

Item 11

Questions on Notice with Answers

1. Metrics Around Waste Management

By Deputy Lord Mayor Councillor Maxwell

Question

1. Could a table be provided that shows the number of complaints the City of Sydney received each month or quarter involving waste management by suburb for the last 10 years?
2. Could a table be provided of the average time to resolve a complaint involving waste management by suburb by month or quarter for the last 10 years?
3. Could a table be provided showing which provider/contractor/City of Sydney staff collected the different types of rubbish by month or quarter for each suburb for the last 10 years?

X113780

Answer by the Chief Executive Officer

1. This information will take some time to compile and will be provided in a Supplementary Answer to Council.
2. This information will take some time to compile and will be provided in a Supplementary Answer to Council.
- 3.

Waste stream	Service type	Date range – area - provider
Red lid bins	Collection	• 2015 to June 2019 – North LGA only - URM • 2015 to March 2020 – South LGA only - internal service • July 2019 to March 2020 – North LGA only – Cleanaway • April 2020 to present – whole LGA – Cleanaway
Yellow lid bins	Collection	• 2015 to June 2019 – whole LGA - URM • July 2019 to present – whole LGA - Cleanaway
Green lid bins	Collection	• 2015 to June 2019 – whole LGA - URM • July 2019 to present – whole LGA – Cleanaway
Maroon lid bins	Collection	• July 2019 to present – internal service

Waste stream	Service type	Date range – area - provider
Bulky waste	Bookings	2015 to June 2019 – North LGA only - URM 2015 to March 2020 – South LGA only - internal service - July 2019 to March 2020 – North LGA only – Cleanaway - April 2020 to present – whole LGA – Cleanaway
Metals/whitegoods	Bookings	2015 to June 2019 – whole LGA - URM - July 2019 to present – whole LGA - Cleanaway
Mattresses	Bookings	2015 to February 2016 - Landsavers - March 2016 to July 2018 - TIC Group Pty Ltd - contract transferred via Deed of Novation - August 2018 to present – whole LGA – Soft Landing
Bulky waste	Dumps	2015 to June 2019 – whole LGA – internal service - July 2019 to present – whole LGA – Cleanaway* *internal service still acts on some urgent dumps
Metals/whitegoods	Dumps	2015 to June 2019 – whole LGA – internal service - July 2019 to present – whole LGA – Cleanaway* *Internal service still acts on some urgent dumps
Mattresses	Dumps	2015 to June 2019 – whole LGA – internal service - July 2019 to present – whole LGA – Soft Landing* *Internal service still acts on some urgent dumps
Hazardous items	Dumps	- Internal service. - Asbestos collected by various panel suppliers; current provider is ADE
Street litter and cleansing	NA	Internal service

2. Conservation of the City's Priority Species

By Councillor Thompson

Question

1. What environmental targets relating to the protection and support of threatened species and their habitats, outlined in the Urban Ecology Strategic Action Plan and the Greening Sydney Strategy, have been met and which have not been?
2. What is the status and timeline of actions for priority fauna species and other species as set out in Table 10 of the Urban Ecology Strategic Action Plan:
 - (a) Green and Golden Bell Frog and other frogs;
 - (b) Grey-headed Flying-fox;
 - (c) Powerful Owl;
 - (d) Long-nosed Bandicoot;
 - (e) Small Birds;
3. What actions have been taken since 2013 to implement biodiversity corridors and to support pre-existing habitats?
4. What were the findings of the 'Hop to it' biodiversity health check survey and what recommendations were provided by the Urban Ecology Coordinator?
5. What is the current conservation status of all species classified as 'priority fauna' within the Urban Ecology Strategic Action Plan?
6. What population fluctuations have been observed in the Green and Golden Bell Frog species since 2013?

X113778

Answer by the Chief Executive Officer

The City's Urban Ecology Strategic Action Plan (2014) is currently being reviewed which will include assessment of targets which have been achieved including priority fauna species. This is a large body of work and is planned to be reported to Council in mid-2026 for the new Urban Ecology Strategic Action Plan to be exhibited for community comment.

The City is involved in an Urban Biodiversity Connectivity Planning Project with the Southern Sydney Regional Organisation of Councils (SSROC) which identifies possible future opportunities for enhancing habitat corridors with a specific focus on improved habitat conservation and enhancement on private land. A biodiversity tool (<https://ssroc.nsw.gov.au/connected-corridors-for-biodiversity/>) is updated annually and allows us to work from a common information source and ensure corridors are relevant and where possible coordinated across local government area boundaries.

The City of Sydney area managed as bush restoration has expanded to 15.2 hectares in 2023/24 from a 2012 baseline of 4.2 hectares. Areas included are strategically located to improve connectivity across the local government area.

Flora surveys are currently being finalised as part of the biodiversity health checks for the Urban Ecology Strategic Action Plan (2014) review and will address changes in naturally occurring vegetation communities in the local government area during the past 10 years.

The Hop to it community frog surveys have been/are being held during February and March 2025. These surveys are part of the biodiversity health checks which are being undertaken as part of the current Urban Ecology Strategic Action Plan (2014) review. Flora and fauna surveys are also being undertaken in the area.

Review of the conservation status of species classified as priority fauna in the Urban Ecology Strategic Action Plan (2014) is part of the current work being undertaken to review and update the Urban Ecology Strategic Action Plan.

3. City of Sydney Staff Resources for Biodiversity

By Councillor Thompson

Question

1. How many City staff have responsibility for biodiversity within their job description or functions? Of these, how many are:
 - (a) permanent full-time
 - (b) permanent part-time
 - (c) casual
 - (d) fixed term contract
2. Where can members of the public access the City's organisational chart?
3. If this is not answered in question 2, please advise in which teams the staff mentioned in question 1 are located in the City's organisational structure.
4. Which department or staff members are responsible for implementing the Urban Ecology Strategic Action Plan?
5. When was the Urban Ecology Strategic Action Plan last reviewed, and where can the review findings or any related reports be accessed?
6. When is the Urban Ecology Strategic Action Plan due for review?
7. Are any aspects of the City's biodiversity work outsourced, if so, please advise what is outsourced and the length and value of those contracts?

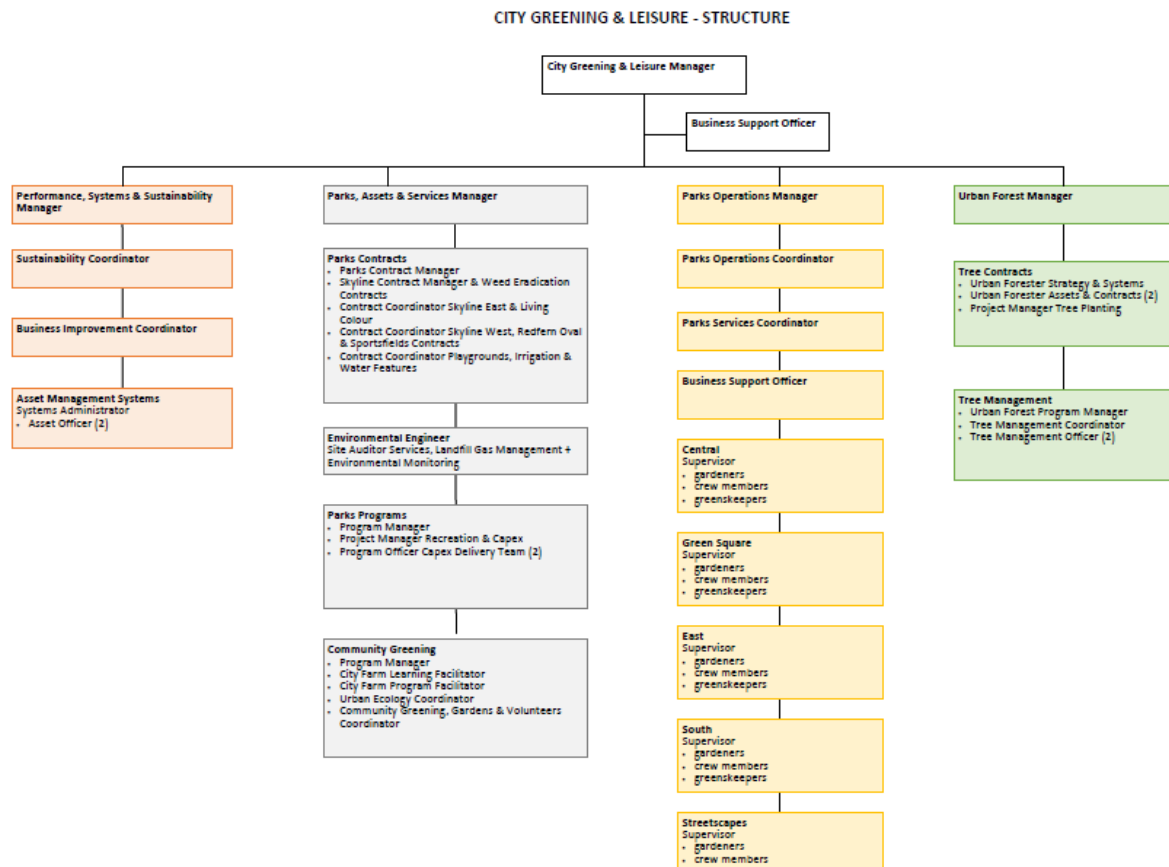
X113778

Answer by the Chief Executive Officer

The City's Urban Ecology Strategic Action Plan (2014) is currently being reviewed and updated to ensure it remains relevant and capable of guiding the many urban ecology challenges and opportunities in the City of Sydney area. The updated Urban Ecology Strategic Action Plan will review what has been achieved in the past 10 years. This is a large body of work and is planned to be reported to Council in mid-2026 for the new Urban Ecology Strategic Action Plan to be exhibited for community comment.

The responsibility for biodiversity and urban ecology is driven by the Greening Strategy and Urban Ecology Strategic Action Plan which are primarily delivered by the City Greening and Leisure business unit. This also requires collaboration with other business units for example City Projects for project and upgrade works, City Planning for DA referrals, Public Domain team for developer delivered public domain works, Rangers for compliance.

The organisation chart for the City Greening team is provided below which covers in-house direct service delivery, contract managed services, urban forest policy and strategy, tree management and maintenance and community greening programs such as community gardens, bush care, urban ecology and City Farm.



The implementation of the strategies, objectives and actions of the Greening Sydney Strategy and Urban Ecology Strategic Action Plan are embedded across the City Greening team and range from day to day activities such as caring for park and streetscape plantings and habitat to long term planning and strategy development for canopy cover and habitat creation and protection. The City's biodiversity work is delivered by a combination of in-house and contracted services. Consultants are generally engaged for specialist services such as flora and fauna surveys, Aboriginal and Torres Strait Islander cultural knowledge and education programs. Specialist contractors are used for bush restoration and wetland maintenance services. The table below outlines the key roles and responsibilities within the team (including contractors and consultants):

Position	Key responsibilities
Urban Forest Manager	This position manages the urban forest team, strategy development and operational delivery. Core responsibilities include: • Management of the team, contracts and consultants and their deliverables as outlined below • Development and implementation of Greening Sydney Strategy (specific actions only) and all actions within the Urban Forest Strategy, Tree Management and Donation Policy, Street Tree Master Plan, Register of Significant Trees. • Application of the Biodiversity SEPP (tree management)
Urban forester - strategy and systems Urban forester - assets and contracts (2) Project manager - tree planting	These positions focus on the management of trees located in the City's streets, parks and council owned properties. Core responsibilities include: • asset management of 50,000 trees (including approvals for specific works such as tree removals, planting etc) • contract management • expert advice provided to all internal and external stakeholders • Assistance with policy / strategy development (Urban forester - strategy & systems position, e.g. Urban Forest Strategy)
Tree Management Coordinator Tree Management Officer (2)	These positions focus on application assessment and project management. Core responsibilities include: • Development application referrals (all aspects of tree management associated with development) • Tree pruning / removal applications on private property • Expert advice for City capital works projects (park upgrades)

Position	Key responsibilities
Project Manager - Urban Forest Delivery	This position focuses on project delivery. Core responsibilities include: • In road tree planting program • Expert tree advice for specialised capital works projects (e.g. cycleways) • Assistance with policy / strategy development (e.g. Register of Significant Trees)
Contractors – City Tree Maintenance (2)	There are two major service contracts in place that provide holistic maintenance of trees located in the City's streets, parks and council owned properties. Core responsibilities include: • asset maintenance (e.g. tree inspection, pruning, removal, planting base maintenance, 24/7 emergency response etc). • expert advice / customer service to relevant internal and external stakeholders
Consultant Arborists (8 - Panel Contract)	A panel contract is in place with 8 consultants who provide a range of specialised arboricultural and urban forest services to the City. Core services include: • Advanced Tree Assessment (aerial inspection, root investigation and internal diagnostic testing) • Development, Design and Construction Projects • Applications and Asset Assessment • Urban Forest Measurement • General Consultancy
Parks - Contract Team (5 FTE)	These positions focus on the holistic management of park assets. This includes management of greening, located in the City's parks and streets. Core responsibilities include: • asset management and maintenance of approx. 94ha of parks and open space through contracted service delivery including contributing toward greening and biodiversity targets • contract management • expert advice provided to internal and external stakeholders • assistance with policy / strategy development

Position	Key responsibilities
Parks - Community Greening Team (4FTE plus 1 agency for UESAP)	These positions focus on delivering strategies, projects and programs that green the City and enable community participation. Core services include: • City Farm – volunteer and education programs • Community Gardens • Bushcare/Landcare Programs • Footpath Gardening Program • Urban Ecology There is 1 FTE urban ecology coordinator position which has primary responsibility for delivering on the UESAP through a range of operational and capital projects and programs (both direct and indirect delivery through internal staff, contractors and volunteers). The role also manages the bush restoration contract and urban ecology panel. An additional agency resource (0.6FTE) is currently engaged to deliver the updated Urban Ecology Strategic Action Plan.
Parks – Projects and Programs Team (4 FTE)	These positions focus on project delivery. Core responsibilities include: • Park renewal projects including contributing toward greening/biodiversity targets • Contract management – manage contracts that renew parks and expand greening (contributing toward greening targets) • Developing the park renewal program • Expert advice for recreational planning • Assistance with policy / strategy development
Contractors – Parks and Open Space Maintenance and Bush Restoration Contracts	There are two major service contracts in place that contribute significantly to biodiversity and greening in the City (the Parks and Open Space maintenance contract and the Bush Restoration Contract). The parks and open space maintenance contract provides holistic maintenance of the City's parks and street greening. Core responsibilities include; • asset maintenance of nearly 94ha of the City's parks (e.g. horticulture, turf, infrastructure, cleansing, waste, weeding, watering, 24/7 emergency response etc). Services include maintenance and expansion of greening within City Parks.

Position	Key responsibilities
	expert advice / customer service to internal and external stakeholders The bush restoration contract maintains, enhances and expands the City's bush restoration areas to restore native vegetation and fauna habitat of terrestrial sites, freshwater wetlands and coastal saltmarsh. There are a range of other contracts which also contribute to managing parks assets and support greening such as the minor landscape works panel, the weed eradication contract and the sports field management contract.
Consultant Urban Ecology Panel (4 - Panel Contract)	A panel contract is in place with 4 consultants who provide a range of periodic, specialised urban ecology consultancy services and advice to the City. Services include: - Capital works delivery – field assessments of development impacts - Ecological surveys – monitoring of flora and fauna - Ibis monitoring and management General Consultancy – strategy development, review of development applications and expert/specialised advise when required.
Public Domain Landscaping Team (15)	This team focuses on the installation and maintenance of public domain landscaping to create and maintain habitat and achieve the City's greening targets. Core responsibilities include: - Delivery of new greening projects across various locations, contributing to the City's greening and sustainability targets, mitigate the urban heat island effect and support climate resilience. - Creation of new street garden beds and renewal of existing landscaped areas to improve streetscapes and maintain planting and habitat in high-quality public spaces. - Providing design input and review for capital works and renewal projects to ensure landscaping provides habitat opportunities and diversity to our urban landscape.
Parks Operations Team (65)	The parks operations team provides holistic maintenance of the City's parks and street greening. Core responsibilities include; asset maintenance of approx. 123ha of the City's parks (e.g. horticulture, turf, infrastructure, cleansing, waste, weeding, watering etc). Services include maintenance and expansion of greening within City Parks.

Position	Key responsibilities
	expert advice / customer service to internal and external stakeholders

As noted above some operational biodiversity related work is outsourced:

- Bush restoration works are conducted by an experienced bush restoration contractor. A contract commenced in 2024 and is in place for 3-year initial term with 2, 3-year additional term options.
- Biodiversity monitoring is conducted by contractors as part of an Urban Ecology Panel. Four ecological and environmental consulting agencies have been approved to conduct different types of ecological works, including flora and fauna survey, specialist ibis monitoring, ecological capital works and general consulting. These types of work are required intermittently and are highly specialised. The panel commenced in 2023 and is in place for 3 years, with a 3 year additional term option.

A briefing to Councillors on the delivery of the Greening Sydney Strategy is being planned and will also cover the Urban Ecology Strategic Action Plan actions and update.

4. Mobile Planter Display Program

By Councillor Ellsmore

Question

At the March 2025 Council meeting, council will consider a budget and tender for the future of the 'Mobile Planter Display Program' (i.e. the planter box program).

- What is the total budget for the planter box program:
 - For 2022/23;
 - For 2023/4; and
 - For 2024/5?
- Where in the Council's current budget and operational documents can details of the budget relating to the planter box program be found?

Please include details of which line items the budget for the planter boxes is included in, and where this can be accessed by the public.

- In relation to the current contract to manage the planter boxes:
 - What company has the current contract to manage the planter box program?
 - What was the total value of the current contract for the planter box program:
 - Per annum; and
 - In total?

- (c) What is the length of the current contract for the planter box program?
 - (d) How much is charged per plant? Please include for natives, herbs and perennials. Alternatively, if this is included in a schedule of costs please provide the schedule.
 - (e) What are the employment arrangements for staff responsible for installation, maintenance and disposal of the planter boxes?
 - (f) How much per hour are staff paid? If this is included in a schedule of costs please provide the schedule.
 - (g) Where can a copy or details of the current contract be found?
- 4. What is the estimated cost to the Council in preparing the tender which will be considered at the March 2025 Council meeting (T-2024-1314 - Mobile Planter Display Program)?
 - 5. How has the mobile planter display program grown or changed over its life since 2000?
 - 6. What is the usual practice regarding the disposal of plants after they are removed from the planter displays?
 - 7. Has Council received any complaints regarding the disposal of plants after they are removed from the planter displays? If yes, please provide details.
 - 8. What are the criteria for identifying spaces for the planter boxes?
 - 9. Has Council investigated longer-term, semi-permanent or permanent options to encourage biodiversity in the locations where planter boxes are being used?
 - (a) If yes, what options were considered?
 - (b) If no, why not?

X113783

Answer by the Chief Executive Officer

Refer to the Information Relevant To Item 6.7 - Tender - T-2024-1314 - Mobile Planter Display Program memorandum.

5. Enhancing Biodiversity in Johnstons Creek

By Councillor Thompson

Question

- 1. The Glebe Society and Blue Wrens have identified 38 Casuarinas located at Johnston Creek which may be detrimental to the overall biodiversity of the creek. What actions has Council taken to investigate these trees?

2. Is it the intention of the City staff to remove these trees? If the intention is to keep the trees, why?
3. Is there a date residents can expect the trees removed?
4. What actions are being taken by the City to enable native plants to thrive and prevent monocultures from being established in the Johnstons Creek bed?

X113778

Answer by the Chief Executive Officer

1. The City's Urban Ecology Coordinator had an onsite meeting in Glebe with representatives from the Glebe Society's Blue Wren subcommittee to discuss the self-seeded casuarinas. Casuarina saplings 4 metres or less have been discussed for removal and this process has commenced with the City's Bush Restoration Services contactor removing small Casuarinas. Community consultation / notification will be undertaken for the removal of larger specimens impacting the overall biodiversity of the creek.
2. The intention is to remove self-seeded Casuarinas in this area to maintain floristic and structural diversity. Removal of self-seeded Casuarinas in this bush restoration area is an action in the City's Bush Restoration Management Plan.
3. Removal of small saplings has commenced. Community consultation / notification for the removal of larger specimens impacting the overall biodiversity of the creek will occur within the next few months.
4. Plants detrimental to the functioning ecosystem of the area are removed as part of the City's Bush Restoration Management Plan. As plants are removed, we will prioritise enhancing habitat structure and diversity. We recognise the value of the area as a biodiversity corridor and potential habitat for small birds such as the Blue Wren.

6. Food Organics (FO) Service Rollout

By Councillor Thompson

Question

1. How many households are on the waitlist to join the existing FO service? Why hasn't the service been expanded to meet demand?
2. Has Council investigated expanding the trial immediately, concurrent with the undertaking of the insect processing trial? Are there specific barriers that would prevent us from expanding the trial now while we investigate insect processing? If so, what are they?
3. How many households have requested to join the service but been told they can't join the trial (i.e. not even to join the waitlist) – and what was the reason for this?
4. What's the contamination rate in the trial? (according to NSW Department of Planning, Housing and Infrastructure, average contamination of FOGO by weight is 2.6%)
5. The next project stage "build the plan" will take 2025-2027; why will it take so long?

6. Given that landfill space is predicted to run out by 2030 unless we take urgent action, as well as the clear environmental benefits of a food waste recycling service, has Council investigated expediting the process of rolling out a food organics collection service sooner than 2030?
7. What are the take up rates for the trial in new apartments that didn't initially opt-in?
8. What educational programs is the Council undertaking as part of the trial?

X113778

Answer by the Chief Executive Officer

1. Refer Information Relevant To Item 7.3 – Planning For a Food Organics Recycling Services to All Households memorandum.
2. Refer Information Relevant To Item 7.3 – Planning For a Food Organics Recycling Services to All Households memorandum.
3. Zero. All households are eligible to join our waitlist.
4. 2.7%
5. Refer Information Relevant To Item 7.3 – Planning For a Food Organics Recycling Services to All Households memorandum.
6. It is the intention of the City to rollout the new food organics service as soon as possible and we will aim to deliver it prior to 2030 if possible. Timings in the project timeline are approximations and will be contingent upon many variables including Council decisions regarding collection and processing types as well as market responses to tenders.
7. Bin fullness audits indicate that the food scraps bins in new apartments that did not opt-in are less than 10% full indicating very low uptake.
8. We provide comprehensive communications and education support for our food scraps recycling service to all new households/apartments joining the service. This includes letters, postcards, brochures, posters, bin room signage, bin stickers, truck livery and digital media including social media campaigns web pages, social media post templates, and bi-annual e-newsletters. We also run on-site information sessions in apartment buildings joining the service that have more than 50 units. These sessions run for 2-3 hours and involve 2 staff with a small display stall consisting of promotional materials and samples of a kitchen caddy, compostable liner bags, and a food scraps bin. Residents can attend the stall at any time during the session to chat to our staff and ask questions about the service and our staff can sign people up for the service to get a free kitchen caddy. Information is also provided through our Recycle Help Service and waste avoidance education events and staff have regular contact with residents and building managers in the service and those who are interested in joining to assist them with any questions.

7. King Cross Police Station – On-Street Parking

By Councillor Gannon

Question

How many on-street parking spaces are allocated to the NSW Police in the Potts Point area?

X113782

Answer by the Chief Executive Officer

There are 7 spaces in Potts Point:

- Darlinghurst Road x 2
- Barncleuth Square x1
- Ward Avenue x2
- Bayswater Road x2

8. Aquatic and Leisure Centres Capital Works

By Councillor Arkins

Question

1. Can you please provide a list of capital works or refurbishments that the City has completed at each of our Aquatic and Leisure Centres since January 2018?
2. In this list can you please provide the centre name, the scope of works, the total final cost, the name of contractor, and the number of days the centre was closed for (if at all) for each?
3. Can you please provide a list of the forward capital works plan for each of the City's aquatic and leisure centres including the scope of works, and associated budget in the 10-year financial plan over the next ten years. Please include an estimation of the number of days each centre may have to be closed for as a result of these planned works?

X113776

Answer by the Chief Executive Officer

This information will take some time to compile and will be provided in a Supplementary Answer to Council.

9. Aquatic and Leisure Centre Pay Rates

By Councillor Arkins

Question

Can you please provide a list of staff positions employed by Belgravia at the City's Aquatic and Leisure Centres including the name of the position, the annual salary or casual hourly pay rates for each, how many of each position are employed at each centre and what the equivalent position would earn if employed under the City of Sydney Award.

X113776

Answer by the Chief Executive Officer

The City does not hold the detailed information requested information regarding employees within the contractor's workforce, nor are there direct equivalent positions for all contractor roles within the City's staffing structure, making it difficult to accurately compare wages to those under the City of Sydney Award. A management options evaluation was reported to Council in September 2023 which compared staffing costs under each management option and highlighted that in-house staffing costs are higher. The report which contains redacted commercial in confidence information is available on the City's website at <https://www.cityofsydney.nsw.gov.au/research-reports/future-management-and-operation-of-city-of-sydney-aquatic-leisure-centres>. The full report can be made available to Councillors if requested.

All City of Sydney contractors are required to comply with applicable Australian Industrial Relations law and pay staff in accordance with those laws.

10. City Greening and Parks Staff

By Councillor Arkins

Question

1. Can you please advise the number of staff employed by the City directly under the City of Sydney Award that are responsible for the upkeep of our parks and gardens?
2. Can you please advise the pay rates of all the staff employed by the City's contractor for the Mobile Planter Display Program and what the equivalent position would be paid under the City of Sydney Award?

X113776

Answer requested by the Chief Executive Officer

The City's Greening and Leisure business unit are responsible for managing and maintaining the City's parks and street gardens. The unit also manages and maintains the urban forest and delivers community greening programs. The team comprises 110 positions of which 80 positions deliver in-house park maintenance services, 6 positions managing contract services (parks maintenance, water features, irrigation, playgrounds, weed eradication, living colour program, sports fields) 3 positions managing tree maintenance and renewals (by contract), 4 positions delivering park renewals and upgrades (by contract), 4 positions managing community greening and urban ecology programs. The remaining positions manage tree management applications, sustainability, asset management and business support.

The Mobile Planter Display Program requires specialist skills (for example crane loading, large scale nursery plant production, asset maintenance of containers, scheduling and delivery of night works) and activities on a seasonal basis. There are no equivalent positions in the City Greening team. The recommended tenderer for the Mobile Planter Display Program has advised they will be employing staff under the NSW Local Government Award.

All City of Sydney contractors are required to comply with applicable Australian Industrial Relations law and pay staff in accordance with those laws.