years.

A key deliverable in July 2019 was the adoption of the Shared Transport Policy. This commits Council to supporting and regulating shared transport modes, ensuring a fair and equitable market is established and supporting the interests of our residents using shared transport.

#### Environment

#### Social

#### Economic

#### Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Accelerating new footpaths and cycleways

In response to community demand, Council has doubled its expenditure on new footpaths since 2018. Spending on new footpaths increased to \$2.45m in 2019, including 5km of new footpaths connecting our community to local destinations, public transport and promoting walking as a viable means of active travel. An additional, \$1m has been invested in upgrading existing footpaths.

Council also spent a further \$1m on implementing the shared cycleway networks.

### Making our town centres safer

Implemented innovative traffic management solutions to improve the safety of our road environment including:

- precinct-wide 40km/h pedestrian area between the Dee Why Town Centre and Dee Why Beach
- partnering with Roads and Maritime Services to trial 30km/h reduced speed zoning across the Manly CBD.

### Improvements to car parking

Car parking improvements have been completed in Middleton Road, Cromer; Aitken Reserve, North Manly and at Mona Vale Beach. Other carpark improvements include repairs at Reub Hudson Oval and Nolan Reserve.

#### ● Environment

#### ● Social

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Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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# Service areas

Environment and sustainability  
Waste and cleansing services  
Kimbriki Resource Recovery Centre  
Strategic land use planning  
Development assessment  
Environmental compliance  
Parks and recreation  
Children's services

Community, arts and culture  
Library services  
Transport, traffic and active travel  
Economic development,  
events and engagement  
Property and facilities  
Governance and assurance services  
Customer service  
Corporate support services

## Service achievements

The following sections of this Annual Report are structured around 16 key service areas.

We provide a broad range of services to support the community and protect our extraordinary natural environment. Services are presented based on the quadruple bottom line - environmental, social, economic and civic. All services contribute to more than one outcome area in the Community Strategic Plan but for ease of reference are grouped based on the primary outcome they contribute to. A summary of the services and the goals they contribute to are provided on the page opposite.

For each key service area, we highlight:

- major achievements
- performance measures
- projects - a summary of the progress of each operational and capital project





Environment	Social	Economic	Civic
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging
		Vibrant Local Economy	Transport, Infrastructure and Connectivity
			Good Governance
			Partnership and Participation

Key service	CSP goals									
Environment and sustainability	G1	G2	G3	G4	G5	G6	G7			
Waste and cleansing services	G1	G4	G8	G13						
Kimbriki Resource Recovery Centre	G4	G6								
Strategic land use planning	G5	G7	G8	G21	G22					
Development assessment	G5	G7	G8	G19						
Environmental compliance	G1	G7	G8	G11						
Parks and recreation	G4	G5	G8	G9	G11	G13	G22			
Children's services	G8	G9	G11	G12						
Community, arts and culture	G8	G9	G10	G11	G12					
Library services	G9	G10	G12	G18	G22					
Transport, traffic and active travel	G2	G6	G16	G17						
Economic development, events and engagement	G7	G8	G9	G10	G15	G19	G20	G21	G22	
Property and facilities	G2	G5	G7	G8	G9	G11	G15	G20		
Governance and assurance services	G19	G20	G21	G22						
Customer service	G20									
Corporate support services	G5	G7	G14	G18	G19	G20	G21	G22		

The goal references above show how projects align to the CSP.



● Environment

● Social

● Economic

● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Supporting CSP goals

G1	G2	G3	G4	G5	G6	G7
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This service aims to protect and enhance our natural and built environments which include 17km<sup>2</sup> bushland, 80kms of coastline, creeks within seven catchments, four coastal lagoons, Pittwater and Middle Harbour, and 640kms of stormwater network. This service also delivers programs to protect and preserve biodiversity, manage natural hazards, and improve sustainability for Council and the community. Thousands of community members take part each year in education and action with our Manly and Coastal Environment Centres.



### Coast, catchment and estuary management

Important coastal protection works were completed at Collaroy Beach carpark, as well as emergency repairs to rocky seawalls at the end of Clarke Street, Narrabeen. We also continue to work with residents on their development applications for permanent protection works at Collaroy-Narrabeen Beach. Following several storms in November, February and May we completed some important recovery works. This included beach scraping at Collaroy and Fishermans' beaches, seaweed removal at Manly Lagoon low-flow pipes, Queenscliff seawall protection, coastal landslip and geotechnical inspections, as well as works in culverts and creeks in Cromer.

To improve marine biodiversity, we assisted the Sydney Institute of Marine Science to install living seawall habitat tiles at Fairlight rockpool and Clontarf seawall. These hexagonal tiles, designed using 3D technology, mimic the natural features of Sydney's rocky shores, and provide extra habitat for our marine wildlife.

Our lagoons and Pittwater were monitored for their estuarine health for the ninth consecutive year, building a valuable record to help us better manage them. Manly Lagoon was improved with foreshore works; and research started for a project that may install a floating wetland on Curl Curl Lagoon. In Dee Why Lagoon catchment we tracked macro and micro litter sources in partnership with AUSMAP a Macquarie University project.

Other projects this year include:

- creek rehabilitation projects at Narrabeen Creek and Fern Creek, as well as a water quality monitoring program in the Ingleside creeks, and educational signs at Warriewood Wetlands
- at Little Manly Point Park, repairs and improvements to the groundwater containment system as well as a risk assessment report on managing the site
- educational signs installed at Long Reef to care for the local habitat and wildlife
- public exhibition of a new policy on water management for development.

### Bushland, biodiversity and volunteers

Our bushland was regenerated across 986 hectares in 260 sites, to improve habitats and reduce invasive species. We gave away 2,800 native plants this year to our community at four events before the COVID-19 restrictions took hold in March. National Tree Day in July 2019 was a highlight with 200 volunteers planting over 1,500 plants, including 1,000 trees.

Bushcare and the Community Nursery had 305 people contribute 4,308 volunteer hours, until COVID-19 restrictions started in March. We then redeployed some staff to continue the work, and in May we launched a new Backyard Habitat program to help build wildlife habitat in the suburbs. Within two days the program was oversubscribed, and over 2,200 free native shrubs were delivered to 750 residents. The Backyard Habitat program was so successful, it has seen a resurgence in people being interested in conserving wildlife habitat and in volunteering for bushcare.

Weed control projects reduced priority weeds in bushland and waterways, with ongoing control measures to contain their spread in high-risk creek catchments and road corridors. We successfully managed pest animals, including culling 33 foxes and 715 rabbits, reducing the pressure on native vegetation and wildlife.

Council responded to various customer requests and applications relating to the environment.

- 895 customer requests such as hazardous trees and environmental damage in reserves.
- 312 customer requests on weeds and pest animals.
- 309 weed inspections undertaken on private property.
- 524 development assessment (DA) referrals.
- 92 pre-DA lodgement meetings.
- Expert witness advice for four matters in the Land and Environment Court.

### **Preparing for bush fires**

The bush fire season commenced early on 1 September 2019, following predictions of significant bush fire risk for Eastern Australia. Preparations for the season included an audit and risk assessment of over 80 asset protection zones, four hazard reduction burns, and manual fuel reduction. Fire trail works were completed to meet Rural Fire Service (RFS) standards, along the Western Foreshore, Duffys Forest and Manly Dam. More than 100 residents attended community meetings at Terrey Hills and Frenchs Forest to ensure they were prepared for the fire risk.

On 11 and 12 November, a state-wide total fire ban was declared along with predictions of catastrophic fire conditions. Council responded to ensure our community's safety, by closing all bushland tracks and trails including Manly Dam, Manly to North Harbour walk and Stony Range Gardens, and worked closely with the Rural Fire Service (RFS) and local emergency services. We prepared large animal refuges at Frenchs Forest Showground and North Narrabeen Reserve for relocating horses and other large animals away from bushland. We extended library opening hours at our libraries to provide a safe and comfortable place for the community. With milder weather on Wednesday 13 November we were able to reopen the bushland trails and get back to business.

Whilst the area was spared from the devastating fires, planning immediately commenced on next year's hazard reduction program. Other vital work ensured our framework is sound, including a new Bush Fire Risk Management Plan, Fire Access and Fire Trail Plan, and Bush Fire Prone Land map, for the approval of the Commissioner.

### **Stormwater and floodplain management**

In February, Council responded quickly to a predicted storm to reduce the potential flood impact. This included opening the Narrabeen Lagoon entrance with an excavator. Flood predictive tools were also used to plan an effective response operation with emergency services. In the wake of this and other storms, we responded to over 100 customer requests, and made multiple repairs to our stormwater system to keep it free flowing, such as clearing roots and blockages from pipes along Manly Lagoon Reserve and Pittwater Road.

We improved our flood management framework with a series of flood studies including Newport and Brookvale; a report on overland flow across Ingleside, Elanora and Warriewood; and options for floodplain management in Manly to Seaforth, McCarrs Creek, Mona Vale and Bayview. We improved the stormwater network with pipe remediation at 33 locations, 1,210m of pipe relining, and 29 pit modifications. At South Steyne Beach we remediated pipe damage from the 2016 storms, relined the pipe, and installed permanent bench seating to be enjoyed by beach users.

### **Adapting to climate change**

We have completed the XDI Sydney project, a multi-agency climate risk analysis tool that examines the expected costs of extreme weather, and related impacts on critical infrastructure in the Sydney area. This results from a partnership with the City of Sydney Council, key NSW state and federal government agencies and industry experts. The XDI platform contains data for over 200,000 assets, and quantifies the risks to each one. Councils and other asset owners can use this to collaborate and fund infrastructure works, to help make our city more resilient to climate change.

### **Education on our environment and sustainability**

This year the Coastal Environment Centre (CEC) at Narrabeen educated nearly 13,000 people through our school and community programs. The community workshops included native bee keeping, worm farms and composting, making beeswax wraps, sustainable fishing, and the ever-popular Snake and Spiders events, as well as two new nature play programs for children. The community program also included night walks at various reserves, rock platform exploration tours and two showings of the acclaimed 2040 movie.

Our strong partnership with local schools saw us host three Green Days, provide 14 schools with plants for School National Tree Day, and trials for composting and bush regeneration. These programs enable schools to create a healthy environment both in their school and reserves nearby. During COVID-19, staff worked remotely developing online resources for teachers and students to access as an alternative to attending excursions. This led to requests by local teachers for live online sessions about coastal processes and storm water pollution, which we provided.

CEC's annual Open Day in September included workshops, plant giveaways, talks and nature art, all focused on creating habitat in your backyard. Both the CEC and Manly Environment Centre supported a week-long 'Ocean Festival', in November, with 34 events from Manly to Palm Beach. Events included 'Science at the Steyne', stand-up paddle boarding, 'Dive for Debris', an Arts Meets Science exhibition, 'Ocean Trivia' and a guided snorkel tour of Cabbage Tree Bay's crayweed. Volunteers from the Friends of Cabbage Tree Bay continued through the year to educate the community on protecting the marine biodiversity of the aquatic reserve, interacting with approximately 12,000 visitors to the bay.

### **Solutions for saving water and energy**

The 'Charge Ahead' program has continued to be popular to help residents save energy, using the online SunSPoT tool, free energy advice, and obligation-free quotes for solar from quality suppliers. Our 'Simplifying Solar' webpage is also being developed.

A new Water Savings Partnership was established with Sydney Water and is now engaging high water-using sites to identify water saving options. We engaged with local schools and businesses, and held a live webinar in June. To date, over

200kL/day of potential water savings have been identified for 16 businesses, of which 90kL/day have been realised. That is the equivalent of 13 olympic swimming pools each year and more than \$70,000 per year of water savings.

### **Corporate sustainability**

Council adopted Protect.Create.Live - Northern Beaches Environment and Climate Change Strategy 2040, our long term strategy. The Climate Change Action Plan is the first of a series of action plans that will be developed as a consequence of the strategy.

We continued to claim Energy Saving Certificates for energy efficiency upgrades under the NSW Energy Saving Scheme. Over \$95,000 was received this year, which is being reinvested in more energy saving projects to further reduce our carbon emissions. Along with our ongoing program of solar panel installations on our buildings, we are also exploring using renewable electricity, and the potential for a local solar farm. These actions together will progress us towards our goal to power all suitable Council premises with renewable electricity by 2030.



Performance measures	Target	Result 2020	
Bush regeneration by contractors (ha)	Annual > 300ha	1,767.5ha	✓
Scheduled active bushland management completed	80%	100%	✓
Volunteer bush regeneration (hours)	≥ 6,900hr	5,005hr *	✗
Stormwater network renewed/ upgraded in line with Asset Management Plan (m)	800m	1,210m	✓
Annual beaches with good/very good rating (Beachwatch)	90%	90%	✓
Required mitigation activity completed for natural hazards	100%	100%	✓
Council energy sourced from renewables	≥ 1%	4.40%	✓
Total greenhouse gas emissions by Council (t CO <sub>2</sub> e)	≤ 25,511 t CO <sub>2</sub> e	23,302 t CO <sub>2</sub> e	✓
Annual total water use by Council (kL)	≤ 463,749	425,466	✓



Achieved target



Behind target

\* Volunteer bush regeneration hours are down as sites were closed for three months to reduce the risk of spreading COVID-19, in line with advice from lead NSW and Federal health authorities.



**Completed**

G2	Deliver programs to protect and restore bushland including threatened species, pest species and bush fire risk
G1	Deliver programs to protect and restore our catchments, waterways and coast
G6	Deliver environmental sustainability programs and enhance resilience to climate change
G3	Deliver effective and engaging sustainability education and volunteering programs
G1 G6	Develop and implement the Environment and Climate Change Strategy
G6 12	Provide a range of inclusive and accessible environmental education programs
G3	Deliver programs to protect our community from the effects of flooding

**On target**

G2	Investigate and implement viable options to reduce minor flooding on Wakehurst Parkway
G6	Investigate Scotland Island wastewater feasibility
G3 G12	Environment Study
G6 G12	Narrabeen Lagoon Entrance Management Strategy

**Completed****Coastal protection**

G2 Collaroy-Narrabeen coastal protection works

**Stormwater program**

G2 Reactive stormwater renewal works

G2 Gross pollutant trap renewal works

**Water and energy saving initiatives**

G4 G5 Water saving and re-use initiatives - special rate variation

**Biodiversity protection**

G1 Hillside Road land acquisition

**On target****Stormwater program**

G2 Warriewood Valley creekline works.

## Behind schedule

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### Stormwater program

**G2** Planned stormwater new works – Delays were experienced in early 2020 as Council was unable to obtain quotes through its Drainage Panel, and needed to re-advertise for quotes, and then contractor availability was reduced as a result of COVID-19.

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**G2** Planned stormwater renewal works – Delays were experienced in some parts of the program in early 2020 due to contractor availability being reduced as a result of COVID-19 and unexpected issues with utility services.

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### Water and energy savings initiatives

**G2** Manly Andrew Boy Charlton Aquatic Centre installation of solar photovoltaic - In early 2019 there was a delay in completing the tendering process. During May-June the solar panels and other infrastructure were installed.

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**G2** Energy saving initiatives works program - special rate variation - Works on the proposed Urban Night Sky Park at Palm Beach Headland were delayed, as stakeholder and community engagement could not be held due to COVID-19 restrictions.

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**G2** Energy saving initiatives works program - revolving energy fund. Due to potential funding that may become available from the NSW State Government, several energy efficiency projects were carried forward to the new financial year.

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## Waste and Cleansing Services



### Environment

Protection  
of the  
Environment

Environmental  
Sustainability

### Social

Places for  
People

Community  
and Belonging

### Economic

Vibrant Local  
Economy

Transport,  
Infrastructure  
and Connectivity

### Civic

Good  
Governance

Partnership  
and  
Participation

### Supporting CSP goals

G1

G4

G8

G13

This service manages the collection of waste and recyclables from more than 93,000 households each week, including offshore communities. Bulky goods are also collected twice a year and solutions are provided for hazardous waste and e-waste as well as effective education programs and campaigns on waste reduction and substitution. Total domestic waste collected by Council is reducing each year and is currently around 114,000 tonnes. About 64 percent of this is recycled or repurposed.

Our cleansing teams clean public places daily, including beaches, parks, streets, town and village centres. They maintain amenity, public health and safeguard water quality by raking the beach, street sweeping, graffiti and litter removal and the collection of illegally dumped rubbish.



## New waste service

On 1 July 2019 we commenced a new industry-leading waste services system. Extending across Council's area for the first time, this equitable, consistent and cost-effective service has the following key features:

- reduced charges for approximately 50 percent of households, one of the lowest in metropolitan Sydney
- new fleet of 44 smart waste trucks, with modern emission-controlled engines reducing pollution
- real-time data is collected to improve service delivery, missed service tracking, response times and customer satisfaction
- new and convenient pre-booked bulky goods collection service
- new waste processing contract which reduces waste going to landfill
- executing the largest bin retrieval and replacement program in the southern hemisphere.

In designing a new comprehensive service, Council also took the opportunity to build in a number of innovations:

- less litter - new waste trucks must have fully enclosed loading hoppers - a first in Australia for litter prevention from domestic waste
- more recycling, less landfill – the waste from red bins goes to a processing plant which extracts any remaining recyclable materials, and processes organic waste into a compost-like product
- plastic to oil - recycling will tap into new advances to produce oil from plastic, using Australian Licella technology, which could potentially run our new modern truck fleet
- x-ray film recycling stations were installed at customer service offices, for responsible disposal of unwanted films – diverted from landfill with the silver recovered from x-rays.

To reduce fire risk, over summer extra vegetation clean-up services were provided to communities close to Ku-rin-gai Chase National Park and on Scotland Island and Western Foreshores.

We also trialled new compactor bins at Shelly Beach reserve, to prevent overflowing bins in the popular spot. As part of our smart Beaches project, the bins use solar panels to power the compactors, and send a remote signal as they fill up. The design also has a barrier to prevent birds from accessing and disturbing the rubbish. The bins reduce the cost of frequent emptying, eliminate litter, and help protect the adjacent marine reserve and wildlife.

## Educating and enabling our community

With the start of the new waste service, we provided extensive information and education to residents, including a new online waste costs calculator so that households can tailor their waste service to their needs. Information was also targeted at waste reduction practices, increasing waste separation, reducing contamination, as well as curtailing illegal dumping associated with the change in bulky goods collection. Education programs also targeted the phasing out of single-use plastics through our 'Swap This for That' program.

In 2019, we launched a campaign on composting and worm farming, reaching almost 158,000 people on social media and culminating in an offer of free worm farms and compost bins. With a high level of interest the entire stock of 3,667 free compost bins and worm farms was allocated in only four days.

Over 11,000 people were educated on new ideas and skills to manage waste responsibly and build a more circular economy. Our waste reduction series included workshops, webinars and events to help residents take simple steps and re-think how they buy, maintain and recycle goods so that the resulting materials are re-used. The series included 54 workshops, 19 webinars, 22 school presentations and tours of our regional waste facility Kimbriki, eight presentations to community groups and five community events.

The workshops include preserving fruit and vegetables, keeping backyard chickens, composting, how to make wicking beds, worm farming, making beeswax wraps, reusable nappies, avoiding food waste, how to swap out single use plastics, furniture, small appliance and bike repair, decluttering and how to sell or give away unwanted items online.

Our school program involved 897 students in activities including Kimbriki tours, school waste audits and Eco theatre performances. The Plastic Free School Canteen webinar attracted 170 registrations, which led to developing tailored Action Plans for canteen managers targeting single-use plastic items such as sushi and fruit cups.

### **Reducing single use plastics**

Council requires all event organisers to promote and practice waste avoidance and resource recovery at all local public events. This year we reviewed 143 event proposals to ensure they met the mandatory event waste management conditions, which include prohibiting the use of all single-use plastics, bottled water and balloons. We also supported 26 events to be free of bottled water, by lending portable refill water stations and bubblers.

To raise awareness of the campaign on single-use plastics, the *Missing Drop* sculpture was created by former Artist in Residence, Angela van Boxtel, to show that everyone can make a difference. The sculpture toured the Northern Beaches at several events including the 'Waves for Water' fundraiser, which raised \$25,000 to provide clean drinking water to the Asia-Pacific region.

### **'Swap for Good' business program**

Council received high recognition for our Swap for Good business program, receiving the Local Government Professional Award for Environmental Leadership and Sustainability. This program empowers businesses to reduce single-use plastics, by providing information, resources and contacts on alternatives to single-use plastics. This program has the potential in our area to save over 560m<sup>3</sup> of plastic per year from landfill, including 62,000 plastic straws, 25,000 plastic bags, 1.7m coffee cups, 10,000 plastic water bottles and cups.

The program is proving popular with 120 businesses registered to the 'Swap for Good' program. A quarter of our area's food and beverage businesses, and almost half the schools on the Northern Beaches have interacted with the program. Some 600 businesses have also been provided with the Sustainable Procurement Guide, Supplier List and Action Plans.

During COVID-19 restrictions, the program adapted to also focus on safety. We helped train local cafes in techniques such as contactless pour and 'Swap and Go' systems.

Some of the stand-out achievements this year were:

- elimination of 9,000 plastic straws per year from a beachside café
- elimination of 9,000 plastic cups per year at a business water refill station
- uptake of 'Swap and Go' coffee systems at almost 30 cafes
- a local café converted 20 percent of their customers to their mug library, saving over \$7,000 a year in disposable coffee cups
- the largest shopping centre on the Northern Beaches installed a water refill station, which will reduce the need for up to 12.4m plastic water bottles
- 'sustainable Solutions Expo' attended by 300 hospitality business representatives.

An interactive map is also available on our website showing locations of water bubblers and refill stations.

### Cleansing services

Approximately 50,000m<sup>2</sup> of pavers were cleaned in public places, by scrubbing and high-pressure washing during the year. The program provides scheduled cleaning of targeted high-use areas and reactive cleaning after incidents or major public events. We also responded to the COVID-19 pandemic swiftly to address public health, with additional cleansing services for high-use public spaces including bus shelters and other contact surfaces.

Our graffiti removal program includes regular patrols of town centres, playgrounds, public amenities and known graffiti hot-spots as well as responding to real-time reports of graffiti vandalism for prompt removal. Offensive graffiti is removed within 24 hours of reporting, with over 30,000m<sup>2</sup> removed during the year.

Our street sweeping service recovers debris and helps keep our streams and lagoons clean. The majority of material and debris recovered through Council's street sweeping service is recycled, via reprocessing material into road base. Approximately 1,200 tonnes of street sweepings were repurposed for beneficial reuse in road construction, diverting this material from landfill and providing financial savings to Council.

This service also rakes our beaches of debris and litter. We undertook additional cleansing services during the peak summer period at our busiest beachfronts and town centres.

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Performance measures	Target	Result 2020	
Clean town centres and villages: compliance with schedules	100%	100%	✓
Domestic waste diverted from landfill (collected by Council)	70%	64%*	✗
Domestic waste per capita (kg)	< 420kg	417kg	✓



Achieved target



Behind target

\* Changes to NSW legislation have impacted on the ability to redirect processed organics to beneficial reuse. Processing contractors are working with state government and industry to review options for reuse of this valuable commodity. This result has been further impacted as our processing partner is reconfiguring processes and trialing technologies that will meet the new NSW Environment Protection Authority standard.



Operational projects

Completed

G4 G8	Implement strategies for waste, event waste and single-use plastics
G4	Deliver waste education and change initiatives for community and business
G6	Review the cleansing service

On target

G6	Implement and manage new contracts for domestic waste collection and processing
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Behind schedule

G1 G6	Review waste service and infrastructure for offshore communities - <i>Community engagement on the review was delayed due to COVID-19 restrictions.</i>
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Capital projects

Completed

Waste and Cleansing	
G1	Ride on sweepers
G1	Bin replacements

## Kimbriki Resource Recovery Centre



### ● Environment

### ● Social

### ● Economic

### ● Civic

Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation
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### Supporting CSP goals

G4 G6

This facility aims to deliver long-term reliable, responsible and sustainable waste management and recycling services to the local community. It receives over 30,000 tonnes of material on-site each year and around 80 percent of this is recycled. There are around 4,000 visits each year to Eco House and Garden for education on sustainability. The shop at the Buy Back Centre which sells salvaged building materials and furniture.

Kimbriki's new fully engineered landfill cell has been completed within budget and it is now in use. This cell is fully lined in accordance with the recently released NSW EPA guidelines and represents best practice for this type of construction.

The COVID-19 pandemic has placed considerable strain on Kimbriki and its staff. At the peak Kimbriki experienced record numbers of vehicles entering the site, with increases of over 55 percent on some days. Changes to processes and procedures were implemented to ensure the safety of both staff and customers. All essential services remained open with minimal delays or service interruptions. The temporary closure of the Buy Back Centre and restrictions on resource recovery activities significantly impacted the diversion of waste from landfill.

Kimbriki expanded the range of free drop offs for household problem waste such as paint, fluorescent tubes, light bulbs, batteries and mobile phones, with all materials going to responsible dismantlers and recyclers.

Four major on-site contractors have been engaged and are performing under the new contracts. These cover waste management of the landfill, earthworks, and recycling of household waste as well as construction and demolition materials, and green waste. The new contractual arrangements for green waste have reduced stockpiles on-site by 75 percent and significantly improved odour control.

The Eco House and Garden team have provided eight online workshops on worm farms and composting to residents who received a free unit from Council. This has now been expanded to all residents, and wicking bed workshops have also been added.

The leachate treatment plant achieved its first full year of operations resulting in treatment and safe disposal to the sewer of over 110m litres of leachate from the site. The plant treats water that has seeped into the landfill on-site, and helps keep the catchment, runoff and streams clean.

## Performance results

Performance measures	Target	Result 2020	
Total waste diverted from landfill	82%	81.1%*	✗
Domestic dry waste diverted onsite from landfill	10%	3.5% **	✗
Compliance with environmental requirements	100%	100%	✓



Achieved target



Behind target

\* The loss of a key commercial contract supplying vegetation, and a 38 percent downturn in demolition and construction waste due to unexpected market conditions has resulted in a drop in incoming tonnes of recyclable materials.

\*\* COVID-19 restrictions resulted in temporary closure of the Buy Back Centre in the final quarter as well as delays to trials of new recovery methodologies as access to the site was limited.

## Operational projects

### Completed

G4 G6 Develop long term business plan endorsed by shareholder Councils

### On target

G4 G6 Research and develop improved resource recovery consistent with the endorsed business plan



**Completed****Kimbriki improvements**

G4 Kimbriki landfill cell development Area 4A

G4 Kimbriki gas capture system

G4 Kimbriki vehicles

G4 Kimbriki renewal program

**On target****Kimbriki improvements**

G4 Kimbriki high level drain

G4 Kimbriki other

**Behind target****Kimbriki improvements**

G4 Kimbriki landfill cell development Area 4B - *This project has been suspended whilst the site masterplan is under revision*

## Strategic land use planning



### ● Environment

Protection  
of the  
Environment

### ● Social

Environmental  
Sustainability

Places for  
People

Community  
and Belonging

### ● Economic

Vibrant Local  
Economy

Transport,  
Infrastructure  
and Connectivity

### ● Civic

Good  
Governance

Partnership  
and  
Participation

### Supporting CSP goals

G5

G7

G8

G21

G22

The service prepares strategic plans and policies to manage growth and development on the Northern Beaches. The key focus areas are protecting the natural environment, providing opportunities for housing growth, including affordable housing, planning for future employment and economic growth, integrating land use and transport planning, protecting the character of important places, including those of Aboriginal and non-Aboriginal heritage significance.

### **Towards 2040 – Northern Beaches draft Local Strategic Planning Statement**

Our first Local Strategic Planning Statement (LSPS) 'Towards 2040' was endorsed by the Greater Sydney Commission on 26 March 2020. The LSPS outlines our land use planning vision for the Northern Beaches for the next 20 years. We consulted extensively with the community to establish this vision, as well as priorities and actions to guide and direct planning in our area. This is another step towards the development of the new Local Environmental Plan for the entire Northern Beaches.

### **Frenchs Forest precinct planning**

The Frenchs Forest precinct will include a variety of new housing and employment opportunities along with new public infrastructure. Unprecedented growth in the region will provide exciting opportunities for businesses and the community to come together.

Council has been working closely with the Department of Planning, Industry and Environment, the Department of Education and other state agencies to progress the rezoning package for public exhibition. We provided input on technical studies to support appropriate urban design, traffic and transport and sustainability matters for our community. We have also secured preliminary support for grant funding through the state government's Precinct Support Scheme program for local infrastructure upgrades in the local area.

### **Brookvale Structure Plan**


Brookvale plays a critical role for the Northern Beaches and beyond. Its industrial areas maintain our urban services and drive our economy. Consultants have been appointed to prepare a transport plan for Brookvale, along with Northern Beaches housing and employment studies. These studies are critical in ensuring all options are considered for the future growth and development in Brookvale, as a vital strategic centre for the region.

A draft Transport Study was completed to identify the transport infrastructure required to support the future of the area. The study included collaborating with Transport for NSW and running scenarios through their Strategic Travel Model. Preliminary findings from the housing and employment studies have informed decisions regarding the future development of Brookvale as an important employment hub for the Northern Beaches.

### **Avalon Beach Place Plan**

The draft Avalon Beach Place Plan was developed with significant engagement with people who live, work and play in Avalon. This included the Avalon Beach Pop-Up Plaza community engagement day that was held in July 2019 to seek community feedback on a range of design options prepared for the intersection at Avalon Parade and Old Barrenjoey Road. The event was extremely successful with over 500 comments on the intersection options being received.

The Avalon Community Reference Group members have been provided the draft plan for their review and consideration. The next step will be Council endorsement to place the draft Place Plan on community exhibition. This plan will ensure Council can deliver high quality, key infrastructure to serve the local Avalon community.

Performance measures	Target	Result 2020	
Planning proposals assessed within 90 days (from lodgement to submitting report to IHAP)	100%	50%*	



Achieved target



Behind target

\* Only two planning proposals were received in the year, with one being assessed in 74 days. The other proposal was assessed in 103 days, due to the applicant not attending a pre-lodgement meeting and not providing all relevant documentation for assessment. The planning proposal also required the engagement of a third party to conduct an independent assessment of the application.

## Operational projects

### Completed

G5 G8 Amend DCPs to provide for 10% adaptable housing in new medium and high-density developments

G5 G21 Prepare Local Strategic Planning Statement and associated technical studies

### On target

G8 Develop Place Plans for Avalon, Mona Vale and Manly and other centres on a rolling program

G7 G8 Prepare a Local Housing Strategy



## Behind schedule

G5	Frenchs Forest Precinct Planning for a sustainable town centre and precinct with a Green Star Communities rating - Council staff continue to liaise with NSW Department of Planning, Industry and Environment, Department of Education and other state agency staff on outstanding matters requiring resolution prior to exhibition.
G7	Develop Aquatic Reserve Masterplan with a state-of-the-art education and recreation precinct - The relevant technical studies to inform the masterplan are completed. Exhibition of the Masterplan is dependent on NSW Department of Education.
G5 G8	Implement the Affordable Housing Policy - The Affordable Rental Housing Scheme was adopted by Council in May 2019. The Scheme, which was initially proposed to apply to the Frenchs Forest Planned Precinct, has been submitted to the Department of Planning, Industry and Environment for exhibition with the proposed zoning changes for Frenchs Forest. However, the scheme has been delayed due to the delay in release of the Precinct Plan by the Department of Planning Industry and Environment.
G7	Complete Brookvale Structure Planning and Rezoning - to revitalise Brookvale town centre – Finalisation of the Brookvale/Dee Why Traffic and Transport study and the Northern Beaches Employment study has been delayed. Once the technical studies are completed then preparation of the Structure Plan will re-commence.
G5 G7	Ingleside Precinct - work with Department of Planning, Industry and Environment on the potential land release – This project has been delayed until completion of the bush fire evacuation modelling, commissioned by the Department of Planning Industry and Environment.
G5 G7	Prepare Northern Beaches Local Environmental Plan (LEP) and associated studies – Work on the LEP has been delayed by the need to complete complex technical studies and the impact of the COVID-19 pandemic on our ability to undertake community engagement.
G22	Seek to establish a university presence on the Northern Beaches – This project is being considered in the context of the Frenchs Forest Precinct plan, which has been delayed by a number of outstanding matters that require resolution prior to exhibition.



● Environment

Protection of the Environment

● Social

Environmental Sustainability

Places for People

Community and Belonging

● Economic

Vibrant Local Economy

Transport, Infrastructure and Connectivity

● Civic

Good Governance

Partnership and Participation

### Supporting CSP goals

G5

G7

G8

G19

This service assesses development applications, modifications and reviews of determinations in line with local and state planning controls. It also provides an advisory service through pre-lodgement meetings to assist applicants in the preparation of their applications.

### Improving customer experience

This year we focused on improving the customer experience associated with the development assessment service. Workshops were held with our frequent customers to better understand opportunities for improvement and to establish what areas of our service were working well. We introduced a customer experience survey to capture applicants' feedback on our service following determination of applications.

We also implemented the NSW Planning Portal module for external referrals (e.g. NSW Rural Fire Service). This has improved the turnaround times for external referrals and provides a direct link between the applicant and the referral body for payment of relevant fees, eliminating Council as a middleperson.

Significant efficiencies were also made with the implementation of paperless lodgement and the use of the NSW Planning Portal for the lodgement of applications. These changes aimed to reduce our impact on the environment through a more sustainable lodgement option.

2019/20 also saw significant improvements to application assessment times. We reduced the median assessment time to 59 days, which is a 35 percent improvement from the results of last year; and reduced the average assessment time to 79 days, which is a 21 percent improvement.

We made a number of website improvements during the year to assist our customers, including the launch of an interactive development application fee estimator. The fee estimator enables customers to calculate fees based on the development proposal and estimated cost of building works against Council's fees and charges. The fee estimator removes the need for applicants to provide a formal fee quote with each application lodged, simplifying the process for customers.

At the onset of the COVID-19 pandemic, the Development Determination Panel and Local Planning Panel were swift to transition to video conferencing. This helped to minimise disruptions to Development Application review timeframes.

Council trialled paperless application lodgement, with promising results. We are currently working on this service and plan to launch it in 2020 to significantly improve processing times.

Performance measures	Target	Result 2020	
DAs determined under delegation within 60 days	60%	52% *	✗
DAs referred to independent panels within 90 days	60%	14% **	✗
Proportion of applications to independent panels that were upheld in favour of Council	80%	90%	✓



Achieved target



Behind target

\* A total of 2,315 applications were determined, 1,194 in under 60 days i.e. 52 percent. This is an improvement on both the median and average times to determine applications (including those determined under staff delegation and by planning panels). The median processing time was 59 days (35 percent improvement from the prior year's 91 days) and the average processing time was 79 days (21 percent improvement from the prior year's 100 days).

\*\* A total of 71 development applications were determined by independent panels, of which 10 were referred to panels under 90 days. This is largely a result of a change in practice, to provide the applicant an opportunity to amend their proposals to address issues before being referred to a panel for determination.





● Environment	● Social	● Economic	● Civic
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging
		Vibrant Local Economy	Transport, Infrastructure and Connectivity
			Good Governance
			Partnership and Participation

## Supporting CSP goals

G1	G7	G8	G11
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This service safeguards public health, safety and the natural environment through education, regulation and enforcement. Noise, water, food safety, building compliance and public health requests are managed by the Environmental Compliance team. Staff deliver proactive inspection programs of food shops and cooling towers, and deliver regular food safety education seminars which help to reduce the incidence of food-related illness.

### Improving environmental health

Our Environmental Compliance team keeps our community and environment safe by delivering education programs, as well as providing formal and informal advice to business owners and the community. Our programs focus on individuals and businesses to educate them in the correct procedures governed by laws to store and prepare food for public consumption.

We have delivered a number of food education presentations to the food industry. These include an online webinars on health and safety requirements to be considered when starting a food business and one for the 'Collaboration Collective Northern Beaches', which discussed swapping of goods safely during COVID-19.

With the outbreak of COVID-19 we have worked closely with the local Health Unit and the NSW Food Authority to ensure businesses have COVID-19 Safety Plans and have all the necessary resources they need. We have conducted 210 'spot hygiene' checks of food businesses, providing advice and support to food business operators to ensure that they are maintaining an appropriate level of hygiene to reduce the risk of potential contamination to customers.

### Keeping our communities safe

We collaborated with NSW Health in undertaking a mosquito trapping program at five locations on the Northern Beaches between December 2019 to April 2020 to identify mosquito species and any possible arboviruses that may be present. Two viruses of public health concern, Ross River Virus and Barmah Forest Virus were detected at Warriewood Wetlands and Narrabeen Lagoon. We are continuing to work with NSW Health to identify long-term management controls to minimise the risk to the community during the warmer months.

Our waterways can become significantly polluted with sediment if effective erosion control measures are not implemented at construction sites. We

have been undertaking targeted enforcement action to ensure the necessary measures are being implemented at relevant sites. We identified numerous businesses who were non-compliant and where appropriate issued notices to protect the safety of our community and the environment.

Our rangers are in the field responding to customer concerns between 6am – 8pm seven days a week. They work closely with local Police around Alcohol Free Zones throughout the Manly CBD, in response to community concerns around the enforcement of alcohol legislation. This year also saw a focus on sustained enforcement tasks for issues such as off-leash dogs, taking a tough stance where appropriate on two local dog attacks. We were also agile in assisting the NSW Police in carrying out patrols to regulate the COVID-19 restrictions, keeping our community as safe as possible from transmission of the virus.

### Compliance and enforcement

Each year we receive a large volume of complaints relating to environmental and building matters.

This year we received 2,712 complaints requiring investigation of illegal building works of which 2,681 (99 percent) have been completed.

Illegal dumping has the potential to damage the environment, including land, water, soil and air pollution. This year we received 4,403 illegal dumping reports and were swift to respond in an effort to protect the environment.

An escalation in abandoned shopping trolleys was evident at the height of COVID-19 panic buying, where collection staff were diverted to other duties within stores. Proactive inspections were undertaken at known hotspots in Manly, Dee Why, Brookvale and Warriewood. We uploaded approximately 70 reports per week for collection via the trolley tracker app and reporting directly to retailers. We also established direct communication with all major supermarket retailers to ensure prompt resolution.

### Building approvals

We provide professional certification services on the Northern Beaches for all types of development. Residents and builders can appoint a private certifier or Council to act as the certifying officer for Construction Development Certificates. This year we approved over 611 certificates, including Building Information Certificates and Final Occupation Certificates were issued; a 43 percent increase on last year.

We are also responsible for the maintenance of Council's fire safety register. 2019/20 saw significant changes in the regulation of combustible cladding in buildings and therefore resulted in the development of a combustible cladding program. As a result, Council inspected 53 properties for cladding and, where needed, issued notices and orders to support our community in being fire safe.

## Performance results

Performance measures	Target	Result 2020	
Critical and high-risk retail food premises inspections completed, in line with schedule	100%	62%*	✗
Critical and high-risk public health inspections completed, in line with schedule	100%	30%**	✗
% retail food premises rated as a high or critical risk	≤ 25%	21%	✓



Achieved target



Behind target

\* This was on target up to March 2020, then the routine full inspection program was placed on hold due to COVID-19. Full inspections were replaced with over 350 spot-checks for food safety and COVID-19 safety plans, including all critical and high-risk businesses.

\*\* Most inspections are comprised of pools in summer and wastewater throughout the year. Many premises shutdown in response to COVID-19 and the target was not able to be met in the last half of the year.

## Parks and recreation



Environment	Social	Economic	Civic
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging
		Vibrant Local Economy	Transport, Infrastructure and Connectivity
			Good Governance
			Partnership and Participation

### Supporting CSP goals

G4	G5	G8	G9	G11	G13	G22
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This service maintains and manages 2,722 hectares of open space which includes playgrounds, sportsfields, rockpools, skate facilities, hard courts, golf courses, dog exercise areas, gardens and parks including Manly Dam and Narrabeen Lagoon. The service also manages trees in public spaces and provides the lifeguards who ensure the safety of visitors to the 21 beaches.



## Keeping everyone safe at the beach

Prevailing weather conditions and the need to be agile in the face of crisis and uncertainty kept our service very busy this year. Conditions saw over 10.7m visits to our patrolled beaches over a long and hot summer. Our lifeguards conducted 1,600 rescues, 10,600 first aid actions and many preventative actions.

We demonstrated the flexibility of our service this year by extending the patrol hours at some beaches when conditions were hot and visitation numbers were high.

Our team worked hard for over four weeks following the February 2020 storm to clean up the significant amount of debris that washed up on the beaches.

The COVID-19 restrictions also kept the lifeguards busy as they encouraged everyone to stay safe by social distancing whilst the warm weather continued through the lockdown period in March and April.

## Sportsground upgrades and management

Placemaking has been at the heart of the plan to reactivate the Glen Street precinct and represents a significant investment by Council. Implementation of our masterplan for this area is complemented by the multi-million-dollar redevelopment of the adjacent Glenrose Shops where Council worked closely with landowners to achieve an excellent outcome for the community.

We completed implementation of the masterplan covering Lionel Watts Sportsground and Frenchs Forest Showground that was adopted in 2018. The significant upgrade throughout this area exemplifies Council's commitment to developing multi-functional facilities, delivering a thriving cultural, recreational, sporting and social hub in an area that needed revitalisation.

Works to convert Lionel Watts sportsfields 3 and 4 to a synthetic surface were completed in August 2019. This site now provides sporting groups with a consistent, all weather, first class premium quality facility that allows more training and playing time. This new facility provides two

senior soccer fields, a junior soccer field, a senior AFL field, two junior AFL fields and six cricket nets. We now have seven all weather synthetic sportsgrounds across four Northern Beaches sites. The Glen Street Open Space project also includes a skatepark and a major upgrade to the sports and amenities building on the western end of the site.

As part of our enviable asset management program we completed renovation work at St Matthews Farm, Cromer, where we improved the drainage and resilience of fields 3 and 4. We also laid artificial turf in front of the clubhouse to manage the high wear and tear from people accessing the building. North Narrabeen Reserve Field 7 was renovated, along with James Morgan Reserve, Cromer. New irrigation systems were installed at Manly Oval and at Tania Park in Balgowlah Heights, and we upgraded the drainage at Brookvale Oval. All these upgrades enhance the playing surfaces and make them more resilient to dry periods and the huge amount of regular usage.

The annual Sportsfield Renovation Program was completed which included top dressing, aerating and the laying of over 55,000m<sup>2</sup> of turf on high use areas such as goal mouths.

A new baseball backstop net was installed at North Narrabeen Reserve. This included a covered official area behind the base plate and two covered team dug outs.

We improved player safety and increased the capacity of our sportsgrounds by upgrading sportsground lighting at Porters Reserve, Newport, Plateau Park in Collaroy Plateau and at Newport Oval.

Although they were not used extensively at the start of winter, due to government restrictions brought about by the COVID-19 pandemic, our sportsgrounds were still kept in good condition, gearing up for the re-start of sport.

### **Upgrading and managing our facilities and town centres**

Major works to upgrade the Glen Street Open Space precinct also included a popular new skatepark, designed with input by residents, that opened in October 2019. The fantastic new playground at Lionel Watts Oval opened to the public in December 2019. This enhanced precinct provides a diverse range of recreational opportunities for people of all ages.

In addition to completion of the major facilities, we completed a network of shared paths and stairs around the Glen Street Open Space precinct, connecting the showground, the skatepark and the all abilities playground to the library, theatre and shops. We also completed drainage works at Frenchs Forest Showground to improve the usability of the off-leash dog exercise area.

At the start of the year Dee Why, Fairlight, Freshwater, Palm Beach, Narrabeen, Bilgola and Whale Beach rockpools were painted in time for summer. We replaced the majority of the concrete promenade at Narrabeen Rockpool in October, making the area safer and more user friendly.

We restored the heritage listed shelters on the promenade at South Steyne. These shelters have been in constant use for close to 100 years and are synonymous with the look of Manly Beach. The careful restoration included replacing the Colorbond™ roof installed in the early 2000s with a copper roof, which was the original construction.

Upgrade works at Bilgola Beach were completed providing improved amenity, better safety and more accessibility. The Turimetta Headland lookout was upgraded with new fencing, sandstone paving and seating.

The upgrades to the southern section of Dee Why Square were completed. This area has been transformed with the installation of new seating, a paved pathway, feature garden beds and a row of advanced palm trees. Paving projects were also completed at Mona Vale town centre and at the South Creek Road shops, Dee Why.

The renewal of the seawall at Aitken Reserve, North Manly and Florence Park, Newport were completed. This stabilises the reserve and carpark. We also completed seawall construction at Winnererremy Bay, Mona Vale, to prevent further erosion and increase recreational amenity at the bay.

The renewal works on the mountain bike trail at Manly Dam were completed. This has improved both safety and the riding experience as well as preventing track erosion.

Renovations of gardens at a number of sites were completed including Freshwater View Reserve, Gilbert Park, Manly, the PCYC rooftop garden at Dee Why, the Newport commercial centre and the surroundings of Avalon off-leash dog park. We also created a new native garden at Stirgess Reserve, Curl Curl.

Dune fencing was installed and planting of 950 coastal plants was undertaken at North Narrabeen Beach. Dune fencing was also installed at Mona Vale Beach.

### **Exciting new places to play**

We completed a new district playground at Allambie Heights Oval. The playground upgrade featured a two-stage community engagement process, where local kids were able to help select elements of the playground they would like. The new playground features bay swings, an embankment slide, a parkour climber, a four-way rocker and a multipurpose court with goals.

A fantastic new regional playground was also completed at Lionel Watts Oval as part of the Glen Street Open Space Masterplan implementation. Named for the pioneering disability rights campaigner, the Lionel Watts Playspace provides a challenging yet accessible space encouraging kids to play with each other. A central focus of the playground promotes socialising. The playground features new amenities including accessible family toilets, BBQ's, picnic settings and shelters. The landscaped areas enhance sensory nature play. Flying foxes, swinging and climbing elements are features of the structured equipment onsite. Further opportunities for imaginative and passive

activities at the playspace include use of water play and public art. The main entry to the site was carefully designed with an 'airlock feature' to protect the adventurous. The adjacent carpark incorporates parking for people with disabilities.

As part of the \$10.3m Connecting All Through Play program, a new inclusive and accessible playground has opened at Manly Dam and is the sixth all-abilities playground on the Northern Beaches. Three local schools were involved in the design, with 34 student representatives from Allambie Heights Public School participating in a session with playground designers to talk about their favourite things to do and pieces of equipment at playgrounds. Their wish-list included "a crawl tunnel", "climbing ropes", "spinning thing", "a quiet space", "a high look-out" and more. This new accessible playground is designed to create exciting and vibrant play spaces, and connect the community, particularly children of all abilities to natural areas.

Playground upgrades were completed at Birdwood Park, North Narrabeen, Manly Corso and Marie Reserve, Mona Vale. The large climbing dome was also replaced at Lake Park, North Narrabeen.

#### **Managing our urban tree canopy**

We managed 8,349 requests from the community relating to trees on public land this year. Over 1,100 of these requests related to the 26 November 2019 storm event that resulted in a natural disaster declaration covering 34.7km<sup>2</sup> of Davidson, Frenchs Forest, Forestville, Belrose, Terrey Hills and Killarney Heights. This storm event also resulted in considerable damage to trees in surrounding suburbs which also required attention. We collected 5,100m<sup>3</sup> of vegetation debris from this storm. To replace the tree canopy in this area we supplied 1,700 trees to the community after this event.

Our region was also hit with a major storm on 9 February 2020 that resulted in further extensive damage to trees and vegetation across the Northern Beaches. This weather event resulted in a further 2,624 storm related tree requests. Council contractors collected over 6,000m<sup>3</sup> of vegetation from 2,000 streets across the Northern Beaches in February and March.

The proactive public tree program, which includes audits of street trees and identifies works to reduce risk of tree failure was completed in the Manly, Narrabeen and Curl Curl wards.

We planted 6,304 trees as part of our ongoing public open space, dunes and bushland programs and held four plant give away days. Tree Services received and processed 1,006 requests to remove or prune trees on private land this year.

#### **Sport and recreation grants awarded**

We continue to support our community through making grants available for sports and recreation groups. Council approved a total of \$100,000 worth of grants for the completion of six projects. Three projects are for tennis clubs, two for golf and one for touch football.

Performance measures	Target	Result 2020	
Number of preventative actions by professional lifeguards on patrolled beaches	N/A	676,135	
Rockpools cleaned weekly during summer season and every two weeks outside of summer	95%	96%	✓
Sportsfields mowed weekly in summer playing season and monthly in winter	95%	98%	✓
No. trees planted on public land	5,000	6,304	✓
Availability of sportsfields out of school hours as a result of improvement works (playing hours/week)	>4,400	4,405	✓



Achieved target



Behind target



**Completed**

G5 G6	Implement an online private tree application process
G9	Review plans of management related to Crown Lands transfer
G11	Implement recommendations from the review of beach lifesaving services
G11	Implement Smart Beaches at Manly and Shelly beaches to monitor beach conditions and visitations

**On target**

G5 G9	Develop and Mountain Bike Strategy
G9	Develop an Open Space Strategy, including playgrounds
G5	Develop replacement and compensatory principles for the removal of trees on public open space
G5	Develop an 'Iconic Tree Register'
G8	Undertake accessibility audit of open space and implement priority improvements

**Behind Schedule**

G1 G11	Review and consolidate the Pesticide Use Notification Plans – <i>This project has been delayed by the impacts of COVID-19 on community engagement timeframes</i>
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**Completed****Foreshore and building improvements**

- G5 G8 Headland fencing and other measures
- G5 G9 Surf life saving club major renewals fund
- G5 G9 Rockpool renewal program

**Playground improvements**

- G8 G9 Allambie Oval, Allambie – new playground, multi-use court, paths and landscaping
- G8 G9 Playground renewal program

**Recreational trails**

- G4 G5 Narrabeen Lagoon trail - aquatic boardwalk
- G4 G5 Recreational trails - renewal program

**Reserves and parks improvements**

- G8 G9 Reserves - new and upgrades
- G8 G9 Youth facilities
- G8 G9 Freshwater Beach masterplan implementation
- G8 G9 Off-leash dog infrastructure

**Sportsgrounds improvements**

- G8 G9 Sports Club Capital Assistance Program
- G8 G9 Sportsfield Renewal Program

**Town centre and village upgrades**

- G8 G9 Place making infrastructure

**On target****Foreshore and building improvements**

- G5 Foreshores - new and upgrades
- G5 G8 Long Reef Surf Life Saving Club – new building works
- G5 G8 Manly Life Saving Club design works
- G5 Surf life saving club minor renewal works
- G5 Foreshores renewal program
- G5 G9 Tidal pools refurbishment

**Playground improvements**

- G8 G9 Playgrounds new and upgrades
- G8 G9 Connecting all through play - inclusive play

**Reserves and parks improvements**

- G8 G9 North Curl Curl youth facility
- G8 G9 Warriewood Valley – public space and recreation
- G8 G9 Glen Street Masterplan implementation

**Sportsgrounds improvements**

- G8 G9 Synthetic sportsground conversion
- G9 Newport Beach basketball court
- G8 G9 Connecting all through play – active play

**Town centre and village upgrades**

- G8 G9 Commercial centre upgrade program
- G8 G9 Public space protection program
- G8 G9 Commercial centre renewal program

## Behind schedule

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### Foreshore and building improvements

- G5 G8** Mona Vale Surf Life Saving Club – new building works – There were some delays during the year due to several rounds of community engagement on the design, leading to changes. The design has now been finalised and adopted. Tender for construction is being prepared.
- G5** Dinghy storage renewal works - Work on this project has been deferred to next financial year to allow for further community engagement on proposed locations.
- 

### Reserves and parks improvements

- G8 G9** Reserves renewal program – There has been a delay in the manufacture of the prefabricated sections of the Lidwina Reserve Bridge as the paint workshop was closed due to COVID-19.
- 

### Sportsgrounds improvements

- G8 G9** Sportsgrounds - new and upgrades – This project was delayed during the year by revisions to the detailed design of the Avalon netball courts, which are to be completed in 2020/21. There have also been delays to the Tania Park lighting project to ensure appropriate community engagement due to COVID-19.
- G8 G9** Brookvale Oval upgrade - Council resolved on 23 July 2019 to align the upgrade of Brookvale Oval with the club's timing to develop its Centre of Excellence.
-





## ● Environment

Protection of the Environment

## ● Social

Environmental Sustainability

Places for People

Community and Belonging

## ● Economic

Vibrant Local Economy

## ● Civic

Transport, Infrastructure and Connectivity

Good Governance

Partnership and Participation

## Supporting CSP goals

G8

G9

G11

G12

This service offers high quality, professional care for around 2,900 children aged 0-11 years. The service includes six long day care centres, over 50 family day care educators, five vacation care locations, two pre-schools and one occasional care centre. These quality services are made possible and maintained by strong connections and partnerships between the community and its families.

Council is proud of its services to children and families, providing quality care for around 2,900 children aged 0-11 years each year, operating 15 centres and over 50 family day care homes.

This year Council achieved a rating of 'Exceeding' in the National Quality Standard under the National Quality Framework in two more centres. Our children's service is now sitting in the state top percentile for the standard of services we provide.

Narrabeen Children's Centre was recognised for their Sustainability Educational Program by the Australian Childcare Alliance for featuring sustainable activities in its programs.

Our Children's Services team developed a Reconciliation Action Plan that was supported by the local Aboriginal community ensuring our children are engaged in meaningful reconciliation experiences and initiatives.

Our service demonstrated adaptability this year when the COVID-19 pandemic closed in. All services established rigorous risk assessments for the changing health conditions. Services implemented multiple measures to ensure the safety of children, staff, families and visitors. These included the introduction of a "concierge" service where parents drop off and collect children at the entry. All visitors and incursion programs were suspended to reduce risk of infection and a new cleaning routine was introduced to support health, hygiene and safety procedures at the services.

The positive response from children during a time of change showed their amazing resilience and they embraced the intentional teaching of hand washing techniques and the importance of staying healthy. Our educators continued their amazing work to provide a frontline service to families so that essential workers were able to work.


During the COVID-19 lockdown, the team made weekly phone contact with our family day care educators to keep them informed of changes that affected their service and to support their mental health and wellbeing. We also created videos and stories for children and families who were unable to attend our centres to foster connectivity and resilience at home.

Our educators, children and their families demonstrated compassion amid adversity this year in their support of the community. Narrabeen Children's Centre instigated a 'Pop-up Pantry' where families could donate to the pantry if they could and take from the pantry if they needed. Dee Why Children's Centre worked closely with the Women's Refuge to accommodate additional children enrolling in the service.

Manly Community Pre-school in Kangaroo Street re-opened its newly renovated and expanded 60 place pre-school service in time for term two. The pre-school educators were excited to welcome the new families and settling existing children into their new beautiful environment.

The Roundhouse Children's Centre has been renovated with new bathrooms, walls, office space and cupboards. This has created a warm and inviting learning space for the children with new furniture to make it more ergonomic and user-friendly.

## Performance results

Performance measures	Target	Result 2020	
% of childcare services that meet/exceed standard for National Quality Framework	100%	100%	
Number of additional needs children enrolled in child care services	N/A	86	



Achieved target



Behind target

## Operational projects

### Completed

- |     |  |
|-----|--|
| G11 | Providing quality education and care - that meets or exceeds, the National Quality Standard  |
| G12 | Support children from diverse socio - disadvantaged backgrounds to participate in quality early education and vacation care programs |

## Capital projects

### Completed

- |        |  |
|--------|--|
| G8 G11 | Dee Why Children's Centre design works   |
| G8 G11 | Kangaroo Street Pre-school new works     |
| G8 G11 | Kangaroo Street Pre-school renewal works |
| G8 G11 | Children's centres works program         |

## Community, arts and culture



### ● Environment

Protection  
of the  
Environment

Environmental  
Sustainability

### ● Social

Places for  
People

Community  
and Belonging

### ● Economic

Vibrant Local  
Economy

### ● Civic

Transport,  
Infrastructure  
and Connectivity

Good  
Governance

Partnership  
and  
Participation

### Supporting CSP goals

G8

G9

G10

G11

G12

This service supports and facilitates a wide range of social and community services to build social capital and enhance the health and wellbeing of individuals and families. Programs and events focus on vulnerable communities, the aged, people with disability and youth. They reduce social isolation and strengthen community connectedness. The service also provides accessible and affordable facilities at 41 community centres, nurtures creativity with a range of arts and cultural events, and provides creative spaces, a regional art gallery and museum, and a performing arts theatre.



### Managing our community centres

Our community centres help our community to be more connected and resilient. Over 805,000 people attended our community centres for meetings, classes, social functions, educational and recreational activities. These facilities are used extensively for casual events and by 500 regular groups who hold activities across our 41 centres that are available to hire seven days a week, 52 weeks a year.

During the year, Council invested in multiple centre upgrades to improve accessibility and environmental sustainability. A major renovation of the Manly Youth & Community Centre included the reconfiguration of the internal spaces, creating additional meeting and activity rooms for the community to hire. The new centre is fully accessible with a lift from the carpark to the facility, providing much needed community space in central Manly.

Substantial upgrades were also made to:

- Bilarong Community Hall, home to the 1st Elanora Scouts for 20 years, has been upgraded with a new community hall and new meeting room for community activities and birthday parties, when not in use by the Scouts.
- Beacon Hill War Memorial Hall now features a new sports hall, flooring and roofing, and full air-conditioning. Improvements to pathways provided increased accessibility to the Memorial Garden and all amenities.
- The well-used Manly Seniors Centre was upgraded with a new kitchen and flooring as well as solar panels on the roof to reduce energy consumption and increase the sustainability of the facility.

Our teams were responsive during COVID-19 with the closure of community centres to all groups, except essential services. Some of the essential services, such as food charities, were granted fee waivers to assist their service operations due to the serious impact on their business and the community. During the closures a lot of the groups continued to operate by way of online community support meetings and classes. The centres reopened on 13 June 2020 with restrictions in place to minimise the health risks.

### Community development

Council won a Local Government Excellence Award in 2020 for Community Partnerships and Collaboration for its leadership role in the Northern Beaches Suicide Response. Most importantly, suicide rates between 2018 and 2019 decreased by almost a third, following implementation of the response. We became the first Council in Australia to sign the National Communications Charter on 10 September 2019, which focuses on reducing stigma around mental illness, suicide and help-seeking.

The first Northern Beaches Housing and Homelessness Forum was held in August 2019 with key specialist services and several representatives from the Department of Communities and Justice. Council also conducted the first Homelessness Street Count in February 2020, in collaboration with key local services and the support of the Department of Communities and Justice.

The quarterly Big Ideas Forum continued to engage the local community in the robust exchange of ideas. More than 900 attendees and 14 local community groups and services attended forums on gender equality, positive ageing and the importance of art and creativity. We also coordinated a calendar of events for National Carers Week in October 2019, together with key local services.

We continued our efforts on disability inclusion across 60 projects this year. These focused on improving our facilities and infrastructure, inclusive services, online access and readability, volunteer opportunities, and improving awareness amongst our staff and the community. Our monthly Disability Newsletter reaches 1,400 readers. For more information on our disability inclusion initiatives, see the Statutory Returns section of this report.

Due to the COVID-19 response, many events and activities were postponed, cancelled or modified. A Community Care Package was endorsed by Council to support our community to stay connected and supported during this time. This included a 'Hello Neighbour' card to increase local actions of support in our community, which were delivered to every household on the peninsula. Connection with local services and



community groups was a priority to identify needs focusing primarily on access to information and food delivery for those most vulnerable due to COVID-19. A fresh food distribution service was commenced on short notice, in partnership with local service groups and Harris Farm who generously donate fresh produce each day.

Council also introduced the COVID-19 Community Response Grants which has seen grants between \$5,000 and \$15,000 distributed to a range of local services assisting the community through the pandemic.

#### **Community and cultural development grants**

Council's annual Community, Arts and Culture Grants program distributed \$240,000 in grant funding to 34 projects. This program seeks to encourage and support our local community groups to provide innovative projects that deliver community and cultural benefits across the Northern Beaches.

#### **Supporting our seniors**

Meals on Wheels delivered 18,100 meals to older people in the community to enable them to live at home for longer and prevent social isolation. This included more than 1,100 community lunch meals and 110 social outing meals between July and March to increase social connections for older people.

We delivered our annual Seniors Festival, which was a huge hit with over 18 different events and activities from 12-29 February 2020, with 1,500 people attending. Council coordinated a Way to Wellbeing Expo at Dee Why RSL on 21 February for seniors and carers, with over 40 information stalls and 350 people in attendance. We also developed the Northern Beaches Seniors Directory, distributing 6,000 copies, now available on our website, customer service centres and libraries.

#### **Valuing our volunteers**

Over 900 volunteers were actively supporting the Northern Beaches community this year, assisting Council teams including bushcare, community gardens, cemeteries, libraries, Meals on Wheels, Manly Art Gallery & Museum, Manly Environment Centre, Manly Visitor Information Centre and the Aboriginal Heritage Office. New volunteers were recruited to support these

services and programs and 55 new volunteers signed up for the Manly Jazz Festival in October and Ocean Care Day in December to help in operations and customer service roles.

#### **Caring for young people and families**

The youth development team facilitated 116 programs that were attended by 12,943 people. Council's Youth Advisory Group (YAG) were involved in 36 events, programs and activities contributing 427 hours of volunteering time. The YAG is made up of 25 young people with five young people representing each of the five Council Wards.

The Northern Composure Unplugged Competition was held in November 2019 and attended by 600 people. Young artist Jordyn Richards was awarded first place. The annual Northern Composure Band Competition was postponed due to COVID-19.

In its 18th year, the 24/7 Youth Film Festival encouraged young people to create a short film of seven minutes or less, with only 24 hours of preparation. Over 300 people attended the screenings of heats, followed by the Awards Night on 22 September. Young filmmaker Joel Maguire took out the top award for his film *Tim*.

In response to COVID-19 restrictions, the parent night with Dr Michael Carr Gregg was held online. More than 300 people watched the webinar with the topic of 'Schooling from Home and Navigating Teenage Relationships'.

Twenty young people from the Northern Beaches participated in the 19th Youth Exchange Program visiting Odawara in Japan in September 2019 for a range of educational, cultural and recreational activities. Twenty students from Odawara visited the Northern Beaches in July 2019 and home-stayed with local families.

The youth team facilitated four workshops and events at the Dee Why PCYC with 1,178 young people attending. The youth team continue to support the GLAM (LGBTIQA+) group, which is a social support group for young people aged 12 to 21 of diverse genders and sexualities.

The Adolescent and Family Counselling Service provided 845 free client counselling sessions to young people and their families. As a response to the restrictions imposed by COVID-19 the service



transitioned to deliver client counselling sessions online and over the phone. The service also hosted a specialised workshop *Connecting as Dads* to increase parenting knowledge and skills for men, and a parenting workshop in February over four weeks with eight attendees.

### Arts and culture

Council's new Cultural Policy and Arts and Creativity Strategy, *Connected Through Creativity 2029* were adopted in October 2019. The strategy recognises the fundamental importance of the arts and creativity to the Northern Beaches way of life and the wellbeing of its community. It provides the framework for future planning, provision and investment in the arts and creativity sector over the next decade. Commencing implementation of the strategy has delivered a range of arts and cultural programs to the community.

From October 2019 to April 2020, the Warringah Aquatic Centre hosted a temporary sculpture garden featuring 17 artworks by local artists, trialling a new exhibition venue and engaging new audiences in contemporary public art.

The Creative Space celebrated its fifth year with a special exhibition *Replay* that featured 16 past exhibiting artists. Throughout the year, Creative Space presented 23 exhibitions and programs, hosted 2,700 visitors and engaged 120 artists in the program.

In September Manly Arts Festival celebrated its 26th year with some 15,000 attendees participating in 50 events. The eight excellent concerts of the Music Lounge and Chamber Music Festival series were mostly sold out.

In response to the severe impact of COVID-19 on the arts and creativity community, Council initiated a program of activities to support local artists and set up the Creative Community Support Grants. The grants provided financial support to 51 local creative workers. The program of activities included an online curated list of resources, grants and opportunities, and our staff provided regular updates about opportunities and changes through the Creative News eNewsletter and social media.

### Glen Street Theatre

The 2020 Glen Street season opened with great success with all performances of *Newk! The John Newcombe Story and Gospel According to Paul* selling out and *H.M.S. Pinafore* reaching 92 percent sales capacity.

During the COVID -19 shutdown period the Glen Street team transformed the former restaurant space into a webcast recording space. This enabled Council partners to deliver community support through web stream service delivery.

### Manly Art Gallery & Museum

Manly Art Gallery and Museum (MAG&M) hosted 16 major visual arts and museum exhibitions and delivered 200 public programs including seminars, professional development workshops and performances to over 23,917 participants throughout the year. MAG&M showed the works of 232 artists, ranging from established to emerging and student artists.

Exhibition highlights included *Charlie Sheard: Absolute Abstraction*, a landmark show which drew high praise from critics including John MacDonald of the *Sydney Morning Herald*; the Manly Dam project, the third in the Art / Science series, where eight artists created major works interpreting the history and ecology of the site; the Wendy Sharpe *Wanderlust* exhibition; and the local artist shows of Louise Whelan, Mick Glasheen and the Northern Beaches TAFE Ceramics group.

Significant acquisitions to the permanent collection were Wendy Sharpe's *Blue Harbour*, a gift from the MAG&M Gallery Society, and notable paintings by Robert Dickerson, Luke Scibberas and Euan Macleod, donated by the artist's family and the two other artists respectively.

In March 2020, MAG&M adapted its program delivering MAG&M Online that featured exhibitions, film, collection articles and children's programs, attracting new online audiences. The Northern Beaches Art Prize moved online and received over 1,000 entries. Titled *Postcards from Home* the online exhibition will provide a time capsule of local art created during the pandemic period. The gallery re-opened on 2 June with a comprehensive COVID-19 Safe Plan.



Performance measures	Target	Result 2020	
Number of meals services	≥18,000	18,148	✓
Number of clients for youth and family counsellors	≥550	655	✓
Number of volunteers who actively participate in ongoing Council programs	≥1,500	2,104	✓
Community centres: user satisfaction (mean score of hirer's survey out of 5)	≥4.00	3.06*	✗
Number of attending arts and culture events/ performances	≥123,400	109,105**	✗
Number of people attending community development events/ programs	≥17,300	22,108	✓



Achieved target



Behind target

\* Satisfaction data could not be obtained for the entire year as community centres were closed for some time due to COVID-19 restrictions. In addition, three centres were closed for several months for major upgrades – at Manly, Beacon Hill and North Narrabeen

\*\* Visitation numbers were impacted by the closure of MAG&M, Creative Space and Glen Street Theatre due to COVID-19 restrictions.

**Completed**


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G10	Review the Manly Arts festival and Northern Beaches Art Prize
G9	Conduct youth activities at PCYC
G11	Support the youth and wellbeing hub at Avalon
G8	Develop and promote an online disability inclusion and access information hub
G10	Funding support for design of Mona Vale Performing Arts Centre (Mona Vale Public School)
G10	Funding support for construction of Barrenjoey Community Performance Space (Barrenjoey High School)

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**On target**


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G10	Implement the Coast Walk Public Art Strategic Plan
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**Behind schedule**


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G10	Conduct a feasibility study into the potential use of former restaurant site at Glen Street Theatre - <i>Due to the risk of COVID-19, Council delayed progress on this project and meetings with the Strategic Working Group, which is now considering a consultant report. Recommendations for the future use of the space will be provided in 2020/2021.</i>
G8	Develop a Social Plan and supporting plans for target demographics - <i>This project has been delayed as a result of staff changes which provided an opportunity to review the scope, timeframe and engagement approach. The project is scheduled to be completed by 30 June 2021.</i>

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**Completed****Art works**

- G10 Manly Art Gallery - art works
- G10 Theo Batten bequest - art works

**Community centre improvements**

- G9 Community buildings works program
- G9 Community centres minor works program
- G8 Beacon Hill Community Centre and Youth Club

**On target****Community centre improvements**

- G9 Warriewood Valley community centre – new and renewal works

**Cultural improvements**

- G10 Coastal Walk - art trail
- G10 Glen Street Theatre renewal works

**Behind schedule****Cultural improvements**

- G9 Manly Art Gallery renewal works - *The project was delayed from September 2019 to allow for the removal of asbestos materials discovered under the floor.*
- G10 Creative arts space – Mona Vale - *Progress has been on hold since November 2019, pending the outcome of place planning with the community for the Mona Vale precinct.*
- G10 Creative arts space – Avalon Golf Course - *The project has been delayed due to extended consultation with the community on the scope of works.*

## Library services



### ● Environment

Protection  
of the  
Environment

### ● Social

Environmental  
Sustainability

Places for  
People

Community  
and Belonging

### ● Economic

Vibrant Local  
Economy

### ● Civic

Transport,  
Infrastructure  
and Connectivity

Good  
Governance

Partnership  
and  
Participation

### Supporting CSP goals

G9

G10

G12

G18

The library service features six libraries in the suburbs of Dee Why, Forestville, Manly, Mona Vale, Brookvale and Belrose. These spaces are well utilised as community meeting places and centres of activity for events such as author talks and children's activities. Five community libraries in Avalon, Terrey Hills, Seaforth, Harbord and the Book Lovers' Club Northern Beaches in Narrabeen are also supported by Council.



### Library memberships and loans

At the end of June 2020 there were 190,635 members across the library service of which 54.5 percent are residents of the Northern Beaches. Additionally, 489 customers received a regular visit from the home library service ensuring their continued access to information, literature and other library services.

Almost 1.3m items were borrowed over the course of the year with 41,500 of those delivered to residents during the two months the library service was closed due to COVID-19 restrictions. During this period, library overdue and reservation fees were waived.

Of the 2,767 titles suggested by library members, 89 percent were purchased.

### Library platforms

The eBook and eAudio collection continues to grow in popularity with close to 300,000 loans during the year which reflects an increase of around 44 percent on the previous year. In recognition of its increasing popularity, 31 percent of funds have been re-directed to further enrich this increasingly popular platform.

The library's website continues to be a key channel of access to library information and the collection. There were over 406,000 visits during the year which represents an increase of 13.6 percent on the previous year.

Library services have played a key role for our community during COVID-19. When the library services closed during COVID-19 restrictions, the community took full advantage of online access to the library's rich and varied e-collection. The e-collection features eBooks, eAudiobooks, Kanopy streaming movies, research databases and tutorials including Studiosity and Lynda.com. Use of the streaming service grew by 29 percent over the year.

### Library programs and services

The programs delivered through our libraries continue to educate, entertain and inform our community with close to 40,000 people attending a program during the year. This included over 900 youth and children's programs, 390 adult programs

and 15 cross-generational programs. COVID-19 restrictions during the last quarter meant face to face programs were not possible. Instead, programs for children and youth, including story time and an HSC lecture series, were continued online with 25 videos viewed more than 2,700 times.

Special events during the year included the Art & Words Project bringing artists and writers together with a published anthology, a partnership with the Manly Art Gallery to exhibit the 'SMH Archive Photographic Exhibition' and Mona Vale Library hosted the Art of Ageing exhibition from the State Library of NSW.

Other activities included the launch of the successful '1000 Books Before School' early literacy program, the annual Young Writers' Competition, a Youth Photography Competition, the popular Coding for Kids program and HSC Lock-ins which were attended by over 700 students.

The library service initiated a series of technology related workshops for the benefit of those facing barriers to digital inclusion for reasons of age, disability or financial hardship. The team partnered with the Good Things Foundation to connect community members to the 'Be Connected' program, an Australian government initiative committed to increasing the confidence, skills and online safety of all Australians. During 2019/20 nearly 700 community members attended over 100 workshops.

Library staff also showcased current and emerging technologies at all branches in the form of the Tech Trek technology roadshows during 'Get Online Week' in October. It highlighted new technology that customers may not have experienced previously and introduced the concept of 'smart homes'.

Due to the risk of COVID-19 and acting on advice of lead NSW and federal health authorities, the libraries were agile in implementing new ways of offering safer access to the library collections. Loans were offered using a Click and Collect service where items were placed outside ready for no-contact collection. Customers were able to select specific titles or take advantage of staff expertise using our service Librarian's Choice. When all branches were required to close on 25

March 2020, the service adapted to introduce a Library2U home delivery service of both specific titles and Librarian's Choice selections. They were assisted in making the deliveries by teams from other Council business units whose usual work had been interrupted by the forced closure of some services. Over this period 41,500 items were delivered to homes across the Northern Beaches.

#### Service improvements

Improvements were made to the library collection with the addition of makerspace kits following a successful trial at Warringah Mall Library. The loan period for Fastback popular items was increased and the collection renamed 'Back in 10'. Another initiative was the trial of Read Now collections which provide multiple books of popular titles, also for ten-day loan. The trial showed the popularity of this initiative with 3,487 loans since mid-February.

The library service branches reopened on 1 June with new, consistent opening hours. Every branch is now open from 9am on weekdays and larger branches have improved weekend

hours. Dee Why Library remains open during the evening Monday to Thursday.

#### Library upgrades

Manly Library's refurbishment was completed with a new children's area, general reading area, creative space and gathering space. The Local Studies section was also relocated to create an additional creative space.

The children's area at Mona Vale was repositioned to allow the creation of a dedicated youth space and a reading lounge area.

Dee Why and Mona Vale libraries installed new, more accessible service counters and all library branches have upgraded loans, returns and security equipment including self-serve kiosks which make it easier to borrow with minimal contact.

A new outdoor space was created at Dee Why Library which has been enjoyed by families attending children's programs particularly in the warmer months.

## Performance results

Performance measures	Target	Result 2020	
Annual growth in e-loans	10%	44%	✓
Satisfaction with library programs (Net Promoter Score: % promoters)	≥50%	75%	✓
Satisfaction with home library service (Net Promoter Score: % promoters)	≥50%	No result*	N/A



Achieved target



Behind target

\* As the annual survey on the Home Library Service is conducted annually each May, it was not completed this year due to COVID-19 restrictions.

**Completed**

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G9	Review library opening hours to improve consistency and access
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G9	Increase youth engagement with library programs and activities
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**On target**

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G10 G18	Review and improve eServices in line with customer needs and demands
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G10	Digitise the Local Studies Collection
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G9	Improve and expand library programs in line with customer needs and demands
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G9	Review opportunity to provide 24/7 access to the physical library space
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G12	Increase the reach of the Home Library service
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G9	Optimise volunteering opportunities across the service
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**Completed****Community space and learning**


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G12	Library books new
G18	New library technology
G12	New library furniture
G12	New library technology community spaces
G12	Library books – replacement

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**Library upgrades**

G9	Manly Library renewal works
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**On target****Library upgrades**


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G9	Mona Vale Library upgrades and new works
G9	Forestville Library renewal works

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**Behind Schedule****Library upgrades**


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G9	Library buildings works program – <i>The project was delayed due to the increase in the scope of works for the Glen Street Theatre amphitheatre awning and is aimed to be delivered in the 2020/21 financial year.</i>
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● Environment	● Social	● Economic	● Civic
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging
		Vibrant Local Economy	Transport, Infrastructure and Connectivity
			Good Governance
			Partnership and Participation

## Supporting CSP goals

G6	G13	G16	G17	G22
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This service works to ensure that residents, workers and visitors can move around the Northern Beaches safely and easily. It provides, manages and maintains the road network including 850kms of roads and 52 carparking areas with approximately 14,400 car spaces, five parking stations and over 2,700 beach reserve carparks. The service maintains footpaths, kerbs and gutters, bus shelters, guard rails, bridges, pedestrian crossings, roundabouts, cycleways, causeways, retaining walls, wharves and tidal pools. Road safety initiatives include child car restraint checks, seniors' workshops, learner driver workshops and an annual road safety calendar.



### Connectivity – through strategy and planning

In 2019 we adopted our Walking Plan, a key pillar in our 20-year Transport Strategy, 'Move'. It is one of seven plans underpinning the Strategy including: Walking, Bike, Parking, Network, Public Transport, Freight and Road Safety.

The draft Bike Plan received more than 700 community submissions through an extensive engagement program. This plan provides the methodology for how Council prioritises the delivery of the future shared path network and other cycling infrastructure deliver a network that connects the community of the Northern Beaches to where they want to go. The plan is scheduled for adoption early in 2020/21.

A key deliverable in July 2019 was the adoption of the Shared Transport Policy. This commits Council to supporting and regulating shared transport modes, ensuring a fair and equitable market is establishing and supporting the interests of our residents using shared transport.

Our Road Safety Plan was adopted in June 2020. This Plan sets out the directions and actions required to help the Northern Beaches local area to be a place that provides a safe travel environment for all users.

Together, these plans deliver a framework for an efficient and innovative transport network with targets for improved safety, increased public and active transport use and reduced carbon emissions by car trips. The remaining plans will be finalised over the next two years.

### Expanding our active travel network

In response to community demand, Council has doubled its expenditure on new footpaths since 2018. Spending on new footpaths increased to \$2.45m in 2019, including 5km of new footpaths across 22 locations to connect our community to local destinations, public transport and to promote walking as viable means of active travel. An additional, \$1m has been invested in upgrading existing footpaths.

Council also spent a further \$1m on implementing

the shared cycleway networks. Shared paths were completed along Allambie Road linking the local shops, oval and public school with the existing shared path to the north; and in Newport, linking Newport West shops to Newport village via Kalinya, Gladstone and Bishop Streets.

We installed bicycle parking at the following locations to meet current and future demand:

- Narrabeen: Berry Reserve and Waterloo Street
- North Narrabeen: Gondola Street Bus Stop, Pittwater Rugby Park
- Warriewood: Boondah Reserve (B line stop)
- Manly: double decker racks at Manly Wharf
- Manly: beachfront, Short Street and Bridge Road
- Manly: Manly Andrew 'Boy' Charlton Aquatic Centre
- Forestville: Memorial Oval
- Avalon: Avalon Beach, North Avalon shops
- Bayview: Riddle Reserve
- Newport: Trafalgar Park, Newport West shops
- Whale Beach: Whale Beach
- Palm Beach: Pittwater Park

New public bicycle repair stands have been installed at Seaforth, Terrey Hills, Narrabeen, Church Point and Brookvale. The stands feature tools and air pumps for minor repairs and maintenance whilst getting around the area by bike.

### Making it easier and safer to get around

An innovative traffic management solution was implemented in the busy pedestrian area between Dee Why town centre and Dee Why Beach, making the precinct a 40kph zone to improve residential amenity and pedestrian safety. Similarly, we partnered with Transport for NSW to implement a trial of 30km/h reduced speed zoning across the Manly CBD to improve amenity and safety for pedestrians, residential and commercial residents and tourists between Manly Wharf and the Manly beachfront.

In December, our road safety team held an education crash car event on the beachfront at Manly showing vehicles that had been damaged during collisions at different speeds. Over 1,100 people, including parents and new drivers, attended the event to hear about how to improve road safety in our area. The 30km/h speed limit is part of adjusting our way of life to make our places more liveable.

In addition to reduced traffic speeds, the Northern Beaches became easier to get around through upgrades to 2.5km of road kerb and gutter, incorporating pedestrian access ramps that improve the use of footpaths by assisting parents with prams and improving access for everyone.

Our Road Safety team undertook a series of campaigns and free workshops to raise community awareness of the road rules and to promote positive and safe driver, rider and pedestrian behaviour. We engaged with over 2,795 people through our programs and resident communication, including Seniors Road Safety Expo workshops, learner driver programs and car seat fitting inspections.

In adapting to COVID-19 restrictions, we have utilised a voucher system for child car restraint checks. Over the year a total of 244 families have used the free service, with 344 children being safer because of adjustments made to their family's car restraints.

During 2020, Council's road safety around schools campaign delivered road safety education to schools and kindergartens, engaging with staff and families from 47 schools in the local area. A short video promoting safe and legal parking around schools has also been produced and shared with local schools.

With parking a major concern in the area, a Parking Guide was developed to explain correct parking rules, and the potential penalties for illegal parking. Over 1,000 of these have already been distributed.

### **Caring for our public places**

In a challenging year for our whole community, Council's teams have been ready to adapt and respond to recent events. Our Public Place Officer team continued their regular inspections and liaison with businesses, providing advice, information and support.

Public Place Officers responded quickly to customer requests such as vegetation issues, footpath repairs and graffiti. The team also played a vital role in aiding storm clean ups and delivering pamphlets to areas affected by major power outages. During the bush fire season they helped with the delivery of items for the Avalon Surf Club Bush Fire Appeal and transporting donated clothing to the Red Cross. They have also helped manage Council's response to the COVID-19 isolation period by checking in with businesses in our commercial centres and responding to needs as life around us continues to change.


### **Greening the fleet**

Our commitment to reducing carbon emissions extends to our fleet of vehicles and our service to the community. We obtained two Hyundai Ioniqs and three Mitsubishi Phev plug in electric vehicles to grow our fleet of low-emission vehicles. An electric cleaning cart also replaced a petrol-powered unit at Sydney Lakeside Holiday Park.

Seven electric vehicle parking and charging spaces are now available at Dee Why PCYC.



Performance measures	Target	Result 2020	
New assets completed for the planned active travel program	100%	100%	✓
Condition of local roads - average pavement condition - rated very good to satisfactory	>90%	94%	✓
No. Hop Skip and Jump passengers	>330,000	258,497*	✗
Public transport patronage to City, Chatswood and Macquarie Park	>34.13m	30.00m**	✗

 **Achieved target**
 **Behind target**

\* The passenger numbers were down in the September and March quarters and the restrictions on passenger numbers has impacted the June quarter.

\*\* This result is based on Opal card data. Though patronage was higher than the previous year through to January 2020, from February it dropped off dramatically due to COVID-19 restrictions.

## Operational projects

### Completed

**G17 G22** Expand the Active to Schools initiative to encourage walking and cycling to school, in partnership with NSW Department of Transport

**G12 G17** Implement Walking Plan and Pedestrian Access and Mobility Plans

### On target

**G6 G13** Implement Transport Plans which support the Transport Strategy  
**G17 G22** - Parking, Bike, Road Safety, Public Transport

### Behind schedule

**G6 G13** Develop Transport Plans to support the Transport Strategy - Parking, Road Safety, Public Transport – The  
**G16 G22** completion of the Bike Plan has been delayed with consultation on the plan moving online due to COVID-19.

**Completed****Active travel – cycleways and footpaths**

G17	Footpath new
G17	Bike plan implementation - new works
G17	Footpath renewal works
G17	Soldier's Memorial Walk Freshwater

**Carparks and parking stations**

G16	Multi storey carparks renewal works
G16	Carpark renewal works

**Plant and fleet**

G16	Major plant renewal
G16	Light fleet renewal

**Road and related infrastructure upgrades**

G16	New traffic facilities
G16	Church Point – new infrastructure
G16	Kerb and gutter new
G16	Kerb and gutter renewal works
G16	Road re-sheeting program
G16	Bridge renewal works

**On target****Carparks and parking stations**

G17	Whistler Street carpark renewal works
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**Road and related infrastructure upgrades**

G16	Retaining wall renewal works
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**Wharf upgrades**

G2	Sea wall renewal works
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## Behind schedule

### Active travel – cycleways and footpaths

- G17** Warriewood Valley - pedestrian and cycleway network - The budget was not sufficient to deliver the works following completion of the design. The project will be rescheduled to be undertaken to coincide with the completion of Fern Creek Park, currently planned to be delivered in 2022.
- G17** Connecting Communities – footpaths program - Due to the risk of COVID-19, consultation for this project was placed on hold.
- G17** Connecting communities – cycleways program - Due to the risk of COVID-19, the planned consultation for the Newport to Avalon section was placed on hold.
- G1** Dee Why to Long Reef walkway - This project requires further investigation.
- G17** Narrabeen Lagoon pedestrian and cycle bridge – Delays were caused by the need to resolve funding issues.

### Road and related infrastructure upgrades

- G16** Scotland Island roads and drainage improvements - Construction has been re-scheduled for first quarter of the 2020/21 financial year due to the impacts of COVID-19.
- G16** Warriewood Valley – traffic and transport infrastructure - Works delayed due to COVID-19 impacts. Construction to commence in July 2020.

### Wharf upgrades

- G16** Church Point masterplan wharf extension - Construction is on hold until land ownership is finalised. Construction scheduled to commence first quarter 2020/21.
- G16** Wharves works program – Work on this program has been delayed whilst we develop a schedule of maintenance and operational activities, asset management plans and plans of management for the wharves and jetties.
- G16** Carol's Wharf renewal works - This project has been delayed to ensure that the outcomes of community engagement are appropriately reflected in the final works and to plan the construction period around Ausgrid's Energy Reliability Project. It will be completed in the 20/21 financial year.
- G16** Bells Wharf renewal works - This project has been delayed to ensure that the outcomes of community engagement are appropriately reflected in the final works and to plan the construction period around Ausgrid's Energy Reliability Project. Work scheduled to be completed in 2020/21.



● Environment	● Social	● Economic	● Civic
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Supporting CSP goals

G7	G8	G9	G10	G15	G19	G20	G21	G22
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The Northern Beaches has 74 village and town centres and over 1,600 businesses. We support our residents and business with community and business events, visitor information and tourism promotion, partnerships with Chambers of Commerce, festivals and citizenship ceremonies. We engage with and listen to our community, planning and delivering community engagement online and in person on a wide range of projects. We provide constant and clear communication via our website, electronic newsletters, social media, local publications, documents and at our community and business events.

### Connecting our community through communications

At the height of COVID-19 restrictions, Council increased communications via a range of channels to keep the community informed of the changing situation. This included providing weekly electronic newsletter updates, daily social media updates and a range of signage at beaches, parks, playgrounds and Council buildings.

Council maintained a weekly electronic newsletter throughout the pandemic which attracted open rates of 48 percent, more than double normal open rates.

Other communications highlights in 2019/20 included:

- production and dissemination of over 50 videos, increasing engagement and reach through social channels
- increase in social media followers by 23 percent to over 87,000 across all channels
- average monthly reach via social media channels is over one million
- monthly website page views over 650,000 – visitation increased 12 percent since 2018.

### Supporting small business during COVID-19 economic crisis

In response to the COVID-19 pandemic, Council acted swiftly to develop a business support plan which was endorsed by Council on 24 March 2020. Key highlights of the \$1.5m package are detailed below along with other initiatives and support that were carried out during the impacted June quarter 2020:

- fee waivers for up to six months on outdoor dining and footpath merchandise. This was extended for a further three months to 31 December 2020 at the June Council meeting
- fee waivers for six months on food and other health on premises and fire safety
- we contacted all outdoor dining permit holders to provide advice and offer support

- more flexible and pragmatic arrangements for supplier deliveries to supermarkets
- changes to timed parking to encourage pick up of take-away food
- assistance to help businesses connect with customers, including help with social media marketing and 'shop local' initiatives
- dedicated online resources and electronic business newsletter going out to a database of over 16,000 local businesses
- free webinar series: four webinars delivered to 181 businesses on access to NSW grants, food safety for home businesses, staying connected with your customers and mental wellbeing for business
- support for the five local business chambers through weekly/fortnightly online meetings, with the Mayor and CEO to discuss a coordinated response to businesses
- cross promotion of business chambers events through Council newsletters promoting chamber and shop local initiatives including Back Your Local, Shop Local Avalon/ Palmy and Shop Now #Newport2106
- provided advice to local food businesses seeking to operate as dark kitchens (home delivery or pick-up rather than dine in service) and take-away businesses
- promoted the Rates and Charges Hardship Policy for eligible small business ratepayers
- conducted a Business Recovery Survey to understand impact of COVID-19 on local businesses and further assistance from Council to help relaunch and reopen
- established a Business to Business (B2B) Support Hub to connect impacted local businesses with local professional support/advice (financial, legal, workplace safety, digital marketing).

## Tourism

The Northern Beaches tourism sector has been especially impacted by COVID-19 and the ban on international travel. Once intra-state travel restrictions were lifted on 1 June, Council commenced a social media campaign through Hello Manly to encourage visitation to the area and support local tourism operators. This included a campaign “6 things to do this long weekend” and a winter school holiday campaign on family friendly attractions.

## Activating local places

Placemaking is all about collaboration and creating vibrancy, to create places where people want to visit and spend time. Council is working at a local level to improve places for local residents, businesses and groups. In the first three quarters of the year, we developed an activation plan for Newport Village in conjunction with the Newport Chamber of Commerce and other community members. We installed murals in Manly Market Lane, conducted the Forestville Winter festival, a pop-up plaza event in Avalon, and installed Christmas decorations right across the local government area to draw attention to our amazing local places.

With the introduction of restrictions associated with COVID-19 we have used our valuable liaison role to assist businesses to become COVID-19 safe. We have supported market operations with advice and signage. We have addressed parking challenges in various town centre locations by installing Click and Collect parking and reviewing parking sites and line marking. 27 click and collect parking sites have been installed in our commercial centres.

## Events to connect us all

Our event management team delivered an enlivening range of face-to-face events and activities to strengthen community connection across the Northern Beaches in the first three quarters of the reporting year. Events as diverse as the Manly Jazz festival, World Food Markets, Northern Beaches Art Prize, Spring into Mona Vale, the Vietnam Veteran’s Memorial Service in Manly and our fabulous Christmas concerts were delivered. Brand new family events were introduced across the local government area including Picnic in the Park at Mona Vale and Frenchs Forest and Open Air Cinema at Brookvale and Mona Vale ensuring something for everyone was on offer.

Due to the challenging weather conditions around the State this year, New Year’s Eve events at Bayview and Dee Why were cancelled. However good crowds of over 10,000 people still turned out at Manly Cove to watch the annual 9pm fireworks display presented by local businesses with support from Council.

In addition, we delivered a program of 11 Australian Citizenship ceremonies, at which 1,450 people became citizens. Our final ceremony of the year was held in March with COVID-19 restrictions put in place to enable the event to proceed.

Our Event team’s impressive transferrable skill set enabled them to adapt quickly to changes and forced cancellations caused by COVID-19 to the Council event program. We performed a variety of important functions in response to the crisis. Activities included a swift reshuffle of the ANZAC Dawn Service where we arranged the filming of a local bugler playing the last post and a Veteran reading the Ode at dawn on one of our beaches and made the film available online for everyone to observe the commemoration from their driveways on 25 April.

### Building trust through engagement

In 2019/20, Council introduced innovative approaches to community engagement, actively seeking opportunities and using new technologies to engage community groups traditionally hard to reach. As a result we achieved a 27 percent increase in participation.

Initiatives included:

- new 'Your Say' digital consultation hub; 115,000 visitors, increase on 2018 of 20 percent and over 10,000 contributions received
- active use of social media increased site visits and reached a total of 529,400 people, averaging 12,600 per post
- being the first Council to present a full video summary of Draft Delivery Program 2020-2024. Increased community participation from 1,400 in 2018 to 26,000 in 2019/20
- increased engagement communications supporting over 80 projects via 180 email newsletters to 35,000 subscribers. A 15 percent increase in subscribers from 2018
- new engagement tools, Behavioural Science blended with qualitative and quantitative methods and increased use of videos in storytelling
- creating a tool to assist measuring the effectiveness of our online consultation activities.



Performance measures	Target	Result 2020	
High impact projects - webpages updated at least every three months	85%	88%	✓
High impact projects - Council decisions communicated to stakeholders within 30 days	85%	100%	✓
Annual growth in businesses registered on Council's contact database	10%	257%	✓



Achieved target



Behind target

## Operational projects

### Completed

G11	Develop Place Activation Plans for key centres
G8 G21	Revise the Community Engagement Framework to address inclusion and new planning requirements

### On target

G15	Prepare an Economic Development Plan
G10	Implement the Events Strategy
G8	Develop guidelines to ensure Council's media platforms, forms, documents and web content are accessible

### Behind schedule

G8	Develop accessibility maps for all major town and village centres – Although planning has commenced, this project was delayed by conflicting priorities. It is now scheduled for completion in the 2020/21 financial year
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**On target**

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**Town and Village Centre activations**

G8 G9    Dee Why Town Centre – design

G8 G9    Dee Why Town Centre - construction phase 1

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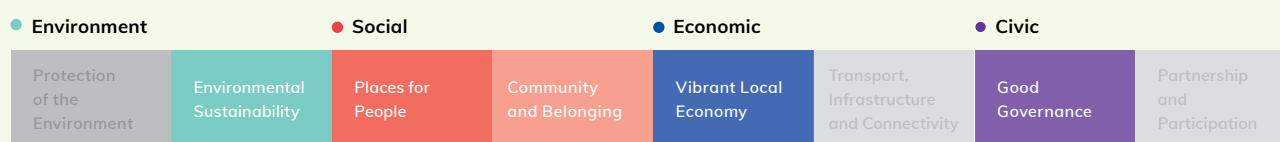
**Behind schedule**

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**Town and Village Centre activations**

G8 G9    Manly Laneways - new works - *Further construction works have been deferred until the Manly Place Plan is finalised in order for future works to align with this plan.*

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### Supporting CSP goals



This service manages and maintains 528 community and civic buildings across the Northern Beaches. This includes two aquatic centres, two sport and recreation centres, holiday accommodation facilities at Sydney Lakeside Holiday Park and Currawong, as well as two cemeteries. It also manages and regulates outdoor dining through a permit/licence system, and provides cleaning and maintenance of 111 public toilet facilities.

### Aquatic centres

Despite our aquatic centres closing for the final three months due to COVID-19 restrictions, attendance was growing and good for the year – over 225,000 at the Warringah Aquatic Centre (WAC) and over 502,000 at the Manly Andrew Boy Charlton Aquatic Centre (MABC). From May, there was a limited reopening of some facilities to support our community to exercise and play.

MABC's fitness centre memberships grew with 1,400 active members, and 1,200 children participated in active swim school in weekly sessions and in the squads program. From mid-May the gym reopened on a restricted basis, as well as the outdoor pools from mid-June.

At the WAC, the Swim School saw a steady increase in patronage. The 'Splash Pad' and pool inflatable were well attended by families throughout school holidays and weekends. Large events throughout the year included swimming carnivals and water polo events, as well as the WAC's 40th birthday celebrations. This was jointly celebrated with the launch of 'Sculptures by the Pool' with a free family fun day which was well supported by the community.

### Supporting our tenants through COVID-19

A large number of community groups and businesses use Council buildings – the large majority of these have been impacted by COVID-19 restrictions. As part of our overall community and business support response, Council waived the rent for impacted lessees and licensees, and is continuing to assist them get back on their feet as restrictions roll back. Outdoor dining fees have been waived until December 2020, and we're giving more flexibility for seating areas to allow for social distancing. For retail stores struggling for patrons, we introduced interim arrangements that allow retailers to display merchandise outside their stores.

### Better community facilities

Manly Youth and Community Centre and Community Pre-School was refurbished. This increased and modernised the space for childcare, allowing another 20 children to be accommodated. The facility provides a modern high-quality environment, inside and out, for children of all abilities to play and learn. The Youth and Community Centre now has modern meeting spaces, a kitchen, upgraded toilets and disabled access.

We have created a Manly Community Hub, by refurbishing the Manly Soldiers War Memorial building on Raglan Street. The lower floor is now for the ongoing use of Community Northern Beaches following a purpose-built refit. This is the first of Council's proposed community hubs.

The Bilarong Scout Hall, Narrabeen, was renewed following substantial termite damage that rendered it unusable. It now has an impenetrable frame of steel, along with a new internal hall. It was also reconfigured to make it available for use as a community centre.

The Pirate Ship mini-golf course at Pittwater Golf Centre was given a facelift and was reopened. And two cabins at Lakeside Caravan Park in Narrabeen have had bathrooms and kitchens replaced to provide a better customer amenity.

The popular Jacka Park in Freshwater now has its own amenities for the many families and children using this local park. Created by repurposing an unused gardener's shed on site, it now houses new facilities for all abilities, with ambulant and accessible amenities. The building is also connected to the park and playground by a new accessible pathway.

### Seaside improvements

South Narrabeen Life Saving Club was refurbished, with an improved carpark layout, new boundary fences and a lift for accessibility. Along with repainting, the changes have made a big impact on the appearance and usability of the building for the club and community.

At North Narrabeen rockpool, the amenities building, including the bathrooms, family change room and improved club facilities have been upgraded and the rockpool is now a great spot for local swimmers. The building is home to North Narrabeen Learn to Swim, as well as three amateur swimming clubs.

The design for Mona Vale Surf Life Saving Club underwent extensive community consultation, resulting in an improved design to relocate the public amenities and create additional ones in Apex Park. The community feedback was very constructive, and work will proceed next financial year.

### Supporting our sports

There's more to making sports happen than just keeping the field in good condition, so we've been working on some key sites providing all the other facilities that players and spectators need. Where we can, we also provide accessible amenities and access so that our sites are suitable for all abilities.

Nolan Reserve in North Manly has a new amenities building with change rooms, toilets, a canteen and undercover spectator area. The large storage room is also a welcome addition for the Manly Warringah Junior Cricket Association and other clubs using the site. The massive 120 metres of tiered seating gives spectators wonderful views of the grounds, and the adjacent bitumen court now hosts eight new cricket nets. A new basketball half court will be completed soon.

Balgowlah Oval has a new sports amenities building, a result of our partnership project with the AFL, Balgowlah Suns and NSW Government. There are new bathrooms, change rooms, storage facilities and canteen, as well as an umpire's room. The separate public toilets also include accessible amenities.

Melwood Oval, Forestville now has a great facility for the local cricket, football and netball clubs – with new enlarged public amenities and change rooms, and an accessible toilet. In nearby Frenchs Forest, another sports amenities building was completed at Lionel Watts West, with extra change rooms to cater for more women in sport. This provides equal access to change rooms, allowing men's and women's competitions to run there concurrently for the first time.

The Lionel Watts improvements are part of the Glen Street Masterplan, and also include a scenic upper platform for spectators, extra storage for the sport clubs, and an upgraded canteen. There are also additional accessible pathways around the building, for better inclusion for playing and watching community sport. In line with AFL guidelines, this work will also benefit a range of sports clubs, and both male and female participants - the Wakehurst Football Club, Forest Lions Junior AFL Club and Wakehurst Cricket Club.



Performance measures	Target	Result 2020	
Total visitation to swim centres - Manly and Warringah Aquatic Centres	> 827,000	727,967*	✗
Learn to Swim attendance - Manly and Warringah Aquatic Centres	> 95,200	76,058*	✗



Achieved target



Behind target

\* The facilities were on track to achieve the targets in March 2020. However, the three-month closure of both facilities due to COVID-19, and the restricted reopening in June, has significantly reduced visitation numbers and Learn to Swim attendance.

## Operational projects

### Completed

G19	Crown Land Transfer Program - review, consolidate and transfer suitable lands to Council
G19	Review and implement the Buildings Asset Management Plan, which advises Council's Capital Expenditure program
G8 G19	Implement priority accessibility improvements to Property assets
G15	Currawong Cottages and surrounds - refurbishment and modernisation
G9	Work with Department of Education on future recreation needs for Warringah Aquatic Centre and associated reserves

### On target

G9	Beach Building Works Program - including the Narrabeen Swimming Club and SLSCs at Mona Vale, Long Reef and Manly
G7	Community Building Works Program - including the development of a new Warriewood Valley Community Centre
G7	Deliver a new Creative Arts Space

**Completed****Aquatic Centre improvements**

- G9 Warringah Aquatic Centre renewal works
- G9 Manly Aquatic Centre renewal works

**Cemetery Works**

- G19 Cemetery works program

**Civic building and compliance works**

- G5 Elanora Heights Scouts Group Hall renewals
- G5 Operational buildings works program
- G5 Sport buildings works program
- G5 Beach buildings works program
- G5 Disability access compliance works (DDA)
- G5 Building Code of Australia compliance works
- G15 Sydney Lakeside Holiday Park renewal works
- G8 Pittwater Golf Driving Range renewal works
- G5 Raglan Street, Manly building upgrade

**Public amenities improvements**

- G9 Public amenities works program
- G9 Palm Beach pavilion renewal works
- G9 Balgowlah Oval amenities
- G9 Nolan Reserve sports amenities works
- G9 North Narrabeen rockpool amenities works

**Rural Fire Service program**

- G2 Rural fire service building works program

## On target

### Civic building and compliance works

- G5 Currawong Cottages - new cottages, games room and amenities

### Rural Fire Service program

- G2 Duffys Forest Rural Fire Station new works

## Behind schedule

### Civic building and compliance works

- G9 Wyatt Avenue, Belrose futsal centre new works - *In response to strong community need this site has been selected for further investigation as a high quality, off-road bike riding facility for junior/beginner level riders. In 2020/21 this site will be subject to a high-level concept design taking into account the environment and the retention of mature trees.*

### Rural Fire Service program

- G2 Terrey Hills Emergency Services Headquarters design works – Detailed planning for this project was delayed until April 2020, pending funding commitment from a grant body. The scope is currently being refined in consultation with the users of the site, as part of a Northern Beaches masterplan for housing the RFS, SES and Marine Rescue head office operations.



● Environment		● Social		● Economic		● Civic	
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation

Supporting CSP goals

G19	G20	G21	G22
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The governance and assurance service provides an integrated approach to organisational integrity, ethics and accountability and supports local democracy and transparency through business assurance measures. The service provides secretariat functions for Council meetings and meetings of strategic reference groups and committees.

### Executive Leadership

Our new executive leadership structure has had a successful first year of operation. We have now realised the process of transformation and positioned the business to continue delivering on the community's vision. This has been a significant milestone in the journey of the amalgamated Council.

### Governance and risk

Northern Beaches was the first Council to audit its own governance system in 2019, benchmarked against the NSW Audit Office's Governance Lighthouse. We created the Governance Experience (GX) program that is agile and responsive. The GX program recognises that governance is not just a set of processes or policies, it is an integrated, living and breathing web of dependencies across functions responding and shifting day to day.

Projects enhancing the digital governance experience completed in 2019/20 included:

- delegations review and new delegation system, integrated with HR systems to maintain current information
- online risk management and compliance systems
- online policy register supporting harmonisation of policies as a merged Council
- first NSW Council to broadcast a full virtual Council meeting with all Councillors participating online and successfully held four virtual Council meetings.

These changes are aimed at making it easier for people to reach us, comply with our requirements, and to encourage greater participation and easier, more transparent reporting.

Council has implemented strong fraud and corruption prevention strategies and in 2019/20:

- developed a Fraud and Corruption Control Plan and Policy
- set up a Fraud and Corruption Control Committee
- conducted fraud and corruption risk workshops and awareness campaign, culminating in a fraud awareness week in July 2020.

### A strong community voice – our community Strategic Reference Groups

Over 85 people are members of our six Strategic Reference Groups (SRG), either as interested residents, a business, a non-government organisation or Government representative. They meet regularly to contribute to Council's functions at a strategic level, with feedback on the community's needs, as well as Council initiatives and plans.

Each SRG has up to four Councillors as members, to ensure they hear this community voice first-hand.

This year, our busy SRGs engaged on projects to improve planning and transport frameworks, such as Council's road safety, parking, traffic, bike and walking plans. They were also engaged on projects to sustain our environment and open spaces, such as the Northern Beaches Environment and Climate Change Strategy 2040 - Protect. Create. Live. Development of Council's waste management strategy and zero waste were also discussed.

The SRGs were also involved in providing Council with feedback and input into social policies and plans to support the community, such as the Children's Services Strategy, Volunteer Strategy and the Arts and Creativity Strategy.

Programs to stimulate our local economy were also highlights of SRG activities in the year. These included discussing the draft Northern Beaches Employment Study, Destination Management Plan, and place activation plans.

The network of SRGs were also helpful to Council in framing a response to COVID-19, with matters such as community support, partnerships, impacts on the local business community and domestic violence being topics discussed in these forums.



### **Professional development of Councillors**

Our Councillors are committed to engaging in ongoing opportunities for professional development to build their capabilities and skills as Council's governing body and to inform the work they undertake representing the community. Over the year, Councillors have attended many face-to-face development opportunities and have also pursued these through digital environments where restrictions have limited physical attendance.

The range of interest areas covered during the year was extensive and broad, with workshops, skills building training and conferences which included such topics as growing our night-time economies, capitalising on digital transformation and artificial intelligence, mental health and suicide prevention, and tackling the issue of violence against women.

Councillors receive newsletters, updates and information from Council and other peak industry or oversight agencies in relation to community matters, latest sector developments, industry changes and new initiatives. Regular Councillors briefings are held to discuss key issues, Council business and governance matters and Councillors also engage in peer-to-peer information sharing on outcomes and understanding gained from committees, conferences and seminars they have attended.

Over the year, Councillors attended various committee meetings and workshops to gather insights and feedback from the community and organisations across the Northern Beaches, such as Chambers of Commerce; State Park advisory committees in Manly, Currawong and Narrabeen; resident groups; community associations; and schools. These meetings and workshops provide opportunities to develop a greater shared understanding on key community issues, including economic development, housing, environmental conservation, habitat management, public transport and active travel.

Councillors also attended community-driven events throughout the year with opportunities to learn and share information with the community, businesses, and other organisations.



Performance measures	Target	Result 2020	
Number of complaints	N/A	193	
Number of compliments	N/A	92	
Enterprise risk registers reviewed and current	100%	95%*	✗
Internal audits undertaken in line with strategic Internal Audit Plan	80%	75%**	✗



Achieved target



Behind target

\* The Strategic Risk Register is under review, new software implemented and scoring matrices updated. This resulted in a delay to the currency of the Register.

\*\* No audit work was undertaken during March-June due to COVID-19. Audits that had been commenced will be completed in the the 2020/21 financial year.

**Completed**


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G19 Support the professional development of Councillors

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G21 Support the Local Government election

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**On target**


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G20 Conduct training and testing for business continuity management

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G20 Facilitate Code of Conduct training and awareness for Councillors and staff

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G20 Establish a complaints reporting framework for feedback to Council and the Audit, Risk and Improvement Committee

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G20 Establish online customer information including FAQs relating to complaints handling

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**Behind schedule**


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G19 Deliver the Internal Audit program in line with the Internal Audit Strategic Plan  
- The audit program was suspended in March due to COVID-19.

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G20 Deliver initiatives identified in the Integrity and Complaints three-year strategic plan - *Following recent organisational changes and the amalgamation of the Internal Audit and Complaints Resolution functions into one business unit, a new Strategy is to be developed in the coming year.*

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● Environment		● Social		● Economic		● Civic	
Protection of the Environment	Environmental Sustainability	Places for People	Community and Belonging	Vibrant Local Economy	Transport, Infrastructure and Connectivity	Good Governance	Partnership and Participation

Supporting CSP goals

G20

This service delivers high quality front of house services to the community and internal customers across four customer service centres in Avalon, Dee Why, Manly and Mona Vale. They manage customer calls and visits to service counters and ensure information for customers is robust and easy to use.



### Meeting our customer needs

Our Customer Service team continued to improve our digital services, an outcome from customer feedback in 2018. This resulted in an uplift in customer satisfaction from 3.5 (out of 5) in July 2019 to 3.8 in June 2020.

Specifically, the new online services that deliver greater convenience for customers include:

- online parking permit applications
- online waste calculator, giving customer control and access to waste service costs
- online booking system for customer service appointments
- online appointment bookings for customer service.

Our front-line customer service centres adapted swiftly during the onset of the COVID-19 pandemic. We introduced a concierge service at each site with clear signage and visual markers for social distancing at our counters. Hygiene measures were introduced for all staff and customers and we facilitated social distancing of staff at the counters, our back office and call centre.

### New telephony system

Council's new phone system that was launched in

2019 was recognised as a Finalist in 2020 Genesys Global CX Accelerator – Best Implementation Award.

The new system has dramatically improved staff productivity and service to the community by:

- decreasing average handling time by 15 percent due to name, address and history being pre-populated on calls
- reducing call waiting times during after-hours crisis events from average 20 minutes for our after-hours call centre, down to an average 27 seconds as the new system enabled staff to log-on from home.

### New online help service

Council's custom-built, self-service knowledge base has seen an increase in usage of 215 percent in 2019/20, and online requests increased from 25 percent of all requests in July 2019 to 33 percent in June 2020.

## Performance results

Performance measures	Target	Result 2020	
Customer satisfaction with service calls	80%	94%	✓
Customer satisfaction with online requests	80%	89%	✓
Telephone enquiries resolved on first call	75%	73%*	✗



Achieved target



Behind target

\* 27 percent of all calls to Customer Service were either transferred to another business unit or a message was left for the unit to call the customer back. The volume of complex calls was elevated due to three unplanned incident periods in early 2020 - bush fires, floods and COVID-19 pandemic.

## Operational projects

### Completed

G20	Build a customer-centric culture with a focus on customer experience and the Measures of Success program
G20	Improve and review the customer portal to enhance customer experience and accessibility
G20	Investigate provision of a concierge and customer queuing system at front counters

### On target

G20	Integrate the telephony system within the customer relationship management system
G20	Develop and implement a consistent feedback approach across all customer contact channels



## Supporting CSP goals



This service provides back of house functions including finance, human resource management and information management systems to enable the efficient delivery of services to the community.

### Financial management

Catastrophic bush fire risk, significant summer storms and the COVID-19 pandemic placed considerable pressure on this year's budget. These have temporarily impacted our financial results, with a net operating deficit of \$16.5m (before capital grants and contributions).

As at 30 June 2020 the net cost of the pandemic on Council is \$11m. This includes losses due to service impacts, and the cost of our support packages to help our community and small business through this crisis.

We have reduced our planned capital expenditure for 2020/21 to provide further capacity to respond to the pandemic, and to retain our long-term financial sustainability. All other financial and asset performance benchmarks have been met and working capital is sufficient to meet the Council's operating requirements for the coming year.

Our audited General Purpose and Special Purpose Financial Reports for this financial year are included as part of this Annual Report.

### Keeping our community involved

The restrictions on public gatherings from the COVID-19 pandemic resulted in a fresh approach to engaging the community on the four-year Delivery Program and Budget 2020/21. All engagement was online with an increased focus on producing material that could be shared widely with the community, providing snapshots of works and priorities in the coming year. This included videos, an online map of projects, local summaries and other fact sheets. This resulted in greater reach by social media and electronic mail, and greater interaction with our community.

Our online engagement during the exhibition included:

- 240,000 people reached by electronic direct mail
- over 309,000 readers reached via localised Facebook posts
- nearly 26,000 visits to the Your Say online content
- 30 people tuned into online meetings
- 360 views of the online capital works map
- over 3,700 views of online videos on the budget, capital works and environment programs.

Over 2,300 submissions were received, resulting in changes before Council adopted the Delivery Program and Budget 2020/21 in June.

### Grant program highlights

Council has been successful in securing grants for priority community projects this year. NSW and Federal Government grants provided \$28.9m in capital and operating funds, which helped fund our infrastructure, parks, environment and social services.

Some of the highlights include the Department of Communities and Justice providing \$50,000 towards a youth crime reduction program, plus a youth diversionary project to the value of \$49,800, and another \$5,000 for a Grandparents Day event. NSW Health granted \$340,000 over three years for a Suicide Prevention Community Gatekeeper Training program.

NSW Department of Planning, Industry and Environment (DPIE) provided \$50,000 to develop a Coastal Zone Emergency Action Plan and another

\$65,000 for an Open Coast and Lagoons Scoping Study. DPIE also funded playground upgrades at Clontarf Reserve with \$200,000 and Plateau Park with \$50,000 under the Everyone Can Play Program.

Seven projects were also funded under the Crown Reserves Improvement Fund including \$105,000 to upgrade the conference centre at Currawong, almost \$50,000 towards weed management at Curl Curl Lagoon and Middle Creek. A further \$90,000 and \$80,000 to upgraded the amenities at Shelly Beach and Clontarf Reserve respectively. For Long Reef Surf Life Saving Club \$200,000 was granted towards the construction of a new building, and Elanora Scout Hall at Bilarong Reserve also received \$62,000 under this program. Information on the range of grants received is included in the Annual Financial Statements (note 3d).

### **Igniting our workforce for excellence**

We are committed to building a culture of continuous improvement across Council. Our springboard is the Australian Business Excellence Framework (ABEF), which gives a holistic approach to create better outcomes for our community. We've tailored this into our own strategy and tools, collectively referred to as the IGNITE Program – Inspiring Great New Ideas Towards Excellence. We've equipped over 350 staff to develop improvement ideas, having completed online IGNITE learning modules. As staff develop improvement ideas in their service areas, they are being captured in our Improvements Register, with 60 developed during the year.

A tailored Service Review Framework has been adopted by Council and is providing the basis for reviewing all services to ensure that they are efficient, effective and tuned to community needs. Through the service review process both operational improvements and strategic service recommendations are being identified and will be reported to Council.

### **Adaptive and resilient operations**

Our geographical information specialists created a new online mapping system for use by staff and the public. This is a vital tool for our Incident Management Team to respond to emergency situations, select potential flood evacuation centres, and suitable locations for drive through COVID-19 testing.

We significantly improved our cyber security capability by 70 percent, protecting our data and systems. This was achieved through measures such as network security, user education and awareness, malware prevention, secure configuration, managing user privileges, incident management and continuous monitoring.

By the end of March, a large proportion of our staff had begun working remotely due to COVID-19 restrictions. By tapping into our forward plans for mobile technology, we rapidly transitioned over 700 staff to deliver quality services from their home or in the field. This modern workplace program is a collection of tools and processes that equip staff to work from any location. It has also enhanced collaborative working, unified communications tools and advanced workflow.

During restrictions, 117 staff were redeployed into critical frontline services following the closure of libraries, theatres, aquatic centres and community centres. Re-assigned staff undertook 36 different tasks such as beach patrols, assisting with the Library2U Program and Meals on Wheels deliveries. We also had staff assisting in cemeteries (photographing monuments), bush regeneration, dune planting, various administration tasks, litter removal and various audits.

### **Technology improves the customer experience**

In partnership with Lake Macquarie Council, we received \$910,000 in funding through the Australian Government's Smart Cities and Suburbs Program. This world-first initiative will involve sensors and other smart infrastructure to improve beach safety, provide updates on conditions for lifeguards and beachgoers, and increase public amenity.

The Smart Beaches technology will initially be trialled at Manly and Shelly Beaches on the Northern Beaches. Pending success of the trial, this technology may be rolled out to other beaches within Australia and also internationally.



### **Technology improves the customer experience**

We've enhanced our customer experience platforms, significantly improving staff and team productivity to provide great customer service. These offer a seamless customer experience, as customers no longer have to spell their names out at the beginning of a call and wait for the customer service agent to find their details. We have improved staff visibility into any issue that the customer might be calling for, resulting in faster and more proactive problem-solving. Call times have reduced on weekends from up to 20 minutes, to an average of 27 seconds.

Customer service staff can now work from any location providing continuous service. During the February storm, staff were able to login remotely and respond to more than 150 calls over six hours on a Sunday afternoon which would not have been possible without these enhancements.

### **Engaging the workforce and keeping everyone safe**

Our workforce is the key to delivering the efficient quality service that we strive to provide our community. Our programs are driving a staff culture of high performance and engagement, and continually refining a workforce that is capable and fit for purpose, with the right skills. We undertook a staff survey which was completed by 85 percent of the workforce, with some good results. Pleasingly, most staff feel positive and satisfied about their work, and support the organisation's purpose and values. Areas highlighted for improvement include leadership, career opportunities, processes and vision. Our new work, health safety and injury management system was launched in December 2019, and is helping to effectively identify hazards, and manage and monitor risks. We have developed staff guidelines and procedures to support Council's policy on alcohol and other drugs. This helps ensure there is a healthy and supportive workplace environment for all.

Performance measures	Target	Result 2020	
Correspondence replied to within 10 working days	90%	92%	✓
Operational projects completed or on schedule	80%	84%	✓
Capital projects completed or on schedule	80%	79%*	✗
Quarterly, annual and statutory reports submitted to Council on time	100%	100%	✓
Voluntary staff turnover rate	≤13%	7%	✓
Number of Council Wi-Fi access points	>115	117	✓

Financial performance measures	Target	Result 2020	
Operating performance	>0	-4.97%**	✗
Unrestricted current ratio	>1.5	2.09 x	✓
Own source operating revenue	>60%	84.85%	✓
Debt service cover ratio	>2 x	3.70 x	✓
Rates and annual charges outstanding	<5%	4.12%	✓
Cash expenses cover ratio	>3 months	5.39 months	✓
Building and infrastructure renewal ratio	>100%	121.34%	✓



Achieved target



Behind target

\* In the latter part of the year, several projects fell behind schedule, whilst resources were focused on supporting our community during the early stages of the COVID-19 pandemic.

\*\* The COVID-19 pandemic, along with severe summer storms and catastrophic bush fire risk placed significant additional cost pressures on Council this year, leading to a deficit in the operating result. All other financial results met their targets, and working capital is sufficient to meet the Council's operating requirements for 2020/21.

**Completed**


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G19 G20 G21 Develop the Delivery Program, annual operational plan and long-term financial plan

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G19 G20 Present Council's quarterly budget review statement, annual report and financial statements

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G19 G20 Deliver a program of service reviews

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G8 G19 Develop disability awareness education and training for all staff

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G14 Implement the workforce plan

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G18 Implement the digital transformation strategy

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**On target**


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G19 G20 Develop a harmonised rates structure

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**Behind schedule**


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G19 G20 Develop strategic directions and plans based on Integrated Planning and Reporting framework  
 - A project is underway to review Council's framework for developing strategies and plans.  
 This will continue into 2020/21. The development of the Local Strategic Planning Statement  
 and Climate Change Strategy was supported and both were adopted in 2019/20.

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Completed

IT improvements

G19	IT infrastructure new works
G19 G20	IT software new works
G19	IT Infrastructure replacements
G19	Computers, laptops and mobile devices - replacement







A full-page background image showing a person surfing a wave at sunset. The sky is a mix of pink, orange, and blue. In the background, there are buildings and a tree. The water is a deep blue with white foam from the wave.

# Statutory returns

### Section 428 (3) Preparation of report

This annual report has been developed in accordance with the guidelines referred to in the Local Government Act 1993, Integrated Planning and Reporting Guidelines (s406), the Local Government (General) Regulation 2005 (s217), and the most up to date Office of Local Government Annual Report checklist (published on 26/9/2018).

### Section 428 (4) (a) Financial statements

Audited financial statements for the year 2019/20 are at page 174 of this annual report.

### Section 428 (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.

### Section 428 (5) Send to the Minister

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

### Section 54P (1) Particulars of any environmental upgrade agreement entered into by the Council

Council did not enter into any environmental upgrade agreements in the 2019/20 financial year.

### Section 508 (2) and 508A Implementation of special rates and levies

The Northern Beaches Council is sustaining the approved rates path of its former Councils until the end of 2020/21 in accordance with the Local Government (Council Amalgamations) Proclamation 2016 and the Local Government Amendment Act 2019.

All the former Councils (Pittwater, Warringah and Manly) had variations applying to their rates. Where appropriate, movements in the receipt and expenditure of these funds are included in the Annual Financial Statements. Note that 2017/18 was the last year of the former Warringah Council Special Rate Variation.

### Manly Environment Levy

As part of reporting, the former Manly Council set aside part of an ordinary rate increase in 1997, to fund priority environmental projects that enhance Manly's environment. In 2019/20 an amount of \$1,257,639 was spent in the former Manly local government area on priority environmental projects, including the installation of solar power on Manly Andrew Boy Charlton Aquatic Centre.

### Manly Business 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 2019/20 the income raised was \$1,224,870. This amount was fully expended on capital and maintenance works. This included works such as the new playground on The Corso, bike racks at the wharf, tree maintenance, security cameras and various construction and maintenance projects across the CBD.

### Manly Business 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 2019/20 the income raised was \$85,895.

These funds will be spent in the 2020/21 financial year on renewal works within the Balgowlah commercial area.

### 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) to generate approximately \$38.4m in funds. These funds are for infrastructure works and environmental programs to be delivered over a 10-year period.

In 2019/20 an amount of \$3,429,443 was spent in the former Pittwater Local Government Area on the following capital projects:

	\$
Foreshores renewal program	337,688
Rockpool renewal program	132,671
Scotland Island roads and drainage improvements	12,787
Road resheeting	1,100,000
Carpark renewal	150,000
New footpaths	542,762
Mona Vale Library – upgrades	42,696
Energy savings initiatives program	38,747
Water saving and re-use initiatives	48,969
Place making infrastructure	209,826
Bike plan implementation – new	140,279
Wharves works program	14,998
Bells Wharf renewal	32,397
Sportsgrounds – new and upgrades	6,558
Foreshores – new and upgrades	140,000
Newport Beach basketball court	11,629
North Narrabeen rockpool amenities	379,826
Newport Surf Life Saving Club	87,611

In addition, an amount of \$987,457 supported the following programs:

	\$
Bushland and waterways	485,000
Biodiversity protection	100,000
Community bushcare	25,000
Managing natural hazards	175,000
Facilities and services at beaches (extension of lifeguard services)	125,000
Keeping villages and surrounding areas beautiful	77,457

### Clause 132 Rates and charges written off for the period of 2019/20

\$

Rates abandoned (postponed)	1,877.64
Interest abandoned (postponed)	10,523.98
Interest abandoned (other)	14,914.11
Mandatory pension rebate	2,500,691.17
Voluntary pension rebate (rates)	139,260.97
Voluntary pension rebate (waste)	306,781.56
<b>Total</b>	<b>2,974,049.43</b>

### Clause 217 (1) (a) Overseas visits

Details, including purpose of overseas visits by Councillors, Council staff or other persons representing Council (including visits sponsored by other organisations) are provided here:

- Two staff members accompanied students to Odawara, Japan, on a cultural exchange visit in September - October 2019.

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

An amount of \$659,225 was incurred for provision of fees, facilities and expenses for the Mayor and Councillors. Details are over the page.



<b>Facilities and expenses</b>	<b>\$</b>
Dedicated office equipment to Councillors (including computers)	3,685
Communication charges (including phone calls, facsimile and internet)	21,109
Seminars and conferences attended by Councillors	24,529
Councillor training and skills development	1,136
Interstate travel by Councillors, including transport, accommodation and other out-of-pocket travelling expenses	0
Overseas visits by Councillors, including transport, accommodation and other out-of-pocket travelling expenses	0
Expenses of 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 for Mayors and Councillors	2,150
Expenses involved in the provision of care for a child of, or an immediate family member of, a Councillor	0
Other expenses	61,866
<b>Total</b>	<b>114,475</b>
<b>Fees</b>	<b>\$</b>
Mayoral	88,600
Councillors	456,150
<b>Total</b>	<b>544,750</b>

### Clause 217 (1) (a2) Major contracts

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

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

Contractors' name	Description	Total value ex GST \$
United Resource Management Pty Ltd	Domestic waste collection services	160,000,000
Airmaster Australia Pty Ltd	Service contract for air conditioning & ventilation	900,000
Kooo Hong Min And Seong Ok Min t/as Flying Fox Café	Lease and operation of the village park cafe mona vale	400,000
Pittwater Animal Hospital Pty Ltd Collaroy Veterinary Services	Agreement for operation of an animal pound	1,250,000
Modern Teaching Aids Pty Ltd	Purchase of children's services products	800,000
Shellkote Pty Ltd t/as Enviro Clean & Capture	Pavement cleaning services	1,235,240
WMAwater	Manly to Seaforth catchments floodplain risk management study and plan	154,500
Hunter Valley Training Company	Services for provision of a traineeship program	1,560,000
GJ's Landscapes Pty Ltd	Landscaping works package for new pathway, retaining walls and drainage at Currawong Beach	470,151
Terroir Pty Ltd	Consultancy services for architectural services Warriewood Valley Community Centre	285,000
Maxpak Australasia Pty Ltd	Dog waste bags	210,000
TDN Security Pty Ltd	Cash collection services	435,150
Maxwell Property & Construction Group t/as Max Build	Beacon Hill community centre - works completion	1,000,000
Dezign Interiors	Nolan Reserve amenities - works completion	1,374,550

Contractors' name	Description	Total value ex GST \$
The Glascott Group Pty Ltd	Frenchs Forest showground and carpark upgrade	1,449,477
Prime Group Australia Pty Ltd	Gutter and roofing inspection, cleaning, condition reporting	705,000
Waratah Eco Works	Seaforth - Balgowlah Heights bushland restoration project	256,300
Data#3 Ltd	Microsoft enterprise agreement	2,780,833
Northern Fencing Specialists Pty Ltd	North Narrabeen reserve baseball fencing upgrades	225,827
Ozpave (Aust) Pty Ltd, Downer EDI Works Pty Ltd, Bitupave Ltd t/as Boral Asphalt, State Asphalt Services Pty Ltd	2019/20 Road construction, asphalt materials and services program	5,400,000
Prophetable Hospitality Pty Ltd	Lease and fit out of the cafe at Little Manly Beach, Manly	350,000
GPM Constructions Pty Ltd	Tidal pool renewal project - Forty Baskets and Little Manly	322,123
Toolijooa Pty Ltd	Manly scenic walkway bushland restoration project	232,340
Toolijooa Pty Ltd	Burnt Bridge Creek bushland restoration project	228,700
Sydney Bush Regeneration Company	McKay Reserve bushland restoration project	232,000
Toolijooa Pty Ltd	Deep Creek area reserves project and Deep Creek burn prep	152,000
ATCO Structures & Logistics Pty Ltd	Balgowlah Oval amenities	765,765
Undercover Landscapes Pty Ltd	Manly Dam playground	220,800
WebVine Consulting Pty Ltd	Intranet In A Box using Microsoft Sharepoint online modern sites	180,000
Favro Constructions	Manly Corso playground structure	180,000
Dragonfly Environmental	Cromer-Beacon Hill bush regeneration and hazard reduction	160,000

Contractors' name	Description	Total value ex GST \$
Toolijooa Pty Ltd	Allenby Park area bush regeneration and hazard reduction	220,000
Able Liquid Waste Pty Ltd	Effluent removal services (sewer pit pumping)	325,000
Presence of IT Pty Ltd	Services to implement sap ec payroll and rostering time and attendance by Kronos	834,550
Tract Consultants Pty Ltd	Millers Reserve synthetic upgrade concept and detailed design	203,721
Romba Pty Ltd	Allambie Heights oval new playground and multipurpose court landscape works	160,833
OzPave (Aust) Pty Ltd	Mona Vale Beach carpark kerb and gutter and drainage improvements, Mona Vale	159,378
Twenty Four Seven	Reub Hudson sports amenities renewal	307,728
Kuga Australia Pty Ltd	Five grid connected solar photovoltaic systems to Council site	161,050
Australian Bushland Restoration Pty Ltd	Ingleside Chase bushland restoration	222,000
Australian Bushland Restoration Pty Ltd	Careel Bay bushland restoration	209,000
Australian Bushland Restoration Pty Ltd	Narrabeen-Elanora bushland restoration	211,200
Terra Australis Regeneration	Manly Dam southern park bush regeneration	160,000
Dragonfly Environmental	Narrabeen and Attunga projects	150,000
Steelworks Engineering Pty Ltd	Design and construction of Lidwina - Teresa place pedestrian bridge	187,800
Quayclean Australia Pty Ltd	Cleaning services for all Council public and sports amenities	1,947,054
AFMR Pty Ltd t/as Solo Services Group	Cleaning services for Council building in central areas	261,886
Quayclean Australia Pty Ltd	Cleaning services for Council buildings and Glen Street in central areas	790,564

Contractors' name	Description	Total value ex GST \$
Quad Services Pty Ltd	Cleaning services for Council buildings northern areas	260,792
Enviro-LCS Pty Ltd	Hygiene services for Council buildings north, south, central areas	291,693
Ally Property Services Pty Ltd	Kerb and gutter renewal program 2019/20 - Frenchs Forest ward	150,000
OzPave (Aust) Pty Ltd	Kerb and gutter renewal program 2019/20 - Manly ward	150,000
Statewide Civil Pty Ltd	Sportsfield and carpark works, 3 Boondah Road, Warriewood	1,670,067
Westbury Constructions Pty Ltd	East Esplanade Reserve public amenities	477,632
Westbury Constructions Pty Ltd	LM Graham Reserve sports amenities	545,658
Lloyd Drilling Constructions Pty Ltd	Clontarf Reserve seawall and bleachers	719,990
Carfax Commercial Constructions Pty Ltd	Major building works package including alterations and additions	1,686,915
SMC Marine Pty Ltd	Tidal pool renewal project - Forty Baskets tidal pool	462,745
Terra Australis Regeneration	Manly Dam northern park bush regeneration	160,000
Park Agility Pty Ltd	Park agility wayfinder signage	333,564
Bedrule Pty Ltd	Installation of inclined stormwater trash rack, Howell Close	352,355
Green Guys Group	Installation of solar photovoltaic cells on the roof of Manly Andrew 'Boy' Charlton Aquatic Centre	381,888
Grindley Interiors Pty Ltd	Major building and office fit out works at 52 Raglan Street, Manly	633,004
Revolution Action Sport Concepts Pty Ltd	North Curl Curl skate park	220,000
Play Workshop	Dunbar Park playground upgrade	150,000



Contractors' name	Description	Total value ex GST \$
Total Earth Care Co	Fern Creek creek works	193,470
Surf Life Saving Services Pty Ltd	Provision of lifeguard services	3,769,070
Bayteck Pty Ltd	Bilarong Reserve public amenities renewal	180,120
Rogers Construction Group Pty Ltd	Lakeside caravan park amenities refurbishment	225,177
Murphys Facilities Services Pty Ltd	Narrabeen Beach Surf Life Saving Club – remedial works	189,014
Allen Jack & Cottier Architects Pty Ltd	Urban design study to inform new local environmental plan and development control plan	184,500
Furnass Landscaping Enterprises Pty Ltd	Killarney Heights commercial centre landscape works	191,159
Murphys Remedial Builders Pty Ltd	Stairs and balcony upgrade works at South Narrabeen Surf Life Saving Club	201,880
Bendelta Pty Ltd	Leadership behaviours and culture development program	226,875
<b>Total</b>		<b>204,435,088</b>

### Clause 217 (1) (a3) Legal proceedings

During period 2019/20 the following expenses were incurred in relation to legal proceedings:

	\$
Expenditure	3,200,966
Less costs recovered	185,434
<b>Total</b>	<b>3,015,532*</b>

\* This figure reflects expenditure on legal proceedings. The figure on legal fees at Note 5 of the Annual Financial Statements also includes expenditure on legal advice.

**The following matters were finalised:**

<b>Matter / Address</b>	<b>Court</b>	<b>Result</b>
43-45 North Steyne, Manly	Class 4 Land & Environment Court	Judgment for the applicants
79 Cabbage Tree Road, Bayview	Class 1 Land & Environment Court	Upheld with amended plans
257 Whale Beach Road, Whale Beach	Class 4 Land & Environment Court	Discontinued
5 Fitzell Place, Brookvale	Class 1 Land & Environment Court	Upheld with amended plans
257 Whale Beach Road, Whale Beach	Class 1 Land & Environment Court	S34 Agreement
Lot 1113 Oxford Falls Road, Frenchs Forest	Class 1 Land & Environment Court	Upheld with amended plans
80 Prince Alfred Parade, Newport	Class 4 Land & Environment Court	Discontinued
66 Alexander Street, Manly	Class 1 Land & Environment Court	Dismissed
54 Ellery Parade, Seaforth	Class 1 Land & Environment Court	Discontinued
2 Palm Beach Road, Palm Beach	Class 1 Land & Environment Court	S34 Agreement
613-615 Pittwater Road and 11 May Road, Dee Why	Class 1 Land & Environment Court	Upheld with amended plans
34 Beach Street, Curl Curl	Class 1 Land & Environment Court	Discontinued
1 Gondola Road, Narrabeen	Class 1 Land & Environment Court	S34 Agreement
2 Park Street, Mona Vale	Class 1 Land & Environment Court	S34 Agreement
4 Prince Street, Newport	Class 2 Land & Environment Court	Discontinued
71 & 71A Queenscliff Road, Queenscliff	Class 1 Land & Environment Court	Upheld with amended plans
57 Robertson Road, Scotland Island No. 1	Class 1 Land & Environment Court	Order upheld with amendments
57 Robertson Road, Scotland Island No. 2	Class 1 Land & Environment Court	Dismissed
31 Bellara Road and 66 Powderworks Road, Narrabeen	Class 1 Land & Environment Court	Upheld with amended plans

Matter / Address	Court	Result
11 Manly Road, Manly	Class 1 Land & Environment Court	Discontinued
57-59 Northcott Road, Cromer	Class 1 Land & Environment Court	Upheld with amended plans
70 McCarrs Creek Road, Church Point	Class 1 Land & Environment Court	Discontinued
23-29 Pacific Parade, Dee Why	Class 1 Land & Environment Court	Discontinued
69 Middleton Road, Cromer	Class 1 Land & Environment Court	Dismissed
26 Frenchs Forest Road East, Frenchs Forest	Class 1 Land & Environment Court	S34 Agreement
22 Frenchs Forest Road East, Frenchs Forest	Class 1 Land & Environment Court	S34 Agreement
14 Ponsonby Parade, Seaforth	Class 1 Land & Environment Court	S34 agreement
139 Allambie Road, Allambie Heights	Class 1 Land & Environment Court	Upheld with amended plans
316 Hudson Parade, Clareville	Class 1 Land & Environment Court	Discontinued
10 Naree Road, Frenchs Forest	Class 1 Land & Environment Court	Upheld with amended plans
2129 Pittwater Road, Church Point	Class 1 Land & Environment Court	S34 Agreement
Pittwater Road, Brookvale	Local Court	Conviction and fine
South Creek Road, Cromer	Local Court	Conditional release order
Dog attack	Local Court	Conviction and fine
The Strand, Dee Why	Local Court	Conviction and fine
Dog attack	Local Court	Conviction and fine
Pringle Avenue, Belrose	Local Court	Conviction and fine
Dog attack	Local Court	Conviction and fine
Failure to comply with court order	Local Court	Conviction and fine

Matter / Address	Court	Result
Dog attack	Local Court	Conviction and fine
Oceanview Road, Freshwater	Local Court	Conviction and fine
Parking – appeal severity of fine	Local Court	Conviction and fine
9 Painters Parade, Dee Why	Local Court	Conviction and fine
Rodborough Road, Frenchs Forest	District Court	Judgment for the plaintiff
Dakara Drive, Frenchs Forest	District Court	Judgment for the plaintiff
Ponderosa Parade, Mona Vale	District Court	Judgment for the plaintiff







**The following matters have not been finalised and are ongoing:**

<b>Matter / Address</b>	<b>Court</b>
691 Pittwater Road, Dee Why	Class 1 Land & Environment Court
20 Westminster Avenue, Dee Why	Class 1 Land & Environment Court
134 Headland Road, Curl Curl	Class 4 Land & Environment Court
27-29 North Avalon Road, Avalon Beach	Class 1 Land & Environment Court
181 Forest Way, Belrose	Class 1 Land & Environment Court
68A Queenscliff Road, Queenscliff	Class 1 Land & Environment Court
28 Carrington Parade, Freshwater	Class 4 Land & Environment Court
72 Carrington Parade, Curl Curl	Class 1 Land & Environment Court
22 Stuart Street, Manly	Class 1 Land & Environment Court
16 Upper Gilbert Street, Manly	Class 1 Land & Environment Court
5 Dalley Street, Queenscliff	Class 1 Land & Environment Court
6 Gladys Avenue, Frenchs Forest	Class 1 Land & Environment Court
22 Ramsay Street, Collaroy	Class 1 Land & Environment Court
5 Birdwood Avenue, Collaroy	Class 1 Land & Environment Court
15 Addison Avenue, Manly	Class 1 Land & Environment Court
118 Bower Street, Manly	Class 1 Land & Environment Court
13 Bungendore Street, Ingleside	Class 1 Land & Environment Court
11 Ocean Road, Palm Beach	Class 1 Land & Environment Court
61 Cutler Road, Clontarf	Class 1 Land & Environment Court
107 Clontarf Street, Clontarf	Class 4 Land & Environment Court

Matter / Address	Court
24 Aitken Street, Queenscliff	Class 1 Land & Environment Court
22 Redman Road, Dee Why	Class 1 Land & Environment Court
15 Monash Crescent, Clontarf	Class 1 Land & Environment Court
27 Kevin Avenue, Avalon	Class 1 Land & Environment Court
Station Beach, Palm Beach	Class 1 Land & Environment Court
21 Whistler Street, Manly	Class 4 Land & Environment Court
12 Killawarra Road, Duffys Forest	Class 1 Land & Environment Court
14 Wyatt Avenue, Belrose	Class 1 Land & Environment Court
11 Adelaide Street, Balgowlah	Class 1 Land & Environment Court
15 Winsome Avenue, North Balgowlah	Class 1 Land & Environment Court
118 Bower Street, Manly	Class 1 Land & Environment Court
1106 Pittwater Road, Collaroy	Class 1 Land & Environment Court
87 Narrabeen Park Parade, Mona Vale	Class 1 Land & Environment Court
55 Wheeler Parade, Dee Why	Class 1 Land & Environment Court
307 Sydney Road and 12 Boyle Street, Balgowlah	Class 1 Land & Environment Court
Lot 100 Meatworks Avenue, Oxford Falls	Class 1 Land & Environment Court
515 Pittwater Road, Brookvale	Class 1 Land & Environment Court
8 Lady Penrhyn Drive, Beacon Hill	Class 1 Land & Environment Court
Lot 2506 Bundaleer Road, Belrose	Class 1 Land & Environment Court
18 Alexander Street, Collaroy – Lot 8	Class 1 Land & Environment Court

Matter / Address	Court
18 Alexander Street, Collaroy – Lot 9	Class 1 Land & Environment Court
1955 Pittwater Road, Bayview	Class 1 Land & Environment Court
16 Gladys Avenue, Frenchs Forest	Class 1 Land & Environment Court
41 Warriewood Road, Warriewood	Class 1 Land & Environment Court
95 Wimbledon Avenue, North Narrabeen	Class 1 Land & Environment Court
67 Seaforth Crescent, Seaforth	Class 1 Land & Environment Court
58 Laitoki Road, Terrey Hills	Land & Environment Court
Unlawful termination claim	Fair Work Commission
Consumer & Commercial	NCAT
Appeal against GIPA decision No. 1	NCAT
Appeal against GIPA decision No. 2	NCAT
Tipperary Road, Killarney Heights	Local Court
Orchard Street, Warriewood	Local Court
Griffin Road, North Curl Curl	Local Court
Careel Head Road, Avalon Beach	Local Court
Jacksons Road, Warriewood	Local Court

**Clause 217 (1) (a4) Work on private land**

Council undertook work on private land in accordance with Section 67 of the Local Government Act at 48a Consul Road, Brookvale. A sum of \$1,653 ex GST was spent on restoring damage caused during a geotechnical stabilisation project on the upper reaches of Greendale Creek. The total amount for the work was subsidised by Council.

**Clause 217 (1) (a5) Grants**

The total amount contributed or otherwise granted by the Council in 2019/20 under section s356 of the Act was \$3,548,924. The grant programs and the funding amount is presented in the table below.

<b>Fund name</b>	<b>\$</b>
Stronger Communities Fund - Round 2	1,038,853
Community and Cultural Development Grants	952,026
COVID-19 - Community response grants	108,040
COVID-19 - Community centre rent subsidies	37,807
COVID-19 - Property rental subsidies	1,097,072
Creative Community Support Grant	104,482
Eco School Grants	3,558
Community Event Grants and Sponsorship	121,404
Sport and Recreation Infrastructure Grants	85,682
<b>Total</b>	<b>3,548,924</b>

**Clause 217 (1) (a6) External bodies**

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

The panel consists of four panel members, the chair, two planning professionals and one community representative. During the year 28 NBLPP meetings were held, where 106 matters were determined.

**Clause 217 (1) (a7) Council controlled companies**

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, Terrey 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) Partnerships, cooperatives and joint ventures

#### 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 works towards the conservation of 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 the Environmental Trust
- Northern Beaches Local Emergency Management Committee (member)
- Northern Beaches Bush Fire Management Committee (member)
- Narrabeen Lagoon State Park Advisory Committee (member)
- Manly Warringah War Memorial State Park Advisory Committee (member) - Manly Dam
- Partnership with UNSW

- Partnership with Australian Research Council (Australian storm wave damage and beach erosion Early Warning System Project)
- Floodplain Management Australia (member and financial contributor)
- Regional Emergency Management Committee (member)
- Floodplain Risk Management Committee
- Sustainability Advantage (member)
  - NSW Department of Planning, Industry and Environment
- Resilient Sydney (member)
- Cities Power Partnership - Local Government Network – part of the Climate Council

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 being 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.

#### Premature

Council is a member of Premature, a Local Government Mutual Self Insurance Pooling Group for Public Liability/Professional Indemnity Insurance. The winding up of the fund is currently in progress with a view to distributing the available surplus funds to members.







### Clause 217 (1) (a9) Equal Employment Opportunity activities

Council fully embraces the principles of Equal Employment Opportunity (EEO) and is committed to building a diverse and inclusive workplace where the skill, perspectives and experiences of our people are valued and respected.

Key achievements in this reporting year include:

- The development and deployment of our Employer Value Proposition.
- Gained accreditation as a White Ribbon Workplace
- Implemented our new recruitment and onboarding online modules
- Developed and implemented the following online training modules:
  - Disability Awareness
  - Family and Domestic Violence Awareness
  - A Respectful Workplace

- Updated online Code of Conduct Training
- We partnered with an external provider to run LGBTIQA+ training

All of these initiatives contribute to our ongoing commitment to EEO.

### Clause 217 (1) (b) General Manager (Chief Executive Officer) remuneration package

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

\$

Salary	459,869
Bonus, performance or other payments	0
Superannuation	24,978
Value of non-cash benefits	10,903
Fringe benefits tax paid	16,342
<b>Total</b>	<b>512,092</b>

### 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:

	\$
Total value of salary	1,862,268
Total amount of termination payments	0
Total amount of bonus, performance or other payments	0
Total amount for superannuation	136,779
Total value of non-cash benefits	26,051
Total fringe benefits tax paid	56,597
<b>Total</b>	<b>2,081,695</b>

### 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.

This was levied on applicable lands in the former Pittwater and Manly Council Local Government Area (LGA). This included rateable urban land categorised as residential or business (excluding vacant land).

The income and expenditure of the Stormwater Management Service Charge for 2019/20 is below:

Former Manly local government area		\$
Income		345,757
Expenditure		345,757
Former Pittwater local government area		\$
Income		532,872
Expenditure		507,430

The funds were used for:

- CCTV investigations into the piped stormwater system and associated repairs
- Purchase of a new Gross Pollutant Trap (GPT) device for Manly
- Stormwater drainage improvement, including pipe replacements and pit upgrades
- Design and development of flood mitigation works for severely affected areas
- 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**

The following is a report of the Council's activities during the year in relation to enforcing, and ensuring compliance with, the provisions of the Companion Animals Act 1998 and the Companion Animal Regulation 2018, in accordance with the Office of Local Government 'Guideline on the exercise of functions under the Companion Animals Act' (October 2015, under review).

Chapter 16 of the Guideline contains information about what is to be included:

#### **16.1.2 (a) Impounded animals**

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

#### **16.1.2 (b) Reporting dog attacks to the Department**

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 370 incidents were reported within the Council area.

#### **16.1.2 (c) Expenditure on companion animal management and activities**

A sum of \$385,697 was spent on pound service fees during the reporting period.

Note: this sum excludes salary costs.

### **16.1.2 (d) Community education programs and strategies to assist in de-sexing of dogs and cats**

Council promotes the de-sexing of dogs and cats through its educational activities including the promotion of de-sexing in publications, such as 'Canine Connect', and face to face at activities such as 'Dog Day' events. Also follow up with owners who have not registered their pets. Due to weather and COVID-19 restrictions some of these events were cancelled.

#### **16.1.2 (e) 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.

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

#### **16.1.2 (f) Off-leash areas provided in the Council area**

Northern Beaches Council has 29 off-leash 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.



#### 16.1.4 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	385,697
Promotional costs	132
Materials/consumables	4,806
Other	3,681
<b>Total</b>	<b>394,316</b>

Council received \$4,000 from the NSW State Government in May 2020 and the money was shared equally between the two pounds based on unprecedented effects of COVID-19. The funding was provided by the NSW Government to ensure that Council pounds, or facilities that are used by Councils to undertake their pound function, continue to operate and maintain the welfare of animals in their care. The money provided is to be used for food for the animals, staffing costs and/or vet bills, capital works, including minor site upgrades and maintenance works, or for purchasing of new equipment.



### Section 7.5 (5) Voluntary planning agreements

The following planning agreements were in force during 2019/20:

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
PP0002/16	Payment of a cash contribution and obligations relating to undergrounding 33kV powerlines and construction of roads and stormwater infrastructure.	Frasers Property AHL Ltd	9, 11, 12 and 13 Fern Creek Road, Warriewood	29/07/2019	Executed

### Section 125 (1) and Regulation 2018 Clause 8

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

#### Clause 7 (a): Details of the review carried out during the reporting year and the details of any information made publicly available by the agency as a result of the review

The Council continually reviews its proactive release program to identify the kinds of information that we make publicly available. This primarily occurs through extensive publication on Council's website. During the reporting period, this program resulted in the release of information relating to Council services, events, community issues, planning and development services and environmental matters.

#### Clause 7 (b): The total number of access applications received (including withdrawn applications but not including invalid applications)

Council received a total of 61 applications.

#### Clause 7 (c): The total number of access applications received that were refused either wholly or partly, because the application was for the disclosure of information for which there is conclusive presumption of overriding public interest against disclosure in accordance with Schedule 1 to the Act (information).

The number of applications refused - wholly or partly - are listed in the table below and as a percentage of all applications that were received:

	Primary street address	Date executed	Total
Number of applications refused	1	0	1
Percentage of total	2%	0%	2%

**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	1	0	0	0	0	0	0	1
Members of Parliament	0	0	0	0	0	0	0	0	0
Private sector business	3	1	0	0	0	0	0	0	4
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	3	13	1	5	1	0	0	0	23
Members of the public (other)	9	19	1	2	0	1	0	1	33
<b>Total</b>	<b>15</b>	<b>34</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>61</b>

\*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.



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**	0	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	13	30	2	4	1	1	0	1	52
Access applications that are partly personal information applications and partly other	2	4	0	3	0	0	0	0	9
<b>Total</b>	<b>15</b>	<b>34</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>61</b>

\*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.

\*\*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	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	0
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

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	1
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
<b>Total</b>	<b>1</b>

\*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	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0
<b>Total</b>	<b>0</b>

\*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)	59
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	1
<b>Total</b>	<b>60*</b>

\*One application was withdrawn, as noted in Table A.

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	2	0	2
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
<b>Total</b>	<b>2</b>	<b>0</b>	<b>2</b>

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

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)	1
<b>Total</b>	<b>2</b>

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
<b>Total</b>	<b>0</b>

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 two Privacy Review applications received by Council during the period 2019/20.

## Public Interest Disclosure Act 1994

### Section 31 and Regulation 2011

#### Clause 4 - Reports by Public Authorities

Report for NSW Ombudsman for the period 2019/20, from Council's Complaints Resolution Team:

No. of public officials who made public interest disclosures to your public authority	0
No. of public interest disclosures received by your public authority	0
No. disclosures on corrupt conduct	0
No. disclosures on maladministration	0
No. disclosures on serious and substantial waste	0
No. disclosures on government information contravention	0
No. disclosures on pecuniary interest contravention	0
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 an ongoing education and awareness program



## Capital Expenditure Guidelines 2010 - Division of Local Government Department of Premier and Cabinet

### Section 12

These guidelines apply to capital projects for infrastructure facilities, including renovations and extensions that are expected to cost in excess of 10% of Council's annual ordinary rate revenue or \$1 million, whichever is the greater (GST exclusive).

There are no projects that satisfy the reporting criteria in 2019/20.

## Fisheries Management Act 1994

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

No recovery and threat abatement plans have been developed by Council in the reporting period.

## Swimming Pool Act 1992

### Section 22F (2) Swimming pool inspections

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

- Six inspections of tourist and visitor accommodation
- Five inspections required of premises with more than two dwellings
- 134 inspections that resulted in issuance of a certificate of compliance
- 136 inspections that resulted in issuance of a certificate of non-compliance



## Section 8 (3) Report on compliance

### Educational services

Council produces a monthly disability newsletter with a circulation of over 1,400, and the Northern Beaches Seniors Directory, with 6,000 copies distributed in 2019/20.

### Consultation and liaison with carers

Council provides programs and projects for disability awareness, including the monthly disability newsletter, and an Inclusion Award as part of the Northern Beaches Local Business Awards. See the next item on the Disability Inclusion Action Plan for other related initiatives.

We coordinated a calendar of events for National Carers Week in October 2019, including funding a key event and working with other key local services to coordinate activities. We also ran a successful Way to Wellbeing Expo for Seniors Festival in February 2020 which included activities and stalls of interest to carers of people who are frail and/or aged.

Council community development staff were available to provide information and referral to carers, taking over 300 calls annually in relation to services for seniors and people with disability. Our directory for seniors and carers on the Northern Beaches, identifying local services, supports and activities, is available on our website, customer service centres and libraries.

Council's Meals on Wheels service supports carers in their role by providing nutritional and affordable meal options as well as coordinating community restaurants in three different locations across the Northern Beaches.

### Staff who are carers

Council is continuing its program of harmonisation of its human resources policies.

Council's Culture, Values and Behaviours Program, as well as our Diversity and Inclusion Policy ensure that our employees are valued and respected for their diverse backgrounds, experiences and perspectives. A Disability Awareness online learning module has been developed to educate all staff on general awareness of disabilities and the disadvantages people with disability may face.

A Working from Home policy provides flexibility for employees to balance their work and personal responsibilities. There are also a number of other flexible working options available to employees, including employees with carer responsibilities. These include part-time work, job sharing, working from home and flexible working hours.

## Section 13 (1) Report on implementation

### Disability Inclusion Action Plan - Progress Report 2019/20

This section reports on Council's third year of implementing its Disability Inclusion Action Plan, and will be provided to the Minister for Disability Services and the NSW Disability Council. The Action Plan is reviewed and updated every four years. The Plan and our disability information hub can be found at [northernbeaches.nsw.gov.au/services/disability](http://northernbeaches.nsw.gov.au/services/disability)

We continued implementing the plan to help create a more inclusive and accessible community. Amongst many ongoing actions, 12 actions were completed this year, with some great progress across all focus areas.

#### **Focus Area 1: Develop positive community attitudes and behaviours**

A new staff learning module was developed on disability awareness, with content from the Human Rights Commission and experts in job access, inclusive culture and behaviours. Staff across five teams were trained in accessible and inclusive events. Our inclusive programs include those run by the events team, community development, children's centres, libraries, environmental educators, bushcare and aquatic centres. This year we held the Disabled Surfing Competition at Collaroy Beach in our accessibility precinct. Our Access and Inclusion Award will recognise inclusive businesses in the 2020 Northern Beaches Local Business Awards, later in the year. We are also developing a business seminar on inclusive employment practices.

#### **Focus Area 2: Create liveable communities**

This focuses on creating accessible services, facilities and infrastructure. This year four new accessible playgrounds were completed at Lionel Watts Reserve (Belrose), Manly Dam, Tania Park (Balgowlah Heights) and Birdwood Park (North Narrabeen). New accessible amenities include North Narrabeen rockpool, sports facilities at Nolans Reserve and Balgowlah Oval, Queenscliff

Surf Life Saving Club, Beacon Hill Community Centre, Jacka Park (Freshwater) and Bilarong Reserve (Narrabeen). Various paths, kerbs, bus shelters and trails have been improved, and the final section of the Narrabeen Lagoon Trail circuit was completed as an accessible boardwalk.

Disability inclusion is now embedded in our planning and project management frameworks for future plans and works, including plans to encourage affordable and adaptable housing. Our disability liaison staff direct key community programs, advocacy, host the disability information hub on our website and provide a regular newsletter for the community.

#### **Focus Area 3: Support access to meaningful employment**

We provide a wide range of opportunities for volunteering and student placements, including for people with disability – key areas include libraries, community services and the Coastal Environment Centre. Our Local Strategic Planning Statement will guide the development of commercial centres, and includes specific actions for access and inclusion to help increase local employment opportunities. We are also developing more inclusive and flexible employment practices for the Council workforce.

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

Ongoing reviews have improved our online forms and booking systems for consistency, readability and ease of use. All new Council documents online are meeting new standards for visual content and readability, including the use of a range of formats. Media such as video is developed with audio descriptors, transcripts and closed captions.

Customer Service Centres continue to provide computers for customers' use as an alternative to paper forms. Our website is compliant with industry guidelines for web accessibility to a high standard, and our library website was improved to enhance user experience and accessibility.



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