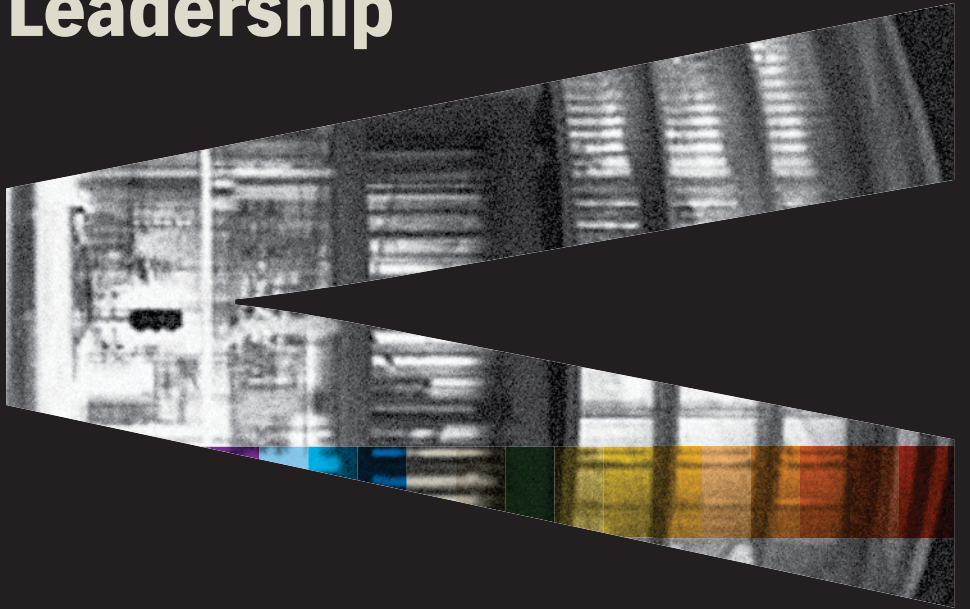


# Leadership



The City of Ryde is divided into three wards (East, Central and West) with four Councillors elected to represent each ward. Councillors are elected by the community for a four year term following an election. The Mayor is elected annually by the Councillors. Together, the Councillors make the policies and decisions that drive the City's running on a daily basis and shape how it will develop in the future.



## 2011/12 Councillors

### East Ward



Clr Ivan Petch – (elected Mayor September 2012)  
3 Jetty Road,  
Putney 2112  
Phone: 9809 1847  
ivanp@ryde.nsw.gov.au

### Central Ward



Clr Nicole Campbell  
Locked Bag 2069,  
North Ryde NSW 1670  
Phone: 0402 132 669  
ncampbell@ryde.nsw.gov.au

### West Ward



Clr Artin Etmekdjian –  
(Mayor until September 2012)  
Locked Bag 2069,  
North Ryde NSW 1670  
Ph: 9952 8332  
aEtmekdjian@ryde.nsw.gov.au



Clr Roy Maggio  
Locked Bag 2069,  
North Ryde NSW 1670  
Mobile: 0418 299 347  
rmaggio@ryde.nsw.gov.au



Clr Bill Pickering  
PO Box 460,  
Gladesville NSW 1675  
Mobile: 0404 074 299  
bpickering@ryde.nsw.gov.au



Clr Michael Butterworth  
Locked Bag 2069,  
North Ryde NSW 1670  
Mobile: 0413 944 475  
mbutterworth@ryde.nsw.gov.au



Clr Gabrielle O'Donnell -  
Deputy Mayor  
(until September 2012)  
3/3-5 Amiens Street,  
Gladesville 2111  
Phone: 9817 2019  
Fax: 9816 1770  
godonnell@ryde.nsw.gov.au



Clr Jeff Salvestro-Martin  
PO Box 4104,  
Denistone East 2112  
Mobile: 0413 043 423  
salvestro-martin@ryde.nsw.gov.au



Clr Justin Li –  
(Deputy Mayor from  
September 2012)  
Locked Bag 2069,  
North Ryde 1670  
Mobile: 0412 614 174  
jli@ryde.nsw.gov.au



Clr Vic Tagg  
Locked Bag 2069,  
North Ryde NSW 1670  
Mobile: 0412 369 510  
victor\_tagg@hotmail.com



Clr Sarkis Yedelian OAM  
PO Box 631,  
Gladesville 2111  
Phone: 8004 5053  
Mobile: 0412 048 330  
sarkis@yedelian.com



Clr Terry Perram  
12 Clanwilliam Street,  
Eastwood 2122  
Phone: 9874 7904  
tperram@ryde.nsw.gov.au

# How Do We Govern Our City?

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## The Role of Council

The Local councils in Australia have no constitutional recognition. The City of Ryde exists as a body politic under the NSW Local Government Act 1993. The elected Council consists of 12 Councillors, being the Mayor and 11 Councillors, and must act in accordance with this Act and the associated state and federal legislation. The Mayor is elected annually by the Councillors. The administration is headed by the General Manager.

Our role is to create liveable places for people who live, visit, study and work in the City of Ryde.

We deliver our statutory roles, functions and objectives through a corporate governance structure that comprises:

- Council
- General Manager
- Executive Team.

The elected Council weighs up the issues facing our growing city and ensures that ratepayers' money is allocated to priority areas and spent in the most effective way. This can mean balancing the needs of the community against the needs of individuals and taking into account the long and short term implications of decisions.

Together, the Councillors, as 'Council', form the governing body of the City of Ryde, a public statutory body constituted under the NSW Local Government Act 1993. Day-to-day operations are delegated to the General Manager, corporate performance is monitored through quarterly reports to Council and the community, and this Annual Report.

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## Council Decisions

Council is recognised as a single entity and Councillors only have the authority to make decisions as a group, when they are acting as 'Council'. At Committee meetings, reports from Council officers are submitted, with a recommendation for the consideration of the Committee members.


Depending on the nature of the issue, the Committee may have delegated authority (in accordance with Council's Code of Meeting Practice and in accordance with the Local Government Act 1993) to make resolutions that will be implemented by Council officers.

If the Committee does not have the appropriate delegated authority, the Committee will either refer or make a recommendation to Council for determination.

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## Council Meetings

Regular Council and Committee meetings are held at Ryde Civic Centre. Meetings are open to the public, and residents and businesses are actively encouraged to attend and participate in the decision-making process. A smaller number of matters, due to their nature and the need to maintain confidentiality, may be considered by Council in closed session. All Council and Committee meetings are carried out in accordance with Council's Code of Meeting Practice. Refer to pages 28-29 for details of councillor involvement in various committees.

Council's meeting schedule, agendas and minutes, are available on the City of Ryde website. 

The Mayor's role, as chair of Council and the leader of Council, is crucial in managing effective relationships within the administration and ensuring good governance.

One of the key roles involves presiding at and being responsible for the orderly conduct of Council meetings. The Mayor also ensures that Council's decisions are carried out.

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## Code of Conduct

Councillors are bound by a Code of Conduct, which sets a high standard for their ethical behaviour and decision-making. The code states councillors' roles and responsibilities and outlines the steps to be followed when making and investigating allegations of breaches of the code.

During 2011/12 there were three Code of Conduct complaints made against Councillors and referred to the General Manager, some of which were matters that have been responded to by council and resolved. One of these has been referred to a Code of Conduct reviewer. The council was also served with two warning notices from the Department of Premier and Cabinet's division of local government, after a series of meetings were left without a quorum. ICAC received notification relating to Councillor behaviour that is still to be determined.


### Having your say

There are many ways you can have your say on the governing of the City of Ryde.

You can:

- Vote for councillors every four years through the Local Government election for the City of Ryde
- Arrange to speak at a meeting
- Write to or telephone elected members of the Council
- Make a submission on the Council's budget and annual plan when advertised each year or on its 10 year plan published every four years
- Comment on our My Place website
- Make submissions on other major projects or notified consents that are consulted or advertised throughout the year.

The City of Ryde is committed to engaging its residents, stakeholders and Council staff in the development of policies, plans and the delivery of services for the community. Council's Community Consultation Policy recognises that community information sharing, consultation and participation are vital for effective decision-making.

More information on community engagement is available on our website  and page 85.

### Councillors' Fees/Expenses

The Local Government Remuneration Tribunal is constituted under Chapter 9, Division 4 of the Local Government Act 1993 and sets remuneration for the Mayor and Councillors.

The Mayor and Councillors receive an annual fee established by Council and set within the approved range by the Local Government Remuneration Tribunal in July 2008.

The Mayor and Councillors also receive reimbursement of expenses relating to their roles as detailed in the approved Councillor Expenses Policy. Information relating to these expenses in 2011/12 can be found in Section 7 Statutory Information.

The Mayor's Fee for 2011/12 was \$51,894 plus Councillor Fee of \$21,700.

The Deputy Mayor's Fee for 2011/12 was \$5,766 plus Councillor Fee of \$21,700.

The Councillor's Fee for 2011/12 was \$21,700 for each Councillor.

### Delegating decision-making

As provided for in the Local Government Act, the Council can delegate some of its decision making authority to the General Manager, thereby allowing a more efficient operation in several areas such as enforcement of Council regulations and finalising or negotiating various matters within parameters set by Council.

### Councillor Meetings/ Attendance

Meetings are held from 1 July 2011 to 30 June 2012. The statutory meeting, including election of the Mayor, was held on 13 September 2011.

	work shops	meetings
	No	No
Clr Etmekdjian (Mayor)	32	22
Clr Butterworth	13	27
Clr Campbell	38	31
Clr Li	22	28
Clr Maggio	31	35
Clr O'Donnell (Deputy Mayor)	41	36
Clr Perram	36	37
Clr Petch	25	36
Clr Pickering	35	33
Clr Salvestro-Martin	11	19
Clr Tagg	36	35
Clr Yedelian OAM	32	32

# The Committee Set-up

The Council makes policies on the City's direction, funding expenditure, investment, borrowing, finance, strategic development and growth. In addition the Council has three standing committees: the Planning and Environment Committee, the Works and Community Committee and the Civic Precinct Committee. These committees carry out many of Council's strategic and decision-making functions and generally meet fortnightly. Membership of the standing committees is determined annually. The Chairperson is also elected annually.

## Planning And Environment Committee

**Chairperson: Clr Pickering**

Deputy Chairperson: Clr Yedelian  
OAM

Members: Clr Butterworth, Clr O'Donnell, Clr Pickering, Clr Salvestro-Martin, and Clr Yedelian

Ex Officio: Mayor

The Planning and Environment (P&E) Committee deals with issues affecting the built environment and public health matters. For example, the P&E Committee considers and determines many planning matters, such as local development applications. The Committee also reviews environmental enforcement matters such as issuing of orders to prevent illegal building or demolition works.

## Works And Community Committee

**Chairperson: Clr Maggio (to September 2011), Clr Perram (from September 2011)**

Deputy Chairperson: Clr Tagg (to September 2011), Clr Maggio (from September 2011)

Ex Officio: Mayor

The Works and Community (W&C) Committee deals with the provision of community facilities, services and programs to meet community needs and promote community wellbeing. For example, the W&C Committee deals with matters affecting our public libraries, leisure facilities such as the Ryde Aquatic Leisure Centre, community events, and the award of community and cultural grants.

The W&C Committee also deals with a number of matters that impact on the physical environment such as requests for removal of trees, redevelopment of parks, and capital works projects such as roads, footpaths and drainage.

The Committee also evaluates traffic studies and considers the recommendations of the Ryde Traffic Committee.

## Civic Precinct Committee


**Chairperson: Mayor**

Members: All Councillors

Provides direction in all projects involving the development of the Ryde Town Centre including land owned by the Council.

The Civic Precinct Committee operates in the same way as the Council and is open to members of the public, unless Commercial in Confidence information is being dealt with.

## Advisory Committees

There are also 17 Council Advisory Committees in 2011/12 operating within the City of Ryde. They provide advice to Council on key issues. Our community committees are an important way of staying connected with the views of our local citizens. Further information on our Council Advisory Committees, including information such as minutes and terms of reference, can be found on our website. 

### **Access Committee - Clr O'Donnell (Chairperson)**

The Access Committee advises and makes recommendations to Council on matters relating to access issues, with particular emphasis on issues for people with disabilities as defined by the Disability Discrimination Act.

### **Audit Committee - Clr Etmekdjian (Mayor), Clr Butterworth, Clr Tagg (alternate)**

The Audit Committee provides a forum for communication between all stakeholders i.e. the Council, General Manager, Senior Management and Internal and External Audit.

### **Bicycle Advisory Committee - Clr Perram (Chairperson), Clr Maggio**

The Bicycle Advisory Committee advises Council on the needs of all cyclists who cycle in the City of Ryde including beginners, experienced cyclists and those that cycle for recreation or as a means of transport.

### **Climate Change and Sustainability Advisory Committee - Clr Campbell (Chairperson), Clr Petch**

The Climate Change and Sustainability Advisory Committee guides Council in the development, implementation, review and reporting processes of any climate change mitigation and adaptation strategy and related Sustainability Strategies for the City of Ryde.

### **Crime Prevention Advisory Committee - Clr Maggio (Chairperson), Clr Etmekdjian (Mayor), Clr Campbell, Clr Li**

The Crime Prevention Advisory Committee facilitates a multi-faceted and coordinated approach to the development of crime prevention strategies to address identified crime issues in the City of Ryde.

### **Community Harmony Reference Group- Clr Yedelian OAM (Chairperson), Clr Campbell, Clr Etmekdjian (Mayor), Clr Li, Clr Maggio, Clr O'Donnell, Clr Petch**

The Community Harmony Reference Group advises and provides feedback to Council on multicultural and interfaith initiatives and events reflecting the diversity of the Ryde community.

### **Companion Animals Advisory Committee - Clr O'Donnell (Chairperson), Clr Maggio, Clr Petch**

The Companion Animals Advisory Committee provides input to Council on the development of companion animals programs for the City of Ryde.

### **Country Council Partnership Advisory Committee – All Councillors sit on this Committee with the Mayor being the Chairperson**

The Country Council Partnership Advisory Committee considers and reviews partnership proposals submitted by Council or the community in relation to Council's relationship with the Central Darling Shire.

### **Eastwood Events and Promotions Committee - Clr Li (Chairperson), Clr Etmekdjian (Mayor), Clr Perram, Clr Tagg**

The Eastwood Events and Promotions Committee promotes and sponsors entertainment, new activities/initiatives in the Eastwood Town Centre.

### **Economic Development Advisory Committee - Clr Yedelian OAM (Chairperson), Clr Etmekdjian (Mayor - Deputy Chairperson), Clr Salvestro-Martin, Clr Tagg**

The Economic Development Advisory Committee provides direction and support to assist and guide Council in the implementation of the City of Ryde's first Economic Development Strategy 2009-2014.

### **Heritage Advisory Committee - Clr Petch (Chairperson), Clr Perram, Clr Pickering, Clr Salvestro-Martin**

The Heritage Advisory Committee advises Council about the preservation and enhancement of items and places within the City of Ryde that are of natural, indigenous, cultural, social, aesthetic or historic significance.

### **Macquarie Park Forum - Clr Butterworth (Chairperson), Clr Maggio, Clr Pickering, Clr Tagg, Clr Yedelian OAM**

The Macquarie Park Forum provides high level strategic and industry input in areas such as transport, marketing, urban design and sustainability.

### **Ryde Hunters Hill Joint Library Service Advisory Committee - Clr O'Donnell, Clr Tagg, Clr Pickering (alternate)**

The Ryde Hunters Hill Joint Library Service Advisory Committee advises on services for Gladesville Library and services such as Local Studies, Home Library Services, the Toy Library and Outreach Services that are available to residents of Hunters Hill and adjoining areas.

### **Ryde Youth Council - Clr Li, Clr Maggio**

The Ryde Youth Council plans and assists in the implementation of recommendations outlined in Council's Ryde 2021 Community Strategic Plan through its activities and events.

### **Sport and Recreation Advisory Committee - Clr Maggio (Chairperson), Clr Butterworth, Clr Perram, Clr Pickering, Clr Tagg, Clr Yedelian OAM**

The Sport and Recreation Advisory Committee represents the sporting clubs and associations in consultation with the City of Ryde and endorses agreed programs and strategies.

### **Status of Women Advisory Committee - Clr Campbell (Chairperson), Clr Maggio, Clr O'Donnell**

The Status of Women Advisory Committee promotes the status of women in the City of Ryde.

### **Traffic Committee - This is a Technical Advisory Committee with no formal Councillor representatives**

The Traffic Committee advises Council on all traffic-related matters. The committee representatives include the RTA.

# Organisational Structure

The City of Ryde Executive Team is led by the General Manager and comprises five groups:

- Community Life
- Public Works
- Environment and Planning
- Corporate Services
- Office of the General Manager

Our organisation has many skilled and professional people who are passionate about the City and its future and about delivering better value services.

There are 23 service units that deliver services and projects across these five groups. The City of Ryde has a headcount of 707 employees including 237 casuals, equating to 471 Full Time Equivalents (FTE). We are also strongly supported by volunteers and community representatives on a number of community committees and working groups.



# Executive Team

The Executive Team consists of four Group Managers and the Service Unit Manager for Strategy and Organisation Development.

## **GROUP MANAGER ENVIRONMENT AND PLANNING DOMINIC JOHNSON**

**Qualifications: BA (Hons), MEnvMan  
(Appointed: 2009)**

Dominic manages a portfolio that includes planning for the city's future growth, dealing with development applications, regulation of the built environment and delivering environmental outcomes. His 18 years and varied roles in the public sector have provided him with the right experience to deliver high quality planning and sustainability outcomes within an urban context. His current focus is facilitating sustainable development in the City of Ryde, underpinned by modern planning controls and a best-value assessment process.

## **GENERAL MANAGER JOHN NEISH**

**Qualifications: BAppSc  
(Appointed: 2010)**

John's career has spanned the private, not for profit and local government sectors. He leads organisations to build constructive cultures that focus on customer service, value for money and ethical standards in governance. His experience in local government administration was gained both in Australia and the UK where, as Head of Performance in the UK Audit Commission, he analysed the causes of local government effectiveness. John understands the importance of bringing commercial acumen to local government operations whilst balancing community service obligations. He has extensive experience in building and delivering community vision in partnership with other sectors and optimising development opportunities that provide a beneficial lifestyle for local residents.

## **MANAGER STRATEGY AND ORGANISATION DEVELOPMENT BEKI BOULET**

**Qualifications: MBA (Appointed: 2010)**

Beki has 11 years experience in organisational development in local government and extensive international experience in strategic development in private industry, IT process solutions and continuous improvement. Her focus at the City of Ryde is to bring about positive cultural change throughout the workforce to improve customer service standards and drive performance. She considers cultural transformation to be integral to improving productivity and attracting and retaining the best possible talent.



**GROUP MANAGER  
CORPORATE SERVICES  
ROY NEWSOME**

**Qualifications: Assoc. LG Admin GACID  
(Appointed: 2001)**

Roy has had an extensive career in local government that has seen him fulfil many diverse roles across the general management and corporate services portfolios.

This background and experience has seen Roy build a strong track record in developing, strengthening and continuously improving organisational governance frameworks, across key areas including Finance, Procurement, Information Systems, Human Resources, Customer Services, Governance, Property and Legal Services.

His current key focus areas are optimising Council's IT systems to improve customer service delivery, further strengthening customer service delivery through initiatives such as the Ryde Planning and Business Centre and establishing customer satisfaction measurement mechanisms, investigating options to increase new revenue sources and reviewing and updating Council's Long Term Financial Plan to ensure Council's current position is maintained whilst being fully understanding of Council's future.

**GROUP  
MANAGER  
COMMUNITY LIFE  
DANIELLE DICKSON**

**Qualifications: B. Arch (Hons),  
M. Env & Local Govt. Law, Grad.  
Australian Institute of Company  
Directors (Appointed: 2011)**

Danielle's portfolio has a focus on community wellbeing, harmony and culture and includes a diverse range of community and library services, community relations and events, open space and recreation planning, cultural planning and the Ryde Aquatic Leisure Centre.

Danielle has a wealth of experience, including nine years in Local Government with senior management roles in Environment and Planning, Community and Recreation, as well as the delivery of major projects. Coupled with qualifications in Architecture, Law and Company Directorship this has provided the right experience to deliver on the aspirations of our community.

**GROUP MANAGER  
PUBLIC WORKS  
TERRY DODDS**

**Qualifications: DPM A.Dip  
Eng (Civil) CPPD MAIPM  
MAITPM FMACMP MCMCI  
(Appointed: 2010)**

Terry has spent over 30 years participating in the delivery and maintenance of infrastructure assets for Local and State Government, as well as the private sector. Terry leads the Public Works portfolio, which delivers and maintains City of Ryde assets. Public safety, visual amenity and practical yet contemporary designs are three of the main themes that underpin decisions made by this group.



# Awards and Recognition

## Organisational Awards

We received the following awards and commendations in 2011/12.

Award	Association	
<b>Gold Medal</b>	Australasian Reporting Awards (ARA)	2010/11 Annual Report
<b>Food Surveillance Champion Award</b>	NSW Food Authority	Council's food handler education campaign, conducted in partnership with Ryde TAFE
<b>50:50 Vision Silver Accreditation</b>	Councils for Gender Equity	Achieved in three areas: <ul style="list-style-type: none"> <li>• Remuneration, recognition and training</li> <li>• Work and family balance, and</li> <li>• Commitment and leadership</li> </ul>
<b>Environmental Enhancement Project Award</b>	Institute of Public Works Engineering (IPWEA)	Strangers Creek Bio-retention Basin and Creek Rehabilitation stormwater project
<b>Sustainable Cities Awards 2012 Runners Up</b>	Keep Australia Beautiful NSW	Integrated Outcomes Framework of the Ryde 2012 Community Strategic Plan, Ryde - Sustainable Lifestyle and Opportunities at your Doorstep
<b>Macquarie Park Pride of Workmanship Award</b>	Rotary Staff Awards	Presented to Nathan Pratt

## Community Awards

We awarded the following awards to members of our community in 2011/12.



### Australia Day Awards

The City of Ryde Citizen and Young Citizen of the Year 2012 were presented during the City of Ryde Australia Day celebrations at the Civic Hall.

**Citizen of the Year:**  
**SUZANNE WARD OAM**

**Young Citizen of the Year:**  
**GEOFFREY WARD**



### Volunteers of the Year 2012

Winners of the City of Ryde Volunteer Recognition Awards were announced at a special ceremony at the Civic Centre on 17 May 2012.

**Volunteer of the Year:**  
**DIANA ZEYNALI**

**Young Volunteer of the Year:**  
**JAMES CAMILLERI**

**Volunteer Group of the Year:**  
**SALT (Seek justice. Alleviate hunger. Lift the burden today. Transforming lives.)**



### Youth Environment Prize Art Competition

The annual Youth Environment Prize (YEP!) Art Competition invites young artists to submit artwork created from recycled or reused materials (or multimedia). This year's themes were Ecosystems and Biodiversity, Recycling and Resource Recovery.

**Waste to Art 12-15 years:**  
**ANASTASIA GRZYBOWSKI**

**Waste to Art 16-18 years:**  
**REMY MILES and AGIE WIRIHADI**

**Multimedia 12-15 years:**  
**EBONY ORRIN**

**REEN Best Environmental Message:**  
**REMY MILES**