

BUSINESS PAPER



The Mayor, Councillor David Bradbury, with members of the Penrith Symphony Orchestra preparing for the 2004 Mayoral Musicales concerts, to be held at the Joan Sutherland Performing Arts Centre on Friday 25th June (from 7:30pm to 9:30pm), and Saturday 26th June (from 3:00pm to 5:00pm and 7:30pm to 9:30pm).

Policy Review Committee Meeting

21 June 2004

«SubscriberName»

16 June 2004

Dear Councillor,

In pursuance of the provisions of the Local Government Act, 1993 and Regulations thereunder, notice is hereby given that a **POLICY REVIEW COMMITTEE MEETING** of Penrith City Council is to be held in the Pasadena Room, Civic Centre, 601 High Street, Penrith on Monday 21 June 2004 at 7.00pm.

Attention is directed to the statement accompanying this notice of the business proposed to be transacted at the meeting.

Yours faithfully,

Alan Travers
General Manager

B U S I N E S S

1. **APOLOGIES & LEAVE OF ABSENCE**
Leave of Absence has been granted to Councillor Aitken for the period 17 May to 12 July inclusive
2. **CONFIRMATION OF MINUTES**
Policy Review Committee – 24 May 2004
3. **DECLARATIONS OF INTEREST**
Pecuniary Interest (The Act requires Councillors who declare a pecuniary interest in an item to leave the meeting during discussion of that item)
Other Interest
4. **ADDRESSING THE MEETING**
5. **MAYORAL MINUTES**
6. **NOTICE OF MOTION**
7. **REPORTS & RECOMMENDATIONS OF COMMITTEES**
8. **MASTER PROGRAM REPORTS**
9. **URGENT REPORTS (to be dealt with in the Master Program to which the item relates)**
10. **CONFIDENTIAL BUSINESS**

POLICY REVIEW COMMITTEE MEETING

MONDAY 21 JUNE 2004

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CONFIRMATION OF MINUTES

MASTER PROGRAM REPORTS





MEETING CALENDAR

June 2004 - December 2004

	TIME	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
		Mon	Mon	Mon	Mon	Mon	Mon	Mon
Ordinary Meetings	7.00 pm		5	2	6	11	1	6
		28*	19	16 #	27+	18	15 #	20
Policy Review Committee	7.00 pm	21	26	23			22	13

Meetings at which the Management Plan quarterly review is presented.

* Meeting at which the Management Plan for 2004/2005 is adopted.

+ Mayoral Election.

- Council has two Ordinary Meetings per month where practicable.
- Extraordinary Meetings are held as required.
- Policy Review Meetings are held monthly where practicable.
- Members of the public are invited to observe meetings of the Council.
Should you wish to address Council, please contact the Executive Officer,
Glenn McCarthy on 47327649.

**UNCONFIRMED MINUTES
OF THE POLICY REVIEW COMMITTEE MEETING OF PENRITH CITY
COUNCIL HELD IN THE PASSADENA ROOM, PENRITH
ON MONDAY 24 MAY 2004 AT 7.08 PM**

PRESENT

His Worship the Mayor Councillor David Bradbury, Councillors Kaylene Allison, Kevin Crameri OAM (7:11pm), Greg Davies (7:10pm), Mark Davies, Ross Fowler, Jackie Greenow, Karen McKeown, Susan Page, Garry Rumble (7:11pm), Pat Sheehy, Steve Simat (7:11pm) and John Thain.

LEAVE OF ABSENCE

Leave of Absence was previously granted to Councillor Lexie Cettolin for the period 14 May to 27 May inclusive.

Leave of Absence was previously granted to Councillor Jim Aitken for the period 17 May to 12 July inclusive.

Councillor Greg Davies arrived, the time being 7:10pm.

Councillors Steve Simat, Garry Rumble and Kevin Crameri arrived, the time being 7:11pm.

CONFIRMATION OF MINUTES

Policy Review Committee Meeting – 8 March 2004

PRC 162 RESOLVED on the MOTION of Councillor Pat Sheehy seconded Councillor John Thain that the minutes of the Policy Review Committee Meeting of Monday 8 March 2004 be confirmed.

DECLARATIONS OF INTEREST

No declarations of interest.

MAYORAL MINUTES

His Worship the Mayor, Councillor David Bradbury, read the Mayoral Minute on the passing of former Councillor, Geoff Saunders.

Councillors Kevin Crameri, Garry Rumble, Pat Sheehy and Jackie Greenow spoke in favour of the Minute.

PRC 163 RESOLVED on the MOTION of Councillor David Bradbury seconded Councillor Kevin Crameri that the information contained in the Mayoral Minute on the passing of former Councillor Geoff Saunders be received.

MASTER PROGRAM REPORTS

THE CITY IN ITS ENVIRONMENT

1 Urban Growth in Penrith

4105/17

Environmental Planning Manager, Roger Nethercote, introduced Professor Bill Randolph of the Urban Frontiers Program (UFP) of the University of Western Sydney, to present an overview of the research conducted by UFP into Urban Growth in Penrith.

Councillor Mark Davies left the meeting the time being 8:01pm.

Councillor Mark Davies returned to the meeting the time being 8:04pm.

Councillor Kevin Cramer left the meeting the time being 8:11pm.

PRC 164 RESOLVED on the MOTION of Councillor Susan Page seconded Councillor Greg Davies

That:

1. The information contained in the report on Urban Growth in Penrith be received
2. The key findings and recommendations of the Stage 2 research into Urban Growth in Penrith being undertaken by the Urban Frontiers Program be reported to Council when it is finalised.
3. Council thank Professor Randolph for the presentation.

His Worship the Mayor Councillor David Bradbury requested that Item 4 – Review of Undergraduate Courses at the University of Western Sydney be brought forward and dealt with immediately.

PRC 165 RESOLVED on the MOTION of Councillor Pat Sheehy seconded Councillor John Thain that Item 4 – Review of Undergraduate Courses at the University of Western Sydney be brought forward and dealt with immediately.

THE CITY AS AN ECONOMY

4 Review of Undergraduate Courses at University of Western Sydney

1026/2 Part 13

Economic Development and City Marketing Manager, Geoff Shuttleworth, introduced Professors Robert Coombes and Nigel Bond and Associate Professor Christine Woodrow of the University of Western Sydney to present the University's proposals for reform and a review of the undergraduate courses available at the University of Western Sydney.

Councillor Steve Simat left the meeting the time being 8:16pm.

Councillor Kevin Cramer returned to the meeting the time being 8:19pm.

Councillor Steve Simat returned to the meeting the time being 8:27pm.

Councillor Greg Davies left the meeting the time being 9:02pm.

PRC 166 RESOLVED on the MOTION of Councillor Pat Sheehy seconded Councillor Jackie Greenow

That:

1. the information contained in the report on the review of undergraduate courses at University of Western Sydney be received.
2. Council thank Professors Coombes and Bond and Associate Professor Woodrow for their presentation.

Councillor Susan Page left the meeting the time being 9:05pm.

Councillor Jackie Greenow left the meeting the time being 9:05pm.

Councillor Susan Page returned to the meeting the time being 9:07pm.

Councillor Jackie Greenow returned to the meeting the time being 9:07pm

THE CITY IN ITS ENVIRONMENT

2 Status of the City's Urban Release Area Program 4105/3

PRC 167 RESOLVED on the MOTION of Councillor John Thain seconded Councillor Pat Sheehy

That:

1. the report on the status of the City's Urban Release Areas program be received.
2. Council forward a letter of thanks to the Hon Craig Knowles, MP, Minister for Infrastructure and Planning and the Hon Diane Beamer, MP, Minister for Western Sydney, for their efforts in relation to the recent announcement that the NSW State Government will rezone land to enable a road link between the Erskine Park Employment Area and the Westlink M7 (Western Sydney Orbital).

3 Status of the City's Major Policy Program and Key Policy Projects 4114/66

PRC 168 RESOLVED on the MOTION of Councillor Ross Fowler seconded Councillor Susan Page

That the report on the status of the City's major policy program and key policy projects be received.

Councillor John Thain left the meeting the time being 9:16pm.

THE CITY SUPPORTED BY INFRASTRUCTURE

5 Parking of Heavy Vehicles in Urban Areas 9003/2

PRC 169 RESOLVED on the MOTION of Councillor Steve Simat seconded Councillor Garry Rumble

That the information contained in the report on parking of heavy vehicles in urban areas be received.

Councillor John Thain returned to the meeting the time being 9:19pm.

COUNCIL'S OPERATING ENVIRONMENT

7 Policy on the Payment of Expenses and Provision of Facilities to the Mayor, Deputy Mayor and Councillors 3/4

PRC 170 RESOLVED on the MOTION of Councillor Ross Fowler seconded Councillor Susan Page

That:

1. The information contained within the report on the Policy on Payment of Expenses and Provision of Facilities to the Mayor, Deputy Mayor and Councillors be received
2. The Draft Policy on the Payment of Expenses and Provision of Facilities to the Mayor, Deputy Mayor and Councillors be adopted.

8 Debt Recovery Policy 6508/4

PRC 171 RESOLVED on the MOTION of Councillor Ross Fowler seconded Councillor Susan Page

That:

1. The information contained in the report on Debt Recovery Policy be received
2. The procedures outlined in this report be formalised and adopted as Council's Debt Recovery Policy.

9 Preparations for Council's Next Strategic Plan 36/39

PRC 172 RESOLVED on the MOTION of Councillor Ross Fowler seconded Councillor Susan Page

That:

1. The information contained in the report on Strategic Plan preparations be received
2. Preparation of the Strategic Plan and the proposed arrangements continue in the terms and timetable discussed in this report
3. Further reports be provided to Council at each appropriate stage of the Strategic Plan preparations.

10 Fire Services Funding

1033/4 & 1084/1

PRC 173 RESOLVED on the MOTION of Councillor Ross Fowler seconded Councillor Susan Page

That:

1. The information contained in the report on Fire Services Funding be received.
2. Council makes a submission to the Public Accounts Committee on the proposed NSW Fire Services Funding in the terms of this report.

This item was recommitted for further discussion later in the meeting at the request of Councillor Kevin Cramer.

6 Policy on the writing and issuing of Media Releases

44/41

PRC 174 RESOLVED on the MOTION of Councillor Pat Sheehy seconded Councillor Steve Simat

That the information contained in the report on the Council policy for the writing and issuing of Council media releases be received.

Councillor Greg Davies returned to the meeting the time being 9:23pm.

PROCEDURAL MOTION

Councillor Kevin Cramer requested that the resolution passed for Item 10 – Fire Services Funding be rescinded to allow further discussion of the matter.

His Worship the Mayor, Councillor David Bradbury ruled that he would accept the procedural motion and put the motion to the Council.

PRC 175 RESOLVED on the MOTION of Councillor Kevin Cramer seconded Councillor Karen McKeown that the resolution passed for Item 10 – Fire Services Funding be rescinded to allow further discussion of the matter.

10 Fire Services Funding

1033/4 & 1084/1

PRC 176 RESOLVED on the MOTION of Councillor Kevin Crameri seconded Councillor Garry Rumble

That:

1. The information contained in the report on Fire Services Funding be received.
2. Council makes a submission to the Public Accounts Committee on the proposed NSW Fire Services Funding in the terms of this report and by taking into account equity issues across rural and urban areas.

There being no further business the Chairperson declared the meeting closed the time being 9:34 pm.

I certify that these 6 pages are the Confirmed Minutes of the Policy Review Committee Meeting of Penrith City Council held on 24 May 2004.

Chairperson

Date

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The City in Its Environment

1 Aquatic Plant Control

(5013/5 Pt 8)

Compiled by: Raphael Collins, Parks Construction and Maintenance Manager
Craig Ross, Design and Technical Advice Manager

Authorised by: Raphael Collins, Parks Construction and Maintenance Manager

Management Plan 4 Year Outcome: *Plans of Management for bushland areas under Council's care are implemented.*

Critical Action: *Manage selected open space and bushland reserves in Council's care on bushland conservation principles.*

Purpose:

To advise Council of the current aquatic weed problems in the lower Nepean-Hawkesbury River. The report recommends Council's endorsement for a meeting on this issue by the Mayors from relevant Councils and the Hawkesbury-Nepean Catchment Management Authority.

A short presentation showing the extend of the aquatic weed problem will be provided by Council's Policy Unit Coordinator, Wayne Mitchell.

Background

The State Government has developed a series of strategic management plans to guide improvements to the health of the river systems. The Nepean/Hawkesbury system is covered by two plans; one that covers the upper reaches (upstream of Wallacia) and the Lower Nepean/Hawkesbury plan that covers the Penrith LGA and downstream areas.

The strategic plan for the lower area is the *Hawkesbury Lower Nepean Catchment Blueprint* Council's Enhanced Environmental Program has been framed around the general structure of the Blueprint.

The State Government is putting in place catchment-wide authorities to coordinate the various improvement programs within each catchment. The authority that will cover Council's area is the Hawkesbury Nepean Catchment Management Authority (HNCMA). This authority will cover the whole catchment and will integrate the upper and lower Blueprints.

The HNCMA does not have a regulatory or concurrence role in natural resource management. It is responsible for:

- Developing partnerships for effective environmental management;
- Co-ordinating the delivery of the actions in the Catchment Blueprint;
- Developing the Blueprint into a Catchment Action Plan based on extensive consultation, and,
- Developing an Investment Strategy identifying areas of greatest need so as to apply Commonwealth NHT and State Government funding.

Nominations have been called for representatives on the Authority and, to date, approximately half of the members have been selected. Mr John Klem has been appointed as Chairman of the Authority and Mr Bernie Bugden is the General Manager. When the recruitment process is complete a presentation will be made to Council on the functions and operation of the Authority.

Current Situation

The Chairman and other officers of the HNCMA recently gave a presentation to senior officers of Council on the formation of the Authority and also discussed the current program for the control of aquatic plants.

There is a severe outbreak of *Salvinia* in the river system. The weed has been found in the reaches upstream of Wallacia, but is more pronounced in the downstream areas and is particularly heavy at Windsor. The Penrith reach of the Nepean also has a severe weed problem with *Egeria densa*. This aquatic weed is equally as menacing as *Salvinia* and grows at phenomenal rates under optimum conditions.

The HNCMA recognised that the current weed outbreak is an issue that tends to “fall between the cracks” of various agencies’ responsibilities. The HNCMA also recognised that the outbreak was impacting on the environment, reducing amenity to residents and visitors and damaging the livelihood of individuals and businesses that depend on the river.

The HNCMA indicated that it does not take a management role in such events, however it can facilitate a response by building the partnerships and sourcing the funding. Effective partnerships are critical to the immediate project and longer-term catchment-wide weed management.

The Commonwealth was aware of the weed outbreak through the local member, Kerry Bartlett and indicated that they would favour any request to redirect NHT funding to address the *Salvinia* outbreak. This provided \$300,000 to the project.

The HNCMA was able to negotiate matching funds from the State; \$200,000 from DIPNR’s Catchment Works Funding Program with the approval of the Local Government Advisory Group and \$100,000 from NSW Agriculture through Noxious Weed Grants. NSW Agriculture has been designated lead agency for the project.

NSW Agriculture has also provided a full-time project officer and management level input as in-kind support. Other significant in-kind support has come from the HNCMA whose staff are involved in day to day management and on the Steering Committee. NSW Waterways, who have sourced weed containment booms are also providing a full time officer on the river. The Department of Environment and Conservation (NPWS) have assisted in mapping the outbreak. The Hawkesbury River County Council and a number of local Councils have also assisted.

The project involves the containment of the weed with floating booms and its removal with two contract harvesters. The particular problem with *Salvinia* is that under ideal conditions it will double its size in a week. Current conditions would see this occur in two weeks. This creates an unwinnable task. There needs to be a more wholistic approach to the problem and one that embraces all aspects of the issue including environmental flows in the river and the nutrient levels in the system. The HNCMA describe the current outbreak of *Salvinia* in the river as one of national significance. The outbreak is likely to become far worse next summer and there is no clear means of controlling it.

Certainly a most significant part of the problem rests with the amount of water that is drawn from the river system to provide a potable water supply to the greater metropolitan area. This cross-catchment transfer of water diminishes the flows in the river that could otherwise reduce the weed outbreak potential.

Some years ago a metropolitan wide levy was imposed on property owners to address Sydney's sewerage problem that was polluting the beaches. This funded the ocean outfall project. The health of the Hawkesbury/Nepean system is a similar issue and perhaps the same metropolitan wide levy model could be used in this case. This would provide an appropriate funding base to address this huge task.

Conclusion

The outbreak of salvinia and other weeds in the lower Hawkesbury/Nepean is an environmental indicator of a river in severe stress. This is not just a consequence of the drought conditions that are presently being experienced.

An appropriate address of the problems and challenges faced by the river has been frustrated by a lack of clarity about responsibility and the absence of a funded and resourced strategy. The Government is now responding by way of the Blueprint. Council should keep a watchful eye on the pace of action and the extent to which commitment is maintained.

Meanwhile, the Salvinia outbreak requires more urgent action. In the very least, significant funds will be required. In these circumstances, Council would traditionally take a lobby to the relevant NSW Government Minister. It is considered that in this case, and in recognition of the broad extent of this problem, that we should engage the support of other Councils in the lower catchment, and the HNCMA. To this end, it is recommended that an urgent meeting of the relevant Mayors and the HNCMA be convened for the purpose of establishing a unified Local Government position about this issue.

RECOMMENDATION

That:

1. The information contained in the report on aquatic plant control be received
2. An urgent meeting involving the Mayors of Councils in the lower Nepean-Hawkesbury Catchment and the Hawkesbury-Nepean Catchment Management Authority be convened for the purpose of establishing a unified local government position about the problem of Salvinia in the river.





The City in Its Environment

2 Penrith Heritage Study Community Consultation Program

4125/9

Compiled by: Terry Agar, Senior Environmental Planner

Authorised by: Terry Agar, Acting Local Planning Manager

Management Plan 4 Year Outcome: *The City's cultural and environmental heritage values are appreciated and conserved by the community.*

Critical Action: *Review the effectiveness of Council's Heritage Policies and responses.*

Purpose:

To inform Council about the Community Consultation Program for the Penrith Heritage Study. The report recommends that Council adopt the program as described in the report.

Background

Council has a statutory decision-making role in undertaking a review of the City's heritage items and places, and developing a new Heritage Local Environmental Plan. The consultant brief for the Study was endorsed by Council on 28 April 2003. The Council has committed to a planning process that involves key stakeholders and the broader community. The Community Consultation Program outlined in this report is in accordance with the requirements of the Study Brief and aims to foster community input through series of community workshop/forums and the establishment of a Heritage Study Reference Group. This approach will enable a balance of broader interests of the City's communities to be integrated into the heritage study process.

Community Consultation Program

Community Workshop/forums

The Study Brief requires a minimum of three community meeting opportunities for the consultant to engage with the community. It is anticipated that these meetings will be no longer than 2 hours in duration. The purpose of the "workshop/forums" is for the consultant to:

- outline the Study process;
- provide an update on the study's progress; and
- obtain information places of heritage significance to the community to improve the comprehensiveness of the Study.

The workshops will be conducted in July and August in the Civic Centre on dates that will be selected to avoid clashes with other Council, community and civic events. Meetings will be held between 7 and 9 pm in the Nepean Room. Councillors will be notified about the schedule of meeting dates shortly.

Heritage Study Reference Group

The Study Brief commits Council to the creation the Heritage Study Reference Group (HSRG) to assist the consultant.

The Heritage Study Reference Group is responsible for:

- assisting in the preparation of the thematic study by providing information and advice for the consultant
- investigating specific sites and providing the consultant with reference material for the heritage inventory
- reviewing the listed heritage items, and providing the consultant with an assessment of items and places for a new proposed heritage list
- providing constructive advice regarding the Study as it develops (preparation and finalisation)
- advising on local community heritage interests
- meeting regularly (at least once each month) with the consultant to advise on specific heritage matters
- attending the public consultation forums, and providing support for the consultant

The Heritage Study will investigate a very broad range of heritage issues and places that in many situations may be sensitive and therefore the community input should be as inclusive and accountable to a broad range of interests that includes the owners of heritage places and business interests. It is most important to bring people along with the process and increase their understanding as to why places are identified as having heritage significance.

The Heritage Advisory Committee was initially considered to be the appropriate reference group for the study. However, a broader representative base that included existing heritage item owners and the City's business interests was considered to be more appropriate. The new proposed Heritage Study Reference Group (HSRG) will fulfil this broader role by actively assisting and assessing the work of the heritage study consultant, Paul Davies.

Due to the specialised skills needed to assist the consultant undertaking the heritage study and the diversity of interests that will be affected by its outcomes, the HSRG will by necessity be composed of a diverse range of representatives with appropriate skills and connected to the broader community. It is recommended that the HSRG have the following representatives:

- Heritage item owners (2)
- St Marys Historical Society(1)
- Nepean District Historical Society(1)
- Nepean District Historical Archaeological Group(1)
- University of Western Sydney (1)
- Local Studies Librarian (1)
- Penrith Valley Chamber of Commerce (1)
- Penrith City Centre Association (1)
- St Marys Town Centre Management Inc (1)

These representatives will be selected from interested and qualified special interest groups and people within the Penrith Communities. Whilst it may be conceivable that other community groups should be represented on the HSRG it is considered that 10 should be the maximum number to ensure that it works constructively together and supports the Study consultant.

Future exhibition of the completed Heritage Study as part of the amendment of the Penrith Heritage LEP process will provide a further opportunity for community input into the process.

Conclusion

The community consultation program proposed in this report is a balanced approach to obtaining community input into the Penrith Heritage Study process. The process allows interested persons to contribute, as well as, obtaining more detailed, expert input from individuals and groups with specialist heritage related interests.

RECOMMENDATION

That:

1. The information contained in the report on the Penrith Heritage Study Community Consultation Program be received
2. Council adopt the community consultation program as described in the report.



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The City as a Social Place

3 Penrith Regional Gallery and Lewers Bequest Ltd

1043/11

Compiled by: Gary Dean, Facilities Operations Manager

Authorised by: Steve Hackett, Director - City Services

Management Plan 4 Year Outcome: <i>The City's cultural profile has been raised.</i>
Critical Action: <i>Promote the City as a centre of cultural excellence.</i>

Purpose:

To provide Council with –

- *Details of the first Annual General Meeting of the Penrith Regional Gallery and Lewers Bequest Ltd. The Chairman and Gallery Director will be making a brief presentation.*
- *Details of achievements at the Gallery as requested by Council.*
- *Progress with a number of initiatives at the Gallery.*

The report recommends that the information be received and that Councillor Greenow be re-appointed to the Board and further that Council underwrite the operations of the Penrith Regional Gallery and Lewers Bequest Ltd for twelve months from 1 July 2004.

Background

The NSW Government has provided Council with \$1.65 million funding to undertake a program of works at the Penrith Regional Gallery and Lewers Bequest.

The program for which the funding has been given involves infrastructure upgrade, renovation and refurbishment of the various gallery buildings and gardens. This program aims to revitalise the physical amenity, structure and operation at the Gallery.

Council engaged specialists to provide architectural services in the case of the buildings, and guidance / advice in the conservation and restoration of the Gallery's historic gardens.

Annual Report

The first Annual General Meeting of the Company was held on 2 February 2004 for the period ended 30 June 2003.

Chairman's Report

"2002-2003 has been an unprecedented period of change for the Gallery.

The completion of the Sonia Farley Studios and the additional storage facility has provided a much-needed flexibility to operations.

John Kirkman's appointment as Director in November 2001 has been the catalyst for a revolutionary and positive transformation of the Gallery.

As we move inexorably through the transition from a Committee of Management model to corporate governance by a Board we have all had to adapt to change.

The finalisation of planning from the enhancements flowing from the \$1.65 million grant from the NSW Government is the other major initiative receiving priority from the Board.

It remains for me to express appreciation to the Director and staff, my Board colleagues, members of the Friends and other volunteers who continue to support the Gallery.

Penrith City Council's long standing leadership in the promotion of cultural facilities continues and Council's vital support to the Gallery is acknowledged.

I am confident that the years ahead will be a period where the community will reap the benefit of the dedication and service to the Gallery of so many people."

Gallery Director's Report

"2002 - 2003 was a year of explosive change and development for the Gallery. In particular, the Gallery successfully expanded the following key result areas i.e.

- 1. Exhibitions and Cultural Programs*
- 2. Visitation and Audience Development*
- 3. Marketing and Promotion*
- 4. Education Services and Community Outreach Programs*
- 5. Strategic Planning*
- 6. Revenue*
- 7. Collection and Exhibitions Management*
- 8. Garden Restoration.*

Of particular success was the development of synergies with and between contemporary visual arts practice, community cultural development and art history/scholarship. Importantly, the Gallery worked hard to re-establish community links and interest via inclusive exhibition programs that balance populism with scholarship; local and global concerns; community and professional curator ship; emerging and established artists.

Similarly, the Gallery's strategic shift to 'in-house' crated exhibitions, education outreach and workshop programs and a total commitment to quality customer service paid dividends particularly in the areas of visitation, promotion and income generation.

Specifically...

/ 2002 - 2003 EXHIBITIONS and CULTURAL PROGRAMS:

Operation Art (July 2 to July 28 2002)

Children making art for children in hospital. First time this project held at the Gallery. Successful in terms of audience reach and community involvement.

Rivers & Rocks: Arthur Boyd and Brett Whiteley. (August 3 -September 8 2002)

Works by Brett Whiteley and Arthur Boyd.

Moment Forever #1 (July - August 2002)

Graffito and photo-graffito artworks by 10 fine arts students from the Western Sydney Institute of TAFE (Werrington). Attracted many visitors and re-established a productive relationship between the TAFE and the Gallery.

Moment Forever #2 (September - October 2002)

Installation and performance work by 10 visual arts students from the University of Western Sydney. Re-kindled the Gallery's relationship with the UWS.

Hannah Hoch (1889-1978). (September 14 - November 10 2002)

Works by Hannah Hoch. Very successful in term of regional and CBD visitation, education programs, critical response, editorial received and merchandise sales.

Adam Geczy – Insomnia. (September 14 - November 10 2002)

Works by Sydney artist Adam Geczy. Works created in Germany the exhibition was a companion piece to the Hannah Hoch exhibition. Successful in terms of critical response and engagement with contemporary practice.

Drive>In Project. (August - December 2002)

August - December 2002. The Gallery hosted the Drive>In Project - an artist run initiative funded by the NSW Ministry for the Arts in the Gallery's Sonia Farley Studios. Instrumental in re-engaging the Gallery in contemporary practice and exhibiting emerging regional contemporary artists.

Central Street Live. (November 16 2002 - February 23 2003)

Survey exhibition regarding Central St Gallery (1966-69). Re-visiting radical Australian painting of the '60s. Successful in terms of visitation, critical response, workshop and events.

Flip-side. (November 16 2002 - February 23 2003)

Compares the work of two generations of women artists – Margo Lewers and Wendy Paramor, and assesses male dominated visual arts practice of the times.

Faux Snow and Holy Pictures. (December 1 2002 - January 26 2003)

Religious murals by Penrith artist Di Hoath and Christmas lights by Regina Walter. Highly successful in term of locally based visitation (evening 'drive by'), local and regional editorial/media and in-kind sponsorship.

Violet's Dolls House (December 27 2002 - January 26 2003)

80 dolls from local collector Violet Savona and artist Regina Walter were installed in the Lewers House Bathroom.

Dolls Day Out (January 25 2003)

Event hosted by Celebrity MC Vanessa Wagner - a kids morning of entertainment and hilarity. Project attracted major electronic and print media coverage, good attendance and achieved targeted sponsorship.

Anita & Beyond. (March 1 - April 27 2003)

Synergy of contemporary visual arts practice, social history and community cultural development regarding the aftermath of the murder of Anita Cobby. Successful in terms of attracting local and regional audiences; unprecedented levels of positive national, state and regional editorial and media.

Unreal Rock Photos by Jacques L'Affrique (a.k.a. David Porter). (May 3 - June 22 2003)

Photographs by 1970's rock photographer Jacques L'Affrique (a.k.a. local artist David Porter) from the period 1970 - 74. Highly successful exhibition in terms of securing return visitation from Anita & Beyond and regional over 35's demographic (especially men).

Vernon Treweeke: The Secret Paintings. (May 3 - June 22 2003)

Vernon Treweeke retrospective of works from 1970 - 2000. First exhibition of works by the father of Australian psychedelic art since the 1970's. Successful in terms of visitation and promotion.

The Vinyl House. (May 3 - June 22 2003)

The Vinyl House exhibition was an interactive collection installation of over 1200 LPs and "singles" released between 1969 and 1981. Highly successful exhibition in terms of securing return visitation from Anita & Beyond and regional over 35's demographic.

Sonia Farley Studio Exhibitions

Encouraging community access and professional development opportunities by presenting community focused 2D exhibitions in the Sonia Farley Studios.

2. AUDIENCE DEVELOPMENT and VISITOR SERVICES:

In July 2002 the Gallery established a contract based interim Audience Development Officer position.

Key achievements for the period 2002 - 2003 included:

- *achieving an overall annual Gallery attendance of **43,764***
- *increased visitation of local, regional and male visitors by **300%***
- *increased return visitation via improved and personalised customer service and group booking procedures*
- *increased visitor demographic diversity of visitors via: strategically targeted media and promotional programs; exhibition specific visitor research and profiling; exhibition specific database development; community networking; participation in local community festivals and events, tours and workshops; 'boutique' promotions in non Gallery outlets.*

3. MARKETING and PROMOTION:

*In October 2002 the Gallery established a contract based (interim) Media Management position to develop, implement and manage the Gallery's marketing and promotional strategy. The position has been spectacularly successful e.g. the Gallery's valued editorial achieved has risen from **\$800,000** (2001 - 2002) to **\$10,572,588** (2002 - 2003) - an increase of over **1300%**.*

4. EDUCATION SERVICES and COMMUNITY OUTREACH PROGRAMS:

The Gallery worked hard to establish close and symbiotic relationships with our regional school and educational community. Strategically, the aim was to rectify the perception that the Gallery was elitist, inconsistent and remote by developing and delivering accessible, affordable and qualitative education programs. The focus was to:

- *cater to and satisfy enunciated regional education/teacher/student needs and requirements*
- *research and deliver education programs that are locally and regionally focused.*
- *provide 'experiential' opportunities to engage with specific syllabus and curriculum priorities*
- *find the education services voids and fill them.*
- *develop programs that were discernibly 'different' to other 'service' providers.*

After re-establishing an Education Officer position the Gallery focused on responding directly to community education needs via parallel programs of off-site outreach and on-site experiential projects. Specific initiatives include:

- *off-site and Gallery based workshops and lectures*
- *School holiday workshop programs*
- *Teacher's previews offered at each new round of exhibitions (includes artist or curator talk)*
- *Teacher enrichment development days*

- *University of the Third Age programs*
- *Development of comprehensive education kits for selected exhibitions.*
- *Implementation of Intern and Volunteer Programs*
- *Lecture Program with UWS and Nepean TAFE*
- *Sonia Farley Studio exhibition projects.*

5. STRATEGIC PLANNING:

In 2002 - 2003 the Gallery has commissioned two major strategic planning initiatives i.e.

1. Strategic Marketing Plan:

Developed by specialist consultant the Strategic Marketing Plan provided a whole of entity assessment to product/service suites on offer to what markets, when and how the benefits and relevance of these offerings may best be communicated to specific target groups over time. The plan is a 'live document' of preferred actions, time lines with real world costs. Its objectives are to:

- *re-launch the Gallery, holding heritages that are dear and enhancing possibilities for new relevancies to local and regional markets*
- *enhance sustainable competitive edge over time, as first choice venue for a range of activities core to the Gallery's functions*
- *uncover points of co-ordination and investigates possible sustainable future streams*
- *increasing visitors to the Gallery, whilst enhancing the resonance of this asset with local and regional communities.*

Historic Gardens Conservation Management Plan and Maintenance Schedule:

Developed by specialist heritage garden consultants Michael Lehany and Meredith Walker the Historic Gardens Conservation Management Plan and Maintenance Schedule will guide the development, restoration, management and ongoing maintenance of the Gallery's historic gardens and site. Ongoing project.

6. REVENUE, SPONSORSHIP and GRANTS:

The Gallery has undertaken the following sponsorship and revenue initiatives:

- *re-negotiated ongoing cash sponsorship with SITA Environmental Solution (plus project specific increases of cash revenue)*
- *negotiated in-kind, project specific sponsorships with Panthers World of Entertainment and Chaos Music*
- *initiated project specific resource sharing with Liverpool City Council and Macquarie University Gallery.*

The Gallery achieved a modest increase in Gallery based revenue i.e. @ \$29,081 (previous year @ \$25,885).

The Gallery achieved a substantial increase in program grant funding i.e.

- *NSW Ministry for the Arts Annual Program grant @ \$44,000*
- *NSW Ministry for the Arts Grant @ \$17,000*
- *Big Day Art @ \$4,400*
- *Anita & Beyond grants @ \$57,725*
- *SITA sponsorship @ \$8,000*
- *Western Sydney Art Incentive Fund Grant @ \$16,500*

TOTAL \$147,625 (previous year @ \$75,463)

7. COLLECTION and EXHIBITIONS MANAGEMENT:

In 2002 - 2003 the Gallery completed a range of collection focused activities including:

- *construction and fit-out of new collection storage facilities and re-housing of the collection*
- *completion of collection cataloguing and documentation programs*
- *completion of Conservation Priority Report and resultant conservation of collection pieces, including painting and outdoor sculpture by ICS and other specialist conservators*
- *continuation of computer based cataloguing system (ADLIB)*
- *upgrade Collection Manager (3 days per week) to Exhibitions and Collection Manager (4 days per week) position*
- *upgrade Gallery lighting equipment and hanging systems*
- *professional conservator Geoffrey Major employed on casual basis*
- *conservation assessment on all outdoor sculptural works (and related priority conservation)*
- *upgrade of pest control and climate control systems and reporting.*
- *Collection re-housed*
- *comprehensive cataloguing and archival systems implemented*
- *development of volunteer programs and community access programs*
- *priority based conservation systems initiated*
- *Plate photographic collection archived, catalogued and re-housed.*

8. GARDEN RESTORATION:

Much work was undertaken to restore and upgrade the Gallery's extant historic gardens i.e.

- *restoration of Lewers House succulent gardens and clearing of River Rd frontage gardens*
- *installation of new watering systems*
- *commence repair of Gerald Lewers fountains*
- *site clearance, weeding and removal of fences*
- *establishment of ongoing volunteer partnerships*
- *new gardens established for new Sonia Farley Studios*
- *garden storage facilities re-developed*
- *re-cycling, composting and propagation systems initiated*
- *Oral History project completed in partnership with Penrith City Library (with associated comprehensive photographic documentation and species report).*

Positive achievements for 2002 - 2003 include:

- *increased garden hire and resultant revenue*
- *increased electronic and print media editorial for historic gardens*
- *increased complimentary comments from Gallery visitors."*

A copy of the Annual Report has been provided to Council.

Board of Directors

The Articles of Association of the company provide, in part, that:

1. To provide continuity the members of the Board shall resign on a rotating basis. At the First Annual General Meeting, five (5) Directors (including one (1) Councillor) shall resign. At the Second Annual General Meeting, five (5) members shall resign (including one (1) Councillor). Thereafter, the members of the Board, except the Council officer, shall resign after they have served on the Board for three (3) years after appointment or re-appointment to the Board.
2. All retiring Directors shall be eligible for re-appointment.

Council should note that as per the Articles of Association, Councillor Greenow resigned at the Annual General Meeting of the company held on 2 February 2004 and Councillor Greenow nominated for re-appointment. It was resolved at the First Annual General Meeting of the Penrith Regional Gallery and the Lewers Bequest Ltd that Penrith City Council be requested to endorse the appointment of Councillor Greenow as continuing Director of the Penrith Regional Gallery and the Lewers Bequest Ltd.

Councillor Paluzzano was a member of the Board and did not stand for re-election to Council in March 2004. Council at its meeting of 13 April 2004 appointed Councillor McKeown to replace Councillor Paluzzano.

Mr Peter Anderson was re-appointed Chairman.

Senior Financial Accountant's Report

As the transition to an independent controlled entity is still underway the financial affairs for the Penrith Regional Gallery and the Lewers Bequest Ltd Gallery for the year ended 30 June 2003 were included in the books of account of Penrith City Council. PricewaterhouseCoopers conducted the audit of these books of account in September 2003 and at the conclusion of the audit Council received an unqualified audit opinion. A pro forma set of accounts extracted from Council's consolidated accounts was prepared for the AGM.

It is anticipated that the Gallery will complete its transition to an independent controlled entity from 1st July 2004. Accordingly an operating subsidy has been developed with the assistance of Gallery staff for financial year 2004/05 and that is included in the draft budget currently on exhibition. The basis of the subsidy's calculation has been to apply CPI and wage growth indexations to the 2003/04 budget along with identifying all expenses currently held in other department budgets, including postage, insurance, and financial management and transferring them to the Gallery.

Council is also considering a request on behalf of the Board for an additional \$50,000 subsidy. This request will be determined in conjunction with the 2004/05 Management Plan / Budget process.

2003/04 Activities

The report that was submitted to the Annual General Meeting provided comprehensive details (as outlined above) of the activities for the 2002/03 period. To address the 2003/04 year in response to the request made at the Councillor Workshop on 31 May 2004 the following information, which will be presented in more detail at the next Gallery Annual General Meeting, is provided:-

- Visitations - 56,992 (increase of 33%)
- Exhibitions - 33 (decrease of 2%)
- Income - \$49,954 (increase of 78%)
- Grants - \$176,706 (increase of 1%)
- Marketing and Promotion editorial valuation increased by 1193%
- Events / Workshops / Lectures – 660 (increase of 28%)
- Education Program participants – 8031 (increase of 39%)

Other Activities at the Gallery

As indicated above the funding from the NSW Government provided for the implementation of several other initiatives. Council agreed to engage specialist advisors to assist with this program.

The roof on the historic Lewers House and annex requires replacement. Also there is a need to replace / repair certain parts of the verandah and pergola. This work is being treated as routine maintenance and Council's Consultant Architect has prepared (in consultation with the heritage advisor) specifications for this maintenance work.

A range of improvements / enhancements to the Regional Gallery (internal) have been identified. Details of that work have been prepared and are programmed for implementation in coming months.

The Gallery site is to be provided with a new entry statement. It is proposed that a new covered walkway be constructed from the River Road boundary adjacent to Ancher House which will "lead" visitors to a central point. Other civil / building works are to be provided adjacent to this new walkway.

The verandah adjoining the Regional Gallery is to be widened, and treated in a manner sympathetic to the 'historic' integrity of the site. This widened area will occupy seating for visitors to 'rest' and enjoy refreshments.

A range of other improvements have been identified within the existing buildings, improvements needed to achieve operational efficiencies and functionality.

A Development Application for these new works has been submitted to Council. It is anticipated that Council will be in a position to appoint a preferred builder later this year with work being undertaken early 2005. All the work has to be coordinated with the approved exhibitions program.

Council appointed specialists to prepare a Gallery Gardens Conservation Management Plan. That Plan will be submitted to Council shortly and will comprise key elements focussing on conservation management and maintenance.

Conclusion

Since the appointment of the new Gallery Director, formation of the Company and introduction of a range of new initiatives and programs, the Gallery has attracted greater focus and attention resulting in significant increases in visitations. That situation will continue with the further improvements planned over the next 12-18 months. Its status as a regional gallery will be confirmed.

RECOMMENDATION

That:

1. The information concerning the Penrith Regional Gallery and Lewers Bequest Ltd Annual Report for the Board of Directors be received.
2. Council congratulate the Board of the Penrith Regional Gallery and Lewers Bequest Ltd for the results over the twelve months to end of June 2003.
3. Councillor Greenow be appointed to fill the vacancy that occurred at the First Annual General Meeting of the Penrith Regional Gallery and Lewers Bequest Ltd.
4. Council agree to underwrite the operations of the Penrith Regional Gallery and Lewers Bequest Ltd for twelve months from 1 July 2004 subject to receipt of the 2004/05 gallery budget.



The City Supported by Infrastructure

4 Vehicle Purchasing

5305/18

Compiled by: Vicki O'Kelly, Senior Financial Officer

Lindsay Clarke, Road Network Services Engineer

Authorised by: David Burns, Asset Manager

Barry Husking, Chief Financial Officer

<p>Management Plan 4 Year Outcome: <i>A register of all significant assets, their condition and standards determined and a plan for their maintenance is operating.</i></p> <p>Critical Action: <i>Determine and agree on appropriate standards for asset condition and functionality.</i></p>
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Purpose:

To advise Council of changes to the existing buyback agreement for vehicle purchases and to seek Council approval for amendments to the current Vehicle Management Policy and Employee Leaseback Agreement. The report recommends that Council endorse the amendments to the agreement, as detailed in the report.

Background

In 2001 following a tender process, Council entered into an agreement with Heartland Holden to purchase vehicles on a buyback basis. At the time, the buyback rate was 100% of the purchase price of each vehicle.

The agreement was revised in 2002 at the time of the introduction of the Commodore VY model with the buyback rate reducing to 98.4% of the purchase price. With other minor cost saving initiatives adopted at the time, this arrangement was still considered to be the best deal available for Council.

Again in 2003, with the change from the Commodore VY Series I to Series II, Heartland Holden and Holden Australia renegotiated the buyback arrangement. Essentially, the Heartland Holden buyback rate reduced to 95.6% plus Council received a loyalty rebate directly from Holden Australia, thus maintaining the effective buyback rate at 98.4%.

Current Situation

With the impending release of the Holden Commodore VZ (due September 2004), Heartland Holden have reviewed the buyback agreement. Because the VZ Commodore will be a major change from the current VY Commodore, Heartland Holden anticipates that the VY used car market will suffer adversely. Heartland Holden have submitted the following proposal.

- Current Buyback Rate – (95.6% plus Holden rebate of \$900 per vehicle) 98.4%
- For vehicles supplied from 1st April 2004 to the introduction of the new VZ model, the revised Buyback Rate Proposed is 87.6%, plus Holden rebate of \$900 per vehicle, equivalent to a 91.0% buyback

- For those vehicles supplied at this reduced Buyback Rate, the replacement VZ model will be provided at a proposed buy back rate of 100%, plus Holden rebate of \$900 per vehicle, equivalent to 103.4% buyback

From 1 April 2004 to 1 September 2004, it is estimated there will be 88 VY vehicle purchases at 91% buyback. The first 88 VZ vehicles purchased after 1 September 2004 to approximately 1 February 2005 will be at 103.4% buyback.

From 1 February 2005, all further VZ vehicles purchases will be at the current buyback rate of 98.4%.

The agreement with Heartland Holden is still the most cost effective means of managing Council's light vehicle fleet.

The revision to the Heartland Holden deal, together with changes in the total fleet running costs, has been factored into the leaseback fee paid by drivers. As this is a substantial change in the short term and spans two financial years the new leaseback fee has been calculated to recover the fleet running costs over a two year period. The new Leaseback Fee will be \$62.00 per week, an increase of \$4.00. The adjusted fee amortises the increased vehicle changeover costs over a 2 year period as well as taking into account increase fuel costs and interest rate charges. Prior to the introduction of the agreement with Heartland Holden, the leaseback fee was \$75.00 per week. The proposed fee, from 1 July 2004, will be subject to review if there are any significant changes to the current Heartland Holden agreement or major changes in the operating cost of the fleet.

For Senior Management and Managers the revision in the buyback rates and other cost variations are included in the calculation of their individual vehicle costs. Senior Management and Managers pay 50% of the actual costs and the full cost of Fringe Benefit Tax.

Fuel availability

In conjunction with the increased fee it is proposed to make fuel available within the Sydney Metropolitan Area 7 days/24 hours. The current policy allows for fuel supply only within 20 kilometres from within the Penrith City Council area, 5 days/24 hours. This increased access to fuel at weekends has been modelled. The modelling shows that this will have a minimal effect on the total fleet fuel usage. It is anticipated that the extended availability could result in a reduction of fuel costs. Drivers will not necessarily fill up more frequently but many will now fuel on Saturday or Sunday when fuel prices are lower rather than filling Friday when prices are high.

The use of the fuel card at weekends will also provide a complete fuel record for each vehicle allowing better overall fleet management. Fuel will continue to be unavailable during periods of leave for leaseback vehicle drivers.

RECOMMENDATION

That:

1. The information in the report advising Council of changes to the existing buyback agreement for vehicle purchases be received.
2. Council endorse the amendments to the Vehicle Management Policy and Employee Leaseback Agreement, as detailed in the report.



Council's Operating Environment

5 Project Evaluation for the 2004-2005 Management Plan

36/47

Compiled by: Ross Kingsley, Strategic Planning Co-ordinator and Peter Browne, Senior Corporate Accountant

Authorised by: Barry Husking, Chief Financial Officer

Management Plan 4 Year Outcome: <i>Effective corporate governance has been maintained.</i>

Critical Action: <i>Prepare, implement and review strategic and management plans and processes.</i>
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Purpose:

To advance Council's consideration of the selection of discretionary projects within available funding for the 2004-2005 Management Plan. An approach is recommended to finalise the budget process incorporating those additional items selected by Council.

Background

Preparations for Council's 2004-2005 Management Plan are nearing completion and the finalised Plan will be recommended to Council at its Ordinary Meeting of 28 June, 2004 for adoption. That report will include details of all submissions made by the public on the Draft Management Plan, which were accepted up to the end of the Exhibition period on Wednesday 16 June and the recommended response to those submissions.

Council considered the selection of further discretionary projects for the application of available funds (the 'Project Evaluation' process) for the 2004-05 Management Plan at its Management Plan Workshop held on 31 May 2004. An interim report was also provided to the workshop on Draft Management Plan submissions received up to that time.

It was agreed by Council that a further report be provided to tonight's meeting proposing an approach to implement Council's Project Evaluation priorities within the overall budget context. The present report addresses that requirement.

Overview of Budget Position

The Management Plan Workshop of 31 May provided advice to Council that the surplus of available funds in the draft 2004-05 budget, which might be applied to further priority projects if Council so decides, was estimated at \$815,200.

Council was also advised that the Local Government Superannuation Scheme Board had notified all Councils of its reconsideration of the superannuation contributions 'holiday' in November 2004 and that they should make provision for contributions being required from January 2005. This could potentially involve a call on Council for up to \$900,000 in the second half of the 2004-05 year, of which up to \$110,000 would relate to Children's Services.

There are other possible scenarios in regard to the Superannuation funding question which were also discussed with Council at the 31 May Workshop. Further advice is required from the Superannuation Board to clarify this situation.

Council officers have further reviewed the draft budget and identified that based on current interest rate expectations and the timing of cash flows, the interest revenue budget could be increased by \$55,000 to \$1.577M. This brings the estimated surplus of available funding to \$870,200.

Project Evaluation

The present report summarises a proposed selection of further projects for the 2004-05 Management Plan based on previous discussions which have been held with Council.

These items are presented in the tables below in three categories, namely:

1. Items which can be funded from sources other than an additional call on Council's revenue, for example by the use of reserves or existing budget allocations;
2. Items recommended for the allocation of available funds from general revenue;
3. Projects which are proposed to remain High Priority Unfunded at this point.

The projects recommended for funding are estimated as involving a total additional requirement of \$870,000 in 2004-05.

Some other items discussed previously with Council are proposed to be dealt with by their incorporation into Major Projects planning or by expression in the task list.

It is of course open to Council to confirm or amend these recommendations by its decision tonight and this can be reviewed as part of the final decision on the adopted Management Plan to be made by Council at next week's Ordinary Meeting.

Projects recommended for Priority Funding

As discussed above, these items fall into two categories:

1. **Projects which can be funded without a call on Available Funds** (General Revenue) - these items are presented in *Table 1* below with an explanation of the proposed funding sources;
2. **Projects proposed to have priority for the application of Available Funds** - these items are presented in *Table 2* below, together with a brief comment on any future funding commitment which would be entailed in their selection.

Following Council's consideration and decision tonight, selected items would then be added to either the Capital and Operating Projects listings or to the operational budgets within Part B of the Management Plan documents, prior to the amended documents being recommended to Council for adoption at its Ordinary Meeting of 28 June 2004.

Table 1 - Projects recommended to be Funded from Other Sources

Project	Manager	Estimate
• Our Environment Our Home (Reducing Plastic Bag Use)	WCPM	\$17,000
<i>Funding comment:</i> Recommended funding from existing budgets of Enhanced Environmental Program (\$12,000) and Waste Education Program (\$5,000); Grant funding will also be sought.		
• Victoria Park Landscape Improvements Stage 1	PCMM	\$50,000
<i>Funding comment:</i> Recommended funding from Section 94 Plan for Established Areas for Stage 1 of priority works under the Masterplan; a separate detailed report on the draft Masterplan is included in tonight's business paper.		
• Feasibility Study for Alternative Water Supply in Parks	PCMM	\$10,000
<i>Funding comment:</i> Provided for within Parks operational budget. Will include investigation and bore testing at Boronia Park, St Marys.		
• Additional Disabled Access Improvements	CDM	\$25,000
<i>Funding comment:</i> Recommended funding from Property Development Reserve for one year acceleration of priority access improvements to community buildings.		
• Employee Assistance Program	WDM	\$30,000
<i>Funding comment:</i> Recommended recurrent funding; 2004-05 drawn from Salary Administration Reserve, provision to be made from general revenue thereafter.		
• Sustainable Penrith Action Plan - support system improvements	LPM	\$50,000
<i>Funding comment:</i> Recommended funding from Corporate Procedures & Systems Reserve.		
• Strategic Plan 2005-2009 - additional funding	CM	\$50,000
<i>Funding comment:</i> Recommended increased funding from Election Reserve for one year.		
TOTAL (NB with no call on Available Funds)		in 2004-05: \$232,000

Table 2 - Projects recommended for Priority Funding from Available Funds

Project	Manager	Estimate
• Events and Celebrations - Operational Budget	FOM	\$20,000
<i>Funding comment:</i> Recurrent allocation.		
• 2005 World Canoe/Kayak Freestyle Championships - Sponsorship	FOM	\$20,000
<i>Funding comment:</i> In addition to inkind support provided by Council. A further report will be provided on steps to be taken to ensure an effective return on this investment by Council.		
• Integrated Citywide Local Plan	LPM	\$90,000
<i>Funding comment:</i> Additional temporary staffing for 2 years arising from the demands of the new statutory requirements introduced by the State Government under the 'PlanFirst' model.		

• Penrith Regional Gallery - Increased Operating Subsidy	FOM	\$50,000
<i>Funding comment:</i> Recommended to be reviewed when the Gallery Board submits a detailed Business Plan in 2004-05, prior to any commitment on further years.		
• Joan Sutherland Performing Arts Centre - Increased Operating Subsidy	FOM	\$200,000
<i>Funding comment:</i> Recurrent commitment, subject to review by Council of the Business Plan to be submitted by the JSPAC Board in 2004-05.		
• Library Book Collection Enhancement	IM	\$45,000
<i>Funding comment:</i> Recommended total increase of \$135,000pa phased in over three years: \$45,000 in 2004-05, \$90,000 in 2005-06, reaching \$135,000 in 2006-07. Relates to Section 94 Plan commitments in terms of new books and other materials.		
• Public Domain Maintenance Unit - Pedestrian Laneways	AM	\$29,000 (\$100,000pa recurrent)
<i>Comment:</i> Partial funding recommended for establishment in the final quarter of 2004-05 of an additional Public Domain Maintenance Unit to extend this approach to all pedestrian laneways. Advancing this project when opportunity is available is further discussed elsewhere in this report.		
• VRA Operational Subsidy	WCPM	\$31,000
<i>Funding comment:</i> Commitment recommended for one year only. Government funding and acceptance of this responsibility is still being pursued.		
• S.A.A.C.S. Transport Project	CSM	\$10,000
<i>Funding comment:</i> One year trial of bus hire arrangements to support the provision of the S.A.A.C.S. program.		
• Local Economic Development Co-ordinator	LEDPM	\$75,000
<i>Funding comment:</i> One year additional staffing to complete Council's present Strategic Program commitments in the economic program.		
• Toilet Cleaning - Increased Service Level	BSM	\$50,000
<i>Funding comment:</i> Capital and operational expenditure \$50,000 in 2004-05, including additional vehicle; recurrent commitment \$15,000pa thereafter. Responds to clear community demand for increase to this service expressed through Council's 2003 City-wide Customer Survey.		
• Additional Roads Maintenance	AM	\$250,000
<i>Funding comment:</i> Commitment to maintain Roads funding and condition at current level at least, subject to further review by Council of long term asset management strategy and funding for Roads in the coming year.		
TOTAL (call on Available Funds)		in 2004-05: \$870,000

Projects not recommended for funding at present

The remaining nominations considered by Council in the Project Evaluation process are not recommended for priority funding at this point. The reasons for this assessment are indicated in Table 3 below.

These projects have been assessed in two main categories:

1. Projects which have no funding source other than Available Funds, and which, although significant matters of a high priority, are not considered to be as pressing as those recommended for funding (refer to Table 2, above). These items are proposed to be kept as Council's **High Priority Unfunded** projects list and to be further considered if savings or other opportunities arise in the review of the 2004-05 Management Plan;
2. Nominations which can be appropriately treated within existing prioritised programs or will be addressed as tasks in the 2004-05 Management Plan.

Table 3 - Projects not recommended for funding at present

Project	Manager	Estimate (total life)
• Visual Assessment for the Landscape Strategy	DTAM	\$55,000
<i>Comment:</i> Appropriate tasks are in place in the Draft Management Plan to ensure that, although more limited in outcome, work by officers can proceed without specialist consultant resources. Recommended that the expansion of the project be High Priority Unfunded at this point.		
• Jamison Park Fitness Track	PCMM	TBD
<i>Comment:</i> A separate Fitness facility is estimated at \$30,000 cost; more broadly, the Jamison Park pathway network is identified to be considered as a high priority in the development in 2004-05 of the Citywide Action Plan for Open Space under the recently-adopted Recreation Facilities Strategy.		
• Dharug & Dungaree vol. 2 - History of Penrith 1860-2000	IM	\$195,000
<i>Comment:</i> Council has committed \$45,000 through Voted Works for stage 1 (Research) of this project and valuable research will be carried out in 2004-05. A total of \$240,000 over three years (Research - Writing - Publication) is required for the total proposed project. Production costs would be intended to be covered by sales. Additional sponsorship and/or grant funding will be sought. Recommended that the remainder of the project be High Priority Unfunded at this point.		
• Workforce Skills Co-ordinator [1 year]	LEDPM	\$20,000
<i>Comment:</i> This project is dependent on a total of approximately \$50,000 contributions being secured from other partners, which is unconfirmed. Funding for the additional temporary Local Economic Development Co-ordinator position will allow some of the intended work to be achieved in 2004-05. Recommended that the remainder of the project be High Priority Unfunded at this point.		

Recommended Budget Approach

The Corporate Management Team has recommended the selection of items in Tables 1 and 2 above as reflecting Council's expressed priorities for funding within its program for 2004-05. The appropriate budget approach to incorporate these items while prudently managing the additional Superannuation funding issue has also been considered.

In summary, the approach recommended to accommodate the proposed Project Evaluation selections and to finalise the 2004-2005 budget is:

1. As indicated by a review of interest on investments, the estimate of interest income be increased by \$55,000;
2. The items listed in Tables 1 and 2 above be incorporated into the Draft Management Plan, subject to point 3, below;

3. The approved additional funding of \$250,000 for Roads Maintenance and \$45,000 for Library Books be budgeted but held back from expenditure until the second half of 2004-05, pending further advice from the Superannuation Board;
4. If it becomes necessary, in order to fund a Superannuation increase, the first calls shall be by cancelling the budgeted increase for Roads Maintenance, and then Library books (per point 3, above). If further funding is necessary the remainder of the Superannuation contribution up to approximately \$500,000 be underwritten (for 2004-05 only) from the Employee Leave Entitlement Reserve, to be subsequently replenished in future years to that reserve. Note that Council policy allows for transfers from the ELE Reserve to be recoverable for up to three years;
5. The Superannuation increase (in the event that it happens) attributable to Children's Services should not be funded from the Centres' budgets in 2004-05 but within the general approach as outlined above;
6. The additional Public Domain Maintenance Unit for Pedestrian Laneways be included in the budget but with the starting date not yet determined. The available funding after the above changes (approximately \$29,000) would be allocated to this project, which would also be identified as Council's highest priority for the remainder of the funding required (\$46,000 in 2004-05). Additional funding would be considered against the 2003-04 end of year review and each further opportunity which may arise including quarterly reviews in 2004-05. The start date of the new service will notionally be set as the June quarter of 2004-05 but be brought forward as new funding is found.

In addition to the measures proposed above, a full review of those 2003-04 Revotes which involve general revenue allocations will be conducted in conjunction with the end of year review of the 2003-04 Management Plan.

Conclusion

It is considered that for the 2004-05 Management Plan the recommended approach responds appropriately to Council's identified requirements while limiting the risk associated with the Superannuation contributions issue.

As Council may be facing a requirement for Superannuation contributions of up to \$1.8M per annum to be re-introduced (in full, or in a phased process) from 2005-06, a thorough assessment must be made of the implications of this matter for the future budget position and a further detailed report will be made to Council on that at the appropriate time.

RECOMMENDATION

That:

1. The information contained in the report on Project Evaluation for the 2004-2005 Management Plan be received.
2. Council endorse the proposed selection of additional discretionary items for the 2004-2005 Management Plan and the approach to finalising the 2004-2005 Management Plan budget within the terms discussed in this report.



Council's Operating Environment

6 Council Property - Great Western Highway, Kingswood

304824 Pt.10

Compiled by: **Brian Griffiths, Property Development Manager**

Authorised by: **Brian Griffiths, Property Development Manager**

<p>Management Plan 4 Year Outcome: <i>Maintain a sound financial position and liquidity.</i> Critical Action: <i>Implement a property development strategy to support Council's economic, social and environmental objectives.</i></p>
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Purpose:

To provide Council with an update on the public consultation process, for the proposed development on Council's land on the great Western Highway at Kingswood. Douglas Sanger from Douglas Sanger Pty Ltd, Architects & Urban Designers, will be making a presentation at tonight's meeting. The report recommends that the information contained in the report be received.

Background

Council at its Ordinary meeting of 15th September, 2003 agreed to engage Douglas Sanger Pty Ltd, Architects & Urban Designers, to assist in the compilation and preparation of a Development Application for Council's consideration relating to Council's property on the Great Western Highway at Kingswood.

The site is described as Lot 101, D.P. 876202 containing an area of 1.75 hectares and has a dual frontage to the Great Western Highway and Cosgrove Crescent. The land was improved in March 1996 with filling on the site and the improvement of drainage works for flood relief upstream.

In February 2000, Council called for Expressions of Interest and accepted a Tender from Robose Pty Ltd for the purchase of Council's land for medium density development.

The Development Application submitted by the developer was refused at Council's meeting on 19th November, 2001 as it did not comply with the requirements in accordance with the Penrith Local Environmental Plan 1998 (Urban Land).

Current Situation

Council will recall that Consultants, Douglas Sanger Pty Ltd, Architects and Urban Designers, were engaged to assist with the residential development consisting of twenty-nine (29) residential lots adjoining open space lands off Sherringham Road at Cranebrook in 1999.

At that time, a comprehensive public consultation process resulted in the project being tailored to the community's requirements and satisfaction. It was successfully achieved not only to Council but to the adjoining residents.

It is proposed to implement the same procedures for Council's site off the Great Western Highway whereby the community can play an important part in attending on-site meetings to be arranged so that detailed feedback can be provided to Council's Consultants that will give them a clear direction as to the future development of the site.

It is proposed to implement the following phases:

Phase 1 – (Access and Development Forms)

Consideration of the number of dwellings, the comparative development form and yield including demand, impact and likely acceptability, examine alternative accesses and consider impacts upon the existing neighbourhood including social considerations.

Potential for development on adjoining properties which might benefit from access, or join with any proposed connection to the Great Western Highway, the types of land use which might need a parcel of land of this size.

Phase 2 – (RTA Liaison)

Meeting with RTA to negotiate options for entry to the site. A Traffic Consultant will also be engaged to work with the Architects & Urban Designers on this aspect. It is noted that in the previous public meeting regarding the proposed development of the site, that access to the Great Western Highway was preferred by the adjoining residents.

Phase 3 – (Resident Consultation)

Notification by Council of the proposed actions before the project commences at the outset of Phase 1. Public meetings to be held on-site in similar manner to the Sherringham Road Project. All Councillors and adjoining owners will be contacted prior to the meetings.

Phase 4 – (Development Application)

It is intended that a Development Application be prepared by the Architects & Urban Designers in conjunction with appropriate Consultants and utilising public consultation which will be conducted in accordance with Council's Community Participation Policy recently adopted by Council.

The design will be that generated through the public consultation process subject to any modifications required by Council. The Consultant's documentation will include necessary plans, elevations, sections, three dimensional illustrations, shadow diagrams, Statement of Environmental Effects plus any necessary draft subdivision plans.

Summary

It is envisaged that the successful outcome that Council achieved with respect to the Cranebrook project could also be achieved with the Great Western Highway site.

Douglas Sanger will provide the presentation in the various phases and particularly with respect to public meetings to be organised at weekends with Council and residents to discuss the options for development of the site and their input to be utilised for a successful development proposal.

RECOMMENDATION

That the information contained in the report on Council Property - Great Western Highway Kingswood be received.





Council's Operating Environment

7 2003/2004 Borrowing Program

6032/22

Compiled by: David Thorpe, Financial Accountant

Authorised by: Barry Husking, Chief Financial Officer

<p>Management Plan 4 Year Outcome: <i>Maintain a sound financial position and liquidity.</i> Critical Action: <i>Ensure the timely provision of financial advice and information to support Council's decision making processes.</i></p>
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Purpose:

To inform Council of the 2003/2004 borrowing program adopted in the Management Plan. The report recommends approval of the borrowings in line with that program and that the Chief Financial Officer be authorised to negotiate the terms of the loans. The report also recommends that the final terms and conditions of the loans be reported to Council when the contracts are completed.

Background

Council's 2003/04 Management Plan included borrowings of \$4,600,000 to fund expenditure on infrastructure of \$2,800,000, extensions to Joan Sutherland Performing Arts Centre (JSPAC) \$800,000 and development of The Penrith Valley Community Arts Precinct (PVCAP) \$1,000,000.

Current Situation

Council's budget projections have provided for debt servicing costs for these projects over 10 years for the \$2.8m for infrastructure and 15 years for the JSPAC and PVCAP projects. Funding of the loan payments for the JSPAC and the PVCAP is from S94 Cultural Plan contributions. Although receipt of these contributions is estimated over 20 years the majority of anticipated development and associated cash flows will be in the first fifteen years. It is therefore recommended that we borrow the \$1.8m over a 15-year period.

Approval is now sought from Council to borrow the amounts of \$2,800,000 on the normal repayment schedule of 10 years, \$1,800,000 on a 15-year repayment schedule.

Loan Application Process

The application process for borrowings involves Council obtaining quotations from the major banks for the borrowings approved by the Department of Local Government. The Banks traditionally quote an interest rate firm for 24 hours. Council needs to accept the most favourable quote within this time frame. This process does not allow sufficient time for these rates to be referred to Council for decision. Council has in the past approved the borrowings and provided delegation to the General Manager and or Chief Financial Officer to negotiate and accept the final terms of the borrowings.

Details of the quotations received, the evaluation undertaken and the final rates and terms accepted are then reported to Council once the contracts are finalised. This report recommends following the same process for this year's program.

RECOMMENDATION

That:

1. The information contained in the report on the 2003/2004 Borrowing Program be received
2. Council borrow the amounts of \$2,800,000 on a 10 year repayment schedule and \$1,800,000 on a 15 year repayment schedule
3. The Chief Financial Officer negotiate the loans in accordance with this resolution
4. The Council seal be affixed to those documents that are necessary to finalise these borrowings
5. The final terms and conditions of the borrowings be reported to Council upon completion of the contracts.



Council's Operating Environment

8 Council's 8th Equal Employment Opportunity Management Plan

909/33 Pt 21

Compiled by: Danielle Welsh, Personnel Services Manager

Authorised by: Linden Barnett, Workforce Development Manager

<p>Management Plan 4 Year Outcome: <i>A flexible, skilled, motivated, responsive and valued workforce is in place.</i></p> <p>Critical Action: <i>Provide a safe and equitable workplace.</i></p>

Purpose:

To introduce Penrith City Council's 8th Equal Employment Opportunity Management Plan for approval by the Policy Review Committee. In addition to fulfilling Council's requirements under the Local Government Act this report provides Council with an opportunity to review and strengthen its efforts to achieve EEO outcomes. The report recommends that the information contained in the report be received.

Background

This plan to a large extent represents a “rolling program” with no defined end date. Many of the strategies are currently in place and have been undertaken for many years. It should also be noted that many of our more successful Equal Employment Opportunity (EEO). initiatives arise from unplanned opportunities that arise throughout the course of the Management Plan period. These “impromptu” opportunities will be included in the Review and Evaluation report at the end of the Management Plan period.

Council's EEO Plans up until now have focused on general EEO programs that have applied to all staff. This plan signals an increased commitment to EEO in that it includes programs that aim to actively support members of target groups as well as a commitment to collect and analyse EEO data.

Progress towards equal employment opportunity is measured in terms of the distribution of staff and the increased representation of target group members across Council. Traditionally members of target groups (being women, Aborigines and Torres Strait Islanders, people with disabilities and people from non-English backgrounds) are under represented in public employment.

A successful EEO Program focuses on results and is best summed up in three words “getting in, moving across and moving up:

- “Getting In” refers to the ability of target group members to gain employment in Council
- “Moving across” – refers to the ability of employees to move across the organization and break down occupational segregation
- “Moving up” – means access to promotional opportunities. This means that members of target groups need to be reflected at all levels of the organisation

Conducting an EEO Survey of Council's Workforce

Council needs to regularly examine workforce information to confirm the success of its EEO related programs. This means looking at information relating to salaries, new appointments, access to training and other staff development opportunities and the extent to which target group members are represented in these figures.

The introduction of an integrated Human Resources Information System has given Council the capacity to collect and examine workforce data in the form of Corporate Health Reports. This plan outlines a strategy to collect EEO data from all staff by way of a survey.

If Council is to review its practices in the areas of recruitment, personnel and training to ensure that they are fair and equitable we need to have a clear picture of our workforce. Once this plan has been approved by CMT, steps will be taken to raise staff awareness of the survey and why we are conducting it. It is anticipated that existing staff will be invited to complete the survey as they attend Council-wide training in the near future. New staff will be invited to complete the survey at Induction. Council will need at least an 80% response rate from staff to ensure the validity/accuracy of the information.

EEO surveys give Council a generalized picture that can be used to improve personnel practices. By comparing this information over time we can see how well our EEO programs are working.

Council is currently at a disadvantage by not having this information as we are called upon to report on this information when applying for government grants and when submitting reports to the Australian Bureau of Statistics and other external agencies.

Staff will be advised that completion of the survey is voluntary, and serves a worthwhile purpose and will not in any way be used to their disadvantage. The employee's right to confidentiality will be maintained as this information will be stored securely. Employees will be advised that they are entitled to have access to their own EEO data and will have the right to request its deletion or for it to be modified.

The information will be regularly reviewed to produce EEO Reports. All staff are given access to these reports so they will see how their information is being used. As mentioned above, the information is generalised so the identity of any individuals will not be revealed. NSW Privacy laws protect each staff member's right to privacy and confidentiality with respect to this information.

Monitoring and Reviewing Workforce Policies and Practices

No discussion of EEO can ignore recent changes in workplace practices and technology. Organisations such as council need to carefully consider whether they are offering flexible or family friendly work places that enable staff to balance their work and family life. Council also needs to respond to current shortages of tertiary qualified people in particular fields. The case for devoting attention to the area of flexible work practices as a means of attracting quality candidates is as strong as ever with the advantages being:

- Lower staff turnover and absenteeism, resulting in significant savings
- Marketplace positioning as an employer of choice
- A more committed and motivated workforce
- Increased innovation and creativity from staff
- An enhanced corporate image in the marketplace

It is intended that a Working from Home Policy will be developed to keep pace with changes in our workplace. An examination of other flexible working arrangements will also be undertaken.

Supporting Members of Target Groups

This report also contains a strategy to increase the access of Aboriginal and Torres Strait Islander (ATSI) people and people with disabilities to Council's Traineeship Program. It is intended that up to two placements will be made available to people from each of these target groups from the existing complement of Traineeship positions.

In addition to policy development this plan also seeks to support women in the workplace through its support of the Annual Spokeswomen's Conference. This 2 day annual conference was attended by a number of staff in 2003 and again in May 2004 with the feedback being most positive and supportive as follows:

"...the Conference was a really great experience and I am glad I was given the opportunity to attend. Listening to other women's stories and experiences really gave me motivation and inspiration in my own career. It made me realise that perhaps I can do the things that I always thought I couldn't."

"..it provided a great opportunity to network with other women both from Penrith Council & the public service, and reinforced how important it is to keep up to date with technology, how to cope with change, and how important it is for women to be financially independent."

"I think the best way for me to explain what I brought away with me from the Spokeswoman's Conference is in a few statements of the highly esteemed speakers:

- be true to yourself, you don't have to play the same way as men, women have useful qualities to add to the business environment
- if you are not learning today, you won't be earning tomorrow."

The Spokeswomen's Program is designed to improve gender equity in Public Sector employment by:

- Identifying and acting on matters affecting women in the workplace
- Providing information and development opportunities for women staff
- Increasing employment equity in organisations.

Conclusion:

This EEO Management Plan was presented to the February 04 Managers Meeting and the March 04 meeting of the Joint Consultative Committee for comment and feedback.

Finally, acknowledgment must go to Joint Consultative Committee members, Union Delegates and management who have provided their input to this plan, policies and day-to-day decisions. With their support Council is in a more informed position to be able to make these decisions. The issues that they have raised have been carefully considered and woven into the plan before this meeting.

RECOMMENDATION

That the information contained in Council's 8th EEO Management Plan report, be received.



The City in Its Region

9 Current Status of West Sydney Academy of Sport

110/3

Compiled by: Raphael Collins, Parks Construction & Maintenance Manager

Authorised by: Ray Moore, Director City Operations

Management Plan 4 Year Outcome: *Penrith is recognised widely as an innovative vibrant and attractive City with an identify distinguishing it from other parts of Sydney.*

Critical Action: *Participate in activities of appropriate regional organisations.*

Purpose:

To advise Council of the current restructure of the Western Sydney Academy of Sport (WSAS). The report recommends that Council continue to participate in the Council forum as a non financial member.

Background

The Western Sydney Academy of Sport (WSAS) was created in 1997 and involved representatives from four Councils: Blacktown, Blue Mountains, Hawkesbury and Penrith. The University of Western Sydney (UWS) and NSW Department of Sport and Recreation also participated. The constituent Councils contributed a total of \$75,000 (Penrith Council's share being \$25,000) and the Department of Sport and Recreation \$100,000.

The aim of the academy is to identify talented young athletes from their relevant sports and help them reach their full potential. The sporting codes that were members of the academy are:

- Swimming
- Athletics
- Netball
- Kayaking
- Softball
- Cycling

The Chair of the academy was the late Member for Londonderry, Jim Anderson MP. The former Councillor John Bateman was Penrith Council's representative on the board of the academy since its inception.

In January 2003, the Minister for Sport and Recreation (Hon. Morris Iemma) wrote to the Mayors of the four Councils advising them of his decision to terminate the WSAS and form a new Academy that will eventually have financial autonomy from the Department of Sport and Recreation. This means the new academy will be incorporated as an association.

The proposed new Academy format will increase the number of Councils from four to ten to include: Auburn, Bankstown, Parramatta, Baulkham Hills, Holroyd and Fairfield. All ten Councils will be offered membership under the proposed constitution.

It is important to mention that the decision to dissolve the existing Academy was made without any consultation with the member Councils. This action was very unsettling to the existing board members especially after the academy spent a great deal of time and effort preparing a position paper that examined the performance of the original Academy.

The inaugural Chairman of the WSAS Alan Whelpton, has invited the Mayor or his representative to attend a meeting on the 24 June at the Department's central office in Sydney Olympic Park. The purpose of the meeting is to gain an understanding of the Council forum. The forum is open to all 10 Western Sydney Councils whose main role is to provide advice to the WSAS Board of Directors. Only those Councils that contribute a base level subsidy of greater than \$10,000 will have voting rights at this meeting and the opportunity to be appointed to one of two positions on the Board.

Current Situation

Following the Minister's decision to end the existing academy, the four member WSAS Councils decided to meet the new Minister for the Department of Tourism and Sport and Recreation the Hon. Sandra Nori MP (November 2003) to discuss the following concerns they had with the new academy:

- **The size of the proposed academy:**
The 10 Council areas will have a population of 1.3 million and make the new academy unmanageable.
- **Access:**
Concern was raised that the large area of West Sydney would pose a problem for transportation for the young athletes.
- **Financial Viability:**
The State Government intends to eventually withdraw its financial support from the new incorporated body. The existing academy members feel that the Councils will get less value for their subsidy especially with the dependence of private sector contributions.
- **Value:**
With the increase of Council membership from 4 to 10 Councils, it is conceivable that the benefits will not be proportional to the costs.
- **New Management Structure:**
The new academy structure will mean the Councils will have a diminished role. The proposed structure consigns the Councils to an advisory role only.
- **Performance of Existing Academy:**
According to information received from other academies around the state, the existing WSAS outperformed other models.
- **Method of Communication:**
The WSAS board were and still are very disappointed in the manner of how the Department dealt with them through the transition.

How the New Academy will Work

Membership of the new incorporated body will be offered to the 10 Councils. The new 10 member board of the academy will comprise of:

- three community directors
- two member Council directors
- one member from Greater West Sports Foundation
- one member from UWS
- one member from Department of Sport and Recreation and Tourism and
- two independent directors who may be appointed by the Board (with specific skills)

All the member Councils will have membership in what is called the WSAS Forum. Only the Councils that are financial contributors (\$10,000 base level) will have voting rights and the opportunity to be one of the two Council directors. The term of the Board is two years.

It should be emphasised that should a West Sydney Council choose not to contribute the (\$10,000) or even join the WSAS, the athletes will still be provided for in their chosen sport in their local area.

The Department of Sport Recreation and Tourism will provide an initial one off subsidy of \$100,000 to help establish the academy. It will then provide a further \$100,000 for 04/05 and increase this to \$130,000 for 05/06. This subsidy will gradually be weaned off as private sponsorship increases.

The staff structure (salaried positions) of the academy will include a Chief Executive Officer who has recently been appointed, a program coordinator and administration officer.

The new academy is scheduled to commence at the end of June.

Conclusion

It is unfortunate that the existing Western Sydney Academy of Sport was dissolved because it was very successful. Nonetheless, the new enlarged WSAS has been established in its place and Council now has to decide whether or not to participate. The Department of Sport Recreation and Tourism is pressing ahead with the new academy in the absence of support from all the Councils.

The six new Councils making up the ten member academy see a benefit in their involvement across the wider region. The Mayors and representatives of the four inaugural Councils recently met at Blacktown Council on the 27 May and the general resolution of the group was:

1. Continue to participate in the new academy for a two year period but not as a financial member.
2. The mayors of the four inaugural Councils seek a further meeting with the Minister to discuss their joint concerns and in particular express their desire to create two academies of sport for Western Sydney.
3. The chair of the new academy Alan Whelpton be invited to each Council to advise Councillors of the new WSAS structure.
4. Council write to the local members of Parliament seeking support for their positions.

Since the meeting on the 27 May, three of the inaugural Councils have had the opportunity to examine the structure of the new academy and have resolved to participate in the new academy as non paying members in the initial 2 year term.

RECOMMENDATION

That:

1. The information contained in the report on the current status of West Sydney Academy of Sport be received.
2. Council participate in the new academy as non paying members for the initial two year term.
3. Council to pursue the actions by the inaugural Councils (Blacktown, Blue Mountains, Hawkesbury) as outlined in the report.

