



The 2018/19 Annual Report was completed before 30 November 2019 and was given to the Minister for Local Government on that date. Printed copies of the report are available at the Ryde Customer Service Centre and an electronic version is available at the following link www.ryde.nsw.gov.au/annualreport.

1. Council's achievements in implementing its delivery program and the effectiveness of the principal activities undertaken in achieving the objectives at which those principal activities are directed – s428(1)

A report on Council performance for 2018/19 using outcomes from the City of Ryde's Four-Year Delivery Plan 2018–2022 is presented in 'Our performance against the Delivery Plan' from page 40.

2. Council's achievements in implementing the Community Strategic Plan over the previous four years – s428(2)

Following the election of the current Council in September 2017, the City of Ryde Community Strategic Plan – Our Vision for Ryde 2028, was revised and adopted by Council in June 2018.

Integrated Planning and Reporting requirements detailed in the *Local Government Act 1993* require a report on Council's previous four years' progress implementing our Community Strategic Plan to be published in the annual report of the year in which an ordinary election of councillors is held. The City of Ryde's End of Term report for the current Council will be published in the 2019/20 Annual Report, in advance of Council elections currently scheduled for September 2020.

3. Copy of Council's audited financial reports and notes and information required by the Regulation or the Guidelines – s428(4)(a)

The City of Ryde's audited financial reports for the 2018/19 financial year are presented from page 141 (See General Purpose Financial Statements and Special Purpose Financial Statements).

4. Amount of rates and charges written off during 2018/19 – cl 132

Rates and charges written off in respect to interest raised in error, category changes and properties becoming non-rateable = \$1,414.71

Statutory and voluntary pensioner rebates = \$1,153,136.42

Total = \$1,154,551.13

5. Details of overseas visits by Councillors, council staff or other persons representing Council (including visits sponsored by other organisations) – s 428 (4)(b), cl 217 (1)(a)

There were no overseas visits by councillors, Council staff or other persons representing Council on council business during 2018/19.

6. Total cost during the year of the payment of expenses of, and the provision of facilities to, Councillors in relation to their civic functions – s 428(4)(b)

Local Government Act Reference	Item	Report
cl 217(1)(a)	Details of overseas visits by councillors, Council staff or other persons representing Council (including visits sponsored by other organisations)	Nil
cl 217(1)(a1)	Total cost during the year of the payment of expenses of, and the provision of facilities to, Councillors in relation to their civic functions This figure includes the categories given below, and minor miscellaneous items that are consistent with the City of Ryde Councillor Expenses and Facilities policy	\$58,087.28
cl 217(1)(a1)(i) & (ii)	Communication expenses and facilities	\$10,624.91
cl 217(1)(a1)(iii)	Attendance of councillors at conferences and seminars, including registration, accommodation, transport, etc	\$28,510.61
cl 217(1)(a1)(iia)	Provision of induction training for councillors, supplementary induction training for Mayors and professional development programs for mayors and other councillors	\$15,175 Note 1
cl 217(1)(a1)(iv)	Other training of mayors and councillors and the provision of skill development for mayors and councillors	Note 1
cl 217(1)(a1)(v)	Interstate visits by Councillors (excluding conferences)	Nil
cl 217(1)(a1)(vi)	Overseas visits by Councillors, including transport, accommodation and other out-of-pocket travelling expenses	Nil
cl 217(1)(a1)(vii)	Expenses of any spouse, partner or other person who accompanied a Councillor	\$525
cl 217(1)(a1)(viii)	Expenses involved in the provision of care for a child or an immediate family member of a Councillor	\$3,007.06
	Councillor fees, including Joint Regional Planning Panel participation	Nil (see Note 2)
	Total	\$115,929.86

Note 1. Combined amount for induction programs, professional development and other training and skill development for Mayors and councillors for 2018/19.

Note 2. Council resolved to cease payment of this allowance on 26 April 2017.



**STATUTORY
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(CONTINUED)**

7. Details of each contract awarded for amounts greater than \$150,000 – cl 217(1)(a2)

Name of Contractor	Total amount payable	Nature of goods or services supplied
ERM Power Retail Pty Ltd	\$800,000.00	Supply of Electricity to Small Sites
Toolijooa Pty Ltd	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Hills Bushcare	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Dragonfly Environmental Pty Ltd	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Wadanguli Ecological & Landscaping Services P/L	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Apunga Ecological Management	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
National Trust of Australia (NSW)	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Terra Australis Regeneration	\$1,085,271.60	COR-RFT-02/18 Bush Regeneration Services
Celtic Civil Pty Ltd	\$359,798.42	COR RFT 19/18 Avon Road North Ryde Neighbourhood Centre Upgrade
Celtic Civil Pty Ltd	\$486,316.63	Pittwater Road, Gladesville, Neighbourhood Centre Upgrade
Kelbon Project Services Pty Ltd	\$153,876.80	COR-RFT-20/18 Eastwood to Macquarie Park Eastwood Cycleway
EzyPave Pty Ltd	\$961,994.94	West Ryde Plaza Domain-Upgrade Landscape, Civil & Ancillary works
Glascott Landscape and Civil Pty Ltd	\$1,910,873.80	COR-RFT-09/18 Landscape/Civil and associated civil/building/ miscellaneous works for park upgrade
Avant Constructions Pty Ltd	\$1,136,025.00	Demolition and construction of new amenities building
Glascott Landscape and Civil Pty Ltd	\$1,522,035.63	COR-RFT-22/18 Coulter Street Upgrade Civil, Electrical & Landscape works
Northrop Consulting Engineers Pty Ltd	\$211,420.00	53-71 Rowe Street Eastwood Multi Deck Car park Development; Commission Associated with Multi-Disciplinary Engineering
Nettleton Tribe Partnership Pty Ltd	\$171,710.00	Architectural Design Consultancy Brief for the Development of 53-71 Rowe Street Eastwood Shopper Car Parking Facility
Australian Turf Projects Pty Ltd	\$153,700.00	COR- RFT 24-18 Irrigation Distribution Project Meadowbank Park
Ally Property Services Pty Ltd	\$150,000+	Civil Minor Works and Services
Ally Property Services Pty Ltd	\$750,000.00	Civil Minor Works and Services
Civeco	\$750,000.00	Civil Minor Works and Services - Civeco
EzyPave Pty Ltd	\$750,000.00	Civil Minor Works and Services
Kelbon Project Services Pty Ltd	\$340,049.60	COR-RFT-06-18 Civil Minor Works and Services
KK Civil Engineering	\$204,417.40	COR-RFT-06-18 Civil Minor Works and Services
TILT Industrial Design	\$689,700.00	COR-RFT-15/18: Fabrication and installation of Artistic Architectural shade structure
Air Change Australia Pty Ltd	\$79,710.00	Supply, Install and Commission Air Handling Unit for Program Pool and Spa Pool Area
Cleary Bros (Bombo) Pty Ltd	\$600,000.00	COR-RFT-14/18 Crushing and Screening Services
Davis Earthmoving & Quarrying Pty Ltd	\$6,000,000.00	COR-RFT-14/18 Crushing and Screening Services
Quality Management & Constructions Pty Ltd	\$311,014.45	Civil Minor Works & Services (Schedule of Rates not exceeding \$350,000 excl. GST)
Celtic Civil Pty Ltd	\$795,377.27	COR-RFT-21-18 Epping Road Cycleway Stage 2 and Stage 3
Hill PDA Pty Limited	\$128,330.00	COR-RFP-10/18 Proposal for City of Ryde Housing Strategy
Umbaco Landscape Architects Pty Ltd	\$100,400.00	Landscape Design Consultancy Kings Park, Denistone
McGregor Coxall	\$85,041.00	COR-RFT-30/18 Central Park Master Plan Design
Ocon Services Pty Ltd	\$600,000.00	COR-RFT-14/18 Crushing and Screening Services
Toshiba (Australia) Pty Ltd	\$317,644.80	COR-RFT-12/18 Multi Function Device Replacement
A W Edwards Pty Ltd	\$150,000 +	COR-RFT-05/18 Plumbing and Gas Fitting Services Period Contract
Roseville Plumbing	\$150,000 +	COR-RFT-05/18 Plumbing and Gas Fitting Services Period Contract
Edwards Planning	\$259,200.00	COR-RFP-01/19 Professional Heritage Services
Hawkridge Entertainment Services	\$150,000.00	Ryde Central Design Services



**STATUTORY
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(CONTINUED)**

8. Summary of the amounts incurred by Council in relation to legal proceedings – cl 217 (1) (a3)

During 2018/19, expenses incurred by the City of Ryde in relation to legal proceedings were as follows:

Name of Proceedings	Nature of Proceedings	Status	Costs Paid	Funds Received
<i>Principal Healthcare Finance Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 152633 of 2016	Finalised	\$62,000	
<i>Gold Emporium Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No. 83284 of 2017.	Finalised		
<i>Saiman Abou & Kay Ishak v Council of the City of Ryde</i>	Class 4 enforcement proceedings No 260465 of 2016 Class 1 Appeal Land and Environment Court No 165218 of 2017	Proceeding	\$4,311	
<i>Elip Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 81878 of 2017. Class 1 Appeal Land and Environment Court No 155879 of 2017 Class 1 Appeal Land and Environment Court No 155902 of 2017	Finalised	\$3,938	
<i>Haddad v Council of the City of Ryde</i>	Supreme Court (Court of Appeal) Proceedings No 217081 of 2017	Finalised	\$6,536	\$72,727
<i>Christopher Sasha Jakovlevic v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 245179 of 2017	Finalised	\$18,658	
<i>Legge and Legge Architects Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 263930 of 2017	Finalised	\$14,688	\$10,000
<i>Mamoun Alkayal v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 272188 of 2017	Finalised	\$3,990	
<i>Jomasa Pty Ltd & Viva Energy Australia Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 272543 of 2017	Finalised		
<i>Raffi Yessaeian v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 273915 of 2017	Finalised	\$62,937	
<i>Graham Watts & Mona Watts v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 304232 of 2017	Finalised	\$10,728	
<i>Benjamin Lam v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 352547 of 2018	Proceeding	\$1,003	
<i>N F Billyard Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 39590 of 2018	Finalised	\$7,700	
<i>GSA Australia Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 44419 of 2018	Finalised	\$18,415	\$21,224
<i>Chen and Huang v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 54819 of 2018	Finalised	\$15,501	
<i>Qing Rong Den v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 56496 of 2018	Proceeding	\$3,588	
<i>Bella Ikea Ryde Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 93347 of 2018	Proceeding	\$44,987	
<i>Golf Course DMG Developments Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 99501 of 2018	Finalised	\$54,332	
<i>Natham Jammal & Jordam Jammal v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 127024 of 2019	Finalised		
<i>Shoushan Navasardian v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 173197 of 2019	Finalised		
<i>Council of the City of Ryde v State of NSW (Medium Density Housing Code)</i>	Class 4 Appeal Land and Environment Court No 205864 of 2018	Finalised	\$182,684	



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(CONTINUED)**

Name of Proceedings	Nature of Proceedings	Status	Costs Paid	Funds Received
<i>Sajjad Falamaki v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 241743 of 2018	Finalised	\$22,200	
<i>Syncept Chatham Pty Ltd v Council of the City of Ryde</i>	Class 4 enforcement proceedings No 267216 of 2019	Proceeding	\$30,248	
<i>Liang Liu v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 274887 of 2018	Proceeding	\$4,069	
<i>Poppy Danidis v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 361350 of 2018	Finalised	\$7,000	
<i>Artro Management Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 381429 of 2018	Finalised	\$28,329	
<i>Huong Thu Do v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 18581 of 2019	Proceeding		
<i>Lilac Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 25398 of 2019	Proceeding		
<i>Council of the City of Ryde v Valuer General and others</i>	Judicial review of the Valuer General's determination of compensation of compulsory acquisition No 39094 of 2019	Proceeding	\$144,541	
<i>BBDHM Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 67463 of 2019	Finalised	\$1,524	
<i>Stuch Pty Ltd t/as Anytime Fitness Gladesville v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 87332 of 2019 Class 1 Appeal Land and Environment Court No 87333 of 2019 Class 1 Appeal Land and Environment Court No 144590 of 2019 Class 1 Appeal Land and Environment Court No 144598 of 2019	Proceeding		
<i>Macquarie Telecom Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 89912 of 2019	Proceeding	\$292	
<i>DOAR Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 100204 of 2019	Proceeding	\$4,113	
<i>TFG Gamma Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 122025 of 2019	Proceeding	\$6,822	
<i>777 Trading Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 134286 of 2019	Proceeding		
<i>Belle Vue Property Pty Ltd v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 145535 of 2019 Class 1 Appeal Land and Environment Court No 145536 of 2019	Proceeding		
<i>Robert De Nicola v Council of the City of Ryde</i>	Class 1 Appeal Land and Environment Court No 149091 of 2019	Finalised		



**STATUTORY
REPORTING
(CONTINUED)**

9. Summary of resolutions made under section 67 concerning work carried out on private land – s67(3), cl 217(1)(a4)

Works were undertaken by Council on the following private properties:

11 Ball Avenue, Eastwood. As part of Council's Stormwater Asset Replacement Renewal program, we identified pipework within the Council drainage easement on private land as requiring pipelining repairs. Work involved pipelining the existing pipe through the easement to provide a design life consistent with Council's asset maintenance programs. The cost of these works was approximately \$42,200 (fully subsidised by Council).

93 Parklands Road, North Ryde. Also part of Council's Stormwater Asset Replacement Renewal program, we identified pipework within the Council drainage easement on private land as needing repairs and upgrading. The area is recognised as being at risk of flooding in the City of Ryde's floodplain risk management study. The project included reconstruction of the existing pipe to create a larger pipe that will provide the necessary serviceable condition and capacity required to mitigate flooding in the area. The cost of these works was approximately \$140,000 (fully subsidised by Council).

10. Total amount contributed or otherwise granted under section 356 (financially assist others) – cl 217(1)(a5)

In line with our Community Grants Policy and Guidelines, we committed and approved a total of \$215,303 in community grants funding to eligible groups in 2018/19. This funding was provided in the following grant categories:

- Seniors grant
- Capacity building grant
- Event grant
- Sports and recreation grant
- Community projects
- Inclusion grant
- Social support grant.

These grants are one way Council supports our local community groups to grow, prosper and carry out special projects that contribute to community wellbeing and help build a vibrant community culture.

11. Statement of all external bodies that exercised functions delegated by Council.

No external bodies exercised functions delegated by Council.

12. Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which council held a controlling interest.

The City of Ryde administers a Joint Library Service with Hunter's Hill Council with respect to the Gladesville Library. This service provides Hunters Hill residents with full access to City of Ryde library services, including branches at Eastwood, North Ryde, Gladesville, West Ryde and the main library at Ryde.

13. Statement of all corporations, partnerships, trusts, joint ventures, syndicates or other bodies in which Council participated during the year.

The City of Ryde is involved in the following partnerships, co-operatives and joint ventures:

- Northern Sydney Regional Organisation of Councils (NSROC) – NSROC is a voluntary group of seven northern Sydney councils that exists to further the interests of its members and the communities they represent.
- NSROC Supply Management Group – this joint venture comprises NSROC councils with the objective of reducing expenditure by utilising bulk purchasing power for common products.
- Macquarie-Ryde Futures Partnership – this joint initiative between Macquarie University and the City of Ryde provides a structured forum to encourage collaboration between the University and Council, and to harness the research, planning, development and engagement capacities of the University to support the City of Ryde's 2028 Community Strategic Plan.
- The Macquarie Park Innovation District (MPID) – a membership-based group of large corporates, Macquarie University and the City of Ryde in Macquarie Park. This group aims to work collaboratively to advance Macquarie Park as a globally-recognised innovation district. The City of Ryde sits on the MPID CEO Steering Committee that meets quarterly. We also partner with MPID to deliver events, hackathons and other initiatives that support business or promote Macquarie Park as a destination to live, work, invest and visit.
- Venture Café – The City of Ryde is a co-founder of Venture Café Sydney in Macquarie Park, which is the eighth and newest member of the Venture Café Global Network. Other funding partners of Venture Café Sydney are: Stockland, Orix, Nab, EY, Macquarie University, the NSW Government, Visionary, and Konica Minolta. Venture Café provides a space for entrepreneurs, innovators, start-ups and business owners to meet each week to learn, share knowledge and innovate in Macquarie Park.
- The Transport Management Association: Connect Macquarie Park + North Ryde – Connect is a partnership between Transport for NSW, the business community of Macquarie Park and the City of Ryde. The goal of the partnership is to work together to help businesses address their traffic and transport challenges, and ensure Macquarie Park's sustainability as an economic powerhouse.

14. Statement of activities undertaken to implement Council's EEO management plan.

The City of Ryde continues to meet its legislative obligations under the *Local Government Act (NSW) 1993*, which includes ongoing revision of our EEO Management Plan, the effective communication of the requirements of this plan with all staff, regular training to ensure best practice is achieved and the collection and recording of appropriate information for future initiatives.

We are committed to ensuring we strive for a workplace culture that embraces and upholds all-inclusive principles relating to diversity and equal employment opportunity. It is our aim to create a diverse and skilled workforce who have equal access to rewarding opportunities and benefits relating to employment, career development and health and wellbeing. Participation by all employees in implementing the City of Ryde's EEO and Diversity Management Plan ensures that we continue to work towards eliminating barriers that may affect the participation and advancement of any potentially marginalised groups within our workforce.

A key initiative of our EEO and Diversity Management Plan during this reporting period was the commencement of two pilot traineeship programs, one for a person with disability and one for a person of Aboriginal or Torres Strait Islander background. People undertaking these programs will be able to gain on-the-job work experience and employability skills while also obtaining a formal TAFE qualification.

The City of Ryde partnered with Job Access to conduct an audit of Council staffing policies, procedures and job advertisements to ensure barriers to employment are removed. As part of this review, a Reasonable Adjustments Policy was implemented to demonstrate our organisational commitment to enabling persons with disability to participate fully in the workplace. Merit-based recruitment and selection training was delivered to staff participating in recruitment panels. Council also introduced a Family and Domestic Violence Policy that provides various ways that we are able to support female employees who may be suffering from family or domestic violence.

A further new initiative was the implementation of the Women's Empowerment Program, which provides emerging female leaders with personal and professional development.

Refer to pages 131 to 133 for further details of activities and Council's achievements in 2018/19.

15. Statement of the total remuneration comprised in the remuneration package of the general manager.

The total remuneration comprised in the remuneration package of the General Manager and senior staff are as follows:

General Manager	\$370,952
Senior Staff (excluding the General Manager)	\$2,107,148

The City of Ryde Senior Staff consists of the General Manager, four Directors, one Legal Counsel position and the Chief Financial Officer (added for 2018/19). The senior staff component includes payments of accrued entitlements on employment ceasing. The General Manager role and a number of senior staff positions were held by staff acting in these roles through the year.

16. A statement detailing the stormwater management services provided (if levied) – cl 217 (1) (e)

The Ryde Local Government Area (LGA) comprises 14 discrete stormwater drainage catchments, with a total area of more than 4,000 hectares. With the exception of Macquarie Park, the predominant land use is urban residential, which is characterised by low- to medium-density development. This year, the City of Ryde implemented a number of stormwater projects to help alleviate flooding across parts of the LGA that were previously at high risk.

Using Section 94 (stormwater management funds) contributions, our Stormwater Improvement Works Renewal program delivered projects at Morrison Road, Putney and Shepherds Bay, Meadowbank.

On Morrison Road, Putney, the existing concrete-lined stormwater channel was identified as being in poor condition at several locations, which has long-term implications for asset serviceability and maintenance. Engineering consultants reviewed the site and provided appropriate mitigation measures to help with Council's future planning and asset renewal. In the short term, issues relating to subsidence of the soil along the channel have been mitigated through selective works by the Operations maintenance team.

The Shepherds Bay outlets are responsible for carrying and discharging water into Parramatta River. Strategic planning undertaken by the City of Ryde recognised the need to upgrade three outlets located on Bay Drive, Rothesay Avenue and Belmore Street, Meadowbank. Updating these outlets improves the hydraulic functionality of the upstream stormwater network while reducing pollutant and sediment discharge into Parramatta River.

17. A statement detailing the coastal protection services provided (if levied).

The City of Ryde continues to be an active member of the Parramatta River Catchment Group. The Group is leading efforts to improve the health and condition of the Parramatta River and its tributaries by improving the environmental management of the Parramatta River. In addition, we are a member of both the Parramatta River and the Lane Cove River Estuary Management Committees and continue to deliver the coastal protection services prescribed in current coastal zone management plans. Coastal protection activities conducted this year include:

- Launching the 11-council Parramatta River Master Plan prepared by the Parramatta River Catchment Group (PRCG) and receiving approval to activate Putney Beach towards swimmability by 2025. In addition, we joined the Environment Protection Authority, the Department of Planning, Industry and Environment and 17 other councils across four catchment groups in a month-long blitz as part of PRCG's 'Get the Site Right' initiative on soil erosion and sediment control at construction sites around the Parramatta River.
- Project-managing the final design of the in-river foreshore protection structure (groyne) at Bennelong Park on the Parramatta River, next to Concord & Ryde Sailing Club. The structure will combat foreshore erosion issues caused by the Rivercat ferry service at key recreational areas. The groyne is scheduled for construction in 2019/20 by Roads and Maritime Services, with the City of Ryde maintaining an advocacy role during the groyne's construction.
- Completing restoration of the Terrys Creek waterway along Abuklea Road to improve riparian ecology and waterway conveyance to the river system.
- Revegetating over 750 square metres of waterway with riparian plantings for native animal corridor improvement and in-stream water quality improvement works as part of the Shrimptons Creek Embellishment Project.
- Completing the Field of Mars Centre and stormwater disposal works to deliver flood mitigation and access roadway improvement.



- Monitoring five major creeks for water quality and health bi-annually. This year, monitoring included a wet weather sampling trial to determine whether wet weather overflows negatively impact the health of our waterways for extended periods. In addition, our monitoring work also included assessing waterway riparian areas for vegetation growth, quality and density, litter impacts and other disturbances.
- Continuing to improve stormwater drainage from Meadowbank to Parramatta River by advocating for completion of essential drainage upgrade works in the Shepherds Bay Catchment, from Ann Thorn Park to Parramatta River, to cater for one-in-100-year flooding events. This work is in progress, with 25 trees removed on the Constitution Road embankment to accommodate drainage works. Replacement trees were planted along Constitution Road and Bowden Street as part of public domain improvement works undertaken by developers.

18. The annual report of a council in the year in which an ordinary election of councillors is to be held must include a report as to the state of the environment in the local government area in relation to such environmental issues as may be relevant to the objectives for the environment established by the Community Strategic Plan.

A State of the Environment report is not required for the 2018/19 Annual Report under s.428A of the Act.

19. Particulars of any environmental upgrade agreement entered into, in accordance with any requirements imposed under s406.

The City of Ryde has no policy on Environmental Upgrade Agreements and has not entered into any such agreement with any building owner this year.

20. Report on special variation expenditure if required to do so by the instrument made by the Minister.

In accordance with the instrument of approval for the special rate variation as issued by IPART on 19 May 2015, the following is reported for the 2018/19 financial year. Further details of Council's SRV expenditure are included in the Managing the Money Section on page 17.

- a. The program of expenditure that was actually funded by the Special Variation Funds were allocated as follows:

Council levied the Special Rate Variation funds for the 2018/19 financial year in accordance with the IPART determination. These funds have been restricted and spent in accordance with their nominated purposes.

- b. Any significant differences between the proposed program and the program of expenditure that was actually funded by the Special Variation and the reasons for those differences.

There were no significant variations between the proposed program of works outlined within the IPART determination of Council's SRV and Council's allocation of funds relating to the SRV in its current version of the Long Term Financial Plan.

- c. The outcomes achieved as a result of the Special Variation.

The SRV fund has been used to address renewal works in the following asset categories:

- Roads Program
- Footpaths and Cycleways
- Catchment Program
- Open Space and Recreation
- Stormwater
- Buildings

The SRV funding allocated to infrastructure projects has meant early renewal of these critical pieces of infrastructure to allow Council to maintain the serviceability promised to the residents. The SRV has assisted Council in planning for the timely renewal of major infrastructure such as roads, footpaths and stormwater, which would otherwise continue to deteriorate to a point of failure, where the reconstruction and repair would require major works and increased costs. It has meant that the works and costs to renew the stormwater infrastructure and road pavements are reduced as damage to the underlying road and stormwater structures is not exacerbated by continued traffic loads or subsidence of failed road pavement left in service. The accelerated renewal programs for other infrastructure such as sportsfields, playgrounds and amenity buildings restores to full usage poor condition assets that would have remained in service for several years, avoiding overall failures and continued intermediate repairs.

- d. The Council 's actual revenues, expenses and operating balance.

Opening Balance – SRV Restricted Fund	\$0.9M
SRV funds levied during 18/19 financial year	\$12.2M
SRV funds expensed during the 18/19 financial year	\$9.9M
Restricted funds carried forward into 19/20 financial year	\$3.2M

- e. Any significant differences between the Council's actual revenues, expenses and operating balance and the revenues, expenses and operating balance forecast in the Long Term Financial Plan and the reasons for those differences, and any corrective action taken or to be taken to address any differences reported under clause 2.11.e).

There were no significant differences noted.

21. Report on capital works projects.

Details of capital works projects are included in Special Schedule 7 contained within the 2018/19 Financial Report on page 220.

Reports on the progress in implementing these projects are included in the relevant outcomes sections from pages 44 to 138.



STATUTORY REPORTING (CONTINUED)

22. Statement on activities relating to enforcing and ensuring compliance with the Companion Animals Act and Regulation – cl 217 (1) f

Companion Animals Guidelines Report – 16.2

- (a) During the past financial year Council impounded 86 companion animals, which was an increase from the 50 recorded in the previous financial year. Of the 86 animals impounded 49 were taken to Blacktown Pound. During this period Council released 25 dogs to their rightful owners. Blacktown Pound released four dogs to their rightful owners, sold 14 cats and six dogs and released six cats and two dogs to organisations for rehoming. Of the 49 cats seized only 14 were sold, six rehomed, six died and 42 were euthanised, as these cats were either sick, feral or infant felines unable to be rehomed. The cats that were seized were primarily from two hoarders in the LGA.
- (b) There were 53 reported dog attacks during 2018/19, which is a decrease of one from the previous year.
- (c) The combined expenditure budget for Companion Animal Management for 2018/19 was \$370,400, which is higher than the previous year.
- (d) We continue to promote Companion Animals legislation through our website, various City of Ryde publications, our micro-chipping program and continued participation at selected community events.
- (e) We have a number of strategies in place to promote and assist with the desexing of dogs and cats, including the promotion of National Desexing Network Week and discounted desexing through participating Animal Welfare Organisations (Mini Kitty Commune, Cat Protection Society and WLPA). One of our vets provides a reduced fee for desexing animals, which was brought about through our work with local vets.
- (f) Section 64 of the Companion Animals Act states that 'before destroying a seized or surrendered animal as authorised by subsection (1), it is the duty of the council concerned to consider whether there is an alternative action to that of destroying the animal and (if practicable) to adopt any such alternative.' We have strategies in place to comply with the requirement under section 64 of the Act and not only work with our contractor Blacktown Pound but also local vets and SASH to seek alternatives to euthanasia for unclaimed animals.

Ranger Services, in consultation with various community organisations, reviews and updates companion animal information through a direct link on the City of Ryde website. In addition, we work closely with metropolitan not-for profit organisations to assist in the rehoming and rescue of animals and maintain our low kill policy in conjunction with our preferred partners. Blacktown Pound, the City of Ryde's contractor, works with various not-for-profit organisations that provide a rehoming services for cats and dogs.

- (g) The City of Ryde maintains and advertises a full list of leash-free areas, including their addresses and hours of operation on our website. A report that reviews off-leash parks with a view to possibly increasing our off-leash parks to cater for areas where there are high concentration of dogs is underway.

16.5 Section 85 (1A). During the last financial year Council used money received from the fund for the management and control of companion animals through the following ways: Purchasing new equipment for officers involved the management of animals; helping to offset some of the pound fee charges incurred through the impounding of animals; and officers' wages, especially when involved in local events to help promote and educate residents about responsible pet ownership.

This year Council is planning to produce colour pamphlets about responsible pet ownership and requirements for dangerous and restricted dog breeds. We are also looking at what other councils are doing to promote off-leash parks.

23. Information on GIPA activity – s125(1) cl 7 Schedule 2

1. Review of proactive release program - Clause 8(a)

Under section 7 of the GIPA Act, agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available at least once every 12 months.

During the reporting period we reviewed this program by examining the information currently provided on the City of Ryde website, in public areas at council offices, in local newspapers and provided in response to requests from the public. The website continues to be a primary source for providing information to the public and provides timely and detailed reporting on current matters relating to Council.

Most public requests for information relate to development records. The definition of open access information for local councils was changed by amendments to the GIPA Regulation early in this review period. Development records prior to the commencement of the GIPA Act are no longer categorised as open access. In correspondence relating to the changes to the regulation, the Information and Privacy Commission NSW (IPC) advised that the public can still seek to access earlier development information via an access application. The City of Ryde endeavours to provide much of this earlier development information in response to informal requests and only requires a formal access application in complex or substantial requests.

Council's DA tracking website includes information on the status of development applications, with details about new applications and those that have recently been determined. New development applications and determinations are also reported in local newspapers.

Records such as development application plans and certain associated supporting documents are made available on the website for major developments.

The City of Ryde otherwise meets its open access obligations for the release of development application information by providing viewing access at our offices free of charge or by return email where possible (subject to copyright or public interest considerations).

We have previously identified that not all development application records are available on our website and this continues to present itself as an opportunity to improve the amount of information proactively released.

The City of Ryde's social media continues to grow as an effective mechanism to share information with the public.

An assessment of information that has been released informally has revealed that there have been no new opportunities to proactively disclose information. Information requested informally during the review period did not include anything that would necessarily be of interest to the broader audience.

No public requests for information were received during this reporting period in relation to information recorded in the City of Ryde Disclosure Log.



2. Number of access applications received – Clause 8(b)

The total number of access applications received by City of Ryde during the reporting year (including withdrawn applications but not including invalid applications).

Total number of applications received
50

3. Number of refused applications for Schedule 1 information – Clause 8(c)

The total number of access applications received by City of Ryde during the reporting year that were 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 due to Schedule 1	
Wholly	Partly
0	0

4. 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
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	14	7	0	7	0	0	0	0
Not for profit organisations or community groups	1	0	0	0	0	0	0	0
Members of the public (application by legal representative)	1	2	0	2	0	0	0	0
Members of the public (other)	9	6	1	4	0	0	0	3

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



**STATUTORY
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(CONTINUED)**

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
Personal information applications ¹	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	25	15	1	13	0	0	0	3
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A *personal information application* is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual). The total number of decisions in Table B should be the same as Table A.

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	4
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	4
Invalid applications that subsequently became valid applications	3


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

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

*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 occasions when application not successful
Responsible and effective government	0
Law enforcement and security	1
Individual rights, judicial processes and natural justice	2
Business interests of agencies and other persons	1
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0



**STATUTORY
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(CONTINUED)**

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	40
Decided after 35 days (by agreement with applicant)	2
Not decided within time (deemed refusal)	0
Total	42

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

	Decision varied	Decision Upheld	Total
Internal review	0	0	0
Review by Information Commissioner	1	1	0
Internal review following recommendation under section 93 of Act	1	0	0
Review by ADT	0	0	0
Total	2	1	0

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

	Number of applications for review
Applications by access applicants	3
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	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
Agency-initiated transfers	0
Applicant-initiated transfers	0



**STATUTORY
REPORTING
(CONTINUED)**

24. Environmental Planning And Assessment Act 1979

Particulars of compliance with and effect of planning agreements in force during the year – s93G(5)

Planning Agreement	Party (other than Council)	Effect of Agreement	Compliance 2018/19
8 Khartoum Road, Macquarie Park	Goodman Property Services (Aust) Pty Ltd	<p>A planning agreement was entered into in April 2017 and proposed the following public benefits:</p> <ul style="list-style-type: none"> Construction and dedication of road in favour of Council Granting of a Right of Way in favour of Council for a pedestrian link. 	<p>The following public benefits concluded their defects liability period in this reporting period:</p> <ul style="list-style-type: none"> New public road including street lighting, street tree planting and footpath paving to public domain standards for the Macquarie Park precinct Right of way – Pedestrian link including lighting and landscaping.
North Ryde M2 Site (Lachlans Line)	Urban Growth (t/a Landcom)	<p>A planning agreement was entered into in October 2016 and proposed the following public benefits:</p> <ul style="list-style-type: none"> A community facility to the value of \$7.8 million on Lot 104 in Stratum Central park land and embellishment Linear park land and embellishment Lot 101 – Bushland reserve Lot 103 – Community/civic plaza Lot 108 – Land for open space Shared pathways Public roads Stormwater assets Public art. 	<p>The following public benefits were in their maintenance period during 2018/19:</p> <ul style="list-style-type: none"> Lot 108 – open space Public roads, including street lighting, street tree planting and footway paving to public domain standard for the Macquarie Park Precinct Central park Linear park Lot 101 bushland reserve Shared pathways Stormwater assets Public art. <p>The community facility is under construction and will be delivered in 2019/20.</p>
21-24 Railway Street, Meadowbank	DEP Shepherds Bay Pty Limited	<p>The planning agreement was entered into July 2015 and proposed the following public benefits:</p> <ul style="list-style-type: none"> Construction and dedication of road widening An affordable housing unit. 	<p>The following public benefits concluded their defects liability period during 2018/19:</p> <ul style="list-style-type: none"> Road widening along Faraday Lane, including upgraded street lighting and footpath paving to public domain standards for the Shepherds Bay precinct The affordable housing apartment required defects to be rectified prior to transfer to Council.
115-117 Church Street, Ryde	Eastern Pearl Pty Ltd	<p>The planning agreement was entered into July 2016 and proposed the following public benefits:</p> <ul style="list-style-type: none"> Payment of monetary contribution of \$125,000 toward public purposes Transfer to Council of an affordable housing unit and disabled car space. 	<p>Affordable housing apartment required defects to be rectified prior to transfer to Council; ongoing into 2019/20.</p>
101 Waterloo Road, Macquarie Park	JQZ Eleven Pty Limited	<p>The planning agreement was entered into on 28 September 2017 and proposed the following public benefits:</p> <ul style="list-style-type: none"> 21 affordable housing apartments Pedestrian link from the public plaza into Macquarie Centre Public domain works fronting Waterloo Road Construction and dedication of a new road as part of the Macquarie Park access network 	<p>Development under construction. Securities over public benefits have been submitted. Expected delivery in November 2019.</p>



STATUTORY REPORTING (CONTINUED)

Planning Agreement	Party (other than Council)	Effect of Agreement	Compliance 2018/19
25-27 Epping Road, Macquarie Park NSW 2113	Greenland (Sydney) Lachlan's Line Macquarie Park Development Pty Limited	The agreement was entered into on 29 November 2017 and proposed the following public benefit: <ul style="list-style-type: none"> \$900,000 worth of additional fitout to the community facility being provided under North Ryde M2 Site (Lachlan's Line) VPA. 	Development under construction. Securities over public benefits have been submitted. Road closure for tunnel process has commenced.
85-97 Waterloo Road, Macquarie Park NSW 2113	The Trust Company Limited 004 027 749 as custodian for Goodman Australia Industrial Trust No. 3 and Goodman Funds management Australia Limited and Sydney North Planning Panel	The agreement was entered into on 27 March 2019 and proposed the following public benefits: <ul style="list-style-type: none"> Road land and works Pedestrian link works Monetary contributions to approx. amount of \$17 million Total value of the VPA is approximately \$22 million. 	Development under construction. Securities over public benefits have been submitted.
45-61 Waterloo Road, Macquarie Park NSW 2113	John Holland Macquarie Park Land Custodian Pty Ltd	The agreement was entered into on 31 August 2018 and proposed the following public benefits: <ul style="list-style-type: none"> Road land and works Pedestrian link works Monetary contribution \$2.1 million Total value of the VPA is approximately \$11 million 	Development under construction. Securities over public benefits have been submitted.
312 Victoria Road, Gladesville	Buildex Gladesville Pty Ltd	The agreement was entered into on 18 April 2019 and proposed the following public benefits: <ul style="list-style-type: none"> Road land and works for extension of Gerard Lane to the approximate value of \$1.16 million. 	Securities over public benefits have been submitted.
197-223 Herring Road, Macquarie Park (Macquarie Shopping Centre)	AMP Capital Funds Management Limited and AMP Macquarie Pty Limited	The agreement was entered into on 2 November 2018 and proposed the following public benefits: <ul style="list-style-type: none"> Approximately 5,000m² of community facility land/works (cold shell) for a library and creative hub in Macquarie Shopping Centre on a 99-year peppercorn lease Total value of the agreement is approximately \$25 million. 	Securities over public benefits have been submitted.
192 Balaclava Road, Macquarie University, Macquarie Park	Macquarie University	The Planning Agreement was entered into 7 February 2013 and proposed the following public benefits: <ul style="list-style-type: none"> Monetary contributions for particular development and intersection works in accordance with the conditions of the concept approval. 	Operating. No particular matters in relation to the VPA occurred during reportable period.
192 Balaclava Road, Macquarie University, Macquarie Park	Macquarie University	The planning agreement was entered into 4 June 2019 and proposed the following public benefits: <ul style="list-style-type: none"> Monetary contributions of \$825,000 (ex GST) towards cycleway connections along Epping Road. 	Monetary contribution was paid on execution of the VPA.



25. Public Interest Disclosure Act 1994 and Regulation

An internal reporting policy and procedure, known as the Public Interest Disclosures (PID) Internal Reporting Policy, is in place at City of Ryde. The following actions have been implemented to ensure staff awareness:

- Revising the Public Interest Disclosure (PID) Policy and Procedures
- Appointing new PID officers from across the organisation
- Training for all PID officers by the Ombudsman’s Office – 201 staff attended 14 training sessions
- Updating posters on display in all locations
- Updating intranet communications.

During 2018/19 the City of Ryde received five Public Interest Disclosures. These have been dealt with in accordance with Council’s Public Interest Disclosure Internal Reporting Policy.

26. Capital Expenditure Reviews

Council did not propose any capital projects requiring a Capital Expenditure Review during the 2018/19 year.

27. Compliance with the CARERS RECOGNITION ACT 2010

Council does not provide services directed at carers and/or people being cared for by carers.

28. Disability Inclusion Act 2014

The City of Ryde worked together with Hunter’s Hill and Lane Cove councils to create a Disability Inclusion Action Plan (DIAP) with a regional focus. The DIAP is a commitment from Council that people with disability are welcomed, accepted and respected in our community.

The DIAP is guided by the *Disability Inclusion Act 2014 (NSW)* and the NSW Disability Inclusion Action Planning Guidelines produced by Local Government NSW.

In developing our DIAP, City of Ryde, Hunter’s Hill and Lane Cove councils made a strong commitment to consult with people with disability. Consultation provided community and staff with an opportunity to identify and address local barriers and opportunities to inclusion.

The DIAP was adopted by the City of Ryde on 22 August 2017.

Action	Outcome
i. Developing positive community attitudes and behaviours	
1a. Introduce a new award for disability inclusion in Council’s events program	The City of Ryde, Hunter’s Hill Council and Lane Cove Council have come together to offer an award in the Northern Districts Local Business Awards that recognises achievements in embracing inclusion.
1b. Advocate for a new award category for excellence in disability inclusion in the Ryde Local Business Awards	The Business Inclusion Award was presented at the Northern Districts Local Business Awards. There has been an increase in applications for this award from the business community in 2018/19.
1e. Provide positive updates of successful implementation of DIAP actions (as well as other examples of positive inclusion) on Council’s public communication channels (including both Council and community achievements)	Regular promotion of positive inclusion and achievements in Council’s communication channels, including social media. World Autism Day and Social Inclusion Week were promoted internally and externally.
1g. Review and update events held for International Day of People with Disability to better reflect the diversity of experience and age of people with disability	<p>The City of Ryde held several events for Social Inclusion Week in 2018. They were:</p> <ul style="list-style-type: none"> • UR Included celebration – A celebration of creativity, diversity and inclusiveness in the Ryde community. The event featured performances, stalls as well as an art exhibition by Achieve Australia • Mad Pride – Mad Pride showcased the creative achievements of young people while also breaking down stigma associated with mental health experiences • The City of Ryde participated in the running of Activate Inclusion Sports Day for International Day of People with Disability. The event consisted of school children with disability participating in modified sports and being given the opportunity to find out about joining inclusion leagues • City of Ryde staff were provided with a screening of the film ‘Jeremy the Dud’ and were given the opportunity to suggest ways they can make the City of Ryde more inclusive.

STATUTORY REPORTING (CONTINUED)

<p>3c. Update Council’s Event Planning Guide to encourage organisations to be inclusive as well as accessible. For example, offering flexible pricing that considers the needs of people with disability</p>	<p>The City of Ryde’s accessible events checklist has been updated and is available on the City of Ryde website.</p>
<p>3g. Source, plan and formally invite performers with disability to participate and showcase their talent at high-profile community events such as Australia Day, Youth Week, and the Granny Smith Festival</p>	<p>The Royal Rehab choir is a regular performer at the Granny Smith Festival and West Ryde Easter Parade and Fair. We will continue to support this group as well as any other group that would like to participate at City of Ryde events.</p>
<p>3i. Promote events that are accessible and inclusive for people with disability</p>	<p>Continued promotion of events that are accessible and inclusive across our communications channels.</p>
<p>3k. Engage with local inter-agencies to create sustainable programs and ongoing participation pathways for people with disability, such as identifying opportunities for cross-facilities/resource use</p>	<p>We are continuing to work with inter-agencies and the Ability Links program to find participation pathways for people with disability and identify opportunities for cross-facilities/ resource use.</p>
<p>4a. Encourage people with disability and their families to attend Council events through inclusive communications and provision of accessible events</p>	<p>Continued provision of inclusive and accessible events. UR Included event on 27 November showcased the achievements of people with disability, their carers, family and support services.</p>
<p>5a. Provide updates on the implementation of the DIAP to the community, staff and Councillors to promote and encourage inclusive practices</p>	<p>DIAP outcomes are included in the City of Ryde’s annual report each year.</p>
<p>5b. Provide disability awareness and inclusion training to all Council staff, including human rights and anti-discrimination legislation</p> <ul style="list-style-type: none"> > Prioritise training and education to frontline staff about including people with disability > Training to be repeated every four years > Training program could include opportunities for learning experiences for Council staff 	<p>The City of Ryde provided six disability confidence training sessions to all staff throughout the year. Job Access provided a disability awareness training session for staff in June 2019</p>
<p>ii. Creating liveable communities</p>	
<p>1d. Prioritising footpath, road and upgrade and repair of bus routes within the asset budget</p>	<p>The footpath program has a priority rating system that incorporates disability needs as part of the criteria. An audit is currently underway to check the Disability Discrimination Act (DDA) compliance of all bus stops within the LGA.</p>
<p>1g. Playing a more active role in supporting community transport organisations that service the area, such as through grants, subsidised parking, or advertising for volunteers</p>	<p>We supported community transport organisations through the City of Ryde community grants program and promoted volunteering opportunities through our volunteer referral process.</p>
<p>1j. Review and revise public domain signage to improve legibility and consistency, to assist people with disability to move around our City</p>	<p>We have updated wayfinding signage in Macquarie Park to be consistent with Transport for NSW’s symbols for trains, buses and taxis. We are currently working with Sydney Metro to install touch screen information kiosks on the concourse at the three Macquarie Park Metro stations.</p>
<p>2a. Ensure amenities and infrastructure that support people with disability to attend Council events is included in event planning</p>	<p>Inclusion of accessible information is detailed in events listings online. The City of Ryde events team reviews each event to ensure all achievable steps are taken to ensure events are accessible, including ensuring the presence of disability drop off zones for larger events, disabled parking, accessible toilets, etc.</p>



2b. Review the design of parks and playgrounds to propose that they cater to a range of age groups and allow for multi-generational enjoyment	Our updated City of Ryde Play Plan identifies design principles to make playgrounds more inclusive and identifies priorities for upgrades.
2c. Audit and review disability access and infrastructure requirements in parks, leisure and recreational facilities renewal and upgrade program	An audit of all park amenity facilities will be conducted in 2019/20 and will include a review of disability access.
2d. Provide spaces in Council’s main libraries for a range of needs	<p>The guiding principle of ‘place’ is included in the new Library Strategic Plan.</p> <p>Place: We provide inclusive and welcoming spaces that inspire social, recreational, creative and learning experiences for our diverse community.</p> <p>Several works to improve accessibility are completed or planned: accessible self-service kiosks have been installed at all libraries; accessible toilet upgrades are planned at West Ryde Library in 2019/20 and Gladesville in 2020/21; and an accessibility upgrade at Eastwood in 2020/21.</p>
3a. Create an audit register to identify and record level of accessibility and disability inclusion for use in program and project development	An asset audit is being undertaken in 2019/20. This will help to identify level of accessibility and disability inclusion for use in program development.
4d. Work with the Australian Electoral Commission (AEC) to ensure that all Council venues used for local, state and federal government elections are accessible	We are working with the AEC to find suitable venues that are accessible and provide inclusive services. An updated list of accessible locations can be found on the AEC website.

iii. Supporting access to meaningful employment

1a. Review the Equal Employment Opportunity Policy to facilitate Council being a more inclusive employer, including recruiting, retaining and supporting employees with a disability	We partnered with the National Disability Recruitment Coordinator Service (NDRC) over the course of 2018/19. This included a complete review of our selection and recruitment processes.
1b. Promote Council’s EEO policy and code of conduct internally and externally	The EEO Management Plan is available internally and externally and the Code of Conduct is published internally. All employees undertook training in 2019.
1c. Promote representation of people with disability in the Council workforce to the public and external organisations	We have renewed our focus on representing people with disability in Council communications. Videos were created to support applications for the Northern Districts Local Business Awards’ Inclusion Award and profile people living with disability. The City of Ryde also organised an inclusive photoshoot to develop more diverse representation of its community.
1d. Identify and implement services and systems that support people with disability being retained within the workforce	We have a Reasonable Adjustment Policy in place. This year we obtained funding via Job Access for modifications to assist an employee with disability.
1e. Review and revise position descriptions and recruitment to be more welcoming and inclusive of disability, for example encouraging people with disability to apply and indicating support is available to undertake the job	<p>Our partnership with the National Disability Recruitment Coordinator Service (NDRC) over the course of 2018/19 included a complete review of our selection and recruitment processes.</p> <p>At the City of Ryde we value diversity and believe that our inclusive and collaborative culture contributes to our success. We are a diverse workforce that reflects the community in which we serve.</p> <p>Our inclusive culture promotes staff engagement and enables us to attract and retain the best talent. Some of our strategies and programs include:</p> <ul style="list-style-type: none"> • Merit-based recruitment practices • Workplace adjustments for persons with disability • Targeted employment opportunities for persons with disability • Targeted employment opportunities for persons of Aboriginal and Torres Strait Islander background • Work experience and internship placements • Space for reflection, prayer or meditation • Flexible work arrangements including access to rostered day off schemes and generous leave provision.



2d. Investigate incentives and supports for organisations willing to employ people with disability and to adapt workplaces to become more accessible such as looking at inclusion grants for small businesses	Social inclusion grants are now available. Grant funding can be used to adapt workplaces to be more accessible for staff and customers.
2g. Educate employers on the opportunities and benefits of employing people with disability, including through the provision of social enterprise training for local organisations and businesses	The City of Ryde, in partnership with Meadowbank TAFE, held an all-inclusive Youth Skills and Jobs Expo. Over 200 people attended. They were able to apply for real jobs on the day. Presenters at the event highlighted the benefits of employing inclusively and the strengths of having a diverse workforce.

iv. Improving access to services through better systems and processes

1a. Deliver information for people with disability and CALD languages where relevant	Our communications plans include provision of information and advertising in community languages, particularly Korean and Chinese, where relevant.
1b. Create a regular newsletter that provides information on activities and services for people with disability in the local area	Information about activities and services for people with disability is profiled in existing Council publications.
1c. Review the accessibility of Council's website to ensure WCAG 2.0 AA compliance	Further improvements were made to Council's website to improve accessibility. Information was included on our 'Why Work for Council' page that highlights the City of Ryde's inclusive work culture and strategies and programs to encourage recruitment and retention of staff with disability.
1e. Review staff training for handling customers with special needs in the call centre	The Customer Service Officer meeting in November 2018 involved a social inclusion presentation. A workshop is scheduled for October 2019 on dealing with aggressive and challenging situations.
1f. Ensure there are direct links and a portal on Council's website to identify available services for people with disability	A section has been established on our website for people with disability, containing information on services, events, documents and facilities for people with disability.
1g. Review the community information directory to support the comprehensive listing of services for people with disability	Our community information directory has been updated.
1h. Promote goings-on in the Ryde local area, including inclusive businesses, events and services available, and news from Council through existing City of Ryde social media channels	Inclusive businesses, events, services and news are profiled on Council's website and through existing social media channels.
1k. Share information and collaborate with informal networks in the community, including disability support providers, schools and NDIS Local Area Coordinators	We are hosting a volunteer coordinators forum in October with a guest speaker from Blue Knot Trauma and an informed care information session.
3b. Train council customer officers on how to assist people with disability and to know where to access information on disability services	Frontline staff have received disability confidence training and will have access to an online training module in 2020.
3c. Ensure frontline staff are trained in identifying and assisting customers with physical or behavioural issues	A learning management system will be introduced in 2020 to all staff. A module focused on disability awareness training will be delivered to all staff.
3e. Provide a dedicated service/space at community and Council facilities for people with disability who do not have access to, or skills in, technology	A technology training space is planned for the Macquarie Library and Creative Hub. There is also opportunity for a specialised space as part of this development. High contrast keyboards installed at all libraries.
4e. Review and promote an assisted Waste Collection Service for people with disability living independently	Waste Services continues to promote assisted bin services for the elderly or disabled through our website. Assisted bin provision adheres to guidelines and an inspection is required by the contractor.



STATUTORY REPORTING (CONTINUED)

28. Recovery and threat abatement plans. Fisheries Management Act 1994

No recovery and threat abatement plans are known to have been completed by Council in this period.

29. Details of inspections of private swimming pools. Swimming Pools Act 1992 s 22F(2), Swimming Pools Regulation 2018 cl 23

The City of Ryde conducted a total of 501 private swimming pool barrier fence audits during 2018/19.

Number of swimming pool inspections that were carried out under Division 5 of Part 2 of the <i>Swimming Pools Act 1992</i> that:	Number of inspections
(a) Were of tourist and visitor accommodation	4
(b) Were of premises on which there were more than two dwellings	6
(c) Resulted in the Council issuing the following:	
(i) A certificate of compliance under section 22D of the <i>Swimming Pools Act 1992</i>	7
(i) A certificate of non-compliance under clause 21 of the <i>Swimming Pools Regulation 2018 (3)</i>	3

Note:

1. Details and inspections in table above were carried out by Council and relate only to tourist and visitor accommodation and multi-occupancy dwellings
2. Other inspections were carried out by private certifiers
3. There are a total of seven tourist and visitor accommodation premises in Ryde LGA – each containing a pool
4. There are a total of 30 premises within the Ryde LGA on which there were multi-occupancy more than two dwellings – each containing a pool



The Global Reporting Initiative (GRI) is a process that introduces globally applicable guidelines that enable an understanding of an organisation’s contribution to sustainable development.

The guidelines are designed to ensure GRI based reports:

- Provide a balanced and reasonable picture of their economic, environmental and social performance
- Facilitate comparability, benchmarking and assessment of performance address issues of concern to stakeholders. The City is not fully compliant but we are working towards progressive integration of our sustainability reporting against the GRI criteria into our Four Year Delivery Program, department planning and the Annual Report.

The GRI indicators that have been discussed in this report (either wholly or in part) are referenced in the following table.

General Standard Disclosures	Section/ Comment
Strategy and Analysis	
G4-1 CEO statement	Year In Review
G4-2 Risk and Opportunities	Corporate Governance Outcomes – Our Open and Progressive City
Organisational Profile	
G4-3 Name of the organisation	Entity Name: Council of the City of Ryde Known as: City of Ryde
G4-4 Primary brands, products, and/or services.	Year in Review - Vision and Highlights Outcomes 2018/19
G4-5 Location of operational headquarters	Contact Us – In person
G4-6 Jurisdiction or areas in which the council operates	Year in Review – Our City



General Standard Disclosures	Section/ Comment
G4-7 Legal form of the council	Civic Leadership
G4-8 The main target customers of the council's activities	Year in Review – Our Stakeholders
G4-9 Scale of the council	Year in Review
number of employees	Outcomes – Our Open and Progressive City
net revenues	Year in Review – Managing the Money
total assets	Chief Financial Officer's Report General Purpose Financial Statements
G4-10 Size and compilation of the workforce	Outcomes – Our Open and Progressive City People and Culture Development
G4-11 Workforce covered by collective bargaining agreements	Outcomes – Our Open and Progressive City: People and Culture Development
G4-12 Council's supply chain	Statutory Information: Contracts awarded
G4-13 Significant changes to the council during the reporting period	Year in Review Civic Leadership General Purpose Financial Statements
G4-15 Externally developed voluntary economic, environmental and social charters, principles or other initiatives to which the organisation subscribes or which it endorses	About this Report Outcomes – Our Natural and Sustainable City
G4-16 Association memberships and national/ international advocacy organisations in which the organisation has positions	Civic Leadership Outcomes General Purpose Financial Statements
Identified material aspects and boundaries	
G4-17 Entities included in the Council's financial statements	General Purpose Financial Statements
G4-20 Aspect boundary and limitations within the organisation	About this report Our City General Purpose Financial Statements
G4-21 Aspect boundary and limitations outside the organisation	About this report Our City General Purpose Financial Statements



General Standard Disclosures	Section/ Comment
G4-23 Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report	No significant changes
Stakeholder engagement	
G4-24 List of stakeholder groups engaged by the organisation	Year in Review – Our Stakeholders All Outcomes
G4-25 Basis for identification and selection of stakeholders with whom to engage	Year in Review – Our Stakeholders
G4-26 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Year in Review – Our Stakeholders
G4-27 Issues and concerns raised through stakeholder engagement and how the organisation has responded	All Outcomes
Report File	
G4-28 Reporting period for information provided	About this report Year in Review
G4-29 Date of most recent previous report	City of Ryde's Annual Report 2018/19 was published in November 2019 and is available at www.ryde.nsw.gov.au/annualreport
G4-30 Reporting cycle	1 July 2018 to 30 June 2019
G4-31 Contact point	Contact us
G4-32 GRI Content Index for Standard disclosures	Global Reporting Index section
G4-33 Policy and current practice with regard to seeking external assurance for the report	Year in Review
Governance	
G4-34 Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks	Civic Leadership Organisation Leadership
G4-37 The process for consultation between stakeholders and highest governance body	Civic Leadership
G4-38 The composition of the highest governance body and committees	Civic Leadership
G4-39 Indicate whether the chair of the highest governance body is also an executive officer.	Civic Leadership
G4-40 The selection process for the highest governance body	Civic Leadership
G4-41 Processes in place for the highest governance body to ensure conflicts of interest are avoided	Civic Leadership
G4-44 Processes for evaluating the highest governance body's own performance particularly with respect to economic, environmental and social performance	Year in Review - Managing the money Integrated Planning and Reporting Framework Outcomes - Our Performance
G4-46 Processes for the highest governing body overseeing identification and management of economic, environmental and social impacts	Civic Leadership
G4-51 Remuneration policies for the highest governance body and senior executives	Statutory Information
G4-52 The process for determining remuneration	Statutory Information



G4-56 The values, principles and code of conduct	Year in Review - Vision and Highlights Civic Leadership How do we govern our city?
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Economic performance indicators

G4-EC1 Economic value generated and distributed	Year in Review - Managing the money General Purpose Financial Statements
G4-EC2 Financial Implications and other risks and opportunities for the organisations activities due to climate change	Outcomes – Our Natural and Sustainable City
G4-EC4 Financial assistance received from government	General Purpose Financial Statements
G4-EC7 Development and Impact of Infrastructure Investments and Services supported	All Outcomes General Purpose Financial Statements
G4-EC8 Significant Indirect Economic Impacts	Outcomes – Our Natural and Sustainable City General Purpose Financial Statements

Environmental performance indicators

G4-EN2 Percentage of materials used that are recycled input materials	Outcomes – Our Natural and Sustainable City Council has a significant program of recycling construction materials. Council’s purchasing policy provides for the use of environmental factors when making procurement decisions although it doesn’t specifically refer to the use of recycled input materials. The extent to which the policy is applied is not currently measured.
G4-EN3 Energy consumption within the organisation	Outcomes – Our Natural and Sustainable City
G4-EN6 Reduction of Energy Consumption	Outcomes – Our Natural and Sustainable City
G4-EN13 Habitats protected or restored	Outcomes – Our Natural and Sustainable City
G4-EN16/17 Indirect greenhouse gas emissions	Outcomes – Our Natural and Sustainable City
G4-EN19 Reduction of greenhouse gas emissions	Outcomes – Our Natural and Sustainable City
G4-EN23 Total weight of waste by type and disposal method	Outcomes – Our Natural and Sustainable City

Social performance indicators

G4-LA1 Total number and rates of new employee hires and employee turnover	Outcomes – Our Open and Progressive City
G4-LA5 Percentage of workforce represented in health and safety committees	Outcomes – Our Open and Progressive City
G4-LA6 Rates of injury and lost days	Outcomes – Our Open and Progressive City
G4-LA9 Hours of training per year	Outcomes – Our Open and Progressive City
G4-LA11 Employees receiving regular performance and career development reviews	Outcomes – Our Open and Progressive City



Society performance indicators

G4-SO1 Business units with implemented local community engagement, impact assessments, and development programs	Outcomes – Our Open and Progressive City
G4-SO3 Business units assessed for risks related to corruption	Outcomes – Our Open and Progressive City
G4-SO4 Communication and Training on anti-corruption policies and procedures	Outcomes – Our Open and Progressive City Statutory Information
G4-SO5 Confirmed incidents of corruption and actions taken	Civic Leadership Statutory Information

Product responsibility performance indicators

G4-PR2 Incidents of non-compliance – health and safety	Outcomes – Our Open and Progressive City – WHS
G4-PR5 Results of surveys measuring customer satisfaction	Outcomes – Our Open and Progressive City
