



Shellharbour
CITY COUNCIL

Annual Report

2023 - 2024



Acknowledgement of Country

Shellharbour City Council acknowledges the Traditional Custodians of Dharawal Country and recognises their continued connection to the land.

We pay our respects to Elders past, present and emerging and the contribution they make to the life of this City.





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About this report

Shellharbour City Council's 2023-24 Annual Report provides a comprehensive account of our achievements and performance over the past 12 months.

This report covers the period from 1 July 2023 to 30 June 2024, offering a detailed overview of our financial and operational performance in relation to the key themes, priorities, and objectives outlined in our strategic planning documents, including the Community Strategic Plan (CSP) 2022-2032, Delivery Program 2022-2026, and Operational Plan 2022-2023. These documents collectively shape our vision and goals for the future.

This report underscores our commitment to engaging with the community's priorities, as identified during the development of the CSP. It addresses the four focus areas of Community, Environment, Economy, and Leadership that emerged from our collaborative engagement with the community, reflecting their aspirations and needs.

Key Focus Areas

- Community - Enhancing the well-being and quality of life for all residents
- Environment - Protecting and improving our built and natural surroundings
- Economy - Supporting local businesses and fostering economic growth
- Leadership - Leading with integrity and transparency

Objectives of the Annual Report is to:

- Communicate our vision and commitments to the community as set out in our Community Strategic Plan 2022-2032
- Report on our performance in implementing our strategies and achievements
- Demonstrate leadership by showing our ability to lead with confidence and deliver on our promises
- Recognise staff achievements and highlight the significant contributions of our staff

Reporting

This report is prepared in accordance with our responsibilities under section 428 of the Local Government Act 1993, the Local Government (General) Regulation 2005, Integrated Planning and Reporting Guidelines, and other relevant legislation. Our goal is to provide a clear and transparent overview of our activities, achievements, challenges, and financial performance to our community, stakeholders, and other levels of government.

This report includes statutory reporting as prescribed by the Local Government Act 1993 and the Local Government (General) Regulation 2005, along with other relevant legislation for which Council is required to report annually.

Council has received an extension to finalise and submit its year-end financial statements for the 2023-2024 year to the Office of Local Government by 30/11/2025. Once the year-end financial statements have been audited and lodged, Council will update this Annual Report to include a full set of its audited financial statements as required under the Local Government Act.

Readership

This report is intended to provide information to our community and customers, including Shellharbour City residents and ratepayers, local businesses, community groups, government bodies and agencies, and our current and future staff. It also serves to inform and engage our staff, illustrating how their efforts have contributed to achieving our community vision.

Acknowledgements

Shellharbour City Council would like to acknowledge all staff and photographers who have contributed to the completion of the 2023-24 Annual Report. Thank you for your assistance through the various stages of the production process.

How to obtain a copy of this report

A copy of this Annual Report, and various other Council publications are available on Council's website:

www.shellharbour.nsw.gov.au/council/news-and-publications.



Mayor's message

I am pleased to present the 2023-24 Annual Report. This report is a great reflection of all that we have achieved over the past year.

The population in Shellharbour City continues to increase, and this is something Council continues to prepare for by investing in quality infrastructure that will meet the needs of the community now, and into the future. It also is essential to ensuring a high quality of life for our community.

Our shared public spaces often form the heart of our community. Great public spaces are not only more efficient, but they can lift the mood - enhancing social interaction, retail opportunities and employment.

The stunning new Reddall Reserve promenade is one such impressive public space. As well as helping to improve environmental measures with its intertidal habitat for marine life, it provides a safe, accessible environment for our community to enjoy.

We are investing in improving parks and recreational activities, arts and culture, with projects such as Bardsley Park at Shellharbour North Beach, the new Warilla dog park and the award winning Yirran muru. Its reputation continues to grow with more than eight awards. These projects continue to drive civic pride in the community.

Council continued to make great strides towards Tripoli Way with preparation works, including the development of the Environmental Impact Statement and securing vital funding for this important project.

The Shell Cove project continued to progress with the delivery of stage 2 of Shellharbour Marina including 125 new marina berths helping to cater for the strong demand from boat owners and recreational watercraft. Nautilus and Ancora residential apartment buildings continued their respective constructions while the release of land lots on "The Peninsula" proved popular with purchasers.

One achievement that is particularly close to my heart was The Farm at Killalea being named the best beach in New South Wales and awarded the second-best beach in the country in Tourism Australia's Best Australian Beaches list. The annual list is carefully curated by beach expert, Brad Farmer AM, to highlight different destinations and to showcase the diversity of beaches Australia has to offer.

The award has attracted nation-wide attention and is certainly an achievement worth celebrating. We are lucky to have such beautiful natural assets in our City and I'm looking forward to seeing further opportunities for local tourism unfold.

I would like to thank Shellharbour City Council Chief Executive Officer Mike Archer. His strong leadership has helped transform Shellharbour into a more dynamic and exciting area and positioned the council for continued strong growth in the future.

I'd also like to thank Deputy Mayor Cr Kellie Marsh and my fellow Councillors for their support, and also Council staff for all their hard work over the past 12 months. I'm so proud of all that we have achieved together over the last year.

Chris Homer
Mayor, Shellharbour City



CEO's message

Shellharbour City Council's annual report for 2023-24 is a comprehensive overview of Council's major achievements, general expenditure and events that continue our commitment to providing essential services to our growing city.

Council's budget saw expenditure of more than \$136.232M on operations and \$33.881M on capital works programmes during the year including continuing development of Warilla Beach Rock Revetment Renewal (\$4.611M), Albion Oval Amenities Renewal (\$2.635M), Panorama Oval Amenities Renewal (\$2.021M) and the additional sporting field at Myimbarr.

The City received \$25.763M in grants including \$6.224M from the Financial Assistance Grant, \$4.990M from the Roads to Recovery Program which has been earmarked for the Wattle Rd rehabilitation and \$2M from the Level the Playing Field program for the Shell Cove Sportsfield.

In the past financial year Council determined 612 development applications with a value of \$421.809M. Council also maintained, repaired and resurfaced around 35,077 square metres of road pavement and regraded and maintained 46km of road shoulder area.

In keeping with our policy of endorsing road safety and convenience for pedestrians, Council also delivered around 1,773.6 linear metres of concrete footpath.

Council also continued to deliver community priorities including better local streets and improved open space in urban areas. To improve facilities for families, recreation, sport and exercise, 12.52M was directed towards renewing and upgrading existing passive space, playgrounds and sporting ovals. There has been a particular focus on improving the City's presentation over the past year.

The year's highlights also included:

- The first AMDA Airshows Downunder Shellharbour in March with terrific aerial displays, featuring modern defence force aircraft like the f35;
- The Links Shell Cove opened two new business opportunities - Backyard Brew café and the gamification technology Toptracer Range. Both have been welcomed by the community with an uplift in patronage and revenues;
- Driven by a 40% increase in active members, the Links recorded 59,420 rounds of golf last year, achieving a new record for the facility. The successful integration of the Top Tracer technology to our practice range has further enhanced our golf offering which saw a 151% increase in practice range usage; and
- The second year of Enchanted Forest attracted more than 59,000 guests, including 30,000 from outside the Shellharbour local government area.

Council also installed two public artworks – Long Distance by Carla Gottgens and Sun Passage by Emma Anna. Three mural artworks – Local Landscapes by James Gulliver Hancock, Refraction by Sahil Roy and the façade of Oak Flats Library got a makeover by Sarah McCloskey – have livened up our city. There has also been an addition to The Waterfront with Conversations by Phillip Piperides now a permanent installation.

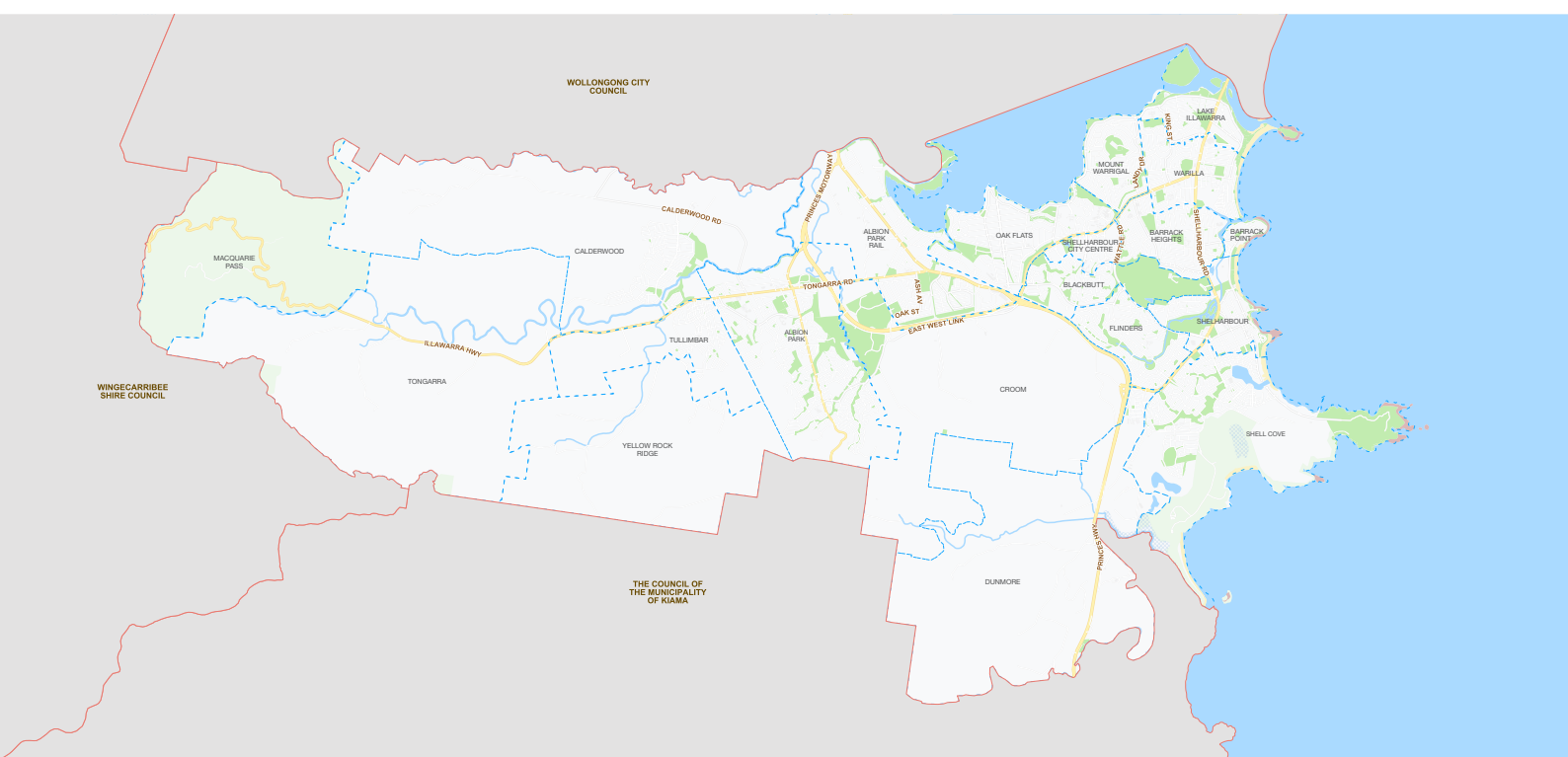
I would like to thank Shellharbour City Council's Mayor and Councillors for their support of the executive, my directors, managers and staff for their dedication in making Shellharbour a better place to live and work. I also encourage feedback from the community about our programmes because your input helps us shape Shellharbour for the future.

Mike Archer
CEO, Shellharbour City Council

Who we are

Our Local

Government Area



Who we are Our place, Our people

Shellharbour City is located on the south coast of New South Wales on Dharawal Country. The traditional custodians of the land are the Wodi Wodi people, of the Dharawal nation, who have continuously cared for coastal areas south of Sydney for more than 60,000 years.

Shellharbour City is a picturesque coastal city rich in heritage and history. It is a growing urban area with diverse rural, industrial, and commercial land uses. Spanning approximately 147 square kilometres, the City offers unique services that attract people from across the region. These include beautiful beaches and natural assets such as Bass Point Reserve, Killalea State Park, Lake Illawarra, Blackbutt Forest, and Macquarie Pass National Park, as well as dining, recreational and retail services our Local Government Area offers.





Who we are Our place, Our people

Shellharbour City includes the suburbs and rural localities of Albion Park (*Elouri / Goongar / Thampa*), Albion Park Rail (*Guuna / Koona / Thampa*), Barrack Heights (*Wonwin / Berrick*), Barrack Point (*Berrick*), Blackbutt (*Wonwin*), Calderwood, Croom (*Thampa*), Dunmore, Flinders (*Wonwin*), Lake Illawarra (*Jubborsay*), Macquarie Pass, Mount Warrigal (*Warrigal*), North Macquarie, Oak Flats, Shell Cove (*Wonwin / Araringong*), Shellharbour City Centre, Shellharbour Village (*Wonwin*), Tongarra, Tullimbar, Warilla (*Wahrilla*) and Yellow Rock.

Our main urban centres are Shellharbour City Centre, Shell Cove, Shellharbour Village, Albion Park, Albion Park Rail, Warilla, and Oak Flats which are complemented by our rural areas, primarily located in the south and west, supporting long-running dairy farming and grazing industries. Over the past decade, significant growth has occurred in the new development areas of Calderwood, Tullimbar, and Shell Cove.

Future population changes are expected to be driven by two key factors: a new cycle of growth in established suburbs such as Warilla and Oak Flats, and continued development in Shell Cove, Tullimbar, Calderwood, and parts of Shellharbour City Centre.

Shellharbour Airport is a regionally strategic asset that connects the area with larger markets across Australia. It provides freight and passenger access and supports various aviation and tourism-related businesses. Shellharbour City Centre is a major regional hub offering a variety of services, including a growing health and education precinct with Shellharbour Hospital and TAFE NSW Shellharbour. The City Centre also features one of the largest retail destinations in the region, attracting visitors from across the area.

Shellharbour is proud to be home to The Waterfront, Shell Cove Project, a major coastal master-planned residential, commercial, and tourist development including the award-winning Shell Cove Marina.

*Names in *italics* are Dharawal language names for the locations of suburbs.

ESTIMATED
2023 RESIDENT
POPULATION

79,738



Who we are

POPULATION

2021 ABS Census Data



90%

of residents are
Australian citizens
(NSW 82.7%)



5.0%

of residents are
Indigenous Australians
(NSW 3.4%)



16.1%

of residents are
were born overseas
(NSW 29.3%)



9.8%

were from non-English
speaking backgrounds
(NSW 26.6%)

Largest non-English speaking country in Shellharbour City was
Former Yugoslav Republic of Macedonia 2.1% (NSW 0.3%)

METHOD OF TRAVEL TO WORK

2021 ABS Census Data



Car
as driver
57.5%
43.1%



Worked
at home
18.5%
31%



Car
as passenger
3.2%
3.2%



Walked
0.9%
2.5%



Bus
0.6%
1.1%



Train
0.5%
2.8%

HIGHEST LEVEL OF SCHOOLING

2021 ABS Census Data



	Year 10	Year 12	TAFE	University
Shellharbour	32.8%	39.8%	2.9%	2.7%
NSW	20.1%	56.9%	2.6%	4.7%

2021 ABS Census Data



23.1%
of residents are
low income households
(NSW 21%)

EMPLOYMENT

2021 ABS Census Data



	Full time employment	Part time employment	Unemployed
Shellharbour	52.1%	31.7%	4.3%
NSW	55.2%	29.7%	4.9%

DISABILITY & VOLUNTEERING

2021 ABS Census Data



Need for
assistance with
core activities
7.1%
NSW 5.8%

Population with at
least one long-term
health condition
36.3%
NSW 30.9%



Persons aged 15+
who volunteer
9.7%
NSW 13%

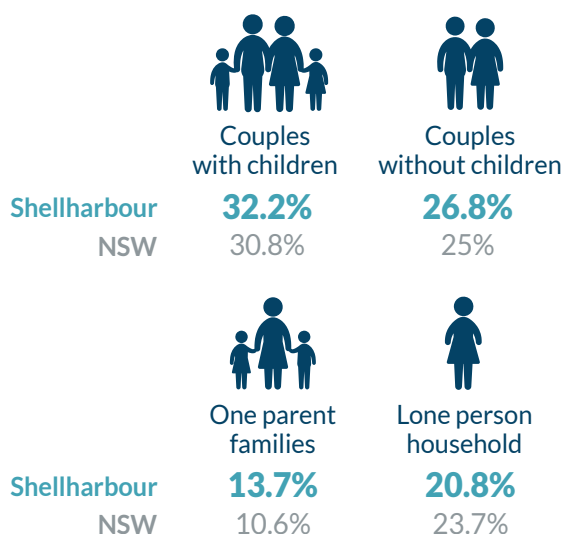
2021 ABS Census Data

982.9

Index of relative
socio-economic
disadvantage
(NSW 1,000)

FAMILY STRUCTURE

2021 ABS Census Data



2021 ABS Census Data

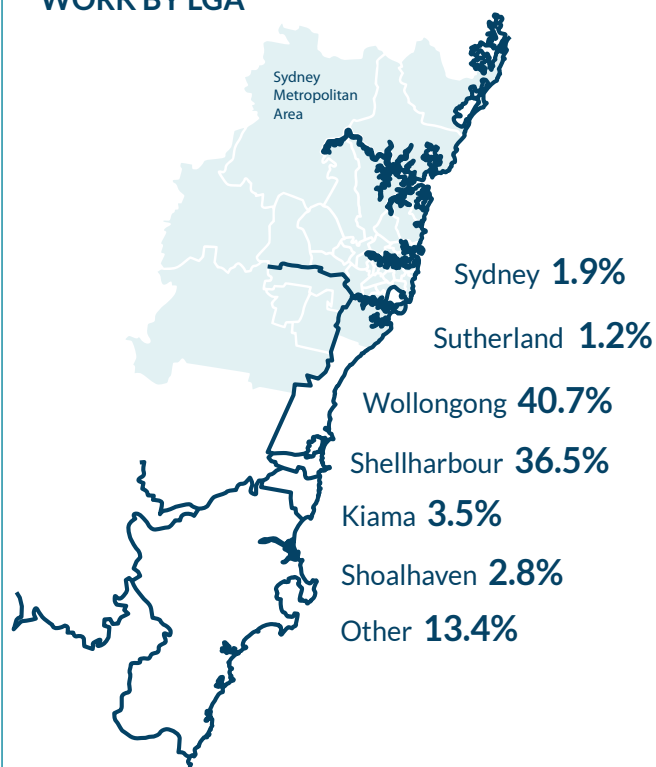
AGE GROUPS



	Shellharbour	NSW
(0 to 11) Babies, pre-school, Primary schoolers	15.1%	14.5%
(12 to 24) Secondary schoolers, Tertiary education and independence	16.4%	15.6%
(25 to 59) Young workforce Parents and homebuilders Older workers & pre-retirees	44%	46.5%
(60 to 85+) Empty nesters & retirees Seniors Elderly aged	24.5%	23.5%

WHERE OUR RESIDENTS WORK BY LGA

2021 ABS Census Data



TOP 5 INDUSTRY SECTORS FOR LOCAL JOBS

2021 ABS Census Data

	Jobs	%
Health Care & Social Assistance Shellharbour NSW	4,460	20% 15.1%
Retail Trade Shellharbour NSW	3,325	14.9% 9.4%
Construction Shellharbour NSW	3,042	13.6% 9%
Education & Training Shellharbour NSW	2,663	11.9% 9.1%
Accommodation & Food Services Shellharbour NSW	2,067	9.2% 6.5%

Who we are Our Council

Shellharbour City Council consists of a popularly elected Mayor and eight elected members who represent the community's interests.

The Shellharbour Local Government Area (LGA) is divided into four wards, each represented by two Councillors. Although Councillors represent specific wards, their primary focus is on the overall and future interests of Shellharbour.

The Council sets the City's direction through long-term planning and strategic decision-making, envisioning a future for its residents and creating plans and policies to achieve these goals. Elected Members take community views into account when making significant decisions for the entire City.



Chris Homer
Mayor

WARD A



Cr Kellie Marsh



Cr Maree Duffy-Moon

WARD B



Cr John Davey



Cr Moira Hamilton

WARD C



Cr Lou Stefanovski



Cr Colin Gow

WARD D



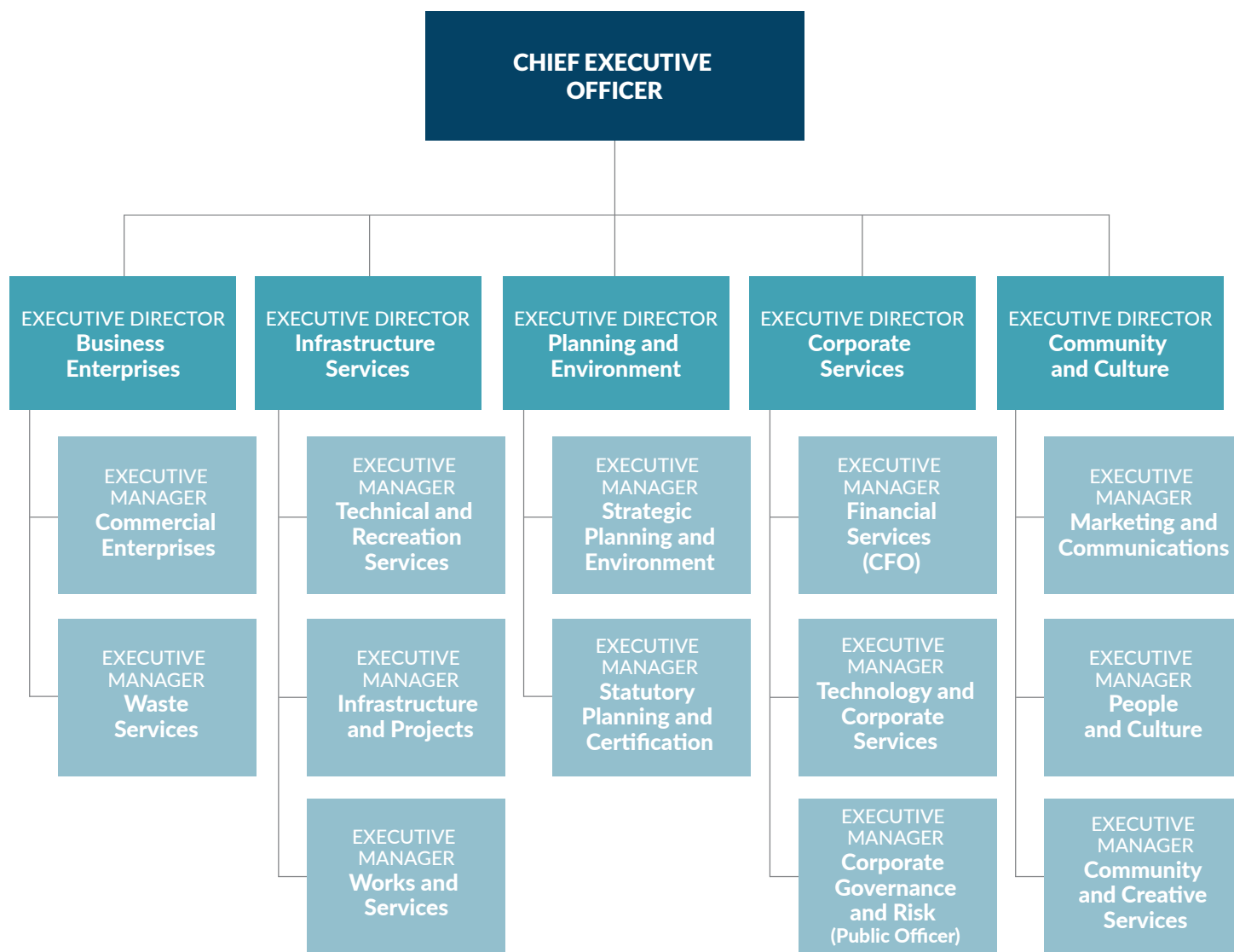
Cr Rob Petreski



Cr Jacqui Graf

Who we are

Our Organisation



Who we are

Our Employees



56.41%
of employees
live locally in
Shellharbour LGA

440
Permanent/temp
employees



89.5%
(394)
Permanent

10.5%
(46)
Temporary

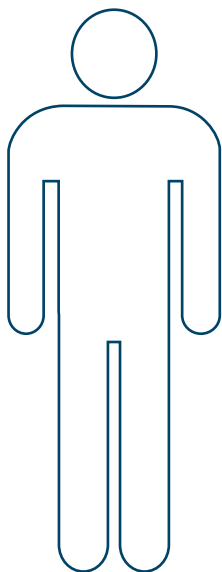
**Full
time**

89.7%
(395)

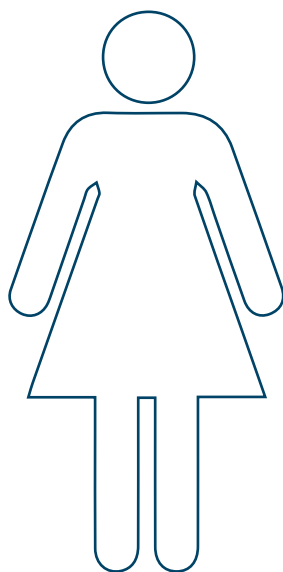


**Part
time**

10.2%
(45)



54%
Male (239)



46%
Female (201)



15-24 **7.05%**

25-34 **22.27%**

35-44 **23.64%**

45-54 **24.09%**

55-64 **20.91%**

65+ **2.05%**

Baby boomers
(1946 to 1964)
10.45%

Generation X
(1965 to 1976)
38.64%

Generation Y
(1977 to 1995)
34.09%

Generation Z
(1996 and later)
16.82%

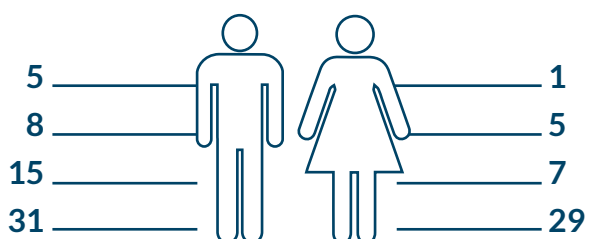
Gender breakdown in management roles

Executive (CEO + Executive Directors)

Senior (Executive Managers)

Middle (Managers)

Supervisory (incl team leaders)



Staff turnover rate (based on permanent staff only) **13.53%**

Who we are Our Promise

We put customers at the heart of everything we do. We are committed to delivering programs and services with a strong focus on exceptional customer service.

When we work with you and each other we...

Listen to and respect community concerns, providing clear and timely information

Uphold core values and act professionally, respectfully, and courteously

Recognise and respond to the diverse needs of the community, measuring and monitoring performance

Set clear expectations and deliver on commitments



Council is dedicated to sustainable planning for Shellharbour's future, working closely with the local community to realise the community vision of a 'naturally balanced, vibrant, connected community'.



Who we are

Our Values, Our Vision

In addition to our Code of Conduct, Council has adopted Core Values to guide our workplace behaviour and interactions with our colleagues, our customers, our communities, and our stakeholders.

Our Values and Behaviours are:



COLLABORATION

Reach out

ACCOUNTABILITY

Own it

INTEGRITY

Be true

RESPECT

Show care

SUSTAINABILITY

Think tomorrow

As an organisation, we strive to reflect these values in our daily work, enhancing both enjoyment and productivity in the workplace. We continuously evaluate the impact of these values through employee feedback, performance assessments, and our commitment to achieving the highest standards of service excellence. These values are not just statements; they are practices that define who we are and how we work together.

Our organisational vision, Inspiring People, Enabling Growth, serves as an aspirational guide for staff, aligning with our Core Values. This vision informs decision-making and future planning, ensuring that our actions are consistent with our long-term goals.

Year in review

Local Celebrations



Good Neighbour Awards 2024

Shellharbour City Council holds the annual Good Neighbour Awards to recognise and celebrate the community members who reach out, support and help care for the people in their neighbourhoods. Shellharbour has been celebrating Good Neighbours since 2001.

From 87 entries for Good Neighbour of the Year for 2024, the winners were Greg and Sue Walsh from Mt Warrigal - nominated by seven neighbours. A statement that best summed up the the high praise and generosity in them winning the award was 'They embody the spirit of kindness that makes our street so great to reside in'.

Good Neighbour of the Year Childrens Choice is Rosie DiFazio.

The 2024 Good Neighbour of the Year Runner Up is Linda Bardak.

Outstanding contributions to the community

- Ash and Sam Gill (Albion Park)
- Marilyn and Tony Muscat (Albion Park)
- Elaine Brown (Oak Flats)
- James O'Connell (Shell Cove)
- Josh (Mt Warrigal)

Kid's Drawing Competition

Winner – Lilly
Runner up – Kyliah
Third place – Willow

Year in review

Shellharbour Community Awards

The Shellharbour Community Awards provide the opportunity to acknowledge and celebrate those who have excelled in sport, arts and outstanding services to the community during the past year and make positive difference in our City.



Citizen of the Year 2024 – Larry How

Larry actively supports fellow veterans in the community as the President of the Albion Park RSL sub branch. He is also the Secretary of The Links Shell Cove golf club and has significantly contributed to the success of the facility through his support and mentorship over the past 14 years. He is the Director of New Generations for the Rotary Club of Shellharbour, responsible for youth programs including youth exchange. He has also served as the President of the Rotary Club of Shellharbour and District President and has received three prestigious Paul Harris Awards, recognising his service to the community in fundraising.



Young Citizen of the Year 2024 – Jackson Walsh

Jackson has been an active member of the Warilla Barrack Point Surf Life Saving Club for over 7 Years. He has completed over 150 hours of voluntary surf patrol and dedicates his time, passion and expertise to provide water safety for the nippers and coaches the juniors. Jackson coached the Warilla Barrack Point SLSC Pool Rescue Teams to compete at the NSW State and Australian Pool Rescue Championships, where the team successfully won medals at all levels. He has been a successful competitor at NSW Country, State and Australian Championships.

Sports Star of the Year Award 2023 - Tayissa Buchanan

In December last year, Tayissa became an Australian junior champion with her win in the Under 18s 800m race at the Australian All Schools National Championships. In 2023, she was awarded NSW All Schools State Champion for the 17yrs 800m race, was a finalist in the Under 20s Nationals and ran Youth Commonwealth Games Qualifier.

Young Sports Star of the Year Award 2023 - Delta Amidsovski

Delta is an Australian Athletics Dual Gold Champion. She won the 100m hurdles in record time at the 2023 Australian Athletics Championships and took home gold in long jump, marking the fifth consecutive year of winning both events. Delta has also represented Australia at the Youth Commonwealth Games, where she was successful in bringing home two gold medals for 100m hurdles and long jump.

Year in review

Shellharbour Community Awards

Disability Athlete of the Year 2023 - Jack Gibson

In 2023 Jack won gold, silver and two bronze at the Australian age swimming championships, a silver and three bronze at the Australian All Schools swimming championships, two gold in the Australian All Schools Triathlon and two gold and one silver at the Australian All Schools Cross Country. Jack's talent and commitment was awarded with the Illawarra Academy of Sport Para Athlete of the year award in 2022 and 2023.

Support Superstar 2023 - Oliver Spake

Oliver, or "Olly" as most know him, has been a volunteer with Shellharbour Parkrun since it began in 2014 and is currently Event Director. He has been integral in supporting this weekly event that brings hundreds of community members together in the beautiful Killelea State Park, with almost 300 Saturday mornings volunteered.

Coach of the Year 2023 - Ben Thurgar

Ben has coached the Shellharbour Junior Football Club's Women's Youth Grade for over eight years. His ongoing support, guidance and encouragement has led the team to many successes including winning the Champion of Champions Tournament in 2022 and 2023.

Sports Team of the Year 2023 - Shellharbour JFC Women's Youth League

The Shellharbour Junior Football Club Women's Youth League is at the top of their game, winning the Champion of Champions trophy two years in a row. Last year, their hard-work and resilience also pathed the way to win the State Cup, League Championship and Grand Final.

Member of the Order (AM) & Medal of the Order (OAM) Recipients

Alan Beveridge has received the Medal of the Order (OAM) for his outstanding contributions for service to surf lifesaving. Peter Brown has been recognised as a Member of the Order (AM) for his service to community and social welfare organisations.

Year in review

Awards and Recognition



Beyond the Curve International Festival Best Podcast - Winner

The Agents for Change podcast series was awarded best podcast for its efforts to change community understanding and attitudes towards gender norms and gendered violence.

Tourism Australia Brad Farmer's Best Australian Beaches 2024

The Farm at Killalea Regional Park was voted the second-best beach in the country on Tourism Australia's 2024 Best Beaches list.

2024 NSW Top Tourism Town Awards

Shellharbour was named a finalist in the NSW Top Tourism Towns Awards 2024 program. These awards celebrate the unwavering spirit of communities and showcases the true value of tourism and the visitor economy to every town in NSW.

Keep Australia Beautiful NSW Sustainable Cities Clean Communities Award

Council's 'Luv the Lake' litter prevention program, delivered in partnership with Wollongong City Council and supported by the NSW Environment Protection Authority (EPA), won a 2023 Keep Australia Beautiful NSW Sustainable Cities Award in the Clean Communities category.

NSW Tourism - Tourism Marketing and Campaigns

Destination Shellharbour was announced as a finalist in the 2023 NSW Tourism Awards in the category of Tourism Marketing and Campaigns for our Shellharbour Good Times marketing campaign.

CivicRisk Mutual - Motor Vehicle Safety Award

Council was announced Winners for at the CivicRisk Mutual Excellence in Risk Management Awards for its 'Recovery of Bugged Vehicles' safety initiative.

Australian Event Awards and Symposium - Best Small Regional Event

The Enchanted Forest was awarded 'Best Small Regional Event'. The 'Best Small Regional Event' award recognises an event delivered within a budget of \$350,000 that makes an outstanding contribution to a region or community outside of a major population centre.

Year in review

Awards and Recognition



Designed, developed and delivered through a significant engagement with our First Nations Community the Yirran muru (Many pathways) playspace has secured eight awards across multiple Landscaping, Excellence and Playspace categories.

Winner

Playspace Award of Excellence, NSW Landscape Architecture Awards 2024

Regional Achievement Award

NSW Landscape Architecture Awards 2024

The Regional Achievement Awards recognise and celebrate the outstanding initiatives and innovative efforts of 'The People Behind the Places,' which promote the wise use of leisure time for a multitude of social, environmental, and economic benefits to the community. It's a celebration of those who contribute to creating vibrant, healthy, and inclusive spaces for all.

Winner

First Nations Community Partnerships,
NSW Local Government Excellence Awards 2024

This award is for an initiative or program implemented in conjunction with the First Nations community that has contributed towards enriching a community or municipality, delivered through an effective or innovative approach that goes beyond what the organisation has implemented previously.

Winner

Playspace Award (under \$500k category), Parks and Leisure Australia Regional Awards of Excellence 2024

Winner

Education & Interpretation

Highly Commended

Aboriginal Heritage

2024 National Trust (NSW) Heritage Awards

The Heritage Awards celebrate outstanding practice in the field of heritage, recognising excellence in the conservation, protection, and interpretation of Aboriginal, built, natural and cultural heritage.

Winner

Diversity and Inclusion, 2024 Institute of Public Works Engineering Australasia (IPWEA)

Winner - Silver Award

2023 Landscape Excellence Awards



Year in review

Events 2023

July

- NAIDOC Community Day
- Illawarra Academy of Sport
- Create and Play: Circus
- Create and Sip: Floral Earrings
- Creative Series: Neuro Art Workshop
- Create and Sip: Pork Wontons

September

- PromenArt Sculpture Festival
- Teddy Bears Picnic
- Creative Series: Rocks pools in watercolour
- Create and Sip: Pasta Perfection
- Create and Play: School Holiday Teddy Bear Picnic
- Cupcake workshop

November

- Youth Summit
- Live on the Lawn
- Youth Market
- Create and Sip: Aussie Christmas Emu

August

- NAIDOC Awards
- 25 YEARS Blackbutt Youth Centre
- Creative Series: Bushscapes in Charcoal
- Create and Sip: Candle Making
- Create and Sip: Painting Swimming Ladies
- Creative Series: Kokedama with Macrame Hanger

October

- Sensory Concerts
- Create and Sip: Painting Swimming Ladies
- Create and Sip: Earrings
- Pokemon drawing
- Creative series: Ohakra shadow box tree
- Creative series: Zentangle art
- Creative series: make your own art
- Create and Sip: Christmas Candle Making
- Create and Sip: Mini Macrame Decorations

December

- Carols by Candlelight
- Random Acts of Carols
- Paint and Shake: Painting Aussie wreaths
- Creative Series: Yoyo Christmas Wreaths
- Live on the lawn
- Creative Kids workshop
- Gingerbread house workshops
- Create and sleigh

Year in review

Events 2024

January

- Shellharbour City Community Awards
- Breakfast by the Lake, Australia Day Celebration
- Create and Sip
- School Holiday Program
- Live on the lawn
- Dinomaniacs
- Vaudevillawarra
- Creative Kids: Drawing anime

February

- Seniors Festival
- Live on the Lawn
- Create and Sip: Swimming Ladies
- Create and Sip: Candle making

March

- International Women's Day
- Creative Series: Mandalas
- Ricotta Gnocci

April

- ANZAC Day
- Creative Series: Create a Ceramic Leaf Bowl
- Creative Series: Word Art
- Creative Kids: Wonka Cupcakes
- Wonka Outdoor Movie
- Youth Market
- Creative Kids: Felt Cupcakes
- Youth Art and Design Exhibition
- Wonka Create and Play

May

- The Enchanted Forest
- Cities Service Boston Memorial
- Volunteers Movie Night
- Reconciliation School Walk
- The Enchanted Forest
- Creative Series: Kokedama
- Create and Sip: Dried Floral Arrangement
- Create and Sip: Wax melts
- Create and Sip: Terazzo Clay Earrings
- Create and Sip: Pasta Perfection
- Creative Series: Create your own Gemstone Tree

June

- The Enchanted Forest
- Shellharbour Rocks Unplugged Sessions
- Create and Sip: Tea time or Wine time
- Mirrtya Munda Cooking Class

Year in review

Engagement - Online



49,781

Visits

160

Projects

1,689

Contributions

706

New followers

2,855

Total
Members

Top Activities (Most feedback received)

1. Planning for the future of Shellharbour Airport
2. Accessible ramp for Beverley Whitfield Ocean Pool
3. Playground renewal at Terry Reserve, Albion Park
4. Playground renewal at Jock Brown Sportsfield, Barrack Heights
5. Tell us about parking, City Centre

Top visited projects

1. Playground Renewals & Upgrades
2. Tripoli Way Extension Project
3. Reddall Reserve Master Plan in Action
4. Planning for the future of Shellharbour Airport
5. Warilla Beach seawall renewal

Highest reach /engagement posts



Reach measures the number of unique people that saw a piece of media content.



Engagement measures reactions, comments, shares and clicks.



Tripoli Way EIS



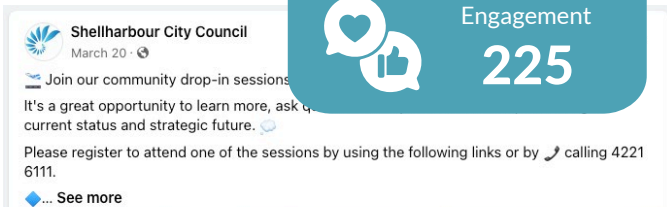
Reach

37,396



Engagement

225



Airport Masterplan



Reach

28,064



Engagement

425



Clermont Park Opening



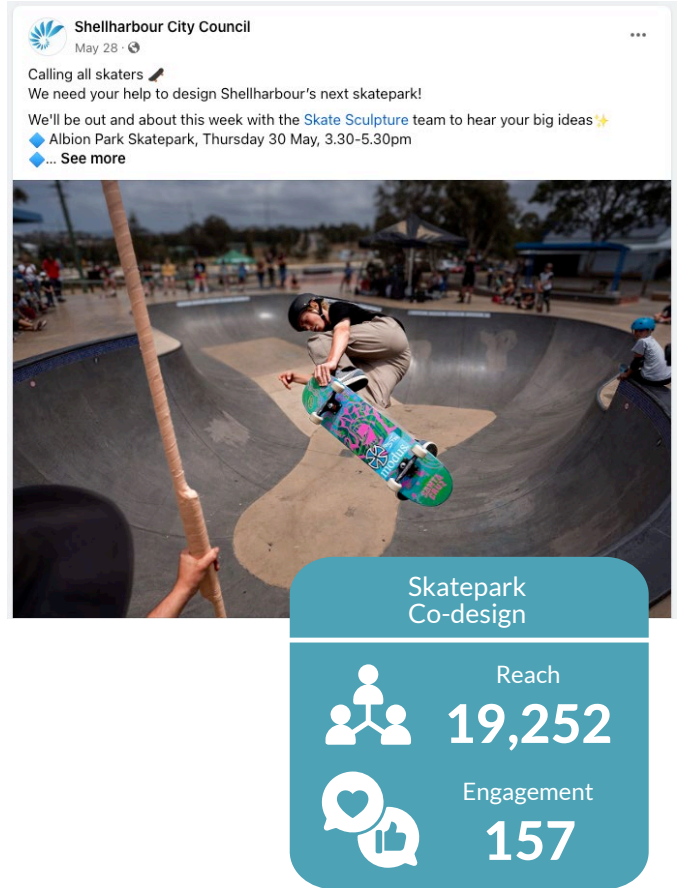
Reach

30,986



Engagement

412



Social media

New followers
2023-2024



1,787



652

LinkedIn

944

SHELLHARBOUR CITY
SNAPSHOT

1,382

Year in review

Engagement - Face to face

Project	Pop up engagement	Total number of attendees	Key community groups reached
Yellow Rock Road Upgrade, Design of Stages 1 & 2.	2 sessions	18	Residents
Active Transport Strategy	3 sessions	116	Commuters Students General community
Con O'Keefe and Russell Street Precinct Draft Masterplan	5 sessions	97	Albion Park Library Albion Park Youth Centre
Should a swing set be installed at Stewart Park? Community Safety Pop-Up	1 session	30	Adjoining residents, Lake Illawarra Police
Draft Macquarie Rivulet Floodplain Risk Management Study	2 sessions	49	Residents
Tripoli Way Extension Project	4 sessions	82	Residents General Community
Planning for the future of Shellharbour Airport	2 sessions	46	Residents
Draft Rural Lands Strategy	2 sessions	36	Residents
Harrison Park Skate Park	3 sessions	300	Youth Centre users Skatepark users Youth
Playground renewals	3 sessions	273	Primary school students Residents General community
Let's Littler Less	1 session	35	General community
Grey Headed Flying Foxes Habitat Restoration	4 sessions	175	General community / volunteers Primary school students (Grade 6) SCC staff
Library Child Youth Activation	2 sessions	78	Primary school students (stages 2-3)

Year in review

Key Financial Snapshot

Total Income

2023/24 | **\$162.897 M**

2022/23 | \$178.449 M

2021/22 | \$291.920 M

2020/21 | \$220.032 M

Total Expenditure

2023/24 | **\$136.232 M**

2022/23 | 121.395 M

2021/22 | \$123.101 M

2020/21 | \$129.613 M

Total Capital Spend

2023/24 | **\$33.881 M**

2022/23 | \$31.567 M

2021/22 | \$29.165 M

2020/21 | \$30.117 M

Net Operating Result

2023/24 | **\$26.665 M**

2022/23 | \$57.054 M

2021/22 | \$168.819M

2020/21 | \$90.419 M

Income breakdown \$'000

	Rates & annual charges	User fees & charges	Interest & investment revenues	Other revenues	Operating grants & contributions	Capital grants & contributions	Other income
2023/24	\$75.160M	\$21.818M	\$5.364M	\$16.222M	\$10.334M	\$31.122M	\$2.867M

Expenses breakdown in focus areas \$'000

Community



2023/24

\$29.986M

Environment



\$28.696M

Economy



\$25.554M

Leadership



\$51.997M

A further breakdown of expenses with reference to the Special Rate Variation and capital works is provided in the *Statutory Reporting* section of this report.

Year in review

Key Performance Snapshot

During the 2023/2024 financial year, our activities were central in advancing the 4-year Delivery Program 2022–2026 and aligning with the long-term goals of the Community Strategic Plan 2022–2032.

We successfully completed or made significant progress on a diverse range of capital projects and operational initiatives aimed at enhancing community wellbeing.

Our performance was assessed through a comprehensive framework, covering 7 CSP objectives, 28 strategies in the Delivery Program, and 151 actions in the annual Operational Plan. These 151 actions were monitored and reported quarterly to track our progress and commitment to the community's vision and priorities. Quarterly reports are available on the Council's website.

% Actions on track

2022/23 - 95%

2021/22 - 93%

2020/21 - 87%

2023/24

97%

No. of actions on track

2022/23 - 147

2021/22 - 128

2020/21 - 107

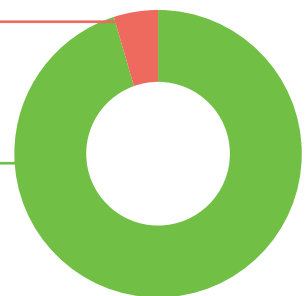
2023/24

146

Total Performance Progress (%)

OFF TRACK
3%

ON TRACK /
COMPLETED
97%



Year in review

Our Performance, Our plans

The Integrated Planning and Reporting (IP&R) framework serves as a comprehensive planning and reporting system for Council, helping to align various plans and efforts towards a common vision for the community's future.

The IP&R framework involves several key components:

Community Strategic Plan (CSP) (10 years): This long-term plan, outlines the community's vision and aspirations for the future. The CSP was developed through extensive community engagement and adopted in 2022. The plan encompasses 4 themes identified as important to the community: Community, Environment, Economy and Leadership.

Delivery Program (4 years): The Delivery Program is a 4-year plan that specifies actions and ongoing activities to achieve the objectives outlined in the CSP. It serves as a bridge between long-term vision and short-term operational planning.

Operational Plan (1 year): The Operational Plan, which corresponds to the 2023/2024 period, details the specific actions, services and projects Council will undertake during the year. It is part of the broader 4-year Delivery Program and is reviewed annually to ensure alignment with the community's long-term goals.

Resourcing Strategy (10 year): Council is also required to have a 10-year Resourcing Strategy, which includes a Long-Term Financial Plan, Asset Management Plan and Workforce Management Plan. These plans are essential for ensuring that resources are effectively managed to support Shellharbour City Council's objectives.

The IP&R framework emphasises community engagement and regular review to ensure that plans remain relevant and responsive to present and future needs. It provides a structured approach for Council to advocate for the community's vision and guide its actions and investments accordingly.



How did we go? Our Achievements

In this section of the Annual Report, Council's performance is outlined in more detail focusing on outcomes achieved against each strategy listed in our Delivery Program 2022 – 2026 taking into account the results of our Operational Plan 2023 – 2024.

This information is categorised into the four focus areas of **Community, Environment, Economy and Leadership** with the following details provided:

- Achievements and progress against each strategy including a financial results breakdown and a percentage indicator of total performance met
- Highlights showcasing key achievements



community



1.1
We inspire
community
spirit

1.2
We are a
liveable
community

Our objectives & strategies

1.1.1 Foster creativity and events that bring people together

1.1.2 Work within our communities to connect people, build resilience and opportunities to participate in community life

1.1.3 Sharing stories from the past and present

1.2.1 Inclusive, accessible and safe spaces for our entire community

1.2.2 Promote healthy living and high-quality public spaces that are well maintained and activated

1.2.3 Construct and upgrade buildings and infrastructure that meet current and future community needs

1.2.4 Our town centres are activated, liveable, and provide a welcoming sense of place

Sustainable Development Goals



OBJECTIVE 1.1

We inspire community spirit

STRATEGY 1.1.1

Foster creativity and events that bring people together

Events

Our Carols by Candlelight event at Centenary Fields, Albion Park, was a standout success this year. With an impressive turnout of approximately 8,000 attendees, the event received overwhelmingly positive feedback from both guests and contractors. The move to Centenary Fields not only offered a more accessible location but also significantly improved parking options for our guests.



Over 3,000 guests celebrated Breakfast by the Lake at Reddall Reserve on Australia Day. Volunteers from Oak Flats Scouts and Jamberoo Junior Football Club prepared a delicious breakfast of bacon, eggs, and pancakes, with proceeds supporting these local clubs. The event featured a diverse array of food vendors offering coffee, juice, burgers, and pizza. Attendees enjoyed performances by local and international musical talents, including Kay Proudlove, James Van Cooper, Minor Gold, Kevin Welch, and Ray Beadle. Additionally, there were numerous free activities for all ages, such as a mobile games theatre, musical playground, nature play, face painting, laser and water tag, and inflatable fun.

International Women's Day was celebrated at the Civic Centre with a special morning tea themed 'Inspire Inclusion', attracting over 150 guests. The keynote speaker, Sarah Williams, a proud Awabakal woman and founder/CEO of 'What Were You Wearing Australia,' delivered an engaging and inspiring speech. The event also featured a panel discussion with inspirational women from diverse backgrounds, including Maddison Lacey of Acromazing, Racheal Knowles, a Digital Journalist, Caitlin Marshall from Makeshift, Jamie Stacic of Crown Traffic Services, and Carly Bishop, founder of Carly's Coffee Couriers.

The Shellharbour Rocks Unplugged Sessions were held at various city locations, attracting strong attendance despite the rain. The event featured live mural painting, vibrant musical performances, and family-friendly activities, including free inflatables at Central Park Oak Flats. At The Waterfront Shell Cove, attendees enjoyed acoustic sessions with a vinyl DJ. The event showcased 15 artists and engaged 20 local businesses across 10 locations.

Operational
Income

\$(25)k

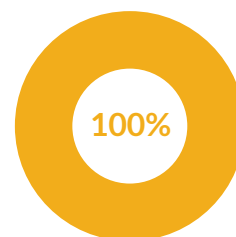
Operational
Expense

\$1.158M

Capital
Spend

—

Total performance
progress met



The Enchanted Forest event returned to Blackbutt Forest, spanning 24 days and attracting over 59,000 guests despite rainy weather. Notably, more than 30,000 visitors came from outside the Shellharbour local government area.



Shellharbour City Libraries

Council's libraries have established strong partnerships, delivering over 1,400 programs. Notably, the Independent Living Skills program was launched in collaboration with the William Campbell Foundation, Illawarra Shoalhaven Local Health District, and the University of Wollongong Nutrition and Dietetics. This program offers workshops aimed at developing life skills for at-risk youth, such as the Healthy Eating Cooking Class.

New learning and literacy initiatives include a Writers' Club and engaging Poetry Open Mic sessions. The libraries also facilitated Bee Connected, an intergenerational program fostering connections between older and younger people, in partnership with Warrigal Care and Little Zak's Academy.

To promote early literacy, Council celebrated National Children's Book Week with outreach events at local schools and activities at library branches and Reddall Parade. The libraries offered a variety of creative and engaging activities for children and youth across the branches and at Shell Cove.

The Shellharbour Reads Book Club provided community members with a curated selection of up to 100 titles, chosen by library staff based on recommendations and literary trends.

A new scan-to-email service was launched across the libraries, allowing customers to easily scan documents to email directly from the copier. This service has been well received by the community for its convenience and ease of use.

Public Art Strategy

The Public Art Strategy has driven the creation of inspiring, accessible, and dynamic public art experiences throughout the City. A notable highlight was the 'More Things Like This' mural festival, which brought together high-profile mural artists and emerging local street artists to create four captivating murals in some of the City's most vibrant graffiti hotspots.

Several public art installations were completed through the Art in Unexpected Places program, transforming urban areas into vibrant cultural hubs and enhancing the city's aesthetic appeal and cultural identity. This program showcased the remarkable work of four artists, with each installation displayed for three months in bus shelters across the City.

The Incubator artist residency program has provided crucial support to local artists, fostering creativity and innovation within the community. Emerging artists have significantly benefited, contributing meaningfully to the city's cultural landscape.

OBJECTIVE 1.1

We inspire community spirit

STRATEGY 1.1.2

Work within our communities to connect people, build resilience and opportunities to participate in community life

Council supported the community by fostering connections, building resilience, and creating opportunities for participation in community life through various initiatives, including a series of Community Action Plans. These plans address the needs of different groups and issues, such as children and families, young people, seniors, people with disabilities, First Nations people, and the multicultural community, focusing on health, wellbeing, and safety.

Financial assistance was provided under S365 of the NSW Local Government Act 1993, with funds allocated to develop volunteer projects and individual aspirations in line with Council's Financial Assistance – Donations Policy.

Council continued to coordinate the Illawarra Interagency in partnership with Kiama Municipal Council. This initiative brought together representatives from community service agencies, facilitating networking, partnership building, and collaborative action. Members included community organisations, groups and associations, government agencies, service clubs, sporting groups, educational agencies, churches, and chambers of commerce.

Youth services, programs, events, and activities were delivered in accordance with the Youth Action Plan. These included Gullibles drama classes, drop-in programs, youth fitness programs, and a youth film program, offered throughout the City at locations such as the Blackbutt Youth Centre and Albion Park Youth Space.

Council also supported and empowered young people through the coordination and facilitation of the Youth Network.

Operational
Income

\$82k

Operational
Expense

\$1.503M

Capital
Spend

\$29k

Total performance
progress met

100%



Youth Summit

Council held the Youth Summit, inviting 6-8 young people from each school within the Shellharbour Local Government area. The event featured inspirational speakers, a presentation of the youth action plan, a comedy workshop, and speed networking.

This annual event created a safe, collaborative space for young people to brainstorm ideas, thoughts, and feelings, helping to inform Council's Shellharbour Youth Services planning and delivery. It also provided valuable insights into how we can improve our City for future generations.

OBJECTIVE 1.1

We inspire community spirit

STRATEGY 1.1.3

Sharing stories from past and present

Discover Shellharbour

Council and dedicated museum volunteers meticulously researched and catalogued over 1,000 additional historic photographs, enriching the Museum’s online platform, ‘Discover Shellharbour.’ These efforts significantly contributed to preserving our local heritage and providing invaluable insights into our community’s history.

Reflect Reconciliation Action Plan

Council also continued to support and celebrate reconciliation through the implementation of the Reflect Reconciliation Action Plan (RAP) for June 2023 – June 2024. This RAP encompasses a range of actions focused on governance, relationships, respect, and opportunities. It includes prescribed actions outlined by Reconciliation Australia and internal reviews of policies, procedures, and structures to support future reconciliation efforts.

Shellharbour Veterans Podcast Series

Through funding from Veterans NSW and assistance from Warilla RSL Sub-Branch and Albion Park RSL Sub-Branch, three recently serving Australian Defence Force personnel participated in a project to share their personal experiences with the community.

The podcasts feature the stories of:

Lachlan Stevens: Deployed as a High-Risk Searcher in Afghanistan in 2010, responsible for finding Improvised Explosive Devices (IEDs) to protect his unit. He is now the owner of His Boy Elroy and founder of Barstool Brothers, a men’s mental health community.

Andrew Horne: Enlisted in the Army in 1995 and was part of the UN International Force East Timor (INTERFET), deployed to assist with the conflict. He arrived in Dili aboard the Jervis Bay and witnessed the region’s devastation.

Mark Bransdon: Served over 20 years in the military, deployed to Dili as part of Delta Company during the East Timor Conflict in 1999 and again in 2002-2003. He now works for local government, helping other veterans find meaningful work after their service.

These stories provide valuable insights into the experiences of our contemporary service men and women.

To listen to the podcast series, visit the Museum’s online platform ‘Discover Shellharbour’ <https://discovershellharbour.recollect.net.au/nodes/view/16390>

Operational
Income

–

Operational
Expense

\$180k

Capital
Spend

–

Total performance
progress met



NAIDOC Events

In alignment with our commitment to the Reflect Reconciliation Action Plan, Council actively hosted and supported a series of NAIDOC (National Aborigines and Islanders Day Observance Committee) events tailored for local Aboriginal and Torres Strait Islander community members.

The 10th annual NAIDOC Community Fun Day, held at the Shellharbour Civic Centre on Monday, 3 July, saw a remarkable turnout of over 600 community members, making it the largest and most successful event in its 10-year history. The day included a flag-raising ceremony, a complimentary BBQ lunch, and a variety of family-friendly activities hosted by over 20 local services and organisations.



OBJECTIVE 1.2

We are a liveable community

STRATEGY 1.2.1

Inclusive, accessible and safe spaces for our entire community

Council implemented a range of initiatives, events, and partnerships to contribute to a safer, more accessible, and inclusive City.

In our ongoing efforts to create engaging spaces, a new play space was opened at Bardsley Park, Shellharbour North Beach. This playground features a climbing frame, swings, an ocean-themed seesaw with an accessible platform, a nature play trail, a balance beam, and hopping logs. Designed based on feedback from local families, it includes natural and inclusive play elements catering to a wide range of children's needs. Notably, the playground features a Communication Board with illustrated icons to aid young and non-verbal children in effective communication. This initiative was rolled out to four playgrounds across the City, enriching the play experiences of our young residents.

Council remained committed to its parking patrol program, ensuring regulations are upheld and parking laws enforced, particularly in school zones and sports fields where illegal parking poses risks to children and pedestrians.

We continued swimming pool compliance and safety inspections across the community and regulated illegal activities to mitigate risks, promote safety, and ensure equal access to community services.

Council also ran several road safety programs in partnership with Transport for NSW (TfNSW). These included the South Coast Survive the Ride motorcycle safety meeting with Wollongong Council, Shellharbour Local Traffic Committee meetings, Festival of Sport, regional Active Transport Strategy meetings, Road Safety Officer meetings with TfNSW, and new High Pedestrian Activity Area site meetings.

Child Safety and Wellbeing Policy

In line with Council's dedication to fostering a child-safe environment, a skills development forum was co-hosted with Illawarra Shoalhaven Local Health. The seminar, titled 'Munch & Move,' aimed to promote healthy eating habits in children and explore learning development theories through play.

Council hosted Sensory Concerts at the Shellharbour Civic Centre, featuring world-class musicians. These concerts provided a family-friendly and inclusive experience for children and families, particularly those on the autism spectrum. The event included three classical musicians, sensory-friendly seating, and an on-site therapist to support families.

As a key sponsor of the Barnardos-led Shellharbour KidsFest Children's Picnic, Council co-hosted a community celebration at the Shellharbour Civic Centre for families with children aged 0-5 years. The event promoted early literacy and celebrated Bangu, the Paint Shellharbour REaD mascot's birthday. Local service providers offered free activities such as crafts, physical exercise, face painting, and music therapy. Council also provided child-friendly pop-up activities at events, including the Teddy Bear's Picnic and the Create and Sleigh event at Shellharbour Civic Centre, featuring a digital scavenger hunt, drop-in games, and Christmas bingo rounds.

Council visited several schools to give children a platform to voice their opinions on playground developments. Students learned about the Council's role and participated in discussions on play themes like inclusivity, safety, and challenging activities. This initiative aligns with our child-friendly city action plan, ensuring children and families see the impact of their contributions and encouraging their involvement in community matters.

Operational
Income

\$2.113M

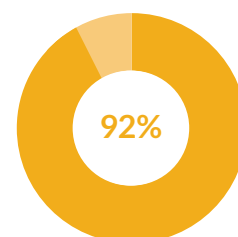
Operational
Expense

\$5.823M

Capital
Spend

\$383k

Total performance
progress met



Community Safety Action Plan

Council consulted with the community and key partners to implement initiatives aimed at reducing crime and enhancing the safety and enjoyment of residents. To discourage public consumption of alcohol and curb anti-social behaviour, Council conducted a comprehensive audit of the City's Alcohol-Free Zones and Alcohol Prohibited Areas.

Winner Agents for Change – Best Podcast

Council coordinates the Shellharbour Community Action Group project, which aims to improve community awareness of gender-based violence. The project developed a four-part community podcast, with the assistance of 50 community members, exploring the science and research behind gender stereotypes, unconscious bias, social experiments, and their contribution to the prevalence of gender-based violence.

The podcast series, titled 'Agents for Change,' was released on 25 November, the International Day for the Elimination of Violence against Women, and can be accessed at www.agentsforchange.com.au. The series was awarded Best Podcast Series at the Beyond the Curve International Festival for its efforts to change community understanding and attitudes towards gender norms and gendered violence.

Cultural Diversity Action Plan

Council actively engaged with the Multicultural Disability Advocacy Association to explore programs tailored to assist individuals with disabilities from culturally diverse backgrounds in the Shellharbour area.

In celebration of Harmony Week and our culturally diverse community, Council hosted a special film event at the Shellharbour Civic Centre. The evening featured a screening of the documentary film, *Watandar - My Countryman*, offering a rare opportunity to understand the valuable relationship between Australia's First Nations, colonial, and immigrant history.

Council also supported several multicultural events, including the Warilla Neighbourhood Christmas celebration with the Macedonian women's group, a traditional Indian Cultural henna tattooist for a Youth Pamper day, and attendance at the Refugee Welcome Zone Forum.

Disability Access and Inclusion Plan

The 'Disability Access and Inclusion Plan: 2023-2026 An Inclusive City' was adopted by Council. The Plan sets the direction to make Shellharbour City a place where people with disabilities and their families are able to participate in all elements of life as equals. The Plan is supported by an Easy Read version that presents the key information in a format that makes it easy to read and understand.

Recognising and celebrating International Day of People with Disability (IDPWD) was a highlight for the Shellharbour community and aligns to Focus Area 1 of the Disability Access and Inclusion Plan, 'Developing positive community attitudes and behaviours'. IDPWD is a United Nations sanctioned day, celebrated on 3 December each year. To recognise the day, a 'Celebration of Ability Calendar' was produced to promote events held by organisations across the Illawarra and Shoalhaven in support of the day.

Aged Friendly Action Plan

Council contributes to an age-friendly city through various services and initiatives that recognize and celebrate the achievements of older people.

The Seniors Festival, held from 11 March to 16 April, featured over 30 events and activities. Highlights included Seniors Swim for Free programs, information sessions, a "come try" netball session, a pickleball gala day, an art program, movies, and a health end-of-life café program. including Seniors Swim for Free programs, information sessions, come try netball session, pickleball gala day, an art program, movies and a health end of life café program.

Companion Animals

Since 2006, Council has partnered with the RSPCA to house stray animals collected by Council or community members. In May 2021, the RSPCA notified Council of their intention to cease providing animal impounding services as of 1 February 2024. Given the legislative requirement to provide a pound facility, Council explored several options to ensure compliance.

As a result, Council successfully partnered with both local and regional facilities to manage impounded dogs. The local facility helps eliminate logistical challenges around dog transportation and facilitates the quick return of dogs to their owners.returns dogs to their owners.



OBJECTIVE 1.2

We are a liveable community

STRATEGY 1.2.2

Promote healthy living and high quality public spaces that are well maintained and activated

Council delivered a range of services, activities, and facilities promoting healthy living and high-quality public spaces that are well maintained and activated.

Council's aquatic programs recorded the highest active member numbers in learn-to-swim, squads, and aqua aerobics. Inflatable days and pool open days were successful, alongside hosting local, district, and regional swimming carnivals.

Council provided beach lifeguard services through regular patrols and supported other agencies in multiple search and rescue incidents. Patrols were extended due to increased patronage, dangerous conditions, and higher temperatures, resulting in 77 rescues during the season.

Adopted in February, the Shade in Play Spaces Policy aims to ensure future and existing play spaces have infrastructure that:

- provides a safe, welcoming, and comfortable environment
- promotes higher community use through better quality and more functional open space
- improves the City's liveability by contributing to social, environmental, and economic outcomes

Council forged strong partnerships with organisations that included Healthy Cities Illawarra and the Illawarra Shoalhaven Local Health District. Efforts included updating the Low-Cost Free Meals Directory and supporting the Healthy School Canteens Workshop, focusing on children's nutritional wellbeing.

The implementation of the [Open Space and Recreation Strategy](#) that outlines Council's ten-year plan continued, guiding decisions on the planning, investment, and use of open space and recreational facilities. Key achievements included:

- Comprehensive review to the Smoke Free Outdoor Areas Policy
- Adoption of Tullimbar Oval Open Space Masterplan, Con O'Keefe and Russell Street Precinct Master Plan
- Implementation of the Community Gardens Strategy

Warilla Dog Park

Council's commitment to fostering a pet-friendly environment remained strong with the opening of the Warilla Dog Park, marking a significant step forward in the implementation of the Dog Friendly Spaces Strategy. This exciting addition offers an engaging space for dogs and their owners to socialise, exercise, and enjoy the outdoors. The park includes separated fenced areas for small and large dogs, drinking fountains for both dogs and humans, tunnels, ramps, and shaded seating.

Operational
Income

\$1.893M

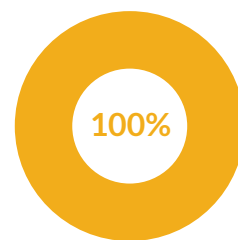
Operational
Expense

\$3.668M

Capital
Spend

\$3.972M

Total performance
progress met



OBJECTIVE 1.2

We are a liveable community

STRATEGY 1.2.3

Construct and upgrade buildings and infrastructure that meet current and future community needs

Council's Community Facilities Needs Study, Strategy, and Action Plan outlines principles, priorities, and actions to guide the provision, management, and activation of community facilities. This Strategy considers existing Council-owned or managed facilities and provides a framework for future planning and investment, ensuring advice is informed by strategic documents, evidence-based policies, and sports trend information.

Over \$33M was spent on Capital Works Projects in the 2023-2024 Operational Plan, achieving a 92% renewal ratio. During this period, Council delivered over 60 infrastructure projects, including:

- Warilla Beach Rock Revetment
- Albion Oval Amenities Renewal
- Tripoli Way Extension
- Panorama Oval Amenities
- Myimbarr Additional Sporting Field

Building assets and services were maintained according to resource capacity, ensuring clean and functional facilities that meet current and future community needs. Maintenance and repairs were carried out on road and footpath assets throughout the City.

Parks maintenance activities remained generally on track, with 82% of parks, reserves, and sports fields mowed within schedule, despite consistent rainfall impacting maintenance schedules. Council collaborated with sporting user groups to maximise playing opportunities while ensuring safe playing surfaces.

In line with the Cemetery Operational Master Plan, Council continued to operate and maintain cemetery facilities responsive to community needs.

Declared dams were managed in accordance with relevant legislation, with monthly inspections conducted on Shell Cove Basin, City Centre Basin, and St Joseph Dam. Operation and Maintenance Manuals and Emergency Plans have been developed for these three basins.

Council maximised external grant funding opportunities to assist in delivering projects delivered within the infrastructure and capital works program. Council was successful in obtaining funding for a number of projects, including:

- \$4,990,485 for Wattle Road Rehabilitation
- \$4,200,000 for Tripoli Way Extension
- \$2,000,000 for Shell Cove Sportsfield
- \$1,224,279 for various road heavy patching projects

Operational
Income

\$10.274M

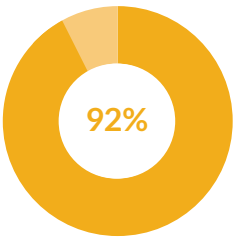
Operational
Expense

\$15.824M

Capital
Spend

\$24.785M

Total performance
progress met



Reddall Reserve Promenade

The stunning new Reddall Reserve promenade was officially opened in time for spring. This new promenade offers improved foreshore seating, increased pedestrian accessibility, enhanced stormwater provisions, reduced maintenance, and greater connection to the wider reserve. It also features an environmentally friendly seawall design, providing an intertidal habitat for marine life.

The renewal of the promenade was identified during community consultation for Council's Reddall Reserve Masterplan, with staff securing NSW State Government funding. This new promenade significantly enhances one of the City's most popular outdoor spaces, providing a safe, accessible area and continuous walking path along the foreshore for the benefit of the entire community.



OBJECTIVE 1.2

We are a liveable community

STRATEGY 1.2.4

Our town centres are activated, liveable, and provide welcoming sense of place

Town Centre Plans play a crucial role in creating vibrant, inclusive, safe, attractive, connected, convenient, accessible, and commercially successful town centres. These plans provide recommendations for reviewing Council's Local Environmental Plan and Development Control Plan as they relate to the centres.

Civic Centre Activation

The Shellharbour Civic Centre hosted a total of 831 bookings, encompassing a diverse array of events from substantial conferences, training sessions, and meetings conducted by corporate and government entities to engaging community gatherings.

The Civic Centre also hosted 55 workshops and programs, offering a dynamic range of creative and practical experiences. Participants engaged in activities such as drawing, polymer clay sculpting, macramé, painting, cooking workshops, and Christmas crafts, fostering skill development and creative exploration. Key highlights included:

- Create and Play Event: Drew an impressive crowd of around 1,000 attendees, featuring imaginative stalls and craft activities for children.
- Teddy Bears Picnic: Attracted a significant community turnout with free, family-friendly activities, including craft sessions, face painting, story time, roving performers, and musical performances.
- Christmas Wonderland and Elf n Seek Scavenger Hunt: The annual Create and Sleigh event attracted a large crowd with plenty of Christmas craft activities and entertainment.
- Dinomaniacs Show: Aimed at young children and families, this dinosaur-themed event attracted over 300 community members.
- Wonka Chocolate Factory Theme: The Civic Centre was transformed, complete with Oompa Loompas. The program included an outdoor screening of the movie "Wonka," attracting over 300 attendees, and a Create and Play event with more than 500 participants, along with various other Wonka-themed activities.

Operational
Income

\$189k

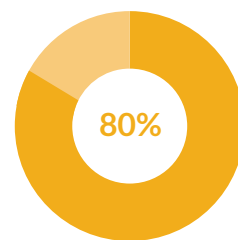
Operational
Expense

\$1.831M

Capital
Spend

\$128k

Total performance
progress met



Environment



2.1
We are
sustainable

2.2
We are a
beautiful &
connected
City

Our objectives & strategies

- 2.1.1 Our bushland, coast and waterways are protected to ensure safe and sustainable use for present and future generations
- 2.1.2 Deliver plans and programs that enhance and protect biodiversity in our natural areas
- 2.1.3 Partner with the community to inspire innovative practices, that promotes sustainability
- 2.1.4 Our waste is managed as a valuable resource and the environmental impacts are minimised
- 2.1.5 Address, adapt, and build resilience to climate change

- 2.2.1 Our planning reflects the unique character of our City and natural environment and is responsive to the evolving needs of our community
- 2.2.2 Provide and promote a sustainable and integrated active travel and transport network
- 2.2.3 Facilitate sustainable development that considers current and future needs of our community and environment

Sustainable Development Goals



OBJECTIVE 2.1

We are sustainable

STRATEGY 2.1.1

Our bushland, coast and waterways are protected to ensure safe and sustainable use for present and future generations

Council's Coastal Zone Management Plan (CZMP) provides practical actions to address risks to assets and land from coastal hazards (erosion, recession, inundation and slope instability).

Council is currently managing three grants through the Coast and Estuaries Grant program: Beach monitoring, understanding our changing coastline; Warilla Beach Dune Restoration to undertake weeding and planting activities to improve biodiversity and health of the dunes at Warilla Beach, and Bass Point Littoral Rainforest Restoration to undertake weeding and planting projects.

Natural area restoration and maintenance work continued across the City, utilising best practice Bush Regeneration techniques. These included activities such as weeding, poisoning, mulching and planting, throughout Blackbutt, Shell Cove, Bass Point, Flinders, Stoney Range, Croom Reserve, Coastal Dunes, Myimbarr wetlands, and other riparian areas, as per our Plans of Management and Dune Management Plans. Several milestones for grant projects were achieved, including the final completion of Bass Point coast and estuaries grant which commenced in 2021.

Bushcare and Landcare activities continue at all of Council's active sites, including Oakey Creek, Blackbutt, Koona Bay, Warilla Dunes, Campaspe Watercourse and Tullimbar with positive outcomes.

Council managed trees in the City's open spaces and streets. Urgent and high risk customer requests have been prioritised, resulting in a higher number of successfully completed works orders. Council completed 90% of vegetation removal applications on private land within 30 days.

Council continued to investigate activities that cause harm to our built and natural environment, including pollution, illegal dumping, overgrown and unhealthy properties and erosion and sediment controls. Support was provided on initiatives in the Illawarra to reduce instances of illegal dumping and remain an active member of the partnership between Illawarra Councils, the Illawarra/Shoalhaven Regional Illegal Dumping Squad and the Environmental Protection Authority. Council continued to target known dumping locations, install covert and overt surveillance equipment and implement measures to minimise instances of illegal dumping. Council installed an additional camera to deter illegal dumping within Croome Reserve.

The Stormwater Management Service Charge levy was allocated to the provision of new stormwater assets and the upgrade of existing stormwater infrastructure. Capital projects either fully or partially funded by the stormwater levy program included:

- Design of stormwater upgrade at Pioneer Drive, Blackbutt
- Upgrade of stormwater drainage at Richmond Place, Albion Park
- Design of stormwater upgrade at Buckleys Road, Dunmore
- Stormwater pipe upgrade at Lake Entrance Road, Mount Warrigal
- Design for formalisation of maintenance access to stormwater infrastructure
- Stormwater drainage upgrade at Golden Grove Park, Albion Park
- Stormwater drainage upgrade at McDonald Park, Albion Park Rail

Operational
Income

\$1.221M

Operational
Expense

\$1.611M

Capital
Spend

\$693k

Total performance
progress met



OBJECTIVE 2.1
We are sustainable

STRATEGY 2.1.2
Deliver plans and programs that enhance and protect biodiversity in our natural areas

Council continued to undertake environmental assessments of development applications, planning proposals, and review of environmental factors (REFs). Consideration of Council's internal REF process continued, with opportunities for process improvement identified. This ensures Council is able to deliver projects in an efficient manner while still protecting our natural environment.

Surveys of threatened species were undertaken including the quarterly flying fox camp census, as part of the National Flying-fox Monitoring Program at Blackbutt and the Illawarra Greenhood Orchid (*Pterostylis gibbosa*) at Croom Reserve.

Council continued to undertake environmental assessments of development applications, planning proposals and provide input on master plans for open space planning projects, whilst also undertaking review of environmental factors (REFs). This work ensures that development within the City preserves and enhances existing biodiversity and ensures Council's internal projects are consistent with environmental best practice.

Flying-fox Habitat Restoration Program

This initiative is supported by the New South Wales Government through its Environmental Trust, in collaboration with Local Government NSW. Council has partnered with The Great Eastern Ranges and Landcare Illawarra to execute this project. As part of the grant, two successful community planting days were held, one at Blackbutt Forest and another at Croome Reserve, resulting in the planting of nearly 8,000 seedlings.



Operational
Income
\$17k

Operational
Expense
\$305k

Capital
Spend
-

Total performance
progress met



OBJECTIVE 2.1

We are sustainable

STRATEGY 2.1.3

Partner with the community to inspire innovative practices, that promotes sustainability

Council's Sustainable Shellharbour Program aims to enhance sustainability knowledge across the community and assist in making more sustainable choices. By inspiring and upskilling our community, the program fosters action towards a more sustainable future. It includes a monthly newsletter, Nature Talks, and environmental events designed to educate and engage the community on various environmental matters.

Highlights from our Sustainable Shellharbour Education Program included:

- Connecting Over Fair Food Event, BioBlitz @ Croom
- Little Green Bag FOGO Project
- Launch of the Sustainable Rebates Program
- Waste Education Programs.

Sustainable Shellharbour e-Newsletter

The Sustainable Shellharbour e-Newsletter is distributed monthly to over 1,420 subscribers. It showcases positive environmental initiatives throughout the City, including wildlife updates, key calendar events, and interesting facts. The newsletter also highlights activities or events hosted by other groups and provides useful tips and tricks for sustainable living, such as gardening and energy efficiency.

Nature Talks

Almost 400 community members participated in Council's Nature Talks at the library. These sessions, presented by professionals, provided valuable insights and engaged the community in important environmental topics that included:

- Ice Loss/Glacial Melt – Ryan North
- Mangroves are Amazing – Dr Jeff Kelleway
- Our place in the Universe – Hon Prof Bill Zealey
- Fairy Wrens and Bowerbirds – Peter Rowland
- Australian Sea Bird and Turtle Rescue – Lisa Beverstock
- Shoalhaven Bat Clinic Wildlife Rescue – Trista Kyriacou
- Ocean Week – three University of Wollongong PhD candidates
- Corroboree Frog – Dr Shannon Kelleher
- Grey-headed Flying-fox – Peggy Evy
- What's in a seed? - Brooke Dwyer

Connecting Over Fair Food Event

Council hosted the Connecting Over Fair Food event at the Shellharbour Civic Centre, bringing together around 110 passionate community members. The event focused on building a more sustainable, fairer, and resilient food system in the Illawarra, considering climate change and the rising cost of living. Attendees shared knowledge on growing local food, heard from experts, participated in a crop swap, and watched the documentary Rachel's Farm. The event was collaboratively organised by Shellharbour City Council, Food Fairness Illawarra, Wollongong City Council, Kiama Council, Illawarra Shoalhaven Local Health District, University of Wollongong, and Healthy Cities Illawarra.

Operational
Income

\$261k

Operational
Expense

\$573k

Capital
Spend

–

Total performance
progress met



Solar my School Program

Council attended a ceremony to mark the installation of 80 solar panels at Lake Illawarra South Public School as part of the Solar my School Program, supported by Council's Small Environmental Projects Fund. The solar system will save the school 49% on their energy bills, reduce carbon emissions by 41 tonnes, and produce power equivalent to running 233 computers or eight homes.



Waste Education

A broad marketing campaign was implemented for waste collection services and sustainable Christmas tips over the festive season. This included city-wide brochure deliveries, radio advertising, a feature website page on shellharbourwaste.com.au and various Council Facebook posts.

Council promoted recycling of household problem waste and other tricky items at Dunmore Recycling and Waste Disposal Depot and through local specialised recycling programs such as B-cycle, TerraCycle, and Tread Lightly.

The Little Green Bag Project delivered compostable FOGO caddy bags to around 29,500 households in Shellharbour, assisting the community in adopting sustainable waste management practices. Each bag featured educational messaging and an informative brochure about the NSW Environment Protection Authority guidelines around FOGO.

New bin lid stickers with updated waste characters and designs are now available for the red, yellow, and green bins, which residents can pick up for free from the Shellharbour Civic Centre.

Council promoted the annual NSW Environment Protection Authority Household Chemical Clean-out event, collecting 7,368 kg of hazardous waste. Additionally, Council promoted National Recycling Week and the Australasian Recycling Symbols, advising on their use for recycling household items.

The Cigarette Butt Litter Project helped to reduce litter by installing new butt bins, signs and stickers in litter hotspot areas across the City.

OBJECTIVE 2.1

We are sustainable

STRATEGY 2.1.4

Our waste is managed as a valuable resource and the environmental impacts are minimised

The Dunmore Recycling and Waste Disposal Depot is managed in compliance with Environment Protection Licence 5948 and Environment Protection Licence 12903. The facility operates according to best practice environmental principles, minimizing windblown litter, dust, and odour. Key infrastructure includes:

- The Tinkeringage - an education-based facility that provides advice and assistance for waste reduction and reuse
- Reviva Shop - a purpose-built facility for buying, swapping, and selling pre-loved goods
- Resource Recovery Centre - a state-of-the-art undercover facility offering multiple recycling options
- FOGO Facility - Processes garden organics and food materials to produce rich compost
- Landfill - Safely disposes of any remaining waste

Several projects aimed at improving environmental management and safety were completed throughout the year, including leachate system upgrades, landfill capping design, landfill gas capture system upgrades, installation of boom gates, improved traffic management, and fire detection system upgrades.

Key performance metrics for the year are include:



13,240

tonnes of FOGO was collected from households

5,614

tonnes of recyclables collected from households, with an 11% contamination rate



13,739

tonnes of general waste was collected from households



47%

of all household waste was diverted from landfill

Operational Income

\$24.270M

Operational Expense

\$21.699M

Capital Spend

\$1.502M

Total performance progress met



OBJECTIVE 2.1

We are sustainable

STRATEGY 2.1.5

Address, adapt and build resilience to climate change

Council's commitment to achieving zero emissions is guided by the [Operational Emissions Reduction Plan \(OREP\)](#). This plan outlines our strategy to reach our operational emissions target through 45 distinct actions, spanning short, medium, and long-term objectives across the Council. Progress is closely monitored, with immediate attention allocated to 17 tasks over the next six months. Notably, 12 of these tasks have advanced, and two have been successfully completed.

Sustainable Rebates Program

Council launched the Sustainable Rebates Program in November, offering a range of rebates to support Shellharbour residents in electrifying their homes. Over \$23,000 in rebates were issued to community members, with a total of 60 rebates provided to eligible applicants. These included:

- 32 rebates for rooftop solar
- 11 rebates for heat pump water heaters
- 7 rebates for induction cooktops
- 6 rebates for home batteries
- 4 rebates for electric vehicle chargers

Sustainability Revolving fund

Council established an internal Sustainability Revolving Fund to support projects that reduce emissions and create energy savings. This fund was created through the sale of over 18,000 Energy Saving Certificates from our LED street lighting upgrade.

Risk-Based Framework for Stormwater Management

In partnership with Wollongong City Council and the State Government, Council is developing a Risk-Based Framework (RBF) for managing stormwater runoff into Lake Illawarra. The RBF will employ a whole-of-catchment management approach, tailoring stormwater pollutant reduction targets to specific water quality issues in the Lake and its tributaries.

Shellharbour and Wollongong Councils successfully received grant funding to incorporate the RBF into their planning controls. This will allow the Framework to be considered during the development application process for sites within the Lake Illawarra catchment. The grant will also fund a position to implement stormwater targets into both Councils' Development Control Plans.

Regional Energy Strategy

Council collaborated closely with the Illawarra Shoalhaven Joint Organisation on a Regional Energy Strategy. This published Strategy highlights opportunities for reducing greenhouse gas emissions and achieving net zero emissions. It will assist with the implementation of Council's Zero Emissions Shellharbour Program.

Community Battery

In partnership with Endeavour Energy, Council unveiled the first NSW South Coast community battery located on Sovereign Circuit, Shell Cove. The community battery stores excess solar energy not used during the day, making it available for participating customers to use during the evening peak. Customers without solar can purchase their neighbors' solar energy from the community battery. This initiative offers multiple benefits, including lower energy costs, a more reliable power supply during peak times, and a higher uptake of renewable energy power supply during peak times and a higher uptake of renewable energy.

Operational
Income

\$326k

Operational
Expense

\$329k

Capital
Spend

\$7k

Total performance
progress met



Zero Emissions Shellharbour Program

Council's Zero Emissions Shellharbour Program was officially launched in November 2022 targeting net zero operational emissions by 2035. Since then, Council has progressed a number of goals and objectives detailed in the program, which are outlined in the table below.

Objective	Goal	FY24 progress	Status
 Electricity	Transition to 100% renewable electricity by 2025	100% of Council sites on a Renewable Power Purchase Agreement, or green power contract.	●
	Maximise renewable energy generation on Council owned assets	Installed a 99kW solar system at Dunmore Recycling & Waste Disposal Depot.	●
	Maximise the energy efficiency of existing Council assets and operations	97% of street lighting across the LGA upgraded to energy efficient LED.	●
 Fuel	Transition passenger fleet to hybrid vehicles	94% of the passenger vehicle hybrid First fully electric vehicle in operation	●
 Waste	Maximise the amount of waste diverted from landfill through best practice in waste avoidance, recovery and management	75% completion of new Waste Strategy 2023-2033. Average of 54% waste diverted from landfill.	●
	Investigate opportunities to efficiently capture landfill gas and convert it to energy	75% completion of new Waste Strategy 2023-2033.	●
 Governance	Complete an audit of Council's baseline emissions data	Completion of an independent consultant review of Council's baseline emissions for FY20.	●
	Improve Council's data management system to align with the requirements of the Australian Climate Active standard	Procured a data management system for emissions and utilities data to track emissions reduction in line with Climate Active.	●
 Scope 3 Emissions	Define and measure Scope 3 operational emissions in line with the Australian Climate Active standard	Expanded Council's scope 3 measurement to include construction emissions from Council assets and completed a scope 3 emissions gap analysis.	●
	Embed emission reduction considerations into procurement policies and procedures	90% completion on a Sustainable Procurement Action Plan.	●
Key ● On track ● Completed			

OBJECTIVE 2.2

We are a beautiful and connected City

STRATEGY 2.2.1

Our planning reflects the unique character of our City and natural environment and is responsive to the evolving needs of our community

Council's land use planning is guided by several core strategies that reflect the unique character of our City and natural environment while responding to the evolving needs of our community. These include Plans of Management, the Shellharbour Local Environment Plan (LEP) 2013, and the Local Strategic Planning Statement (LSPS).

Plans of Management categorise land, authorise leases or licenses, and determine permissible developments. They identify key values and purposes of the land to ensure protection and enhancement. Public consultation is conducted before adopting these plans.

During 2023/2024, four Crown reserve plans of management were drafted and are at varying stages. These include:

- Reddall and adjoining reserves
- Bass Point Reserve
- Little Park & Shellharbour Reserve
- Shellharbour Beachside Holiday Park

Shellharbour LEP 2013, along with previous LEPs and the state policy for Calderwood, contains zoning and planning controls that dictate how and where developments such as single houses, townhouses, shops, and industrial buildings can be built. Throughout the year, several scoping proposals and planning proposals were considered, including changes to zonings and land uses in Albion Park and Tullimbar.

Local Strategic Planning Statement

Council's Local Strategic Planning Statement (LSPS) outlines a 20-year land use planning vision for the City, guiding how future growth and changes will be managed. It serves as a link between state, regional, and local planning priorities. Council remains committed to implementing various short-term and ongoing actions outlined in the current LSPS.

Throughout this year, Council achieved notable progress on several LSPS actions, demonstrating our dedication to sustainable and strategic land use planning for the future. These included

- P14.1 Prepare a Rural Land Use Strategy
- P6.1 Review and update Council's Shared Use Path Masterplan to prioritise footpaths and cycle ways across the LGA to encourage active travel
- P6.2 Develop strategies to improve transport connectivity across the City
- P6.3 Liaise with neighbouring councils to improve open space and transport connection
- P6.5 Review Council's planning controls to ensure that accessibility and inclusion is promoted throughout our built environment
- P6.6 Develop and implement a Transport Strategy for Shellharbour City to identify and prioritise the existing and future transport infrastructure needs and public and active transport connections required across the City
- P20.1 Council will monitor and report on the delivery of the LSPS through the IP&R Framework with an annual report
- P20.2 Council will review and update the LSPS in line with Council's CSP review timeframe

Operational
Income

\$13.722M

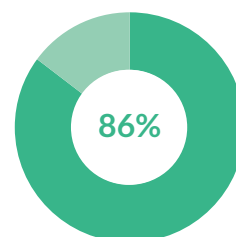
Operational
Expense

\$993k

Capital
Spend

-

Total performance
progress met



Macquarie Rivulet Floodplain Risk Management Study and Plan

The Macquarie Rivulet Floodplain Risk Management Study and Plan was developed to understand floodplain management issues and recommend flood mitigation measures to manage flood risk in Albion Park and its surrounds. Implementing the recommendations of this study and plan will enhance the climate resilience of the Shellharbour community.

Rural Lands Strategy

Council developed a Draft Rural Lands Strategy to guide future planning and management of development in rural areas, aiming to maintain the character, lifestyle, and productivity of Shellharbour's rural lands. The draft Strategy was reviewed by Council in late March and was open for public exhibition from 5 April to 17 May 2024, during which extensive consultation was conducted.



OBJECTIVE 2.2

We are sustainable

STRATEGY 2.2.2

Provide and promote a sustainable and integrated active travel and transport network

Council and Transport for NSW continued their collaborative efforts to enhance public and active transport accessibility within Shellharbour and neighboring Local Government Areas. Council remains vigilant in identifying and pursuing grant opportunities to support the execution of the footpath and shared path master plan.

As part of this commitment various new footpaths and shared paths were constructed, including:

- Barrack Avenue, Barrack Heights Shared Path
- Cove Boulevard, Shell Cove Footpath
- Koona Street, Albion Park Rail Footpath
- College Avenue, Shellharbour City Centre Footpath
- Mackenzie Avenue, Mount Warrigal Footpath
- Rosella Grove, Blackbutt Footpath
- Munmorah Circuit, Flinders Footpath
- Collins Reserve, Blackbutt Footpath

These initiatives highlight Council's commitment to promoting active transport, fostering sustainable urban mobility, and enhancing pedestrian and cyclist infrastructure throughout the City.

As part of the Get NSW Active program, designs are underway for a bike lane on Cove Boulevard, Shell Cove, and the establishment of three crossing points along Harbour Boulevard, Shell Cove.

Active Transport Strategy

Council adopted its [Active Transport Strategy](#) in February. This Strategy outlines a long-term plan to create a more sustainable, healthy, and liveable Shellharbour community by encouraging better use of active transport infrastructure, improving the active transport network, and reducing car dependency. It will also inform the development of a future Integrated Transport Strategy for Shellharbour and support current funding applications to the State.

High Pedestrian Activity Area Program

Council successfully obtained funding from the Transport for NSW Pedestrian Safety Program to enhance pedestrian safety in Shellharbour Village, Warilla, and Warilla Grove town centres. This program targets areas with high pedestrian activity and a history of accidents, supporting the NSW Government's goal to reduce road accidents and injuries. The High Pedestrian Activity Area (HPAA) program has been effective in other local centres, with minor road improvements significantly boosting pedestrian safety and reducing community costs.

Through the program, Council implemented three HPAA areas in Addison Street, Shellharbour, George Street, Warilla, and Woolworths Avenue, Warilla. Future HPAA projects will explore Oak Flats and Albion Park.

Operational
Income
\$67k

Operational
Expense
\$261k

Capital
Spend
-

Total performance
progress met



OBJECTIVE 2.2

We are a beautiful and connected City

STRATEGY 2.2.3

Facilitate sustainable development that considers the current and future needs of our community and environment

Council facilitates sustainable development that considers the current and future needs of the community and environment. By providing social impact, engineering, and landscape advice on relevant development applications, plans, strategies, policies, and designs, Council ensures responsible, economically viable, and safe outcomes through effective urban planning and design. Additionally, Council continually reviews its Development Control Plan and conducts ongoing reviews of its operational and community lands to optimize benefits for both Council and the community.

Development Application Strategy

Council is committed to improving the development assessment process for the community and development industry. The Development Application Strategy aims to:

- provide continuous improvement in service delivery for processing development applications
- facilitate development that meets the changing needs and expectations of the community
- enhance the customer experience in lodging and determining development applications
- ensure consistent and accountable outcomes in the development assessment process.
- facilitate understanding of the Development Application and land use planning framework.
- maintain legislative requirements.

Council received 507 Development Applications and determined 609 Development Applications in the same reporting period. Traditionally, assessment time was measured based on the net median average, but the NSW State Government has recently moved to the gross mean average. The median net time was 42 days, and the gross mean was 108 days.

An Accelerated Assessment Team was created within the Statutory Planning and Certification team to assess and fast-track straightforward development typologies.



507

Development Applications Received



609

Applications determined



108

Gross mean (days to determine)

Operational Income

\$1.485M

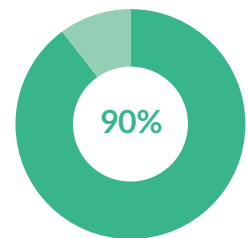
Operational Expense

\$2.924M

Capital Spend

-

Total performance progress met



Property Strategy 2020 – 2030

Council's Property Strategy 2020-2030 continued to guide the management of Council's property portfolio, ensuring financial and operational sustainability while meeting community expectations. In line with the Strategy, Council progressed various property matters, including permits, leases, licences, easements, disposals, road closures, consolidations, and subdivisions.

Employment Lands Study

In response to the Illawarra Shoalhaven Regional Plan and Council's Local Strategic Planning Statement, the Shellharbour Employment Lands Study (SELS) was completed in 2021. The Study provides recommendations on Shellharbour City's future employment land needs, including commercial and industrial zoned land, to foster job opportunities.

The SELS identifies the Shellharbour Airport Regional Employment Precinct and the Shell Cove Business Park site as key employment providers. Action 3 of the Illawarra Shoalhaven Regional Plan calls for the creation of profiles for regionally significant employment lands.

Starting in late 2021, the Department of Planning and Environment (DPE) collaborated with Council to develop a profile for the Shellharbour Airport Regional Employment Precinct. This profile was finalised in the second quarter of this year.

Shellharbour Local Housing Strategy

In response to the Illawarra Shoalhaven Regional Plan and the [Shellharbour Local Housing Strategy](#), the Shellharbour Business Centres and Surrounding Residential Lands Study was prepared. This Study reviews planning controls for centres and adjoining residential areas, aiming to facilitate a greater diversity and mix of dwellings in and around centres.

Based on these recommendations, supporting background information was steadily prepared to inform an upcoming Council-initiated planning proposal/Development Control Plan review for two parcels of business centre land at Warilla and Lake Illawarra. This aims to facilitate the delivery of smaller and more diverse housing with excellent access to facilities and services.

Council collaborated with ID Forecast staff to finalise a comprehensive review of ID's population and housing forecast for Shellharbour City. ID Forecast is an important resource for monitoring housing capacity and population.

Economy



3.1
We support
a strong
local
economy

Our objectives & strategies

- 3.1.1 Our businesses are well-connected and thrive in an environment that supports innovation and economic growth
- 3.1.2 Facilitate a collaborative, economic hub that contributes to local employment and business support
- 3.1.3 Our City is loved by locals, desired by others
- 3.1.4 Activate Shell Cove to provide development, tourism and community opportunities
- 3.1.5 Activate Lake Illawarra and the foreshore as a valuable destination for the City

Sustainable Development Goals



OBJECTIVE 3.1

We support a strong local economy

STRATEGY 3.1.1

Our businesses are well-connected and thrive in an environment that supports innovation and economic growth

Council's Business units received support through strategic promotion and marketing campaigns. Digital channels, including the Council's website, social media platforms (Facebook, LinkedIn, and Instagram), newsletters, and traditional media, were utilised to communicate and promote a consistent tone of voice, branding, and engaging content.

Council provided in-principle support to various enterprises seeking government grant funding. These enterprises aim to establish new businesses or expand existing ones within the City. Council endorses such initiatives as they create employment opportunities and contribute to the City's overall economic growth.

The Links Shell Cove

The Links achieved a record 59,420 rounds of golf, driven by a 40% increase in active members. The successful integration of Toptracer technology at our practice range led to a 151% increase in usage.

The Links Shell Cove proudly hosted the 2024 Illawarra Junior Masters and co-hosted the Srixon NSW and Australian Mid-Amateur Championship with Wollongong Golf Club. Both events received overwhelmingly positive feedback from participants and visitors.

The addition of the new café 'Backyard Brew,' along with live music and family-friendly weekend activities, has further supported business growth and community engagement. Total revenue remained strong, reflecting the quality and value of The Links as a premier venue for both social and sporting experiences.

Operational
Income

\$13.170M

Operational
Expense

\$12.301M

Capital
Spend

\$1.612M

Total performance
progress met

100%



Shellharbour City Stadium

Shellharbour City Stadium remained a vibrant community hub, hosting a variety of events, competitions, and programs. Council promoted these activities through school newsletters, social media, local radio, and the Council's Facebook page. Special fun days and open days were organized during school holidays for school-age children.

The venue was bustling with activities like Walking Netball, Basketball, and Pickleball, catering to diverse interests and age groups. The addition of a tenant offering physiotherapy, exercise physiology, and rehabilitation services further enriched the stadium's offerings, significantly contributing to community wellbeing and independence.

Council is committed to continuous improvement, regularly seeking inspiration from other venues and organisations to enhance event promotion and management. This proactive approach ensures that services evolve to meet community needs and expectations.

Shellharbour Airport

The inaugural AMDA Air Shows Downunder Shellharbour took place from March 1-3, 2024. The event included a careers day on Friday, attracting over 1,500 school children interested in aviation careers. Despite some poor weather, the air show on Saturday and Sunday featured spectacular aerial displays, including the F35 showcasing its capabilities as a leading Air Force strike aircraft.

The Airport Masterplan was endorsed at the May 2024 council meeting following successful community engagement. Over 28,000 people were reached via social media, 45 attended drop-in sessions, and 408 submissions were received, with over 72% supporting the Master Plan recommendations.

Shellharbour Beachside Holiday Park

Shellharbour Beachside Holiday Park offers pet-friendly caravan and campsites, along with comfortable cabins, in a prime beachside location in Shellharbour Village, near a public boat ramp and the Beverley Whitfield ocean pool.

The cottages and cabins achieved an average occupancy rate of 86%, matching the rate for tourist sites. The Holiday Park also recorded an average Net Promoter Score (NPS) of 65, surpassing the NRMA benchmark of 60. This high NPS reflects strong customer loyalty and satisfaction, driven by exceptional customer service and a variety of guest holiday activities.



OBJECTIVE 3.1

We support a strong local economy

STRATEGY 3.1.2

Facilitate a collaborative, economic hub that contributes to local employment and business support

The Shellharbour City Business Network is a free service for local business owners, offering opportunities to connect, develop relationships, and gain new business through referrals. It addresses local business issues, provides guest speaker presentations to enhance business management skills, and shares information about events and training opportunities.

Key initiatives include:

- Small Business Network coaching
- Speed Networking
- Small Business Productivity Keys
- Trends Impacting Your Business
- Online and Social Media coaching sessions
- Information sessions linking local businesses with Service NSW services and one-on-one coaching sessions

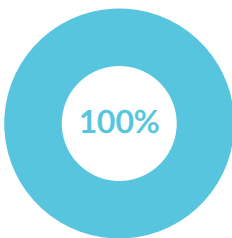
Additionally, the Council hosted the Economic Gardening Program, a high-growth business initiative provided free of charge. This program offers professional business assistance to help local business owners and emerging entrepreneurs in small and medium enterprises fast-track their sustainable expansion.

Council collaborated with government agencies and other bodies to advance various economic development initiatives and implement the Shellharbour Regional Economic Development Strategy. Key initiatives included:

- Investigation of new hotel development options within the Shellharbour LGA
- Endorsement of the Airport Master Plan to improve access to leisure travel within the region
- Completion of the final stage of Marina Berths to boost tourism
- Investigation into new childcare development options
- Completion of the 2024/2025 Strategic Projects document, highlighting major projects
- Endorsement of the City Wide Housing policy, aiming to develop up to 4,000 new dwellings within the city centre over the next decade

Operational Income
-
Operational Expense
\$232k
Capital Spend
-

Total performance progress met



OBJECTIVE 3.1

We support a strong local economy

STRATEGY 3.1.3

Our City is loved by locals, desired by others

Destination Shellharbour

Building on the momentum of the “Shellharbour Good Times” marketing campaign, a fresh and dynamic approach was introduced. New advertisements transitioned from nostalgic vintage illustrations to vibrant video footage, captivating audiences and solidifying Shellharbour’s appeal.

The video featuring bushwalking in Macquarie Pass National Park, garnered 933,149 impressions and reached 331,336 people. Social media engagement was high, with 98,903 actions on Facebook and Instagram, and 27,617 video views on YouTube. This boosted Shellharbour’s visibility and encouraged more visitors to explore the region.

Two local tourism signs were installed along the highway. The first, located northbound on the Princes Motorway at the Wirriwin rest stop, showcases service symbols and enticing imagery. The second, at Shellharbour Airport facing the Princes Highway, promotes the upcoming Airshows Downunder Shellharbour event.

Council participated in the 2024 Caravan, Camping and Holiday Supershow at Rosehill Gardens, showcasing Shellharbour’s attractions to over 45,000 visitors. A winter drive marketing campaign, in partnership with Wollongong, Kiama, Shoalhaven, and Southern Highlands, highlighted key attractions along the Grand Pacific Drive over four weeks, drawing more attention to the region.

Local promotion remained a priority, with Shellharbour featuring in the winter edition of the Leisure Coast Times Magazine and the annual Let’s Go Kids publication. Council continued to support and promote local events through the Visit Shellharbour What’s On page and various social media platforms, ensuring residents and visitors were always informed about the latest happenings.

Operational
Income

\$339k

Operational
Expense

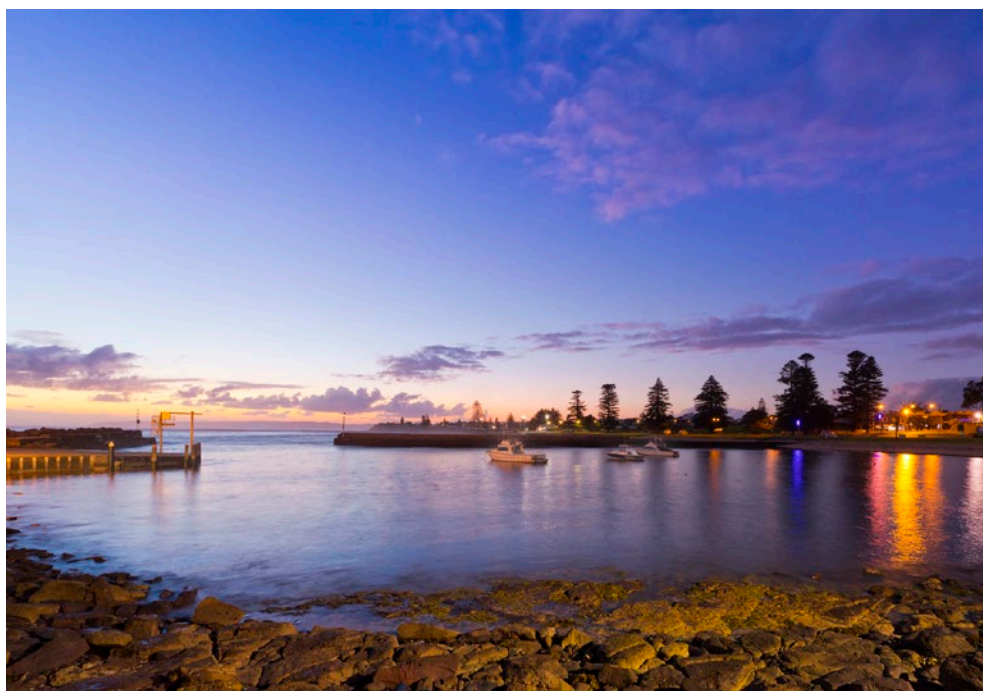
\$447k

Capital
Spend

\$3k

Total performance
progress met

100%



Public Art Strategy

Implementation of Councils [Public Art Strategy](#) continued with several artworks being installed across the City.

Shoalhaven-based artist James Gulliver-Hancock completed a mural on the exterior of Warilla Pool, facing Benaud Crescent. The artwork, painted in four distinct sections, illustrates the landscape and recreational activities in Shellharbour.

Renowned artist Sarah McCloskey transformed the façade of the Oak Flats library. Her mural prominently features the word 'LIBRARY' as a placemaking element, with wattle blooms, acacia seed motifs, and a flame tree silhouette connecting it to the existing mural on the north façade.



As part of the Shellharbour Rocks Unplugged event, a mural titled Refraction by Melbourne-based artist Sahil Roy was created at 18 Addison Street, opposite Pacino's Café. This artwork captures Shellharbour Village with textured waves, swirling colours, and bold strokes, evoking the ocean's depths and the interplay between the village, sea, and sky. Roy's work was also featured in the Neighbourhood Watch exhibition at The Imaginarium.

At Bardsley Park, Carla Gottgen's public art piece Long Distance was installed, depicting the annual journey of humpback whales along the coastline. The artwork features faceted whale tails with panels displaying drone photographs and geometric imagery of sea swells, encouraging interaction and discovery.

Sun Passage by Emma Anna was installed at the amenities screening at Boonerah Point, referencing the sun's journey across the sky. Additionally, Conversations by Phillip Piperides became a permanent installation at The Waterfront, Shell Cove.

Best Beach in NSW : Second Best Beach in Australia - The Farm Killalea

The Farm at Killalea was named the best beach in New South Wales and the second best beach in Australia in Tourism Australia's Best Australian Beaches list. This annual list, curated by beach expert Brad Farmer AM, highlights diverse destinations and showcases the variety of beaches Australia has to offer.

Shellharbour Good Times – Tourism and Marketing Campaign

Destination Shellharbour was a finalist in the 2023 NSW Tourism Awards for the Shellharbour Good Times marketing campaign. Running from August 2022 to November 2023, this highly successful campaign featured evocative vintage-style illustrations of key seasonal experiences in Shellharbour. Targeted at the growing tourism market from Sydney, the campaign aimed to increase day trips and overnight stays. It included digital and outdoor advertising components, significantly boosting brand recognition for Shellharbour City and its local experiences.

Shellharbour – Top Tourism Town

Shellharbour was named a finalist in the NSW Top Tourism Towns Awards 2024.

These awards celebrate the unwavering spirit of communities and showcases the true value of tourism and the visitor economy to every town in NSW.



OBJECTIVE 3.1

We support a strong local economy

STRATEGY 3.1.4

Activate Shell Cove to provide development, tourism and community opportunities

The Waterfront Shell Cove remains a highly sought-after destination for social, recreational, and lifestyle activities, attracting approximately half a million visitors since the boat harbour opened. Its blend of natural beauty and thoughtfully designed spaces offers a perfect setting for various activities and events, from leisurely marina strolls and waterfront dining to community events.

The Waterfront hosted numerous community-oriented events, including seniors meet-ups, yoga sessions, school holiday cinema events, and live screenings of FIFA Women's World Cup matches. Regular events like Toddler Tales Storytimes, Solo Seniors Meet Ups, Sing and Sips, Georgia Rose Boutique Markets, and Work from Home Walking Groups were also popular. Special events such as "Mother's Day at the Waterfront," "Kidsfest," "Mural Concept Sessions," and "Cosy Art Sessions" further enriched the community experience.

Development consent for the Waterfront Centre was approved in November by the Southern Regional Planning Panel. The Centre will include a library, community centre, visitor information centre, and additional public toilets, providing much-needed shade and community space in the heart of Shell Cove.

The Shell Cove project progressed with the delivery of stage 2 of Shellharbour Marina, adding 125 new marina berths to meet the strong demand from boat owners and recreational watercraft. Construction continued on the Nautilus and Ancora residential apartment buildings, and land lots on "The Peninsula" were popular with purchasers.

Design and planning for the Shell Cove Sports Field and Boat Maintenance Facility sites advanced rapidly. The development application for the Boat Maintenance Facility was submitted in October, with Council working proactively with the Southern Regional Planning Panel and Design Review Panel. The sportsfield user groups were consulted, and concept design was completed, with preparations underway for detailed design and broader community consultation. The Waterfront Centre is nearing completion on detailed design, with a Construction Certificate submission as the next milestone.

PromenART

The PromenART event at Shell Cove was extremely popular, attracting thousands of visitors who enjoyed the activation program and wonderful spring weather. Over 40 sculptures were displayed along the Harbour pathways and boardwalks, featuring artists from across Australia. The artworks, made from materials like steel, bronze, and reclaimed railway sleepers, often reflected the ocean-side coastal location of the Waterfront.

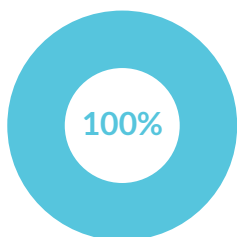
Community feedback was overwhelmingly positive, with approximately 80% of post-event survey respondents giving the event a 5 out of 5 stars rating and sharing their favorite art pieces.

Operational
Income
\$12.046M

Operational
Expense
\$12.512M

Capital
Spend
\$727k

Total performance
progress met



OBJECTIVE 3.1

We support a strong local economy

STRATEGY 3.1.5

Activate Lake Illawarra and the foreshore as a valuable destination for the City

Council enhanced activation and engagement at Lake Illawarra through various initiatives celebrating the region's natural beauty, promoting community involvement, and providing recreational opportunities. The Breakfast by the Lake event at Reddall Reserve on Australia Day attracted over 3,000 attendees, featuring live entertainment and family-friendly activities, and received positive community feedback.

Other activities at Lake Illawarra included Clean Up Australia Day, the Shellharbour City Festival of Sport, Learner Logbook Run Lake Illawarra, the Love Shellharbour social media campaign, and Flashback Friday featuring Wheels at Windang Island.

Lake Illawarra Coastal Management Program (CMP)

- The Lake Illawarra Coastal Management Program (CMP) outlines nine management strategies and 39 actions to address identified threats and challenges over the next 5 to 10 years, prioritized by risk level. Progress on key actions includes:
- Development of an online hub for Lake Illawarra and new educational materials for Building and Sediment Control compliance
- Attendance at industry face-to-face education events
- Finalisation of the Lake Illawarra Signage Masterplan and Lake Illawarra Share Path Master Plan
- Progress on the Lake Illawarra Entrance Options Study to manage the Lake entrance
- Funding from the Department of Climate Change, Energy, the Environment and Water (DCCEEW) for a feasibility study on navigational dredging at Burroo Bay, Koono Bay, and Horsley Creek
- Integration of the Lake Illawarra Risk Based Framework outcomes into Wollongong City and Shellharbour City's Development Controls Plans, supported by DCCEEW funding
- Establishment of a Fauna Monitoring Program to identify key priorities for monitoring fauna in the Lake.

Luv the Lake

Council's 'Luv the Lake' litter prevention program, in partnership with Wollongong City Council and supported by the NSW Environment Protection Authority (EPA), won a 2023 Keep Australia Beautiful NSW Sustainable Cities Award in the Clean Communities category.

The program included two large-scale clean-up events, regular community clean-ups, litter education, increased signage, and improved bin infrastructure. It resulted in the removal of approximately 1,200 kilograms of litter from the Lake Illawarra foreshore and a 40% reduction in litter at targeted sites.

Operational
Income

-

Operational
Expense

\$62k

Capital
Spend

-

Total performance
progress met



Leadership



4.1
We deliver
our future
together

4.2
We have
strong
leadership

Our objectives & strategies

- 4.1.1 The community is meaningfully engaged and active in shaping the future of the City
 - 4.1.2 Our Council builds and maintains strong partnerships and advocates effectively on behalf of the community
 - 4.1.3 Build an organisation that places customers and the community at the heart of service delivery
 - 4.1.4 Acknowledge and respect the Aboriginal community as the traditional custodians of the land
-
- 4.2.1 Our Council is transparent and trusted to make decisions that reflect the values of the community collectively
 - 4.2.2 The Council lives responsibly within its means and strengthens its financial sustainability
 - 4.2.3 The workforce is capable, resilient and diverse
 - 4.2.4 Undertake visionary, integrated, long term planning and decision making, reflective of community needs and aspiration

Sustainable Development Goals



OBJECTIVE 4.1

We deliver our future together

STRATEGY 4.1.1

The community is meaningfully engaged and active in shaping the future of the City

Meaningful communication between the Council and the community was essential for our City's growth and success. This two-way process strengthened our connection, engagement, and ability to drive action based on community needs.

Through the Communications and Engagement Strategy 2020-2024, our social reach across various platforms continued to increase. Council engaged in proactive and dynamic communication strategies, utilising NEST (intranet), social media, and traditional media channels to share updates, events, and initiatives. Highlights included the successful promotion of events such as Breakfast by the Lake, Australia Day celebrations, and Enchanted Forest.

Community engagement efforts were varied, with initiatives like Let's Chat facilitating online feedback and face-to-face sessions. Significant engagements included the Tripoli Way extension project, Rural Lands Strategy, and the Shellharbour Airport Master Plan.

Council consistently delivered high-quality graphic designs and communication materials to promote services and events, contributing to a positive image and fostering community participation. Digital platforms were used to promote the Council, the City, and public spaces, with the website regularly updated with current information.

The online engagement platform 'Let's Chat' continued to grow, with over 49,780 visitors. The highest visited projects included:

- Playground Renewals & Upgrades
- Tripoli Way Extension Project
- Reddall Reserve Master Plan in Action
- Planning for the future of Shellharbour Airport
- Warilla Beach seawall renewal

Agreements were made with the NSW Electoral Commission to use Council-owned venues for Pre-Poll, Election Day, and the Election Centre/Returning Officer's Office. A Candidate Information Session was scheduled for 25 July 24. The Induction Program for newly elected Councillors was prepared, with a review of policies and procedures underway, and preparations continuing for the first Council meeting in October 2024.

Operational
Income

—

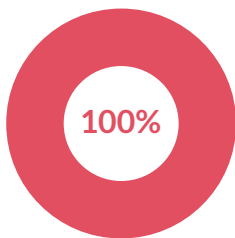
Operational
Expense

\$540k

Capital
Spend

—

Total performance
progress met



OBJECTIVE 4.1

We deliver our future together

STRATEGY 4.1.2

Our council builds and maintains strong partnerships and advocated effectively on behalf of the community

To foster collaboration, the Illawarra Shoalhaven Joint Organisation (ISJO) was a key platform for Council to form strong partnerships and advocate for the community. ISJO includes the local government areas of Wollongong, Shellharbour, Kiama, and Shoalhaven, providing a platform for local councils and the NSW Government to address regional priorities. Throughout the year, the ISJO Chief Executive and General Managers met multiple times, demonstrating a long-term commitment to a unified regional vision.

Support was provided for various programs and initiatives coordinated through ISJO in partnership with State Agencies and key regional stakeholders. Key themes included Cyber Maturity and Resilience, Smart Cities initiatives, the Multi-Hazard Monitoring and Early Warning Systems project, and the launch of the Illawarra Shoalhaven Economic Development Strategy.

Council actively participated in the Illawarra Shoalhaven Affordable Housing Roundtable, facilitated by the NSW Government Department of Planning and Environment, to identify collaborative actions supporting affordable and social housing supply in the region.

Council regularly met with and made submissions to the NSW Department of Planning and Environment (DPE) and other government agencies to influence state planning policies, ensuring alignment with our Local Strategic Planning Statement and community needs. This included:

- Entering into a collaboration agreement with Homes NSW to facilitate social and affordable housing
- Submitting feedback on lower and midrise housing reforms to the NSW Department of Planning Housing and Infrastructure
- Submitting feedback to the Minister for Climate Change and Energy on the Proposed Offshore Renewable Energy Region in the Illawarra

Operational
Income

-

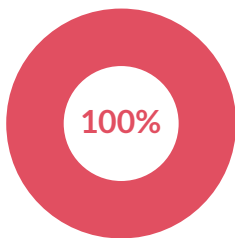
Operational
Expense

\$199k

Capital
Spend

-

Total performance
progress met



OBJECTIVE 4.1

We deliver our future together

STRATEGY 4.1.3

Build an organisation that places customers and the community at the heart of service delivery

Council remained dedicated to enhancing services to improve customer experience and meet expectations. This was achieved by delivering services professionally and promptly in line with the Customer Service Charter, supporting staff through ongoing learning and development, and reinforcing the organisation's vision, values, culture, and behaviours.

The Customer Service Charter set clear expectations for exceptional service across face-to-face, online, and phone interactions. Council answered 30,825 calls, engaged in 11,677 interactions at the Civic Centre Customer Service counter, and lodged 18,991 customer requests for issues, actions, or reporting faults in infrastructure.

Efficient document management practices saw over 36,625 emails and 30,116 documents received and registered for action, ensuring timely processing. Council also managed 530 informal applications under the Government Information (Public Access) Act 2009.

Council focused on business improvement and innovation to enhance organisational performance. The Business Improvement Plan supported process management and improvement practices, skills, and capabilities, involving the documentation and refinement of business processes.

The development of the Service Review Framework continued, encompassing service reviews, audits, business plans, and improvement initiatives, highlighting Council's dedication to efficiency and effectiveness.

Continuous improvements to the Geographical Information System remained a key focus, streamlining processes to improve efficiency and accessibility. Accurate and timely processing of plans, including Subdivision and Strata Plans, continued, with 2,424 10.7 certificates issued within a three-day turnaround time.

Cyber security was central to protecting Council's information and data. The Information Security Strategy addressed gaps against the Australian Signals Directorate (ASD) Essential 8 Maturity Model to reduce risks. Actions included application whitelisting, macro hardening, and patch management.

Council reviewed and actioned a compliance and security assurance calendar, ensuring key cyber program activities were completed. This included reviewing User Access, Privileged Access Users, and other accounts for compliance. A self-assessment against the CyberNSW Cyber Security Policy Mandatory Requirements yielded positive results. Internal and external security penetration tests demonstrated the value of efforts in managing cyber security, with additional focus on auditing firewalls, user accounts, and security patching.

Operational
Income

\$331k

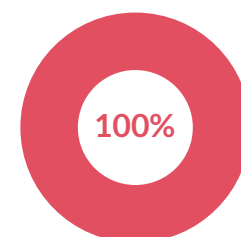
Operational
Expense

\$6.963M

Capital
Spend

\$40k

Total performance
progress met



OBJECTIVE 4.1

We deliver our future together

STRATEGY 4.1.4

Acknowledge and respect the Aboriginal community as the traditional custodians of the land

Council continued to ensure Aboriginal culture and heritage were recognised, protected, and celebrated. Engagement included facilitating the Aboriginal Advisory Committee, collaborating with local services and organisations, and partnering on various events.

The Aboriginal Advisory Committee was consulted on the development of Council's Reflect Reconciliation Action Plan, the communication plan for the Voice Referendum, the launch of Yirran muru, and the creation of an Aboriginal Programs Officer role within Shellharbour City Libraries.

Council celebrated local Aboriginal culture and heritage through Yirran muru, an award-winning Aboriginal interpretive play space behind the Shellharbour Civic Centre. Yirran muru, meaning 'many pathways' in the Dharawal language, educates visitors about the cultural and historical significance of Illawarra landmarks. Since its launch in April 2023, Council has conducted multiple tours for school groups, an international tour group from Japan, and an environmental education conference.

Annual events celebrating Aboriginal and Torres Strait Islander communities included the Reconciliation Schools Walk, NAIDOC Community Day, and support for the Regional NAIDOC awards dinner. Council also ensured acknowledgment and respect for Traditional Custodians through Welcome to Country activities at major civic events and ceremonies

Reflect Reconciliation Action Plan

The Reflect Reconciliation Action Plan marked Shellharbour City's first formal and detailed commitment to reconciliation. It provided both Council and the community an opportunity to reflect on our reconciliation journey and identify ways to enhance our commitments in the future.

Council took pride in matching words with actions by celebrating and promoting local Aboriginal culture. This was achieved through the inclusion of Aboriginal artworks at the Civic Centre and public artworks across the City, including the Yirran muru interpretive play space.

Operational
Income

-

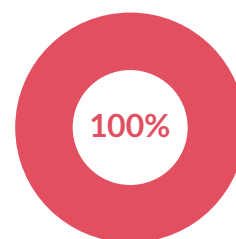
Operational
Expense

\$50k

Capital
Spend

-

Total performance
progress met



OBJECTIVE 4.2

We have strong leadership

STRATEGY 4.2.1

Our Council is transparent and trusted to make decisions that reflect the values of the community collectively

Council's formal decision-making processes were conducted through Council Meetings, held 11 times as scheduled, with one extraordinary meeting, adhering to the Council's Code of Meeting Practice. Meetings were open to the public, with the exception for discussions on legal, staff, or other confidential matters, which were held in closed sessions. During the period, seven reports were considered confidential. Business Papers and Minutes from Council meetings are available on the Council's website.

Councillors accessed information through various channels, including an online Councillor Portal, briefing sessions, advisory committees, and working groups. They also held regular meetings with senior staff and participated in professional learning and development opportunities.

The Mayor and Councillors met with numerous organisations, associations, and Members of Parliament to advocate for key priorities and opportunities for the City. They attended professional development courses, including the Australian Institute of Company Directors Course, Planning Course for Councillors, Navigating the Grey Zone as a Councillor, and Understanding Local Government Finance for Councillors.

Council distributed over 140 press releases/alerts to local media and 24 Mayor's columns for the Illawarra Mercury/Advertiser. Council received 117 media queries on various topics, including:

- Commemorative naming of Albion Park showground pavilion
- The Farm Beach being named second best beach in Australia
- Additional Sportsfield at Myimbarr Community Park
- Sustainability Rebates Program
- Update on animal impounding facility
- Fee waiver for flood damaged waste
- Airport Master Plan

All information required to be made publicly available under the *Government Information (Public Access) Act 2019 (GIPA Act)* was displayed on Council's website or provided upon request.

Four Australian Citizenship Ceremonies were held, with the Mayor presiding. Over 165 candidates from 40 countries became citizens, with the January ceremony including a smoking ceremony as part of the celebration.

Operational
Income

\$6k

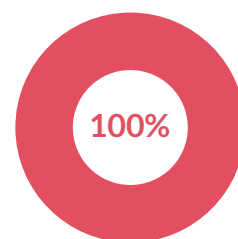
Operational
Expense

\$1.512M

Capital
Spend

-

Total performance
progress met



OBJECTIVE 4.2

We have strong leadership

STRATEGY 4.2.2

The Council lives responsibly within its means and strengthens is financial sustainability

Council ensured that the principles of the Sustainable Financial Strategy were integral to financial decision-making. Strategic financial advice was provided to Councillors quarterly as part of the review of the 2023-2024 Operational Plan and Delivery Program, including reporting on key local government industry performance measures.

Council met five of the six financial performance benchmarks mandated by the Office of Local Government, confirming alignment with the Sustainable Financial Strategy and strong financial health.

Council actively pursued funding opportunities from various sources to support the Delivery Program, successfully obtaining several grants to enhance and accelerate project delivery.

As part of the 2024/25 budget preparation, Council recommended increasing support for pensioner ratepayers. This included a 6.2% increase in the voluntary rebate amount and expanded eligibility so all pensioners receiving the mandatory rebate would also be entitled to the voluntary rebate. This recommendation was approved at the Council meeting on 25 June 2024.



Total performance progress met



OBJECTIVE 4.2

We have strong leadership

STRATEGY 4.2.3

The workforce is capable, resilient and diverse

Following a comprehensive review by the Chief Executive Officer, Council now operates with five directorates, resulting in clearer functional alignment with the Delivery Program and Operational Plan. This restructure has clarified position descriptions, leadership accountability, and career paths for future growth. Significant efforts were made to implement these changes, with continuous support provided to managers and employees throughout the transition.

Internal communication was facilitated through face-to-face discussions, the Intranet (NEST), and other channels to share key messages, updates, and relevant information. Efforts to improve internal communication and engagement will continue.

Learning and Development focused on compliance, certification, licenses, and skills development. All staff undertook biennial Code of Conduct training, and Child Safe training was launched to raise awareness of the 10 Child Safe Standards. Other significant training included Work Safely at Heights, Chemical Certification, Asbestos Awareness, Traffic Control, and Effective Consultative Committees.

New Armed Robbery training was provided to staff in customer service roles, equipping them with strategies to establish a proactive security environment. The Employee Assistance Program (EAP) continued to support staff wellbeing, and the weekly Stretch Program at the Depot received positive feedback.

The launch of the Cadet, Apprentice, and Traineeship (CAT) program has been successful, with 23 participants currently and plans to hire 9 more next year. This program provides valuable work experience for young workers and is poised for growth with recent funding opportunities from the NSW Government.

Operational
Income

\$82k

Operational
Expense

\$3.763M

Capital
Spend

-

Total performance
progress met



OBJECTIVE 4.2

We have strong leadership

STRATEGY 4.2.4

Undertake visionary, integrated, long term planning and decision making, reflective of community needs and aspiration

Council adopted the combined Delivery Program 2022-2026 and Operational Plan 2024-2025, including the Budget and Rates Policy, at the June 25 Council Meeting following public exhibition. These plans, developed alongside the Community Strategic Plan, Resourcing Strategy, Local Strategic Planning Statement, and other guiding strategies, serve as a strategic tool for managing community, financial, people, and planning needs.

Entering the final year of the Delivery Program 2022-2026, Council identified strategic focus areas to ensure financial sustainability and effective management, with an emphasis on asset renewal, infrastructure maintenance, and city presentation. Progress was reported quarterly and annually, celebrating achievements, addressing challenges, and informing the community about delivered, on-track, and at-risk projects.

The implementation of a comprehensive Project Management Framework improved capital infrastructure project delivery. New standardised documentation increased consistency, streamlined delivery, and enhanced communication and collaboration among stakeholders. Improved project status reporting practices contributed to transparency and supported executive decision-making.

Council continued to enhance its Asset Management Plans and systems to support intelligent business processes and sound decision-making regarding its assets.

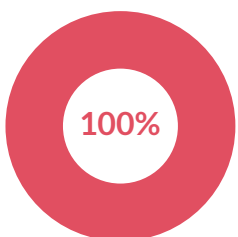
Local Emergency Management Officers (LEMO) supported emergency management arrangements as requested, including a call for assistance by the State Emergency Service.

Motor Vehicle Safety Award - Excellence in Risk Management Winners

Council won the CivicRisk Mutual Excellence in Risk Management Award for its 'Recovery of Bugged Vehicles' safety initiative. Developed in response to the 2022 weather conditions that caused mowers to frequently get stuck, this initiative included a safety video, set procedures, risk assessments, improved incident reporting, and the supply of 20 recovery kits. The initiative resulted in reduced costs, enhanced safety, lessened equipment damage, and strengthened safety culture.

Operational Income	\$14.702M
Operational Expense	\$34.591M
Capital Spend	-

Total performance progress met



Statutory Reporting

The information in this section of the annual report addresses the reporting requirements detailed in the *Local Government Act 1993* as per section 428, the *Local Government (General) Regulation 2021* as per clause 217(1) and other relevant legislation.

It serves to complement the information provided in other sections of this report as well as provide increased transparency and accountability to the community.

Companion Animal Management

Requirements

Shellharbour City Council is responsible for enforcing the provisions of the *Companion Animals Act 1998* which provides for the effective and responsible care and management of companion animals.

As part of its requirements, Council is required to report a detailed statement of activities relating to enforcing and ensuring compliance with Companion Animals legislation. Council lodged all pound data returns with the Office of Local Government within the required timeframes.

Pound data collection returns lodged with the Office of Local Government (Survey of council seizures of cats and dogs)

During this reporting period, a total of 291 animals (130 cats and 161 dogs) were seized or surrendered and taken to the pound. 125 animals were returned to their owners. 115 animals were transferred to another rehoming agency.

Dog attack data lodged with the Office of Local Government

Council reports dog attacks to the Office of Local Government via the Companion Animal Register within 72 hours of being notified of the attack. 32 dog attack incidents were reported during this period.

Community education programs

Council created and published a number of informative communications and social media posts that were promoted across Council's platforms. A number of stalls were set up during the year on beaches and within the new Shell Cove Marina precinct, providing education, information and promotional merchandise to members of the community.

Council staff participated in local events promoting pet ownership including the Million Paws Walk and WoofStock.

Strategies in place to promote and assist the de-sexing of dogs and cats

Council has implemented a range of community education programs and continues to support the RSPCA's Companion Animal Welfare Scheme (CAWS) which implements a range of community education programs and de-sexing initiatives to provide discounted cat and dog de-sexing and free microchipping services to vulnerable members of the community.

Amount of funding spent on companion animal management and activities

Throughout 2023-24 Council spent over \$350,000 on companion animal management activities, including impounding fees and charges, veterinary care, specialist training and equipment, promotional material and wages.

Strategies in place for complying with the requirement under s 64 of the Companion Animals Act to seek alternatives to euthanasia for unclaimed animals

Until April 2024, Council undertook its impounding activities in accordance with a Deed of Agreement with the NSW RSPCA, through their facility at Industrial Road, Unanderra. This partnership provided opportunities for the rehoming of companion animals with Council and the RSPCA working together to maximise this outcome.

Since Council is now responsible for impounding activities and pound services, there is a concerted effort to reunite animals with their owners or provide animals that are at the pound with every opportunity for rehoming or adoption.

Council further continues to support a number of rehoming agencies and groups by waiving their requirement to register animals that are being rehomed. This allows the rehoming groups to focus spending on programs that save animals.

Off leash areas provided in the council area

Council's adopted '[Dog Friendly Spaces Strategy](#)' continues to balance the needs of dog owners with the needs of the general community for accessible safe parks; to identify gaps in the provision of dog friendly spaces and ensure equitable distribution across the area.

There are a number of places around Shellharbour City where dog owners are able to exercise their dogs off leash.

- Areas of Croom Regional Sporting Complex, Croome Road, Albion Park Rail, excluding sportsfields and bushland.
- Dog park located on Whittaker St, Flinders (includes a dog agility park)
- Dog park located on Kingston Street, Oak Flats (includes a dog agility park)
- The southern end of Lake Entrance sports field, Messenger Street, Barrack Heights
- Vacant land at the southern end of Industrial Road and the southwestern corner of Kingston and Moore Streets, Oak Flats
- Bass Point Tourist Road between The Shallows coastal reserve and the gravel loader, east-west to the high-water mark, Shellharbour, not including the beach area. (Please note this area is currently subject to change due to the Shell Cove development.)
- Alex Hoffman Park, Rowland Ave, Mount Warrigal, excluding bushland.

Council is further exploring the provision of beach access for dogs after consistent requests from the community.

Swimming Pool Inspections (Regulation and Enforcement)

Council conducted 58 swimming pool inspections for this financial year. Details of private swimming pool inspections include:

Number of inspections of tourist and visitor accommodation	0
Number of inspections of premises with more than 2 dwellings	0
Number of inspections that resulted in a compliance inspection	53
Number of inspections that resulted in issuance of a certificate of non-compliance	5

Carers Recognition

No longer applicable as Council exited out of direct service provision to carers on 31 October 2015.

Disability Inclusion

Council is continually working to improve access and inclusion for people of all abilities. Following extensive community and stakeholder engagement, Shellharbour City Council's Disability Access and Inclusion Plan 2023 – 2026: An Inclusive City (The Plan) and Easy Read Plan was endorsed on 5 September 2023. The Plan aligns with Council's long-term vision to be an accessible and inclusive city where people with disabilities and their families can live, work, and play as equals.

The Plan was developed:

- In line with the legislative requirements from the Disability Inclusion Act 2014 and NSW Disability Inclusion Action Planning Guidelines
- To align with the Australia's Disability Strategy
- To meet our obligations under the United Nations Convention on the Rights of Persons with Disabilities

Highlights against the four focus areas in the Plan (for the 12 months to 30 June 2024) include:

Focus Area 1: Developing positive community attitudes and behaviours

This year, Council held a range of activities promoting positive images of disability and providing opportunities for engagement on impactful matters, including events for **International Day of People with Disability**.

Council created a 'Celebration of Ability e-Program' to promote 15 diverse events across the Illawarra and Shoalhaven from November 25 to December 10. Council hosted five events, including two tie-dying sessions, a healthy end-of-life café, and free use of Council pools with an adaptive aqua aerobics class.

A highlight was the inaugural Summer Fair, hosted by Mission Australia in partnership with Council and other organisations. The well-attended fair featured live entertainment, interactive stallholders, a dunk tank, face painting, and a bike track.

Focus Area 2: Creating liveable communities

Ensuring access and inclusion matters are considered early in the planning process.

During this period, over 220 comments from an access and inclusion perspective were provided on plans, lease agreements, project plans, and other matters. This ensured that access and inclusion were considered early in the planning process, enhancing positive outcomes for the entire community.

Focus Area 3: Supporting access to meaningful employment

Partnering with the Flagstaff Group to deliver the Bunbari Project.

Bunbari was a 10-week program for young people who identified as both First Nation and having a disability. The project focused on connection to Country, Traditional art, cultural experiences, confidence building, and wellbeing, providing participants with the tools and resources to achieve their goals.

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

Two highlights include:

The revitalisation of the Disability Access and Inclusion Committee.

The Disability Access and Inclusion Committee has been meeting for over 32 years, with a call for new members every two years. The first meeting with the new Committee was held in February 2024. The Committee includes many new members with lived experience of disability, who share their experiences, co-design solutions, and work with Council to make the City a place for people to live, work, and play as equals.

Review of the Electric Vehicle Infrastructure Guidelines to include accessible car parking considerations.

The Guidelines provide conditions for the design, provision, installation, management, maintenance, and removal of Electric Vehicle chargers on Council-owned or controlled land by Council or third-party providers. These Guidelines apply to charging infrastructure intended for use by both the public and Council's vehicle fleet.

Council is currently reviewing the Guidelines to incorporate recommendations for accessible Electric Vehicle charging stations based on current industry best practices.

Financial Assistance 2023/24

Applications for Financial Assistance

Council's may provide financial assistance to others, under *S356 of the NSW Local Government Act 1993* (the Act). Shellharbour City Council allocates funds for certain kinds of donations, listed as miscellaneous donations in each annual Operational Plan, the distribution of the funds is managed by Councils Financial Assistance Working Party, which includes all Councillors. Applications are considered four times a year. Council's [Financial Assistance – donations Policy](#) is available on Council's website.

Applications for Fee Reduction

The following applications for fee reductions were granted during the 2023/24 financial year.

Organisation	Reason Requesting	Amount
Shellharbour City Anglican Church	Disposal of unsolicited and unsuitable op-shop donations and some soft furnishings	\$750
Shellharbour City Baptist Church Assist Inc	Disposal of waste	\$1,500
Albion Park Community Garden	Disposal of garden waste, leaves, branches, weeds and timber	\$500

Council also provides subsidies to various groups under its 'Leasing and Licensing on Council Public Land and Buildings' policy. These subsidies are made as 'in-kind donations' for the use of Council facilities for a lesser amount in return for the services that are provided to the community as well as the maintenance responsibilities that are undertaken on the property.

Requests for Donation 2023/24

A total of \$19,360 was donated from the miscellaneous donations budget as follows

Organisation	Reason Requesting	Amount
First quarter allocation		
Albion Park Tennis Club	Purchase of a high-pressure washer and blower vacuum to assist with court safety, longevity and players safety	\$500
Shell Cove Probus	To offset costs for members attending our activities	\$800
Shellharbour City Council Community Service Awards	To encourage and reward students who have shown initiative and action in supporting their local community. These awards are presented as gift vouchers to primary and high schools in the Shellharbour Local Government Area	\$975
Oak Flats Falcons Football Club	Funds will assist with extending the existing home and away dugouts to comply with governing body requirements	\$2,000
Albion Park District Netball Club	Funds will assist with sourcing a First Nations artist to design and print netball bibs for the club	\$500
TOTAL		\$4,775

Organisation	Reason Requesting	Amount
Second quarter allocation		
Illawarra Environmental Education Centre	Purchase Australian native trees in school grounds to provide shade and outdoor learning space for students as well animal habitat	\$1,500**
Albion Park Little Athletics Centre Inc	Purchase a trolley for transport for high jump mats which are both bulky and heavy and difficult for volunteers to handle	\$1,000
TOTAL		\$2,500
Third quarter allocation		
Oak Flats Anglican Church	Driveway improvements into Oak Flats Anglican Church via Fisher St	\$500
Southern Suburbs Netball Club Incorporated	Purchase of new equipment such as new tags and first aid equipment	\$400
Illawarra Quilters Inc.	Purchase of fabrics to support community assistance program	\$400
Oak Flats Junior Soccer Club Inc	Support for canteen equipment to facilitate club generating own ongoing income	\$1,000
Help2Help Limited TA Ratha's Place	Providing updated equipment in the cafe to ensure continuance of employment and training opportunities for people with intellectual and developmental (dis)abilities	\$800
Oak Flats Community Garden	Assist with building garden beds in line with the needs of our disabled and mobility limited members. Funds will also be used to complete stages of the community garden	\$1,000
St Paul's Albion Park-St Vincent de Paul Conference	To assist local people who are in need of urgent financial help with groceries, rent, daily living expenses, household items due to the cost of living and their personal circumstances of illness, lack of income and hardship	\$500
Warilla RSL Sub-Branch	Replacement of plaques with marine grade stainless steel to address fading and illegible older model brass plaques	\$1,000
Rotary Club of Shellharbour City Inc	The Club maintains the Rotary Garden at Albion Park Rail Station; funding for a cordless chainsaw, pruning saw, hedge trimmer, pole hedge trimmer and batteries/chargers to assist in maintenance	\$750
Warilla Lake South Minor RLFC	Purchase of Ice Baths for players after training and games and purchase of new pigtales and ropes to facilitate cordoning off of fields	\$500
St Vincent de Paul, All Saints Conference Shellharbour	The Vinnies Emergency Food program, including material and financial aid at Queen Street is helping our less fortunate members of Shellharbour City , an area of the highest level of disadvantage. Funds will go towards food hampers, material aid, fuel, general household goods	\$500
Oaks Womens Hockey Inc.	New Juniors Goalies kit	\$995
TOTAL		\$8,345

Organisation	Reason Requesting	Amount
Fourth quarter allocation		
Balarang Public School P&C Committee	Purchase of a Multi Attribute Block (MAB) kit to assist with educational outcomes for children in community	\$440
Flinders Public School P&C Association	Purchase and installation of an outdoor yarning circle consisting of a 8m circular diameter of crushed rocks as the base and 15 x 1m sandstone log seats for the students to sit on as part of an outdoor meeting and educational experience	\$500
Oak Flats Rural Fire Brigade	To purchase a software program for management of financial accounts to streamline that process and ensure we comply with legislation around deductible gift recipients	\$500
Shell Cove Combined Probus Club Inc	To support function costs of a 20 th Anniversary Birthday lunch for members and invited dignitaries who have supported the Club	\$400
Shellharbour City Suns AFL Club	Organising cultural (Indigenous) events, educational workshops, and outreach programs to promote pride, inclusion, and education for the club's Indigenous Round	\$500
Shellharbour Playtime Playgroup	To purchase new resources and outdoor equipment for the children	\$1,000
Shellharbour Probus Club Inc	Purchase of microphone and speaker for the use of the Probus Club of Shellharbour	\$400
TOTAL		\$3,740
Total		\$ 19,360

Requests for Sponsorship 2023/24**

Organisation	Project Summary	Amount
Albion Park AH&I Association Inc.	Albion Park Agricultural Show	\$7,799**
Illawarra Community Foundation	i98FM Illawarra Convoy	\$7,750**
Ann Lehnmann-Kuit	KidsFest Shellharbour	\$4,700**
Shellharbour City Festival of Sport Committee	Shellharbour City Festival of Sport	\$3,000**
Southlake Illawarra BMX Club	AusCycling BMX NSW State Championships	\$5,000
Stand Up Paddle Boarding Shellharbour	The Shellharbour SUP Festival	\$2,500
2023 Summer Fair	Provide a free community event focusing on uplifting and empowering young people and young people and young adults with or without disabilities	\$1,300**
Warilla Neighbourhood Centre	50 Years Community Event Celebrations	\$2,500
Corey Pickett	Vaudevillawarra – Circus, Comedy and Cabaret Show!	\$2,500**
Cheryl Goulder	South Coast Tsunamis Regional Flyball Comp	\$312**
Courtney Beaton	Run Shellharbour	\$1,500
Albion Park RSL Sub Branch – Bob Minns	Albion Park RSL sub Branch ANZAC Dawn Service	\$500
Lake Illawarra PCYC – Steaphanie Quirk	Collaborative Community Mural Workshops and Paiting Series of Events	\$1,000
Kylie Morrison	The Goblin Queen's Winter Ball & Eccentric Art Market	\$2,859**
Mission Australia – Tiffany Miller	2024 Summer Fair	\$2,934**
NSW Rugby League – Alisha Hayes	Harmony 9s	\$3,000
Total		\$ 52,546

**Includes in-kind donations.

Written off Rates and Charges

There were no written off rates and charges for the 2023/24 financial year.

Planning Agreements

Planning agreements are also known as Voluntary Planning Agreements, or VPA's. These agreements are a voluntary arrangement under which the developer is required to dedicate land free of cost, pay a monetary contribution or provide any other material public benefit, to be used for or applied towards the provision of public infrastructure or another public purpose.

A planning agreement may be used instead of (or in addition to) imposing the conditions included in Council's current Contributions Plan, to negotiate development contributions that relate to a development, that may address other purposes and have a wider public benefit.

In 2023/24, there were five Planning Agreements in force. The following is a summary of these plans, their status and any income and expenditure associated with them in 2023/24. Full details of these agreements are available on Council's website.

Calderwood Voluntary Planning Agreement

On 15 September 2014 Council entered into a Planning Agreement with Lend Lease Communities (Australia) Limited for the provision of all Shellharbour City Council local infrastructure contributions that are necessitated by the development of the Calderwood Urban Development Project.

Under this Planning Agreement the developer will provide approximately \$20M in monetary contributions toward both local and city wide infrastructure (in lieu of Local Infrastructure Contributions) and deliver onsite infrastructure including a community centre, parks, sportsfields, road upgrades and land dedications to the value of approximately \$50M. The development is expected to occur over the next 20-25 years and will significantly increase both the population of the City's West and Council's asset base.

Council continues to implement this Planning Agreement and is negotiating an amendment with the developer, Lend Lease, based on the State Government approval to the original concept plan approval.

Status: Current

Income received: \$28,140

Expenditure: \$41,558.48

Munmorah Circuit

On 19 September 2014 Council entered into an agreement with Amgad Samaan, Ashraf Fayek, Barsoum Youssef & Nader Hanna Bastawrose to provide a monetary contribution of \$33,000 to enable the provision of five additional car parking spaces and footpath realignment adjacent to the existing car park at 12-18 Adam Murray Way, Flinders, and an ongoing maintenance fee, to address the shortfall of onsite parking associated with the proposed medical centre development; related development application 462/2013.

Status: Current

Income received: NIL

Expenditure: NIL

Yellow Rock Road Upgrade

This Planning Agreement was executed between Council and Dahua Group Sydney Project 6 Pty Ltd on 23 November 2021 and applies to Lot 17 DP 1168920, Yellow Rock Road Tullimbar.

Under the Agreement the developer agrees to contribute \$70,000 towards the upgrade of Yellow Rock Road between the Illawarra Highway and Wongawilli Street in addition to all local infrastructure contributions required under Council's Contributions Plan to address the traffic impacts of the development.

Status: Current

Income received: \$81,938.44

Expenditure: NIL

RBW1 - 81 Escarpment Drive, Calderwood

This Planning Agreement was executed between Council and RBWI Pty Ltd on 29 March 2022 and applies to Lot 102 DP 1249814, Lot 1 DP 1276130, Lot 2 DP 1276130 and Lot 4 DP 1276130, which is part of the Calderwood Urban Development Project area.

Under the Agreement, the developer agrees to pay a monetary contribution towards providing local infrastructure such as community infrastructure and road upgrades.

Status: Current

Income received: \$140,700.00

Expenditure: NIL

Sekisui House – 347 Calderwood Road, Calderwood

This Planning Agreement was executed between Council and Sekisui House Services Pty Ltd on 15 September 2023 and applies to Lot 1 DP 608238, which is part of the Calderwood Urban Development Project area.

Under the Agreement, the developer agrees to provide a local park and a district park and pay a monetary contribution towards providing local infrastructure such as community infrastructure and road upgrades.

Status: Current

Income received: NIL

Expenditure: NIL

Local Infrastructure Contributions

Council has a single comprehensive local infrastructure contributions plan which levies contributions under section 7.11 of the *Environmental Planning and Assessment Act 1979*. This plan specifies what infrastructure will be provided and estimates how much it will cost. This is used to calculate a contribution rate, for both residential and non-residential development. Under this plan contributions are charged where there is a demonstrated link between the development and the infrastructure to be funded. The current contributions plan is *Local Infrastructure Contributions Plan 2019 (9th Review) Amendment 1* (the Plan).

The Plan contains a detailed indicative works schedule that shows when specific infrastructure is intended to be provided. This enables the spreading of costs across the life of the plan. Expenditure under the Plan is programmed through Council's Long Term Financial Plan.

The following is a summary of the infrastructure projects on which contributions have been expended in 2023/2024.

Myimbarr Sports Field – additional field

Funding source under the Plan: Item C1.04 – Myimbarr Sports Fields

Category of works: Open Space - Active

Value of works: \$1,425,550

Contributions funding for project: 64% (\$906,901)

Contributions expended 2023/24: \$882,901

Value of land/material public benefit used: NIL

Status: Complete

Shell Cove Sports Fields

Funding source under the Plan: Item C1.08 – Shell Cove Sports fields

Category of works: Open Space – Active

Value of works: \$7.5 million

Contribution funding for project: 73% (\$5.5m)

Contributions expended 2023/24: \$77,576

Value of land/material public benefit used: NIL

Status: Detailed design

Harrison Park Multipurpose area

Funding source under the plan: Item C1.11 – City Centre Youth Facility

Category of works: Open Space

Value of works: \$1,350,525

Contribution funding for project: 1.95%

Contributions expended 2023/24: \$26,308

Value of land/material public benefit: NIL

Status: Design

Albion Oval Amenities Renewal

Funding source under the plan: Item C1.18 – Albion Touch Football Fields

Category of works: Open Space – Active

Value of works: \$2,635,114

Contribution funding for project: 22%

Contributions expended 2023/24: \$585,000

Value of land/material public benefit: NIL

Status: Complete

Cec Glenholmes Oval Amenities upgrade

Funding source under the Plan: Item C1.25 – Upgrade Existing Active Open Space (City East)

Category of works: Open Space – Active

Value of works: \$3,020,265

Contribution funding for project: 33% (\$1,001,000)

Contributions expended 2023/24: \$12,667

Value of land/material public benefit used: NIL

Status: Under construction

Warilla Dog Activity Park

Funding source under the Plan: Item 1.26 – Passive Open Space Embellishment (City East)

Category of works: Open Space - Passive

Value of works: \$260,500

Contributions funding for project: 100%

Contributions expended 2023/24: \$26,300

Value of land/material public benefit used: NIL

Status: Complete

Dawes Park

Funding source under the Plan: Item C1.26 – Passive Open Space Embellishment City East

Category of works: Open Space – Passive

Value of works: \$490,000

Contribution funding for project: 59% (\$290,000)

Contributions expended 2023/24: \$220,600

Value of land/material public benefit used: NIL

Status: Complete

Jock Brown Sportsfield Playground Renewal

Funding source under the Plan: Item C1.26 Passive Open Space embellishment (City East)

Category of works: Open Space – Passive

Value of works: \$184,000

Contribution funding for project: 43% (\$80,000)

Contributions expended 2023/24: \$80,000

Value of land/material public benefit used: NIL

Status: Complete

Clermont Park Upgrade

Funding source under the Plan: Item C1.26 – Passive Open Space Embellishment (City West)

Category of works: Open Space – Passive

Value of works: \$190,000

Contribution funding for project: 29% (\$55,000)

Contributions expended 2023/24: \$55,000

Value of land/material public benefit used: NIL

Status: Complete

Jones Avenue Park Upgrade

Funding source under the Plan: Item C1.26 – Passive Open Space Embellishment (City East)

Category of works: Open Space – Passive

Value of works: \$290,000

Contribution funding for project: 37% (\$108,500)

Contributions expended 2023/24: \$108,500

Value of land/material public benefit used: NIL

Status: Complete

Tullimbar Oval

Funding source under the Plan: Item C1.22 – Tullimbar Sports Fields

Category of works: Open Space – Active

Value of works: \$1,971,717

Contribution funding for project: 100%

Contributions expended 2023/24: NIL

Value of land/material public benefit used: \$390,000

Status: Land Transferred

Waterfront Building (Shellharbour Library and Community Centre)

Funding source under the Plan: Item C2.19 Shell Cove Library and Community Centre

Category of works: Community Infrastructure

Value of works: \$17M Contribution funding for project: 73%

Contributions expended 2023/24: \$407,462

Value of land/material public benefit used: \$530,000

Status: Land Acquisition, Detailed design, development approval

Tripoli Way Extension

Funding source under the Plan: Item C3.09 – Albion Park Bypass

Category of works: Roads and Traffic Management

Value of works: \$60m

Contribution funding for project: 21% (\$12.6m)

Contributions expended 2023/24: \$435,100

Value of land/material public benefit used: NIL

Status: Detailed design, approvals

Contributions Management

Funding source under the Plan: Item C6.04 – Section 94 Management

Category of works: Other Infrastructure and Services

Contributions funding for project: 100%

Contributions expended 2023/24: \$309,532

Value of land/material public benefit used: N/A

Status: Ongoing

Environmental Upgrade Agreement

No Environmental Upgrade Agreements were entered into.

Fisheries Management

Council was not identified in any Recovery and Threat Abatement plans.

Stormwater Management Services

In urban areas, stormwater (rainwater plus anything carried along with it), runs down gutters and drains and is piped directly into local ponds, lakes and rivers. Unlike sewerage, stormwater does not get taken to a treatment plant. Eventually, much of it ends up reaching the ocean. To reduce stormwater pollutants entering our waterways, Council has installed a number of traps, including gross pollutant traps and trash racks. Ponds and wetlands are also used to improve stormwater quality.

The Stormwater Levy provided funding for various stormwater upgrade projects, as well as funding the maintenance of assets previously constructed with the levy:

- Stormwater Gross Pollutant Trap (GPT) maintenance
- Stormwater Pipe CCTV inspection program
- Buckleys Road Stormwater Upgrade
- Access Formalisation for Stormwater Maintenance
- Detention Basin (DB4) at Oak Flats Interchange

Stormwater Monitoring

Funding from the Stormwater Levy has contributed to ongoing water quality and flood level monitoring.

Stormwater Education

There was no stormwater education carried out in the 2023/24 financial year.

Coastal Protection Service

Council did not undertake any Coastal Protection Services that were levied.

Special Rate Variation Expenditure

Not applicable.

Assets acquired by Council during 2023/24

Assets are added to Council's asset register on an ongoing basis through private development and works carried out by Council as part of its adopted Capital Works Program. The total value of asset additions associated with Council capital works amounts to **\$33.88M** for the 2023/24 financial year. The works carried out by Council include both the construction of new assets and the renewal or upgrade of existing infrastructure.

Assets acquired through private development includes handover of assets constructed through major subdivisions, works in kind and user groups of Council land. For 2023/24, the total value of assets acquired was \$13.761M. This was comprised of \$10.236M of infrastructure assets and \$3.525M of contributed land. This came primarily from completion and acceptance of assets in new developments at Calderwood, Tullimbar, Dunmore and Albion Park.

The values of assets acquired are summarized below.

Works Completed and In Progress

Buildings \$ 8,036,478	- Albion Oval Amenities - Panorama Oval Amenities - Cec Glenholmes Sportsfield Amenities - The Waterfront Centre - Oak Flats Pool Change Room Renewal - Dunmore RFS Building Design - Boonerah Point Reserve Amenities - Reddall Reserve Southern Amenities Block Upgrade - Koninderie Child Care Centre Roof Renewal
Transport \$ 7,877,842	- Tripoli Way Albion Park Bypass - Ocean Beach Drive Rehabilitation - Central Avenue Pedestrian Safety Upgrades - Road Renewal Program - McDonald Park Carpark Formalisation - George Street and Susan Avenue Roundabout
Open Spaces \$ 11,518,548	- Warilla Beach Rock Revetment - Myimbarr Additional Sporting Field - Reddall Reserve Promenade Renewal - McDonald Park Netball Court Resurfacing - Various New Sportsfield Drainage infrastructure - Dawes Park Basketball Court
Stormwater \$ 1,029,919	- Stormwater Pipe Relining - Michael Street Stormwater Renewal - Byron Circuit Open Drain Formalisation - Noble Road Stormwater Renewal - Garrard Ave Stormwater Renewal
Commercial \$ 2,432,818	- The Links Fire Damage Repairs - Shellharbour Airport Development Part B - The Links Cart Staging Area - The Boatyard - Shell Cove Marina Services Centre
Other \$ 2,985,525	- Fleet Vehicle and Major Plant Changeovers - Cell 6 Preparation - Library Book Acquisitions - Landfill Entry Road Renewal - Leachate Treatment System Automation
Total \$ 33,881,130	

Assets contributed by developers and others

Asset Class	Value \$'000
Land	3,525
Roads	1,261
Footpaths	798
Drainage	3,418
Open Space/recreation	508
Foreshore Infrastructure	2,902
Other Assets	1,349
Total	13,761

Assets held by Council at the end of 2023/24

Infrastructure assets managed by Council include sealed and unsealed local roads, stormwater drainage, recreation facilities and public buildings. The table below summarises the asset portfolio currently held by Council at the end of the 2023/24 financial year.

Asset Type	Quantity
Buildings	250
Sealed Roads	493km
Unsealed Roads	5km
Footpaths	277km
Stormwater Drainage	369km
Stormwater Pits	12,536
Swimming Pools	10

Work carried out on private land

Council performs various works on private land each year for which it looks to recover costs as part of the process.

Contracts Awarded

Contracts in excess of \$150,000 awarded by Council during 2023/24

Contractor	Contract detail & purpose	Contract Value (\$)
Advisian Pty Ltd	Shell Cove Boat Harbour Monitoring Program	\$232,993
Roadworx Surfacing Pty Ltd	Ocean Beach Drive Pavement Rehabilitation	\$851,009
Indesco Pty Ltd	Development of Detailed Design - Tripoli Way Extension Project	\$1,711,000
J.B.G Civil PTY LTD	Construction of McDonald Park Carpark	\$264,683
The Document Business Cente (Wollongong) Pty Ltd Wollongong NSW 2500	Local Government Procurement Contract - Multi Function Device Replacement supply and install of multifunction devices.	\$399,000
Maker ENG Pty Ltd	PM Service for Development of Detailed Design - Providing PM services and peer review for the development of detailed design for TWE.	\$426,796
Moduplay Group Pty Ltd	Jones Park Playground Renewal - Design and construction of Playground. Removal of old.	\$165,000
Moduplay Group Pty Ltd	Clermont Park Playground Renewal - Design and construction of Playground. Removal of old.	\$156,200
Batmac Constructions Pty Ltd	Koninderie Childcare Roof Renewal - Replacement of roof	\$1,477,795
Smart Design Studio Pty Ltd	Architectural Consultancy Services - The Waterfront Centre, Shell Cove - Architectural Services as lead consultant from Detailed design development to end of DLP	\$220,000
Smart Design Studio Pty Ltd	Architectural Consultancy Services - The Waterfront Centre, Shell Cove	\$1,343,450
Lamond Contracting Pty Ltd	Various Sportsfield Drainage Projects - Barrack Heights Field	\$275,478
Moduplay Group Pty Ltd	Jock Brown Sportsfield Playground Renewal	\$284,823
Lamond Contracting Pty Ltd	Various Sportsfield Drainage Projects - Centenary Field	\$246,870
Cadifern Civil Pty Ltd	Oaky Bridge Wing Wall Construction	\$187,902
Regional Workshop Pty Ltd T/A Webber Architects	Lead Design Consultancy Services, Dunmore Rural Fire Service Station Renewal	\$238,141
Moduplay Group Pty Ltd	Demolition of old playground and construction of a new playground.	\$258,930
SLR Consulting Australia Pty Ltd	Detailed design services for the bass point reserve road	\$152,695
Peloton Constructions Pty Ltd	The demolition of existing amenities and the construction of the new amenities building and landscaping.	\$2,682,972
Complete Urban Pty Ltd	Detailed design services for Harrison Park Multipurpose Area	\$249,800
Civil & CivicGroup Pty Ltd	Carry out temporary remediation work to stabilise the 3 culvert embankments that were damaged due to rainfall	\$203,041
Neeson Murcutt Architects Pty Limited trading as Neeson Murcutt & Neille	Lead Design Consultancy Services to design and complete Development Application documentation for a new RFS Station in Calderwood	\$206,580

Condition of Public Works

As at 30/06/2024

Asset Condition Key
1 - Excellent - No work required (normal maintenance)
2 - Good - Only minor maintenance work required
3 - Average - Maintenance work required
4 - Poor - Renewal required
5 - Very Poor - Urgent renewal / upgrading required

\$ '000

Asset Class	Asset Category	Estimated cost to bring assets to satisfactory standard	Estimated cost to bring to the agreed level of service set by Council	2023/24 Required maintenance	2023/24 Actual maintenance	Net carrying amount	Gross replacement cost (GRC)	Assets in condition as a percentage of gross replacement cost				
								1	2	3	4	5
Buildings	Buildings	1,773	3,546	9,436	12,111	185,855	266,818	46.8%	14.9%	37.0%	0.7%	0.7%
	Sub-total	1,773	3,546	9,436	12,111	185,855	266,818	46.8%	14.9%	37.0%	0.7%	0.6%
Other Structures	Other structures	871	1,742	-	-	2,086	3,982	49.6%	3.0%	3.6%	20.4%	23.4%
	Sub-total	871	1,742	-	-	2,086	3,982	49.6%	3.0%	3.6%	20.4%	23.4%
Roads	Sealed roads	5,554	11,108	2,054	1,385	224,529	290,471	40.4%	46.7%	9.1%	3.5%	0.3%
	Unsealed roads	138	275	-	-	677	1,049	43.1%	23.5%	7.2%	26.2%	0.0%
	Bridges	-	-	-	-	22,309	28,938	39.0%	45.8%	15.1%	0.0%	0.0%
	Footpaths	986	1,972	397	281	66,124	86,998	39.6%	44.8%	13.3%	2.2%	0.1%
	Other road assets	415	830	883	821	27,745	35,692	58.6%	19.2%	19.9%	2.3%	0.0%
	Bulk earthworks	-	-	-	-	195,836	195,836	100.0%	0.0%	0.0%	0.0%	0.0%
	Sub-total	7,093	14,185	3,334	2,487	537,220	638,984	59.5%	30.5%	7.8%	2.1%	0.1%
Stormwater drainage	Stormwater drainage	5,294	10,588	1,113	604	349,392	476,794	43.9%	27.5%	26.4%	1.8%	0.4%
	Sub-total	5,294	10,558	1,113	604	349,392	476,794	43.9%	27.5%	26.4%	1.8%	0.4%
Open space/ recreational assets	Swimming pools	-	-	1,953	2,251	4,084	12,349	4.5%	48.5%	47.0%	0.0%	0.0%
	Other open space recreational assets	2,997	5,995	6,950	8,223	54,809	74,304	56.6%	18.2%	17.2%	6.8%	1.2%
	Sub-total	2,997	5,995	8,903	10,474	58,893	86,653	49.2%	22.5%	21.4%	5.8%	1.1%
Foreshore infrastructure	Foreshore infrastructure	106	212	956	854	89,902	102,189	95.4%	3.4%	1.0%	0.2%	0.0%
	Sub-total	106	212	956	854	89,902	102,189	95.4%	3.4%	1.0%	0.2%	0.0%
Other infrastructure assets	Other	-	-	-	-	15,296	17,426	73.6%	23.0%	3.4%	0.0%	0.0%
	Sub-total	-	-	-	-	15,296	17,426	73.6%	23.0%	3.4%	0.0%	0.0%
Total Classes	Total - All Assets	18,134	36,268	23,742	26,530	1,238,662	1,592,846	54.6%	24.7%	18.5%	1.9%	0.3%

Equal Employment Opportunity Management Plan

Council's Equal Employment Opportunity (EEO) Management Plan 2022 – 2026 was developed to instruct Council and its employees with respect to the establishment of a workplace which demonstrates fairness and equity, and actively seeks to achieve equal employment opportunity in every aspect of work, and at every level. Council continually reviews and monitors this plan to achieve its aims of providing a workplace that fosters equity, fairness, and respect for diversity and inclusion, which is free from unlawful discrimination.

The EEO Plan oversees all of Council's EEO practices and policies and has been created in accordance with the Local Government Act 1993.

The five key objectives of Council's EEO Management Plan are to:

1. Communicate and raise awareness of EEO responsibilities and obligations
2. Collection and Recording of Appropriate Information
3. Review of People and Culture Practices (Recruitment and Selection, Training and Development, Promotion and Transfer)
4. Implementation, Evaluation and Review of the EEO Management Plan
5. Grievance Procedure

This report for the 2023/2024 period is to provide an update on activities and initiatives implemented that are to the achievement of Council's EEO Management Plan aims and objectives.

Objective	2023/2024 Activities and/or Initiatives
1. Communicate and raise awareness of EEO responsibilities and obligations	• Establishment of a "My Wellbeing" page on Council's internal intranet page. Central location for information and support material for employees • Monthly schedule of inductions for all employees and reinforcement in onboarding material of employee obligations regarding EEO and Council commitments and obligations. • Appointment of two trained EEO Contact Officers, along with volunteer EEO Support Officer. Communication and support material regarding how to access these resources are contained on the "My Wellbeing" page of Council's intranet.
2. Collection and Recording of Appropriate Information	• Monthly data reporting on employee demographics and EEO metrics. • Database of training records maintained to record participation rates and monitor equal access to development opportunities where possible.

Objective	2023/2024 Activities and/or Initiatives
3. Review of People and Culture Practices (Recruitment and Selection, Training and Development, Promotion and Transfer)	• Position Descriptions - Thorough review of all position descriptions to include statements confirming Council commitments to providing a workplace that fosters equity, fairness, and respect for diversity and inclusion, which is free from unlawful discrimination. • Recruitment – external and internal advertising updated to includes statements promoting Council as an EEO employer of choice and the commitment to providing a workplace that fosters equity, fairness, and respect for diversity and inclusion, which is free from unlawful discrimination. • Recruitment –requirement for three panel members on interviews (both external and internal) with a requirement for an independent panel member and a requirement for a mix of gender participation. Where a panel can only be formed with two panel member the panel must have a mix of gender participation. • Training – Code of Conduct training is mandatory for all new employees as part of their induction. Throughout the 2023/2024 period Council also undertook Code of Conduct refresher training for all employees. • Promotion and Transfer – in the 2023/2024 reporting period Council advertised 43 expressions of interest opportunities form internal promotion or transfer opportunities. There was one grievance lodged in regards to these processes. • Cadet, Apprenticeship and Trainee (CAT) Program – the establishment of a CAT program supporting employment opportunities for young workers within Local Government. Conscious inclusion of EEO principles into the recruitment process to ensure fairness, equity and access to a diverse group of young workers to ensure appropriate gender balance within the cohort. • Targeted Recruitment – in the reporting period Council made a successful application to the Anti-Discrimination Board for an exemption to conduct targeted recruitment for an Indigenous Library Programs Officer role. We successful appointment a local Indigenous community member to this role in July 2024.
4. Implementation, Evaluation and Review of the EEO Management Plan	• Regular review of all policies and procedures throughout the year to ensure alignment with Council's commitment to providing a workplace that fosters equity, fairness, and respect for diversity and inclusion, which is free from unlawful discrimination. • Annual reporting against the five key objectives of Council's EEO Management Plan. • Quarterly Employee Assistance Program reports are monitored for trends in presenting issues and trends that might related to EEO matters or matters related to fairness, equity and respect that would prompt intervention. In the January 2023 to December 2023 reporting period 22 cases were recorded – 42% were female, 53% were male and 5% reported as Other. Of the 22 cases reported 7 related to organisational matters.
5. Grievance Procedure	• Review of Council's grievance procedure. Implementation of new policies to support the objectives of Council's EEO Management Plan. - Positive Workplace Relationships and Acceptable Workplace Behaviour. • In the reporting period 2023/2024, a total of 22 grievances were recorded. Of those 22 grievances, 3 were recorded as internal complaints. One complaint related to a dispute regarding Council's internal recruitment process and two related to interpersonal conflict.

Modern Slavery Statement

This Modern Slavery Statement is provided by Shellharbour City Council in accordance with Section 428 (4) of the NSW Local Government Act 1993.

This statement outlines Shellharbour City Council's commitment to combatting modern slavery and the steps taken thus far to reduce the risk of our procurement activities resulting in, or contributing to, human rights violations.

Organisational Structure and Supply Chain

Shellharbour City Council operates a decentralised procurement structure with an annual spend of approximately \$75M. The key spend categories in the supply chain include material supply, utilities, contractors, consultants and other service providers.

Council recognises the importance of taking steps to ensure that the goods and services procured by and for Council are not the product of modern slavery.

Policy and Progress

Council's adopted Procurement Policy demonstrates a commitment to preventing and addressing modern slavery in its procurement activities. The current standard procurement terms and conditions explain what modern slavery is and specifies expectations relating to its prevention.

Council has embedded modern slavery in tender and contract documentation and has made resources available on its website.

Council's ongoing focus will be continuous improvement in identifying and reporting modern slavery risks. This will be achieved through the ongoing education of staff and suppliers as well as through the use of NSW Government resources that provide guidance on the reasonable steps required to ensure that goods and services procured are not the product of modern slavery.

Action taken by the council in relation to any issue raised by the Anti-slavery Commissioner during the year

There have not been any issues raised in relation to Anti-slavery.

Senior Staff Remuneration

Shellharbour City Council employed one Chief Executive Officer and five Executive Directors during the period 1 July 2023 to 30 June 2024.

The Chief Executive Officer and the Executive Directors are employed on an Office of Local Government contract for a period of five years.

Chief Executive Officer

As at 30 June 2024, the Chief Executive Officer was paid a total remuneration of \$390,804.00

Executive Directors

As at the 30 June 2024, the five Executive Directors were paid a total remuneration of \$1,229,839.45

These costs include salary, superannuation paid by way of employer contributions and salary sacrifice, non-cash benefits and fringe benefits tax payable by Council for non-cash benefits.

Labour Statistics

Number of persons directly employed by Council on Wednesday 14 February 2024

Employment Status	Number of staff
Permanent Full-time	356
Permanent Part-time	38
Casual	200
Fixed-term contract (Full-time and Part-time)	46
Total	640

Number of persons who performed paid work for Council on Wednesday 14 February 2024

Employment Status	Number of staff
Permanent Full-time	328
Permanent Part-time	36
Casual	14
Fixed-term contract (Full-time and Part-time)	28
Total	406

Number of persons employed by Council who are 'Senior Staff' for the purposes of the Local Government Act 1993 as at Wednesday 14 February

Employment Status	Number of staff	Number of staff
Chief Executive Officer	1	1
Executive Director Corporate Services	1	1
Executive Director Business Enterprises	1	1
Executive Director Community and Culture	1	1
Executive Director Infrastructure Services	1	1
Executive Director Planning and Environment	1	1
Total	6	6

Number of persons engaged by the Council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person as at Wednesday 14 February 2024

Name of Company	Category	Worked for Council on 14 February 2024	Reason for Engagement	Group
Self Employed		Yes	Primarily preparation of Crown Plans of Management on behalf of NSW Crown Lands	Strategic Planning and Environment
AWX Pty Ltd		Yes	NSW - Level 2 - Bar Attendant - Level 2	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Level 2 - Bar Attendant - Level 2	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Level 3 - Bar Attendant - Level 3	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Level 2 - Bar Attendant - Level 2	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Level 2 - Bar Attendant - Level 2	Commerical Enterprises
AWX Pty Ltd		Yes	NSW AWX HOSPITALITY WORKPLACE AGREEMENT 2019-Level 4- Bar Supervisor - Loaded Wage - 40hours - Full-time (1) - Assistant Manager - Level 4	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Level 3 Gaming Employee (Loaded Wage) (1) - Level 3 gaming finance employee grade 2	Commerical Enterprises
AWX Pty Ltd		Yes	NSW - Bar Supervisor - Loaded Wage - 40hours - Full-time - Level 4	Commerical Enterprises
AWX Pty Ltd		Yes	Junior 16 years & under (1)	Commerical Enterprises
AWX Pty Ltd		Yes	Junior 18 years	Commerical Enterprises
AWX Pty Ltd		Yes	Level 2 - Bar Attendant	Commerical Enterprises
AWX Pty Ltd		Yes	PERM - Bar Supervisor	Commerical Enterprises
AWX Pty Ltd		Yes	Level 3 - Adult - Golf Shop Assistant	Commerical Enterprises
AWX Pty Ltd		Yes	PERM - Gaming Worker	Commerical Enterprises
AWX Pty Ltd		Yes	Junior 16 years & under (1)	Commerical Enterprises
Lisa Kelsey Tourism Management Contractor		Yes	Tourism Management	Marketing and Communications
Self Employed		Yes	Finance contracting services	Financial Services
Jerez Enterprises		Yes	Project Management	Infrastructure and Projects
Jerez Enterprises		Yes	Project Management	Infrastructure and Projects
Jerez Enterprises		Yes	Project Management	Infrastructure and Projects

Troutman Asset Integrity		Yes	Project Management Support	Infrastructure and Projects
Troutman Asset Integrity		Yes	Project Management Support	Infrastructure and Projects
Breare Pty Ltd		Yes	Staff vacancy in team	Statutory Planning and Certification
Breare Pty Ltd		Yes	Staff vacancy in team	Statutory Planning and Certification
Total		25		

Categories



Contractor



Consultant



Agency

No of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee as at Wednesday 14 February

Position	No of positions	Number of staff (head count)	Note
Apprentice Fabricator	1	1	
Apprentice Gardener	6	6	
Apprentice Plant Mechanic	2	2	
Library Trainee	1	1	
Apprentice Greenkeeper	1	1	
Venues and Activations Trainee	1	1	
Apprentice Sports Turf Management	2	2	
Arboriculture Trainee	1	1	
Apprentice Carpenter	1	0	vacant
Customer Service Trainee	1	1	
Total	17	16	

Councillor induction, training and ongoing professional development

Item	
Mayor or councillors who completed any induction training course, induction refresher course or supplementary induction course during the year.	Mayor Chris Homer, Cr Kellie Marsh, Cr Maree Duffy-Moon, Cr John Davey, Cr Moira Hamilton, Cr Lou Stefanovski, Cr Colin Gow, Cr Robert Petreski, Cr Jacqui Graf
Mayor or councillors who participated in any ongoing professional development program during the year.	Mayor Chris Homer, Cr Kellie Marsh, Cr Maree Duffy-Moon, Cr John Davey, Cr Moira Hamilton, Cr Lou Stefanovski, Cr Colin Gow, Cr Robert Petreski, Cr Jacqui Graf
Number of seminars, circulars and other activities delivered as part of the ongoing professional development program during the year.	36 Councillor Briefings were held. 1 external training module was presented to all councillors

Councillor Costs

Total cost during the year of the payment of expenses of, and provision of facilities to councillors in relation to their civic functions was **\$99,010.02**

Item	Cost (\$)
Provision of dedicated office equipment allocated to councillors	\$27.27
Telephone calls made by councillors	\$7,628.09
Attendance of councillors at conferences and seminars	\$17,045.55
Provision of induction training and professional development for mayor and other councillors	\$10,243.03
Training of councillors and provision of skill development	Nil
Expenses of any spouse, partner or other person who accompanied a councillor in the performance of his or her civic functions, being expenses payable in accordance with the Guidelines for the payment of expenses and the provision of facilities for the mayor and councillors	\$1,154.43
Expenses involved in the provision of care for a child of, or an immediate family member of a councillor	-
Other miscellaneous expenses	\$56,073.70
Total	\$ 92,172.30

Interstate and Overseas Visits

Item	Cost (\$)
Interstate visits by councillors, including transport, accommodation and other out-of-pocket travelling expenses.	\$ 6,837.72
Overseas visits by councillors, council staff or other persons representing council (including visits sponsored by other organisations).	Nil
Total	\$ 6,837.72

External Bodies, Companies and Partnerships

Council has not exercised any delegations of functions to external bodies and did not hold any controlling interests in any companies during the 2034/24 financial year.

Council had interests in the following entities during the 2023/24 financial year:

- Shell Cove – development of residential property and associated infrastructure
- CivicRisk Mutual – provision of property, motor vehicle, public liability, and professional indemnity insurance
- Illawarra Shoalhaven Joint Organisation – consists of four member councils - Shellharbour, Kiama, Shoalhaven and Wollongong – to establish strategic regional priorities, provide regional leadership and advocacy for strategic regional priorities and identify opportunities for intergovernmental co-operation.

Summary of Legal Proceedings 2023/24

Court	Name of Other Party	Amounts Incurred	Finalised	Result
Land and Environment Court of NSW	Fortnum Property Pty Ltd	\$55,466.51	Ongoing	
Land and Environment Court of NSW	Dahua Group Sydney Project 6 Pty Ltd	\$13,515.00	Ongoing	
Land and Environment Court of NSW	Tullimbar Heights Pty Limited	\$682.40	Finalised	Proceedings discontinued
Land and Environment Court of NSW	KN Broome L Broome Michelina Santillo Pty Ltd	\$146,332.74	Ongoing	
Land and Environment Court of NSW	Benson Avenue Pty Ltd	\$94,948.00	Ongoing	
Land and Environment Court of NSW	Fountaindale Project Management	\$128,021.00	Ongoing	
District Court of NSW	Warrane Design Construct Fit Out Pty Ltd	\$16,392.62	Ongoing	Judgement entered against Council for proceedings 2023/00292650 New proceedings commenced by Council 2024/00023324
Local Court of NSW	K Webb	\$9,217	Finalised	Court Order - applicant to pay Council's costs
Local Court of NSW	Superb Constructions Pty Ltd	\$1,200.00	Finalised	Defendant convicted and fined
Local Court of NSW	E Ianchello	\$0	Ongoing	
Local Court of NSW	M Matar	\$0	Finalised	Appeal dismissed. Appellant fined. No costs billed this financial year
Local Court of NSW	Evolve Property Pty Ltd	\$0	Ongoing	

Obligations under the Government Information (Public Access) Act 2009 (GIPA Act)

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

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

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

Total number of applications received
19

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

Number of applications refused	Wholly	Partly	Total
	0	0	0
% of Total	0%	0%	

Schedule 2 - Statistical information about access applications

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Media	0	0	0	0	0	0	0	0	0	0%
Members of Parliament	0	0	0	0	0	0	0	0	0	0%
Private sector business	0	0	0	0	0	0	0	0	0	0%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0%
Members of the public (by legal representative)	0	4	0	0	0	0	0	0	4	20%
Members of the public (other)	0	14	1	1	0	0	0	0	16	80%
Total	0	18	1	1	0	0	0	0	20	
% of Total	0%	90%	5%	5%	0%	0%	0%	0%		

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

Table B: Number of applications by type of application and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn	Total	% of Total
Personal information applications*	0	6	0	0	0	0	0	0	6	30%
Access applications (other than personal information applications)	0	8	1	0	0	0	0	0	9	45%
Access applications that are partly personal information applications and partly other	0	4	0	1	0	0	0	0	5	25%
Total	0	18	1	1	0	0	0	0	20	
% of Total	0%	90%	5%	5%	0%	0%	0%	0%		

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

Table C: Invalid applications

Reason for invalidity	Number of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	4	100%
Application is for excluded information of the agency (section 43 of the Act)	0	0%
Application contravenes restraint order (section 110 of the Act)	0	0%
Total number of invalid applications received	4	100%
Invalid applications that subsequently became valid applications	4	100%

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

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

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

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

	Number of times consideration used*	% of Total
Responsible and effective government	1	4.76%
Law enforcement and security	0	0%
Individual rights, judicial processes and natural justice	19	90.48%
Business interests of agencies and other persons	1	4.76%
Environment, culture, economy and general matters	0	0%
Secrecy provisions	0	0%
Exempt documents under interstate Freedom of Information legislation	0	0%
Total	21	

Table F: Timeliness

	Number of applications	% of Total
Decided within the statutory time frame (20 days plus any extensions)	16	94.12%
Decided after 35 days (by agreement with applicant)	1	5.88%
Not decided within time (deemed refusal)	0	0%
Total	17	

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

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

*The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

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

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

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

	Number of applications transferred	% of Total
Agency-initiated transfers	0	0%
Applicant-initiated transfers	0	0%
Total	0	

Public Interest Disclosures (PID)

The Public Interest Disclosures Act 2022 (PID Act) requires that Council report annually on its obligations under the Act. This report is made in accordance with Section 78 of the PID Act, and Clause 5 of the Public Interest Disclosures Regulation 2022.

The PID Act encourages and facilitates the disclosure by public officials of:

- Corrupt conduct
- Serious maladministration
- Government Information contravention
- A Local Government pecuniary interest contravention
- A privacy contravention
- A serious and substantial waste of public money

The PID Act sets out a comprehensive framework for protecting public officials who disclose wrongdoing and provides clear pathways for those wanting to make disclosures. Council's Public Interest Disclosures Policy sets out the process for handling reports made under the PID Act.

Council undertook the following actions to meet its obligations under the new Act:

- Updating the Public Interest Disclosures Policy to align with the new Act
- Mandatory training for staff in accordance with the new Act
- Mandatory training for Disclosure Officers and Managers in accordance with the new Act
- Establishment of dedicated intranet page for staff awareness of the Act and Public Interest Disclosures Policy
- Making the Public Interest Disclosures Policy available on Council's website with details of the Disclosure Officers

During the period 1 July 2023 – 30 June 2024 Council received no Public Interest Disclosures



Shellharbour
CITY COUNCIL

Enquiries and feedback should be made to:
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Dharawal Country
Locked Bag 155
Shellharbour City Centre NSW 2529

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