

10 February 2025

At 2.00 pm

**Corporate, Finance, Properties and
Tenders Committee**

Agenda

- 1. Confirmation of Minutes**
- 2. Statement of Ethical Obligations and Disclosures of Interest**
- 3. 2024/25 Quarter 2 Review – Delivery Program 2022-2026**
- 4. Adoption - Modern Slavery Policy**
- 5. Report on City of Sydney Suppliers and Investments in Relation to the Boycott, Divestment and Sanctions Campaign**
- 6. Investments Held as at 31 December 2024**
- 7. Investments Held as at 31 January 2025**
- 8. City of Sydney Advisory Panels**
- 9. Land Classification - 22 O'Riordan Street, Alexandria**
- 10. Project Scope - 343 George Street - Renewal and Upgrade**
- 11. Lease Approval - 343 George Street, Sydney**
- 12. Negotiation Outcome - Tender T-2023-1041 - Sydney Park Brick Kilns Precinct Upgrade**
- 13. Tender - T-2024-1330 - Reject and Negotiate - Redfern Neighbourhood Parks - Head Design Consultant**
- 14. Exemption from Tender and Contract Variation - Chinatown Gates - Supply of Ornamental Timber Panels**
- 15. Exemption from Tender - Copyright Agency Ltd Licence Agreement**
- 16. Exemption from Tender - IT Licence, Subscription, Maintenance and Support Contracts**

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As part of our democratic process, the City invites members of the community to speak directly to Councillors during Committee meetings about items on the agenda.

Webcast

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1. Register to speak by calling Secretariat on 9265 9702 or emailing secretariat@cityofsydney.nsw.gov.au before 10.00am on the day of the meeting.
2. Check the recommendation in the Committee report before speaking, as it may address your concerns so that you just need to indicate your support for the recommendation.
3. Note that there is a three minute time limit for each speaker (with a warning bell at two minutes) and prepare your presentation to cover your major points within that time.
4. Avoid repeating what previous speakers have said and focus on issues and information that the Committee may not already know.
5. If there is a large number of people interested in the same item as you, try to nominate three representatives to speak on your behalf and to indicate how many people they are representing.

Committee meetings can continue until very late, particularly when there is a long agenda and a large number of speakers. This impacts on speakers who have to wait until very late, as well as City staff and Councillors who are required to remain focused and alert until very late. At the start of each Committee meeting, the Committee Chair may reorder agenda items so that those items with speakers can be dealt with first.

Committee reports are available at www.cityofsydney.nsw.gov.au

Item 1.

Confirmation of Minutes

Minutes of the following meetings of the Corporate, Finance, Properties and Tenders Committee are submitted for confirmation:

Meeting of 9 December 2024

Item 2.**Statement of Ethical Obligations**

In accordance with section 233A of the Local Government Act 1993, the Lord Mayor and Councillors are bound by the Oath or Affirmation of Office made at the start of the Council term to undertake their civic duties in the best interests of the people of the City of Sydney and the City of Sydney Council and to faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the Local Government Act 1993 or any other Act, to the best of their ability and judgement.

Disclosures of Interest

Pursuant to the provisions of the Local Government Act 1993, the City of Sydney Code of Meeting Practice and the City of Sydney Code of Conduct, Councillors are required to disclose and manage both pecuniary and non-pecuniary interests in any matter on the agenda for this meeting.

In both cases, the nature of the interest must be disclosed.

This includes receipt of reportable political donations over the previous four years.

Item 3.

2024/25 Quarter 2 Review – Delivery Program 2022-2026

File No: X101909

Summary

This report reviews the operating and capital results against budget for the 2024/25 financial year, and progress against the performance measures identified within the Operational Plan 2024/25, within the broader Delivery Program 2022-2026.

Council's financial performance at Quarter 2 2024/25 reflects a year-to-date (YTD) Operating Result of \$58.3M against a budget of \$48.1M. After allowing for interest income, capital grants and contributions, depreciation and capital project related costs, Council has achieved a Net Operating Result of \$55.1M against a budget of \$48.2M. At Quarter 2, Council is forecasting a full year Net Operating Result surplus of \$117.4M, a positive variance of \$2.0M, reflecting a favourable operating result and higher interest income than budgeted. All major variances are outlined within the body of this report, and full details are provided at Attachment A.

Capital Works expenditure was \$111.2M against a YTD budget of \$124.8M. The annual forecast for the program has been revised to \$242.4M against a full year budget of \$247.4M. A summary of the 2024/25 capital project expenditure and forecast, with budget adjustments, are detailed at Attachment B.

Technology and Digital Services Capital Works YTD expenditure for projects developed internally was \$6.8M against a budget of \$8.1M. The annual forecast of \$22.8M is below the full year budget of \$26.0M.

Plant and Equipment YTD expenditure, net of disposals, was \$11.5M against a budget of \$16.6M, with a full year forecast of \$30.4M against a full year budget of \$31.7M.

Progress against the Delivery Program performance measures is generally satisfactory, with full details provided at Attachment C, and a number of operational achievements are highlighted within the body of this report.

The additional supplementary reports, which include details on the quick response, street banner and venue hire support grants and sponsorship programs, major legal issues, international travel, property and land use matters approved under delegation and contracts over \$50,000 are provided at Attachment D for information.

Recommendation

It is resolved that:

- (A) Council note the financial performance of Council for the second quarter, ending 31 December 2024, including a Quarter 2 Operating Result (before depreciation, interest income, capital related costs and capital grants and contributions) of \$58.3M and the full year forecast of \$119.5M and Net Operating Result of \$55.1M and a full year forecast of \$117.4M as outlined in the subject report and summarised in Attachment A to the subject report;
- (B) Council note the Quarter 2 Capital Works expenditure of \$111.2M and a revised full year forecast of \$242.4M, and approve the proposed adjustments to the adopted budget, including bringing forward \$16.5M of funds into the 2024/25 capital budget, the transfer of \$0.2M from the capital works contingency, and to reallocate funds within relevant programs within capital budget as detailed in Attachment B to the subject report;
- (C) Council note the Technology and Digital Services Capital Works expenditure of \$6.8M, and a full year forecast of \$22.8M and approve the proposed adjustments to the adopted budget, including pushing \$2.5M of funds into future years capital budget, \$3.4M from the capital works contingency, and to reallocate funds within relevant programs within capital budget as detailed in Attachment B to the subject report;
- (D) Council note the Quarter 2 Plant and Equipment expenditure of \$11.5M, net of disposals, and a revised full year forecast of \$30.4M, and approve the proposed adjustments to the adopted budget including \$0.6M from capital works contingency as detailed in Attachment B to the subject report;
- (E) Council note net Property Acquisitions of \$72.7M as at Quarter 2, and the full year forecast for net Property Acquisitions and Divestments of \$47.1M;
- (F) Council note the operational performance indicators and Quarter 2 achievements against the Operational Plan 2024/25 objectives, as detailed in Attachment C to the subject report; and
- (G) Council note the supplementary reports, which detail the quick response, street banner and venue hire support grants and sponsorship programs, major legal issues, international travel, property and land use matters approved under delegation and contracts over \$50,000 within the quarter, as detailed in Attachment D to the subject report.

Attachments

Attachment A. Financial Results Summary

Attachment B. Capital Expenditure Financial Results

Attachment C. Delivery Program 2022-2026 December 2024 Progress Report

Attachment D. Second Quarter 2024/25 Supplementary Reports

Background

1. The City's Resourcing Strategy 2024 and the 2024/25 Operational Plan, including the 2024/25 budgets, were adopted by Council on 24 June 2024.
2. The Local Government Act 1993 requires quarterly progress reports against the financial objectives and 6-monthly progress reports against the Operational Plan aligned with the Delivery Program.
3. This report provides the second quarter (Q2) and full year forecast financial results for the 2024/25 financial year, and a number of operational highlights that occurred in Q2.
4. A Q2 Financial Results Summary, together with a detailed breakdown of income and expenditure items, and a separate report showing operating results by the principal activities identified within the Operational Plan, are provided at Attachment A.
5. The Capital Expenditure results to Q2, together with a summary of project expenditure including significant variances and proposed budget adjustments for 2024/25 and future years, are at Attachment B.
6. Additional reports on the quick response, street banner and venue hire support grants and sponsorship programs, major legal issues, international travel, property and land use matters approved under delegation and contracts over \$50,000 are provided at Attachment D for information.

2024/25 Operating Budget

7. The adopted 2024/25 budget projected operating income of \$716.4M and operating expenditure of \$597.3M, for an Operating Surplus of \$119.1M. After allowing for interest income of \$34.3M, capital grants and contributions of \$95.0M, depreciation expenses of \$126.8M and capital project related costs of \$6.2M, the City projected a budgeted Net Operating Result for the year of \$115.4M.

Second Quarter Operating Results

8. The Q2 operating result was \$58.3M against a budget of \$48.1M, a favourable variance of \$10.2M. After allowing for interest income, capital grants and contributions, depreciation and capital project related costs, the City achieved a Net Operating Result for the quarter of \$55.1M against a budget of \$48.2M, a favourable variance of \$6.9M.
9. The result includes favourable variances in operating income of \$2.2M, operating expenditure of \$7.9M, interest income of \$4.2M and capital project related costs of \$2.1M, partially offset by unfavourable variances in employee benefits and on-costs of \$3.2M, capital grants and contributions of \$9.0M (noting that timing of receipts is inherently difficult to predict) and depreciation expense of \$1.3M.

10. The primary operating income variations to the budget are detailed in the table below:

Income Type	2024/25 YTD Budget Variance	2024/25 full year forecast to budget variance	Comment
Advertising Income	\$0.0M	(\$1.7M)	On track to achieve revenue guaranteed under the street furniture advertising contract (\$18.9M). The budget included an amount over the guaranteed amount that is dependent on market conditions and is being closely monitored.
Building & Development Application Income	\$1.3M	\$1.6M	Tracking higher due to several high value applications.
Commercial Property	\$0.5M	(\$1.4M)	Downward revision of forecast income due to lower than anticipated occupancy of lettable space.
Community Property	(\$0.3M)	(\$1.0M)	Unplanned property vacancies have arisen, including the closure of Darlinghurst Theatre Company. The reduction in income is offset by reduced expenses in the accommodation grants program.
Enforcement Income	\$0.5M	\$2.7M	The face value of individual infringements increased by approximately 9% compared to the budget which included a 3.25% increase on 2023/24. The face values of infringements are externally set.
Other Building Fees	(\$1.5M)	(\$1.2M)	Deferral of hoarding fee revenue received in advance, resulting from a change in accounting treatment after the 2024/25 budget was finalised.

Income Type	2024/25 YTD Budget Variance	2024/25 full year forecast to budget variance	Comment
Other Income	\$1.5M	\$3.7M	Income from penalty fee due to the delayed settlement of Fig and Wattle property divestment.
Parking Meter Income	(\$1.2M)	(\$3.4M)	Unfavourable variance reflects lower transaction volumes than assumed in the budget.
Private Work Income	\$1.4M	\$1.2M	Several large construction works along Pitt St, Bathurst St, and Castlereagh St. This additional revenue is offset in part by a corresponding increase in the forecast for infrastructure maintenance expense.
Rates and Annual Charges	\$2.0M	\$2.0M	Increase in business rates following the subdivision of Martin Place Sydney Metro site and higher domestic waste revenue driven by additional residential services.
Work Zone	\$0.6M	\$1.0M	Significant work zone applications have surpassed budgeted projections.

11. The primary operating expenditure variances to the budget are detailed in the table below:

Expenditure Type	2024/25 YTD Budget Variance	2024/25 full year forecast to budget variance	Comment
Employee benefits and on-costs	(\$3.2M)	(\$7.0M)	The 2.4% increase in full year forecast reflects higher than anticipated use of agency staff to backfill essential positions offset by vacancy savings. The short-term use of specialist agency resources for specific project work, lower capitalisation of labour and higher overtime have also contributed to the unfavourable variance.
Bad & Doubtful Debts	\$1.1M	\$1.3M	Provisioning for debtor's positions have improved on prior year assumptions.
Consultancies	\$0.6M	\$1.3M	A range of small variances across the organisation.
Expenditure Recovered	\$0.7M	\$1.1M	Better than expected result attributable to recoveries of prior year's commercial property outgoings.
Grants, sponsorship and donations	\$0.3M	\$1.0M	Accommodation grant expense has reduced, in connection with unplanned property vacancies.
Infrastructure Maintenance	\$2.5M	(\$1.9M)	Reflective of the additional restoration jobs mentioned in the Private Work Income comment above.
Property Related Expenditure	(\$0.2M)	(\$3.5M)	Forecast increase largely driven by the lift in activity associated with reactive, planned property maintenance and operational projects.

12. The main variances which adjust the operating result to the net result are detailed in the table below:

Type	2024/25 YTD Budget Variance	2024/25 full year forecast to budget variance	Comment
Interest Income	\$4.2M	\$1.4M	Higher opening cash balance and higher interest rates have favourably impacted the YTD balance, interest rates are anticipated to for in the second half of the year.

Additional Commentary on the Q2 Operating Result

13. Financial performance has generally been strong across Council. There are some individual units that are currently forecasting to have unfavourable results due to specific increased operational demands. Nonetheless, all divisions (with exception to Corporate costs and Chief Operations Office, explained below) are forecasting full year results that are favourable to their annual operating result budgets for 2024/25 as summarised at Attachment A.
14. The Corporate cost division is used for the budgeting of vacancies. It is reporting an unfavourable variance due to a lower than anticipated rate of vacancies across the organisation.
15. Chief Operations Office are also forecasting an unfavourable result due to increased activity and cost associated with reactive and planned property maintenance, and lower than expected occupancy rates in commercial properties.

Capital Expenditure

16. The Capital Works program achieved expenditure of \$111.2M against a YTD budget of \$124.8M.
17. The full year forecast of the capital works program has been reduced from a budget of \$247.4M to \$242.4M following the latest review, which assessed the expected delivery of projects and revised cost estimates for each individual project.
18. Some Capital Works projects have been finalised and realised project savings. These savings may be utilised to offset the additional expenditure in programs requiring additional funds for project completion. Progress on a number of projects has advanced beyond that included within the program budget projections for 2024/25. Approval is therefore sought to bring forward funds of \$16.5M from future years' capital works forward estimates, and to approve the transfer of \$0.2M from capital works contingency, and to reallocate funds from relevant programs within the capital budget to continue to progress projects as detailed at Attachment B.
19. Significant variances are forecast for some of the 2024/25 capital program budgets and future years' forward estimates. These variances are listed and explained at Attachment B.

20. A financial summary of the Capital Works program, the proposed budget adjustments, and a status report on all commenced capital projects exceeding \$5.0M in value is also provided at Attachment B.
21. Technology and Digital Services capital expenditure YTD, for internally developed projects, is \$6.8M against a budget of \$8.1M with a forecast of \$22.8M that is \$3.2M under the full year budget of \$26.0M. Approval is sought to push \$2.5M of funds into future years capital budget and approve the transfer of \$3.4M from the capital works contingency and to reallocate funds from relevant programs within the capital budget to continue to progress projects as detailed at Attachment B.
22. Plant and Equipment expenditure incurred YTD, net of disposals, was \$11.5M against a budget of \$16.6M with a full year forecast of \$30.4M against a full year budget of \$31.7M. Approval is sought to transfer \$0.6M from capital works contingency and to reallocate funds from relevant programs within the capital budget to continue to progress projects as detailed at Attachment B.
23. In the second quarter, Council approved the acquisition of 22 O'Riordan St, Alexandria. The full-year forecast for net acquisitions is \$47.1M, which exceeds the budget by \$19.1M due to the timing of the purchase which occurred earlier than anticipated in the City's approved long term financial plan.

Operational Highlights

24. During this quarter the operational highlights included:
 - (a) Upgrades to McKee Street Reserve and Playground in Ultimo were completed including a refurbished play area with replacement of end-of-life equipment and soft-fall, improved access into and through the park and additional seating and landscaping. The community garden has also been upgraded with new raised planting beds and additional composting bins.
 - (b) Woolloomooloo Playground was upgraded to provide a space that maximises play opportunities for children of different ages and abilities. The work has improved access in and around the park, increased passive surveillance, improved lighting conditions and uses simple, robust, high-quality materials which reflect the local neighbourhood character.
 - (c) In September 2024 an additional 8 on-street electric vehicle (EV) chargers were enabled, providing an additional 16 EV parking spaces. The new locations are in Paddington, Camperdown, Darlinghurst, Alexandria Redfern and Surry Hills.
 - (d) The City of Sydney, in collaboration with Aileen Sage with Djinjama, Jean Rice, Noni Boyd were winners of the Adaptive Reuse (Alteration/Addition) category of the 2024 Sustainability Awards for the renovation of 119 Redfern making the heritage-listed former post office building not only physically accessible but also psychologically welcoming for future use by the First Nations community.

- (e) Essential upgrades at Victoria Park Pool were completed in October 2024, including transitioning the heating system to 100% renewable. The upgrades featured installation of efficient electric heat pumps, resurfacing of the toddler pool, improvements to the air conditioning, and upgrades to the customer service counter and gym office to enhance the overall customer experience.
- (f) The City has completed extensive essential repairs on the Darlington Activity Centre in Shepherd Street, Darlington. This included minor works to the outdoor veranda, new outdoor furniture in the garden areas, along with comprehensive internal works. An information day was held to reopen the centre to the community on Saturday 14 December 2024. The centre may now be used as a venue for hire by community from 7am to midnight, Monday to Sunday on a 12-month trial basis following an updated DA on the venue. The centre has a large hall, several meeting or activity rooms, toilets, a commercial-size kitchen, outside seating, several separate small garden areas, and a number of large trees which are used by native wildlife.
- (g) The NSW Planning Institute of Australia awarded the City of Sydney a commendation under the Strategic Planning Project category for the Ultimo Pyrmont Planning Framework at its annual awards on 14 November 2024. The City's Haymarket and Chinatown Revitalisation Strategy was also nominated in the Great Place category.
- (h) The City hosted a second trans and gender diverse community event for 2024 – Together at Twilight – on 17 November, during Transgender Awareness Week. Attendees were invited to a safe, welcoming space at Cook + Phillip Park Pool to enjoy an afternoon and evening of swimming, activities, light refreshments, music, and access to community information and health services. The event was open to trans and gender diverse communities, along with their partners, families, friends, and allies.
- (i) In September 2022, the City became the first capital city council in Australia to affirm the Darlington Statement. The statement is a joint consensus statement by Australian and New Zealand intersex organisations and independent advocates initiated in 2017. This year the City marked Intersex Awareness Day, Saturday 26 October 2024, by working in partnership with Queer Screen to deliver a free community screening of the documentary film, Who I Am Not, to raise awareness of what it means to be intersex. The documentary was enjoyed by 100 community members who came together to share this screening at Event Cinemas in George Street.
- (j) The City, in partnership with the specialist domestic and family violence sector, delivered a program of initiatives to highlight the key drivers, impacts and solutions to gender-based violence as part of the United Nations Women's 16 Days of Activism Against Gender Based Violence from 25 November to 10 December 2024. This included a domestic and family violence prevention workshop; a \$9,660 cash grant and support for the NSW Vigil Collective to deliver Unite Against Violence: No More Empty Shoes Vigil on 26 November 2024 in Martin Place; training on how to respond compassionately to people who have experienced stressful experiences; hosting a night of readings from the anthology "The Loud Way Home" which was launched by ACON in October 2024, followed by a facilitated discussion – the anthology includes the insights of LGBTQ+ people who have experienced sexual violence; and engaged The Yoga Foundation to offer a free 8-week trauma-informed yoga program at St Helen's Community Centre for female survivors of domestic violence.

- (k) In a tradition since 1971, the Martin Place Christmas Tree was lit on Thursday, November 28. Over 110,000 LED lights and 330 custom baubles came to life as Sydney marked the start of the festive season. There was a sound and light show at the Martin Place Christmas Tree every 15 minutes from 8pm to midnight each Thursday through Sunday until the new year. There was also a musical program with choirs each night from 6pm. Other Christmas programming included concerts at Pirrama Park, Pyrmont (30 Nov), Prince Alfred Park, Surry Hills (1 Dec), Turruwul Park, Rosebery (7 Dec), Reg Bartley Oval, Rushcutters Bay (8 Dec), Bicentennial Park, Glebe (14 Dec), Alexandria Park, and Alexandria (15 Dec). These free, family friendly, community celebrations of Christmas include 2 hours of staged entertainment, kid's activities, sausage sizzle and Santa photos.
- (l) To celebrate and promote International Day of People with Disability, the City hosted the 'Good access is good for business' breakfast event on Tuesday, 3 December 2024 in Town Hall House. The keynote address was given by Sibylla Vaughan, a lived experience speaker from Guide Dogs NSW/ACT. A practical training session on accessibility and inclusion for local businesses was also held with over 50 participants including local businesses, community organisations and government agencies. 90% reported they will implement accessibility features into their business after the event. Other events hosted by the City included: Focus on Ability Short Film Festival Screenings; Town Hall Civic Collection accessible tour at Town Hall House; Online Disability Awareness and How to be an Active Ally Workshop; a Free Form Weaving Workshop; Online Connect Sydney: Intersectionality in Access and Inclusion Training; Are You Pulling My Leg comedy show; Abilities Unleashed – adult sports day; and a comedy and storytelling workshop.
- (m) A collaboration with the Royal Prince Alfred (RPA) hospital re-uses uncontaminated, filtered water from kidney dialysis machines to help clean our streets. The City of Sydney is using surplus filtered water taken from the life-saving machines at RPA hospital instead of it going down the drain. The council has developed a plan to use the runoff tanks rather than Sydney drinking water and in turn will save 1.5 million litres every year. The surplus water from the RPA will now be used in Sydney for council cleaning tasks such as hosing off footpaths and washing away graffiti.
- (n) The City opened the doors to some of its pools on the first Saturday of summer (7 December), giving residents the opportunity to go for a dip for free in some of the city's premier swimming locations. The Ian Thorpe Aquatic Centre in Ultimo, the Cook + Phillip Park Pool in the city centre, Prince Alfred Park Pool in Surry Hills, Victoria Park Pool in Camperdown, and the Gunyama Park Aquatic and Recreation Centre in Zetland were all free to enter from 6am to 8pm. Centres also offered free entry into their gyms and to a number of exercise classes, with sunrise yoga, pilates, and HIIT classes all on offer.

- (o) New Year's Eve in Sydney featured 26,500 lights and 9 tonnes of fireworks to light up the sky in two 20-minute shows at 9pm and midnight. Fireworks were launched off 8 floating platforms, 80 new positions on the western side of the Bridge, 4 sails of the Sydney Opera House and 5 city centre skyscrapers lighting up 7km of Sydney Harbour, from Cockatoo Island to Point Piper. As a nod to one of the most powerful female figures in Australia's history, the fireworks shows honoured the spirit of Barangaroo, the Cammeraygal woman who led her people and who embodies the deep connection of Eora women to the waterways of Sydney Harbour. Before the fireworks were lit there was a smoking ceremony, a Welcome to Country, live performances and light show to set the scene. This year's chosen charity partner, the National Breast Cancer Foundation, showcased projections on the pylons with lights on the bridge, boats on the harbour and around the foreshore turning pink.

Financial Implications

25. At Quarter 2 the YTD Operating Result was \$58.3M, with a full year forecast Operating result of \$119.5M against a budget of \$119.1M, a favourable variance of \$0.4M. At Quarter 2, the YTD Net Operating Result was \$55.1M, with a full year forecast of \$117.4M against a budget of \$115.4M, a favourable variance of \$2.0M.
26. As the evolving and challenging operating environment continues this financial year, the City will continue to closely monitor trends in forecast financial performance in detail against operational and capital programs within the long-term financial plan, and ensure that reviews of our plans maintain our long-term financial sustainability.
27. The City remains in a strong financial position with a YTD cash balance of \$726.3M at 31 December 2024, that is projected to be utilised over the life of the long term financial plan to deliver and maintain the City's strategies, services, assets and infrastructure on behalf of its community.

Risks

28. This approach is within the City's risk appetite, which states:
- The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.
 - We maintain a cautious appetite to financial risks, aiming to minimise the likelihood and impact of significant financial losses. We prioritise the protection of our financial resources and our long-term financial sustainability. We strive to ensure that our financial decisions are well informed, based on sound financial analysis and are aligned with our strategic objectives.
 - We assess our capacity to absorb financial losses and maintain sufficient financial resources to mitigate the impact of most unexpected events.
 - We have minimal appetite for operating deficits as our operating surpluses are the primary source of funds to renew our assets and our capital works program.

Relevant Legislation

- 29. The Local Government Act 1993 and Local Government (General) Regulation 2021 require quarterly progress reports against the financial objectives and regular reports (at least six monthly) against the Operational Plan.
- 30. Section 406 of the Act requires councils to comply with the Integrated Planning and Reporting Guidelines, issued by the Chief Executive of the Office of Local Government.

Critical Dates / Time Frames

- 31. The quarterly report is due to be submitted to Council within two months of the end of the respective quarter.
- 32. The information contained within this report reflects Council's financial performance in the current financial year.

Public Consultation

- 33. There is no requirement for public consultation for this report.

JEAN-MICHEL CARRIERE

Executive Director Finance and Procurement

Attachment A

Financial Results Summary

Financial Summary

City of Sydney | Q2 2024/25

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\$ Millions *	Year-to-date			Full Year				
	Current Budget	Actual	Variance Fav/ (Unfav)	Original Budget	Adjustment	Current Budget	Annual Forecast	Variance Fav/ (Unfav)
Operating Income	355.8	358.0	2.2	716.4	-	716.4	720.6	4.2
Employee benefits and on-costs	147.4	150.6	(3.2)	289.3	0.0	289.3	296.3	(7.0)
Other operating expenditure	160.3	149.2	11.1	308.0	(0.0)	308.0	304.8	3.2
Operating Expenditure	307.7	299.8	7.9	597.3	(0.0)	597.3	601.1	(3.8)
OPERATING RESULT (before depreciation, interest, capital related costs and capital related income)	48.1	58.3	10.2	119.1	0.0	119.1	119.5	0.4
Add additional income:								
Interest Income	17.1	21.3	4.2	34.3	-	34.3	35.7	1.4
Capital grants and Contributions	48.8	39.8	(9.0)	95.0	-	95.0	95.0	-
Less additional expenses:								
Depreciation	63.4	64.7	(1.3)	126.8	-	126.8	126.8	-
Capital Project Related Costs	2.4	0.3	2.1	6.2	-	6.2	6.3	(0.1)
Add Net Gain on Disposal of Assets and Revaluations:								
Gain / (Loss) on Sale of Assets	-	0.7	0.7	-	-	-	0.4	0.4
NET OPERATING RESULT FOR THE YEAR ATTRIBUTABLE TO COUNCIL	48.2	55.1	6.9	115.4	0.0	115.4	117.4	2.0
Capital Works	124.8	111.2	13.6	236.5	10.9	247.4	242.4	5.0
Capital Works (Technology and Digital Services)	8.1	6.8	1.3	24.0	2.0	26.0	22.8	3.2
Plant and Equipment	16.6	11.5	5.1	18.6	13.1	31.7	30.4	1.3
Property Acquisitions and (Divestments)	-	72.7	(72.7)	28.0	-	28.0	47.1	(19.1)
TOTAL CAPITAL EXPENDITURE	149.5	202.2	(52.7)	307.1	26.0	333.1	342.8	(9.7)
Available funds:								
Opening Balance	766.3	766.3	-	747.3	19.0	766.3	766.3	-
Cash Surplus / (Deficit)	(37.8)	(40.0)	(2.2)	(49.1)	(41.8)	(90.9)	(98.9)	(8.0)
CLOSING CASH BALANCE	728.5	726.3	(2.2)	698.2	(22.8)	675.4	667.4	(8.0)

* minor rounding issues may be reflected due to use of \$ Millions scale

Quarterly Income Statement

City of Sydney | Q2 2024/25

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\$ Millions *	Year-to-date				Full Year					
	Current Budget	Actual	Variance Fav/ (Unfav)	Variance %	Original Budget	Adjustment	Current Budget	Annual Forecast	Variance Fav/ (Unfav)	Variance %
OPERATING INCOME										
Advertising Income	9.7	9.7	-	-	21.5	-	21.5	19.8	(1.7)	(8%)
Building & Development Application Income	3.0	4.3	1.3	44%	5.9	-	5.9	7.5	1.6	27%
Building Certificate	0.9	1.1	0.2	21%	1.9	-	1.9	2.1	0.2	11%
Child Care Fees	0.8	0.7	(0.1)	(13%)	1.5	-	1.5	1.5	-	-
Commercial Properties	35.7	36.2	0.5	1%	75.9	-	75.9	74.5	(1.4)	(2%)
Community Properties	6.2	5.9	(0.3)	(5%)	12.6	-	12.6	11.6	(1.0)	(8%)
Enforcement Income	21.2	21.7	0.5	2%	40.7	-	40.7	43.4	2.7	7%
Grants and Contributions	9.6	6.9	(2.7)	(28%)	17.8	-	17.8	17.9	0.1	1%
Health Related Income	1.1	0.8	(0.3)	(28%)	2.2	-	2.2	2.2	-	-
Library Income	0.1	0.1	-	-	0.2	-	0.2	0.1	(0.1)	(52%)
Other Building Fees	6.7	5.2	(1.5)	(22%)	13.4	-	13.4	12.2	(1.2)	(9%)
Other Fees	2.7	2.8	0.1	4%	5.8	-	5.8	6.3	0.5	9%
Other Income	0.1	1.6	1.5	1399%	0.2	-	0.2	3.9	3.7	1725%
Parking Meter Income	23.7	22.5	(1.2)	(5%)	48.4	-	48.4	45.0	(3.4)	(7%)
Parking Station Income	5.5	5.6	0.1	2%	10.9	-	10.9	11.1	0.2	2%
Private Work Income	3.1	4.5	1.4	46%	6.8	-	6.8	8.0	1.2	18%
Rates & Annual Charges	210.0	212.0	2.0	1%	419.9	-	419.9	421.9	2.0	0%
Sponsorship Income	0.2	0.1	(0.1)	(55%)	0.4	-	0.4	0.4	-	-
Venue/Facility Income	6.7	6.9	0.2	3%	13.6	-	13.6	13.5	(0.1)	(1%)
Work Zone	7.6	8.2	0.6	8%	15.3	-	15.3	16.3	1.0	7%
Operating income (excluding VIK)	354.6	356.8	2.2	1%	714.9	-	714.9	719.1	4.2	1%
Value-in-kind income	1.2	1.3	0.1	9%	1.5	-	1.5	1.5	-	-
OPERATING INCOME	355.8	358.0	2.2	1%	716.4	-	716.4	720.6	4.2	1%

* minor rounding issues may be reflected due to use of \$ Millions scale

Quarterly Income Statement

City of Sydney | Q2 2024/25

\$ Millions *	Year-to-date				Full Year					
	Current Budget	Actual	Variance Fav/ (Unfav)	Variance %	Original Budget	Adjustment	Current Budget	Annual Forecast	Variance Fav/ (Unfav)	Variance %
EMPLOYEE BENEFITS AND ON-COSTS										
Salaries and Wages	115.3	113.9	1.4	1%	228.0	(0.1)	227.9	228.5	(0.6)	(0%)
Other Employee Related Costs	1.0	0.8	0.2	20%	2.0	-	2.0	2.0	-	-
Employee Oncosts	4.6	4.7	(0.1)	(2%)	6.8	0.0	6.8	4.9	1.9	28%
Agency Contract Staff	6.6	13.0	(6.4)	(97%)	12.7	0.0	12.7	23.6	(10.9)	(86%)
Superannuation	15.2	13.9	1.3	9%	29.9	0.1	30.0	27.8	2.2	7%
Travelling	0.1	0.0	0.1	85%	0.2	-	0.2	0.2	-	-
Workers Compensation Insurance	3.5	3.5	-	-	6.9	-	6.9	6.9	-	-
Fringe Benefit Tax	0.3	0.3	-	-	0.7	-	0.7	0.7	-	-
Training Costs (excluding salaries)	0.9	0.6	0.3	35%	2.0	-	2.0	1.8	0.2	10%
Employee benefits and on-costs	147.4	150.6	(3.2)	(2%)	289.3	0.0	289.3	296.3	(7.0)	(2%)
OTHER OPERATING EXPENDITURE										
Bad & Doubtful Debts	0.3	(0.8)	1.1	440%	0.5	-	0.5	(0.8)	1.3	260%
Consultancies	1.8	1.2	0.6	34%	4.9	-	4.9	3.6	1.3	26%
Enforcement & Infringement Costs	5.1	4.8	0.3	6%	9.9	-	9.9	9.3	0.6	6%
Event Related Expenditure	10.0	8.1	1.9	19%	16.4	-	16.4	15.5	0.9	5%
Expenditure Recovered	(2.6)	(3.3)	0.7	(27%)	(5.3)	-	(5.3)	(6.4)	1.1	(21%)
Facility Management	6.2	5.9	0.3	5%	11.6	-	11.6	11.5	0.1	1%
General Advertising	0.6	0.3	0.3	46%	1.4	(0.0)	1.4	1.2	0.2	14%
Governance	2.5	2.5	-	-	3.7	-	3.7	3.7	-	-
Government Authority Charges	4.7	4.3	0.4	8%	9.5	-	9.5	8.6	0.9	9%
Grants, Sponsorships and Donations	16.5	16.2	0.3	2%	28.7	0.7	29.3	28.3	1.0	3%
Infrastructure Maintenance	29.6	27.1	2.5	8%	56.0	-	56.0	57.9	(1.9)	(3%)
Insurance	3.7	3.4	0.3	8%	7.5	-	7.5	7.3	0.2	3%
IT Related Expenditure	8.3	8.3	-	-	16.7	-	16.7	16.9	(0.2)	(1%)
Legal Fees	1.7	1.4	0.3	17%	3.9	-	3.9	3.6	0.3	8%
Operational Contingencies	-	-	-	-	3.5	(0.7)	2.8	0.8	2.0	71%
Other Asset Maintenance	2.1	1.9	0.2	10%	3.8	-	3.8	3.9	(0.1)	(3%)
Other Operating Expenditure	6.7	5.9	0.8	12%	12.5	-	12.5	12.2	0.3	2%
Postage & Couriers	0.8	1.0	(0.2)	(26%)	1.5	-	1.5	1.8	(0.3)	(20%)
Printing & Stationery	0.9	0.6	0.3	32%	1.6	-	1.6	1.7	(0.1)	(6%)
Project Management & Other Project Costs	0.7	0.6	0.1	14%	1.4	-	1.4	1.3	0.1	7%
Property Related Expenditure	22.4	22.6	(0.2)	(1%)	42.8	-	42.8	46.3	(3.5)	(8%)
Service Contracts	11.6	11.5	0.1	1%	23.3	-	23.3	23.9	(0.6)	(3%)
Stores & Materials	2.6	2.5	0.1	4%	5.3	-	5.3	5.2	0.1	2%
Surveys & Studies	0.6	0.7	(0.1)	(16%)	1.8	-	1.8	2.0	(0.2)	(11%)

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Quarterly Income Statement

City of Sydney | Q2 2024/25

\$ Millions *	Year-to-date				Full Year					
	Current Budget	Actual	Variance Fav/ (Unfav)	Variance %	Original Budget	Adjustment	Current Budget	Annual Forecast	Variance Fav/ (Unfav)	Variance %
Telephone Charges	1.3	1.3	-	-	2.6	-	2.6	2.5	0.1	4%
Utilities	6.9	6.6	0.3	4%	13.4	-	13.4	13.6	(0.2)	(1%)
Vehicle Maintenance	1.6	1.4	0.2	12%	3.3	-	3.3	2.9	0.4	12%
Waste Disposal Charges	12.3	12.3	-	-	24.4	-	24.4	24.9	(0.5)	(2%)
Other operating expenditure (excluding VIK)	159.1	147.9	11.2	7%	306.5	(0.0)	306.5	303.3	3.2	1%
Value-in-kind (VIK) expenditure	1.2	1.3	(0.1)	(9%)	1.5	-	1.5	1.5	-	-
Total other operating expenditure	160.3	149.2	11.1	7%	308.0	(0.0)	308.0	304.8	3.2	1%
OPERATING EXPENDITURE (excluding depreciation)	307.7	299.8	7.9	3%	597.3	(0.0)	597.3	601.1	(3.8)	(1%)
OPERATING RESULT (before depreciation, interest, capital related costs and capital income)	48.1	58.3	10.2	21%	119.1	0.0	119.1	119.5	0.4	0%
Add additional income:										
Interest Income	17.1	21.3	4.2	25%	34.3	-	34.3	35.7	1.4	4%
Capital Grants	45.8	39.2	(6.6)	(14%)	89.0	-	89.0	89.0	-	-
Capital Grants - Works In Kind	3.0	0.6	(2.4)	(80%)	6.0	-	6.0	6.0	-	-
Less additional expenses:										
Depreciation	63.4	64.7	(1.3)	(2%)	126.8	-	126.8	126.8	-	-
Capital Project Related Costs	2.4	0.3	2.1	86%	6.2	-	6.2	6.3	(0.1)	(2%)
Net gain/ (loss) on disposal of assets and revaluations:										
Gain Loss on Sale of Assets	-	0.7	0.7	-	-	-	-	0.4	0.4	-
NET OPERATING RESULT FOR THE YEAR ATTRIBUTABLE TO COUNCIL	48.2	55.1	6.9	14%	115.4	0.0	115.4	117.4	2.0	2%
CAPITAL EXPENDITURE										
Capital Works	124.8	111.2	13.6	11%	236.5	10.9	247.4	242.4	5.0	2%
Capital Works (Technology and Digital Services)	8.1	6.8	1.3	16%	24.0	2.0	26.0	22.8	3.2	12%
Plant and Equipment	16.6	11.5	5.1	31%	18.6	13.1	31.7	30.4	1.3	4%
Property Acquisitions and (Divestments)	-	72.7	(72.7)	-	28.0	-	28.0	47.1	(19.1)	(68%)
TOTAL CAPITAL EXPENDITURE	149.5	202.2	(52.7)	(35%)	307.1	26.0	333.1	342.8	(9.7)	(3%)

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Year-to-date budget vs actual operating result by division and unit

City of Sydney | Q2 2024/25

\$ Millions *												
DIVISION	INCOME				EXPENDITURE				OPERATING RESULT			
	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance
Unit												
Chief Executive Office	-	-	-	-	7.3	6.6	0.7	10%	(7.3)	(6.6)	0.7	10%
Office of the Lord Mayor	-	-	-	-	2.3	2.1	0.2	9%	(2.3)	(2.1)	0.2	9%
Secretariat	-	-	-	-	1.0	1.0	-	-	(1.0)	(1.0)	-	-
Councillor Support	-	-	-	-	1.2	1.0	0.2	17%	(1.2)	(1.0)	0.2	17%
Chief Executive Office	-	-	-	-	0.8	0.8	-	-	(0.8)	(0.8)	-	-
Council Elections	-	-	-	-	2.0	1.7	0.3	15%	(2.0)	(1.7)	0.3	15%
Legal & Governance	-	-	-	-	8.1	7.9	0.2	2%	(8.1)	(7.9)	0.2	2%
Risk Management & Governance	-	-	-	-	4.0	4.0	-	-	(4.0)	(4.0)	-	-
Legal Services	-	-	-	-	3.6	3.5	0.1	3%	(3.6)	(3.5)	0.1	3%
Internal Audit	-	-	-	-	0.4	0.4	-	-	(0.4)	(0.4)	-	-
Chief Operations Office	43.3	43.4	0.1	0%	46.2	42.5	3.7	8%	(2.9)	0.9	3.8	132%
Chief Operations Office	-	-	-	-	0.5	0.5	-	-	(0.5)	(0.5)	-	-
City Property	42.7	42.9	0.2	0%	35.5	32.3	3.2	9%	7.3	10.6	3.3	45%
Development & Strategy	-	-	-	-	1.0	0.9	0.1	11%	(1.0)	(0.9)	0.1	11%
Professional Services	-	-	-	-	2.4	2.7	(0.3)	(13%)	(2.4)	(2.7)	(0.3)	(13%)
City Design	0.6	0.4	(0.2)	(34%)	3.6	3.1	0.5	14%	(3.0)	(2.6)	0.4	13%
City Projects	-	-	-	-	0.6	0.6	-	-	(0.6)	(0.6)	-	-
Green Square	-	-	-	-	0.3	0.3	-	-	(0.3)	(0.3)	-	-
City Access & Transport	-	0.0	-	-	2.2	1.9	0.3	13%	(2.2)	(1.9)	0.3	13%
Project Management Office	-	-	-	-	0.2	0.2	-	-	(0.2)	(0.2)	-	-
People Performance & Technology	1.6	1.7	0.1	6%	29.6	28.2	1.4	5%	(28.0)	(26.5)	1.5	5%
Customer Service	1.6	1.7	0.1	6%	4.1	3.9	0.2	5%	(2.5)	(2.2)	0.3	12%
People & Culture	-	0.0	-	-	4.4	4.3	0.1	2%	(4.4)	(4.3)	0.1	2%
Work Health & Safety	-	-	-	-	1.3	1.2	0.1	8%	(1.3)	(1.2)	0.1	8%
People Performance & Technology	-	-	-	-	0.7	0.7	-	-	(0.7)	(0.7)	-	-
Business & Service Improvement	-	-	-	-	0.6	0.6	-	-	(0.6)	(0.6)	-	-
Data & Information Management Services	0.0	0.0	-	-	4.8	4.5	0.3	6%	(4.8)	(4.5)	0.3	6%
Technology & Digital Services	-	-	-	-	13.7	13.1	0.6	4%	(13.7)	(13.1)	0.6	4%
City Life	12.9	13.4	0.5	4%	61.5	58.0	3.5	6%	(48.7)	(44.6)	4.1	8%
Creative City	0.9	1.0	0.1	11%	22.1	20.5	1.6	7%	(21.1)	(19.6)	1.5	7%
Grants & Sponsorship	-	-	-	-	15.8	16.0	(0.2)	(1%)	(15.8)	(16.0)	(0.2)	(1%)
Venue Management	7.2	7.3	0.1	1%	6.0	5.8	0.2	3%	1.2	1.5	0.3	24%
Social City	4.4	5.0	0.6	14%	12.6	11.4	1.2	10%	(8.2)	(6.4)	1.8	22%
City Business & Safety	0.1	-	(0.1)	(170%)	2.7	2.0	0.7	26%	(2.6)	(2.0)	0.6	23%
City Life Management	-	-	-	-	1.2	1.2	-	-	(1.2)	(1.2)	-	-
Sustainability Programs	0.2	0.2	-	-	1.2	1.1	0.1	8%	(1.0)	(0.9)	0.1	10%

Year-to-date budget vs actual operating result by division and unit

City of Sydney | Q2 2024/25

\$ Millions *	INCOME				EXPENDITURE				OPERATING RESULT			
DIVISION	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance	BUDGET	ACTUAL	Variance Fav / (Unfav)	% Variance
Unit												
Strategic Development & Engagement	1.1	1.1	-	-	11.1	10.3	0.8	7%	(10.0)	(9.2)	0.8	8%
City Communications	-	-	-	-	5.0	4.8	0.2	4%	(5.0)	(4.8)	0.2	4%
Strategy & Urban Analytics	-	-	-	-	2.0	1.7	0.3	15%	(2.0)	(1.7)	0.3	15%
Resilient Sydney	1.1	1.0	(0.1)	(10%)	1.0	0.9	0.1	10%	0.1	0.1	-	-
City Engagement	-	-	-	-	1.1	1.1	-	-	(1.1)	(1.1)	-	-
Sustainability & Resilience	-	-	-	-	1.2	1.1	0.1	9%	(1.2)	(1.1)	0.1	9%
First Nations Leadership	-	0.0	-	-	0.7	0.5	0.2	30%	(0.7)	(0.5)	0.2	30%
Strategic Development & Engagement	-	-	-	-	0.2	0.2	-	-	(0.2)	(0.2)	-	-
Corporate Costs	213.2	214.4	1.2	1%	(2.4)	5.1	(7.5)	315%	215.6	209.3	(6.3)	(3%)
Corporate Costs	213.2	214.4	1.2	1%	(2.4)	5.0668	(7.5)	315%	215.6	209.3	(6.3)	(3%)
Finance and Procurement	0.3	0.4	0.1	32%	6.8	7.0	(0.2)	(3%)	(6.5)	(6.6)	(0.1)	(2%)
Finance and Procurement Management	-	0.0	-	-	0.7	0.7	-	-	(0.7)	(0.7)	-	-
Business Planning & Performance	-	-	-	-	0.8	0.8	-	-	(0.8)	(0.8)	-	-
Financial Planning & Reporting	-	-	-	-	1.8	1.7	0.1	6%	(1.8)	(1.7)	0.1	6%
Rates	0.3	0.4	0.1	32%	1.7	1.6	0.1	6%	(1.4)	(1.2)	0.2	14%
Procurement	-	0.0	-	-	1.9	2.1	(0.2)	(11%)	(1.9)	(2.1)	(0.2)	(11%)
City Services	72.6	73.0	0.4	1%	117.3	112.4	4.9	4%	(44.7)	(39.4)	5.3	12%
Security & Emergency Management	-	-	-	-	3.5	3.2	0.3	9%	(3.5)	(3.2)	0.3	9%
City Rangers	21.1	21.6	0.5	2%	15.1	14.8	0.3	2%	6.0	6.7	0.7	12%
Parking Fleet and Depot Services	29.3	28.0	(1.3)	(4%)	9.6	8.9	0.7	7%	19.6	19.1	(0.5)	(3%)
City Greening & Leisure	0.9	1.0	0.1	11%	25.4	24.4	1.0	4%	(24.5)	(23.4)	1.1	4%
City Services Management	-	-	-	-	0.5	0.5	-	-	(0.5)	(0.5)	-	-
City Infrastructure & Traffic Operations (CITO)	21.1	22.3	1.2	6%	25.2	22.0	3.2	13%	(4.1)	0.2	4.3	105%
City Cleansing & Resource Recovery	0.3	0.2	(0.1)	(37%)	38.1	38.5	(0.4)	(1%)	(37.8)	(38.3)	(0.5)	(1%)
City Planning Development & Transport	10.8	10.6	(0.2)	(2%)	22.1	21.9	0.2	1%	(11.3)	(11.3)	-	-
Health & Building	1.4	1.2	(0.2)	(14%)	8.2	7.7	0.5	6%	(6.7)	(6.5)	0.2	3%
Construction & Building Certification Services	6.1	5.0	(1.1)	(18%)	1.8	1.7	0.1	5%	4.3	3.3	(1.0)	(23%)
Planning Assessments	3.0	4.3	1.3	44%	9.1	9.4	(0.3)	(3%)	(6.1)	(5.0)	1.1	18%
Strategic Planning & Urban Design	0.3	0.0	(0.3)	(110%)	3.0	3.1	(0.1)	(3%)	(2.7)	(3.1)	(0.4)	(15%)
Council	355.8	358.0	2.2	1%	307.7	299.8	7.9	3%	48.1	58.3	10.2	21%

Full-year budget vs forecast operating result by division and unit

City of Sydney | Q2 2024/25

\$ Millions *	INCOME				EXPENDITURE				OPERATING RESULT			
DIVISION	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance
Unit												
Chief Executive Office	-	-	-	-	12.4	12.0	0.4	3%	(12.4)	(12.0)	0.4	3%
Office of the Lord Mayor	-	-	-	-	4.3	4.2	0.1	2%	(4.3)	(4.2)	0.1	2%
Secretariat	-	-	-	-	2.0	2.0	-	-	(2.0)	(2.0)	-	-
Councillor Support	-	-	-	-	2.4	2.2	0.2	8%	(2.4)	(2.2)	0.2	8%
Chief Executive Office	-	-	-	-	1.7	1.7	-	-	(1.7)	(1.7)	-	-
Council Elections	-	-	-	-	2.0	2.0	-	-	(2.0)	(2.0)	-	-
Legal & Governance	-	-	-	-	16.6	16.2	0.4	2%	(16.6)	(16.2)	0.4	2%
Risk Management & Governance	-	-	-	-	8.1	8.0	0.1	1%	(8.1)	(8.0)	0.1	1%
Legal Services	-	-	-	-	7.6	7.3	0.3	4%	(7.6)	(7.3)	0.3	4%
Internal Audit	-	-	-	-	0.9	0.9	-	-	(0.9)	(0.9)	-	-
Chief Operations Office	90.8	88.5	(2.3)	(3%)	89.8	92.8	(3.0)	(3%)	1.0	(4.3)	(5.3)	(531%)
Chief Operations Office	-	-	-	-	1.0	1.0	-	-	(1.0)	(1.0)	-	-
City Property	90.2	87.9	(2.3)	(3%)	68.6	72.0	(3.4)	(5%)	21.6	15.9	(5.7)	(26%)
Development & Strategy	-	-	-	-	2.5	1.9	0.6	24%	(2.5)	(1.9)	0.6	24%
Professional Services	-	-	-	-	4.6	5.5	(0.9)	(19%)	(4.6)	(5.5)	(0.9)	(19%)
City Design	0.6	0.4	(0.2)	(34%)	6.6	6.2	0.4	6%	(6.0)	(5.7)	0.3	5%
City Projects	-	-	-	-	1.1	1.4	(0.3)	(27%)	(1.1)	(1.4)	(0.3)	(27%)
Green Square	-	-	-	-	0.7	0.5	0.2	28%	(0.7)	(0.5)	0.2	28%
City Access & Transport	0.1	0.2	0.1	163%	4.3	4.0	0.3	7%	(4.3)	(3.8)	0.5	12%
Project Management Office	-	-	-	-	0.4	0.4	-	-	(0.4)	(0.4)	-	-
People Performance & Technology	3.2	3.4	0.2	6%	58.9	57.1	1.8	3%	(55.7)	(53.8)	1.9	3%
Customer Service	3.2	3.4	0.2	6%	8.3	8.0	0.3	4%	(5.1)	(4.7)	0.4	8%
People & Culture	-	-	-	-	9.4	9.2	0.2	2%	(9.4)	(9.2)	0.2	2%
Work Health & Safety	-	-	-	-	2.5	2.4	0.1	4%	(2.5)	(2.4)	0.1	4%
People Performance & Technology	-	-	-	-	1.4	1.5	(0.1)	(7%)	(1.4)	(1.5)	(0.1)	(7%)
Business & Service Improvement	-	-	-	-	1.4	1.3	0.1	7%	(1.4)	(1.3)	0.1	7%
Data & Information Management Services	0.0	0.0	-	-	9.4	9.0	0.4	4%	(9.4)	(9.0)	0.4	4%
Technology & Digital Services	-	-	-	-	26.5	25.6	0.9	3%	(26.5)	(25.6)	0.9	3%
City Life	24.6	24.4	(0.2)	(1%)	113.2	109.4	3.8	3%	(88.6)	(85.0)	3.6	4%
Creative City	1.1	1.1	-	-	38.1	37.4	0.7	2%	(37.0)	(36.3)	0.7	2%
Grants & Sponsorship	0.1	0.1	-	-	29.0	28.0	1.0	3%	(28.9)	(27.9)	1.0	3%
Venue Management	14.5	14.3	(0.2)	(1%)	11.4	10.9	0.5	4%	3.1	3.4	0.3	10%
Social City	8.5	8.5	-	-	24.0	23.3	0.7	3%	(15.5)	(14.8)	0.7	5%
City Business & Safety	0.1	0.1	-	-	5.6	4.8	0.8	14%	(5.5)	(4.8)	0.7	13%
City Life Management	-	-	-	-	2.4	2.4	-	-	(2.4)	(2.4)	-	-
Sustainability Programs	0.3	0.3	-	-	2.6	2.6	-	-	(2.3)	(2.3)	-	-

Full-year budget vs forecast operating result by division and unit

City of Sydney | Q2 2024/25

\$ Millions *	INCOME				EXPENDITURE				OPERATING RESULT			
DIVISION	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance	BUDGET	FORECAST	Variance Fav / (Unfav)	% Variance
Unit												
Strategic Development & Engagement	1.1	1.1	-	-	21.6	21.1	0.5	2%	(20.5)	(20.0)	0.5	2%
City Communications	-	-	-	-	9.7	9.7	-	-	(9.7)	(9.7)	-	-
Strategy & Urban Analytics	-	-	-	-	3.8	3.7	0.1	3%	(3.8)	(3.7)	0.1	3%
Resilient Sydney	1.1	1.0	(0.1)	(10%)	2.0	1.8	0.2	10%	(0.9)	(0.8)	0.1	11%
City Engagement	-	-	-	-	2.3	2.3	-	-	(2.3)	(2.3)	-	-
Sustainability & Resilience	-	-	-	-	1.9	1.9	-	-	(1.9)	(1.9)	-	-
First Nations Leadership	-	0.0	-	-	1.4	1.3	0.1	7%	(1.4)	(1.3)	0.1	7%
Strategic Development & Engagement	-	-	-	-	0.5	0.4	0.1	21%	(0.5)	(0.4)	0.1	21%
Corporate Costs	426.4	432.1	5.7	1%	(2.2)	6.0	(8.2)	365%	428.6	426.1	(2.5)	(1%)
Corporate Costs	426.4	432.1	5.7	1%	(2.2)	6.0	(8.2)	365%	428.6	426.1	(2.5)	(1%)
Finance and Procurement	0.6	0.8	0.2	32%	13.7	13.6	0.1	1%	(13.1)	(12.8)	0.3	2%
Finance and Procurement Management	-	0.0	-	-	1.4	1.4	-	-	(1.4)	(1.4)	-	-
Business Planning & Performance	-	-	-	-	1.6	1.5	0.1	6%	(1.6)	(1.5)	0.1	6%
Financial Planning & Reporting	-	-	-	-	3.6	3.5	0.1	3%	(3.6)	(3.5)	0.1	3%
Rates	0.6	0.8	0.2	32%	2.9	3.0	(0.1)	(3%)	(2.2)	(2.2)	-	-
Procurement	-	0.0	-	-	4.3	4.2	0.1	2%	(4.3)	(4.2)	0.1	2%
City Services	148.1	148.2	0.1	0%	229.4	229.6	(0.2)	(0%)	(81.3)	(81.4)	(0.1)	(0%)
Security & Emergency Management	-	-	-	-	6.8	6.6	0.2	3%	(6.8)	(6.6)	0.2	3%
City Rangers	40.4	43.1	2.7	7%	29.7	28.8	0.9	3%	10.8	14.3	3.5	32%
Parking Fleet and Depot Services	59.3	56.1	(3.2)	(5%)	19.0	18.1	0.9	5%	40.3	38.0	(2.3)	(6%)
City Greening & Leisure	2.0	2.0	-	-	49.1	48.6	0.5	1%	(47.1)	(46.6)	0.5	1%
City Services Management	-	-	-	-	0.9	0.9	-	-	(0.9)	(0.9)	-	-
City Infrastructure & Traffic Operations (CITO)	45.8	46.4	0.6	1%	48.3	48.5	(0.2)	(0%)	(2.6)	(2.1)	0.5	20%
City Cleansing & Resource Recovery	0.6	0.6	-	-	75.6	78.0	(2.4)	(3%)	(75.0)	(77.4)	(2.4)	(3%)
City Planning Development & Transport	21.7	22.2	0.5	2%	44.1	43.2	0.9	2%	(22.5)	(21.0)	1.5	7%
Health & Building	2.9	3.0	0.1	3%	16.1	15.5	0.6	4%	(13.3)	(12.5)	0.8	6%
Construction & Building Certification Services	12.3	11.2	(1.1)	(9%)	3.5	3.3	0.2	6%	8.8	7.9	(0.9)	(10%)
Planning Assessments	5.9	7.5	1.6	27%	18.1	17.9	0.2	1%	(12.2)	(10.5)	1.7	14%
Strategic Planning & Urban Design	0.5	0.5	-	-	6.4	6.5	(0.1)	(2%)	(5.8)	(5.9)	(0.1)	(2%)
Council	716.4	720.6	4.2	1%	597.3	601.1	(3.8)	(1%)	119.1	119.5	0.4	0%

Full-year income and expenditure forecast as at Q2 by principal activity

City of Sydney | Q2 2024/25

\$ Millions*	Operating income			Operating expenditure			Operating result		
	Budget	Forecast	Variance Fav / (Unfav)	Budget	Forecast	Variance Fav / (Unfav)	Budget	Forecast	Variance Fav / (Unfav)
Responsible governance and stewardship	514.8	518.5	3.7	180.1	187.7	(7.6)	334.7	330.7	(4.0)
A leading environmental performer	2.9	2.8	(0.1)	104.8	102.5	2.3	(101.9)	(99.8)	2.1
Public places for all	48.1	48.7	0.6	87.3	90.9	(3.6)	(39.2)	(42.2)	(3.0)
Design excellence and sustainable development	21.7	22.3	0.6	50.3	50.7	(0.4)	(28.6)	(28.4)	0.2
A city for walking, cycling and public transport	61.5	58.5	(3.0)	16.1	15.3	0.8	45.4	43.3	(2.1)
An equitable and inclusive city	6.9	7.0	0.1	46.6	45.0	1.6	(39.7)	(38.1)	1.6
Resilient and diverse communities	57.5	59.9	2.4	59.2	57.4	1.8	(1.7)	2.5	4.2
A thriving cultural and creative life	2.8	2.8	-	14.9	15.0	(0.1)	(12.1)	(12.2)	(0.1)
A transformed and innovative economy	0.2	0.2	-	32.6	31.2	1.4	(32.4)	(31.0)	1.4
Housing for all	-	-	-	5.4	5.4	-	(5.4)	(5.4)	-
Council	716.4	720.6	4.2	597.3	601.1	(3.8)	119.1	119.5	0.4

* minor rounding issues may be reflected due to use of \$ Millions scale

Capital Budget Review Statement

City of Sydney | Q2 2024/25

\$ Millions*	Year-to-date			Full-year					
	Current Budget	Actual	Variance Fav / (Unfav)	Original Budget	Adj.	Current Budget	Proposed Adj.	Proposed Budget	Forecast
Public Domain	25.3	25.1	0.2	34.3	12.7	47.0	1.4	48.4	45.3
Properties - Community, Cultural and Recreational	10.1	8.9	1.2	15.9	1.6	17.5		17.5	17.9
Open Space & Parks	4.6	5.0	(0.4)	12.4	(0.4)	12.0	2.9	14.9	14.4
Public Art	1.0	0.2	0.8	2.7	0.6	3.3		3.3	2.2
Green Infrastructure	2.5	1.3	1.2	4.3	1.1	5.5	0.8	6.3	5.8
Bicycle Related Works	15.6	13.1	2.5	24.9	(1.8)	23.1	2.2	25.3	26.4
Properties - Investment and Operational	0.1	0.0	0.1	1.6	(1.2)	0.4		0.4	0.0
Stormwater Drainage	0.5	0.0	0.5	1.1	-	1.1		1.1	1.1
Capital Programs Asset Enhancement	59.8	53.7	6.1	97.2	12.6	109.8	7.4	117.2	113.2
			-						
Public Art	1.5	0.8	0.7	2.2	0.0	2.2		2.2	2.8
Open Space & Parks	9.0	7.0	2.0	22.9	7.8	30.7	0.9	31.6	26.2
Public Domain	8.6	8.8	(0.2)	23.0	1.2	24.2	1.7	25.9	25.7
Properties Assets	26.1	22.6	3.5	48.0	2.3	50.2	4.9	55.1	49.6
Infrastructure - Roads Bridges Footways	14.6	13.2	1.4	16.1	1.7	17.8	1.7	19.6	18.2
Stormwater Drainage	5.3	5.1	0.2	6.7	-	6.7		6.7	6.7
Capital Programs Asset Renewal	65.0	57.5	7.5	118.9	13.0	131.8	9.3	141.1	129.3
			-						
Contingency	-	-	-	8.0	(2.2)	5.8		5.8	-
Project expenditure not creating asset value	(2.4)	(0.3)	(2.1)	(6.2)	-	(6.2)		(6.2)	(6.3)
Net Capital Expenditure	122.3	110.9	11.4	217.8	23.3	241.2	16.7	257.9	236.1
Capital Works (Technology and Digital Services)	8.1	6.8	1.3	21.5	4.6	26.0	0.8	26.9	22.8
Plant and Equipment	16.6	11.5	5.1	18.6	13.1	31.7	0.6	32.3	30.4
Property Acquisition / (Divestment)	-	72.7	(72.7)	28.0	-	28.0	-	28.0	47.1
Subtotal	147.0	201.8	(54.8)	285.8	40.9	326.9	18.2	345.0	336.4

* minor rounding issues may be reflected due to use of \$ Millions scale

Capital Budget Review Statement

City of Sydney | Q2 2024/25

\$ Millions*	Year-to-date			Full-year					
	Current Budget	Actual	Variance Fav / (Unfav)	Original Budget	Adj.	Current Budget	Proposed Adj.	Proposed Budget	Forecast
Capital Funding									
Stormwater Management Reserve	1.1	1.0	0.1	2.1	-	2.1		2.1	2.1
Developer Contributions (General)	32.7	28.3	4.4	63.3	2.7	66.0		66.0	66.6
Green Infrastructure Reserve	2.1	1.1	1.0	4.1	0.0	4.2		4.2	4.6
Green Square Reserve	-	-	-	-	-	-		-	86.3
Heritage Conservation Fund Reserve	1.8	1.8	-	8.1	-	8.1		8.1	4.7
Renewable Energy	1.2	1.0	0.2	3.0	(0.5)	2.5		2.5	2.5
Specific Reserve Funding	38.9	33.3	5.6	80.6	2.2	82.8	-	82.8	166.8
General Funding	108.1	168.5	(60.4)	205.2	38.7	244.0	18.2	262.2	169.6
Total Funding	147.0	201.8	(54.8)	285.8	40.9	326.9	18.2	345.0	336.4

* minor rounding issues may be reflected due to use of \$ Millions scale

Cash and Investments Budget Review Statement

City of Sydney | Q2 2024/25

	Opening Balance	Year-to-date			Full-year		
\$ Millions*	Actual	Transfer to	Transfer from	Actual	Transfer to	Transfer from	Forecast
Externally Restricted							
Developer Contributions (General)	46.7	28.3	(28.3)	46.7	66.0	(66.6)	46.1
Specific Purpose Unexpended Grants	1.3	6.3	(6.4)	1.1	12.4	(12.7)	1.0
Domestic Waste Reserve	41.2	34.4	(33.5)	42.1	68.3	(66.8)	42.7
Stormwater Management Reserve	-	1.0	(1.0)	-	2.1	(2.1)	-
Total Externally Restricted Cash and Investments	89.1	70.1	(69.3)	89.9	148.9	(148.2)	89.8
Internally Restricted							
Supported Accommodation, Affordable and Diverse Housing Fund	9.2	5.0	-	14.2	9.9	(3.0)	16.1
Employee Leave Entitlement Reserve	7.2	1.4	(1.1)	7.6	2.8	(2.3)	7.7
Green Infrastructure Reserve	7.4	-	(1.1)	6.2	-	(4.6)	2.8
Green Square Reserve	86.3	-	-	86.3	-	-	86.3
Heritage Conservation Fund Reserve	75.1	-	(1.8)	73.2	4.7	(8.1)	71.7
Public Liability Insurance Reserve	0.6	-	-	0.6	-	-	0.6
Renewable Energy	1.3	-	(1.0)	0.2	-	(1.3)	-
Performance Cash Bonds	28.0	3.6	(7.3)	24.3	8.1	(13.8)	22.3
Workers Compensation Reserve	23.4	0.5	-	23.9	2.3	-	25.7
Total Internally Restricted Cash and Investments	238.4	10.4	(12.4)	236.5	27.8	(33.1)	233.2
Total Restricted Cash and Investments	327.6	80.5	(81.7)	326.4	176.7	(181.3)	322.9
Unrestricted Cash and Investments	438.8			399.9			344.5
Cash and Cash Equivalents	65.7	-	-	15.2			-
Investments	700.6	-	-	711.1			-
Total - Cash and Investments	766.3			726.3			667.4

* minor rounding issues may be reflected due to use of \$ Millions scale

Contingency Report

City of Sydney | Q2 2024/25

\$'000			CEO	General	Capital Works	Total
Adopted budget - contingency			2,000	1,500	8,000	11,500
Less Approved Contingency Allocations:						
Approval Date						
Aug	Grant - City of Sydney Basketball Association Limited			(250)		(250)
Sep	Grant - Committee for Sydney - Creative Land Trust feasibility study			(250)		(250)
Q1 Jul - Sep	Capital Works contingency as per adopted Q1 report attachment B				(2,132)	(2,132)
Nov	Cleansing Operations Plant & Equipment				(50)	(50)
Nov	Democratic Right to Protest			(22)		(22)
27 Dec	Food Support for Christmas			(160)		(160)
						-
						-
						-
						-
						-
Allocated:			-	(682)	(2,182)	(2,864)
Funds Available:						
	Operational		2,000	818		
	Capital				5,818	
Unallocated contingency			2,000	818	5,818	8,636

City of Sydney

Report by Responsible Accounting Officer

The following statement is made in accordance with Clause 203(2) of the Local Government (General) Regulations 2005:

It is my opinion that the Quarterly Budget Review Statement for City of Sydney for the period to 31 December 2024 indicates that Council's financial position is satisfactory.

The City's restricted funds have been invested in accordance with Council's investment policies and reconciled to the monthly investment report, together with the funds invested and cash at bank.

The date of the last bank reconciliation for the quarter ending 31 December 2024 was Thursday 2 January 2025.

Signed:



Jean-Michel Carriere
Executive Director Finance and Procurement
Responsible Accounting Officer

Date: 31 January 2025

Attachment B

Capital Expenditure Financial Results
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Capital Works Expenditure Summary

City of Sydney | Q2 2024/25

		Year-to-date				Full-year				Total Project				
\$ Millions*		Prior Year Actual	Dec YTD Budget	Dec YTD Actual	Variance Fav / (Unfav)	Life-to-date actual (Prior Years + YTD)	2024/25 Current Budget	2024/25 Current Forecast	Variance Fav / (Unfav)	4 Years Budget Total	2028/29 - 2033/34 Budget Years Total	Budget	Forecast	Variance Fav / (Unfav)
30	Public Domain	70.2	25.3	25.1	0.2	95.3	47.0	45.3	1.7	168.6	214.9	453.7	453.7	-
	Properties - Community, Cultural and Recreational	18.2	10.1	8.9	1.2	27.1	17.5	17.9	(0.4)	72.5	51.3	142.0	142.0	-
	Open Space & Parks	47.6	4.6	5.0	(0.4)	52.6	12.0	14.4	(2.4)	73.6	101.7	222.9	223.0	(0.1)
	Public Art	2.6	1.0	0.2	0.8	2.9	3.3	2.2	1.1	9.9	10.9	23.3	23.5	(0.2)
	Green Infrastructure	5.4	2.5	1.3	1.2	6.7	5.5	5.8	(0.3)	17.8	16.3	39.5	39.3	0.2
	Bicycle Related Works	10.9	15.6	13.1	2.5	24.1	23.1	26.4	(3.3)	50.4	38.0	99.4	99.4	-
	Properties - Investment and Operational	0.1	0.1	0.0	0.1	0.1	0.4	0.0	0.4	5.5	55.6	61.2	60.9	0.3
	Stormwater Drainage	0.0	0.5	0.0	0.5	0.1	1.1	1.1	-	20.6	40.2	60.9	60.9	-
Capital Programs Asset Enhancement		155.1	59.8	53.7	6.1	208.8	109.8	113.2	(3.4)	418.9	528.9	1,102.9	1,102.7	0.2
Public Art			1.5	0.8	0.7	0.8	2.2	2.8	(0.6)	5.0	4.7	9.7	9.7	-
Open Space & Parks			9.0	7.0	2.0	7.0	30.7	26.2	4.5	140.5	201.3	341.8	341.8	-
Public Domain			8.6	8.8	(0.2)	8.8	24.2	25.7	(1.5)	86.9	79.2	166.1	166.1	-
Properties Assets			26.1	22.6	3.5	22.6	50.2	49.6	0.6	254.0	237.4	491.4	491.3	0.1
Infrastructure - Roads Bridges Footways			14.6	13.2	1.4	13.2	17.8	18.2	(0.4)	70.8	129.6	200.4	200.4	-
Stormwater Drainage			5.3	5.1	0.2	5.1	6.7	6.7	-	27.6	44.2	71.8	71.8	-
Capital Programs Asset Renewal			65.0	57.5	7.5	57.5	131.8	129.3	2.5	584.9	696.4	1,281.3	1,281.2	0.1
Contingency			-	-	-	-	5.8	-	5.8	5.8	-	5.8	-	5.8
TOTAL CAPITAL WORKS		155.1	124.8	111.2	13.6	266.4	247.4	242.4	5.0	1,009.6	1,225.3	2,390.0	2,383.9	6.1

* minor rounding issues may be reflected due to use of \$ Millions scale

Capital Works - Individual Projects as per 2024/25 plan > \$5M
City of Sydney | Q2 2024/25

\$ Millions*			
Project Name	Project Group	Total Project Budget	Q2 December 2024 Status Comments
City Centre Sydney Square Upgrade	Public Domain - Asset Enhancement	35.0	Concept design and consultation with adjoining property owners on-going. Targeting scope report to Council in 2025.
Dixon Street Public Domain Improvements	Public Domain - Asset Enhancement	8.5	Chinatown Gates restoration works progressing well on site, works forecast for completion April 2025. Design development and documentation for public domain improvements nearing completion. Targeting works to commence on site mid 2025.
Green Square to Ashmore Connection	Public Domain - Asset Enhancement	34.9	Eastern section (Botany Rd to O'Riordan St) was opened to the public mid 2024. Construction of western section (O'Riordan St to Bowden St) is on-going. Works have been delayed due to service authority approvals and works. Works to western section are now forecast for completion mid-end 2025.
Crown Street Public Domain	Public Domain - Asset Enhancement	33.1	Paving completed between Oxford and Campbell Streets, Campbell and Albion Streets, Albion and Foveaux Street, Foveaux and Collins Street east side, Davies and Devonshire Street east side. The transition of private property power connections from aerial cables to underground has commenced and majority of underground electrical cables have been installed.
Redfern and Darlington Pedestrian Improvements	Public Domain - Asset Enhancement	6.0	The Redfern & Darlington Pedestrian Improvements will commence with Wilson Plaza Shared Zone construction starting in January 2025. Further improvements will include, raised crossing on Lawson Street, continuous footpath treatments along high pedestrian routes between Redfern Station and Sydney University and traffic calming and pedestrian priority within the West Redfern & East Darlington area.
Loftus St, Reiby Pl & Customs House Ln Upgrade	Public Domain - Asset Enhancement	8.6	In construction with completion in 2025.
George Street North Pedestrianisation (Hunter to Alfred Sts)	Public Domain - Asset Enhancement	44.0	In construction with completion from Hunter to Essex Streets by end of 2025. Designs for the section from Essex to Alfred Streets to be consulted by mid 2025.
Link Road and Epsom Road Intersection	Public Domain - Asset Enhancement	12.5	Authority approvals and construction documentation underway. Construction to commence in early-mid 2025.
Victoria St Public Domain Upg (Kings Cross Rd to Oxford St)	Public Domain - Asset Enhancement	15.0	Upgrade of Victoria Street, between Craigend Street to Burton Street as a Village Main Street, including undergrounding of power lines, Smartpoles, concrete unit paving, kerb extensions and continuous footpath treatments to support outdoor dining, improve pedestrian crossing amenity at side streets, greening and tree planting. Concept design to start in Q4 2024/25 with community consultation expected to commence in Q1 2025/26.
Green Square Public School and Community Spaces	Properties - Community, Cultural and Recreational - Asset Enhancement	24.7	Works are progressing on the main building and Waranara Early Education Centre. Overall progress has been delayed, due to adverse site conditions, weather delays and complex coordination of works on main building and Waranara. Forecast completion date is mid 2025.
Huntley Street Recreation Centre - Development	Properties - Community, Cultural and Recreational - Asset Enhancement	33.6	Contracts executed and construction works commenced on site. Construction works are progressing well on site.
Mandible Street Sports Precinct	Open Space & Parks - Asset Enhancement	50.0	Investigations and planning of the new Mandible Street Sports Precinct has commenced. Targeting scope report to Council by end 2025.
Gunyama Park Stage 2 & George Julius Avenue North	Open Space & Parks - Asset Enhancement	29.6	Contracts executed and construction works commenced on site. Construction works are progressing well on site.

* minor rounding issues may be reflected due to use of \$ Millions scale

Capital Works - Individual Projects as per 2024/25 plan > \$5M
City of Sydney | Q2 2024/25

\$ Millions*			
Project Name	Project Group	Total Project Budget	Q2 December 2024 Status Comments
Oxford street west and Liverpool Street Cycleway	Bicycle Related Works - Asset Enhancement	14.9	Construction works between Elizabeth and Riley Street completed. Elizabeth and Liverpool Street intersection works progressing well and forecast for completion March 2025. Works between Riley Street and Taylor Square have commenced and are forecast for completion mid 2025.
Ersleville Alexandria Precinct Cycleway Links	Bicycle Related Works - Asset Enhancement	8.8	Project Complete
Primrose Avenue Quietway	Bicycle Related Works - Asset Enhancement	7.2	Construction documentation and approvals in progress. Works planned to commence on site mid-end 2025.
Elizabeth St (Central Station-Campbell St) Cycleway	Bicycle Related Works - Asset Enhancement	7.5	Seeking TfNSW approval in principle for project.
City South Bike Network Link – Ultimo Rd and Campbell St	Bicycle Related Works - Asset Enhancement	8.6	Construction documentation and approvals in progress. Works planned to commence on site mid-end 2025.
Belmore Park	Open Space & Parks - Asset Renewal	18.9	Masterplan underway following from the vision in the Haymarket Public Domain Strategy
Open Space Renewal - Hyde Park Lighting	Open Space & Parks - Asset Renewal	27.4	Contracts executed and construction works commenced on site January 2025.
Park General - Harry Noble Reserve	Open Space & Parks - Asset Renewal	5.4	Tender and contract documentation nearing completion. Sydney Water approvals pending. Works planned to commence on site mid 2025.
Alexandria Park	Open Space & Parks - Asset Renewal	12.2	Planning for renewal of Alexandria Park commenced in late 2024. Targeting scope report to Council end 2025.
Redfern Community Centre - Open Space	Open Space & Parks - Asset Renewal	7.9	Project scope endorsed by Council May 2024. Head Design Consultant engagement in progress - report to Council in February 2025.
Ward Park	Open Space & Parks - Asset Renewal	5.3	Early consultation completed and landscape architect engaged. Concept design underway. Targeting scope report to Council mid 2025.
Green Park	Open Space & Parks - Asset Renewal	5.0	Early consultation completed and landscape architect engaged. Concept design underway. Targeting scope report to Council mid 2025.
Waterloo Oval and Park - Major Renewal Works	Open Space & Parks - Asset Renewal	13.4	Planning for renewal of Waterloo Park commenced in late 2024. Targeting scope report to Council end 2025.
Town Hall House, Façade Remediation	Properties Assets - Asset Renewal	12.4	Construction well underway with completion forecast for early 2025.
343 George St - Facade Remediation	Properties Assets - Asset Renewal	20.0	Barrack Lane (Stage 1) works completed in 2023. George and Barrack Street (Stage 2) works have commenced and are progressing well.
Sydney Town Hall External Works Stage 3	Properties Assets - Asset Renewal	16.5	Stone restoration works complete. Stained glass works continuing.
Sydney Park Brick Kilns - Renewal Works	Properties Assets - Asset Renewal	19.7	Tenders were rejected by Council in July 2024 and negotiations undertaken mid-end 2024. Report to Council on outcomes of negotiation planned for February 2025.

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Capital Works - Individual Projects as per 2024/25 plan > \$5M
City of Sydney | Q2 2024/25

\$ Millions*			
Project Name	Project Group	Total Project Budget	Q2 December 2024 Status Comments
Goulburn St Parking Station - Whole of structure remediation	Properties Assets - Asset Renewal	26.0	Site investigations and early works completed in 2023. Detailed documentation for main works being finalised. Next stage of the works are forecast to commence in 2025.
Bay Street East - Depot Redevelopment	Properties Assets - Asset Renewal	72.5	Site investigations and concept planning completed. Project scope approved by Council in December 2024. Documentation for Stage 1 Development Application being finalised for submission early 2025.
343 George St - Level 6-10 Base Building Renewal	Properties Assets - Asset Renewal	24.3	Site investigations and concept design completed. Project scope report to Council in February 2025. Documentation for Development Application (for construction) being finalised for submission early 2025.

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Capital Works Budget Adjustments City of Sydney Q2 2024/25													
\$Millions *	2024/25 Financial Year					Proposed Budget Adjustments in Future Years					Total		Q2 2024/25 Status Comments
Project Name	Full Year Budget	Contingency Fund	In-Year Budget Adjustments	Brought Forward from Future Years	Proposed Adjusted Full Year Budget	2025/26	2026/27	2027/28	2028/29	2029/30 - 2034/35	Current Project Budget	Proposed Project Budget	
Sydney Park - Gas Ventilation	0.12	-	-	0.13	0.25	0.50	0.01	(0.30)	(0.30)	(0.05)	1.00	1.00	Bring funds forward to start the project.
Redfern and Darlington Pedestrian Improvements	0.78	-	-	0.99	1.77	0.18	(0.62)	(0.55)	-	-	6.04	6.04	Bring funds forward to start the project earlier than anticipated in the budget.
Lights, Poles & Electrical Renewal	1.98	-	-	1.48	3.46	-	-	-	(0.50)	(0.98)	25.02	25.02	Bring funds forward due to increased scope to be delivered in the current year.
Robyn Kemmis Reserve - Park Renewal	0.95	-	-	-	0.95	0.15	-	-	-	-	1.07	1.22	Additional budget required to allow for a change in scope to deliver the replacement of existing park lights.
Lights, Poles & Electrical Renewal	1.98	-	-	-	1.98	(0.15)	-	-	-	-	25.02	24.87	To fund the above project.
Property Portfolio Electrification	0.10	-	(0.04)	-	0.06	0.57	0.31	1.22	1.03	3.20	1.86	8.15	Budget is being merged into one project for delivery purposes.
Net zero framework for City property	-	-	-	-	-	-	-	-	-	(6.29)	6.66	0.37	Budget is being merged into one project for delivery purposes.
Property Portfolio Refrigeration Replacement	0.10	-	-	0.64	0.74	0.63	(0.36)	(0.21)	(0.20)	(0.50)	1.75	1.75	Bring funds forward to align with the updated program.
Footway Renewal	5.00	-	-	1.00	6.00	-	-	-	(1.00)	-	104.26	104.26	Bring funds forward due to scope changes which have resulted in increased footpath work, significant greening and landscaping, and changes to material specifications, including upgrading from asphalt to concrete footpaths.
Kerb & Gutter Renewal	1.80	-	-	0.80	2.60	-	-	-	(0.80)	-	29.12	29.12	Bring funds forward due to scope changes which have resulted in increased coverage of kerb & gutter works, provision of additional drainage improvements and associated road improvement works.
Commercial Properties - Roof Safety Systems	0.12	-	-	0.08	0.20	(0.08)	-	-	-	-	1.33	1.33	Bring funds forward to align with the updated program.
Net Zero EV Charging Infrastructure	0.10	-	-	0.25	0.35	(0.25)	-	-	-	-	2.47	2.47	Bring funds forward due to accelerated transition of passenger electric vehicles requiring charging infrastructure and engagement of fleet transition consultant.
Link Road and Epsom Road Intersection	0.24	-	-	0.45	0.69	(0.45)	-	-	-	-	12.50	12.50	Bring funds forward to align with service authority works.
Hyde Park Seating	0.43	-	0.50	-	0.92	0.11	-	-	-	-	0.50	1.10	Additional budget is required to deliver the project scope with upgraded finishes to improve asset longevity, more extensive landscape restoration, and to cover construction escalation costs.
Hyde Park Master Plan - remaining works	-	-	(0.50)	0.50	-	-	-	(0.60)	-	-	18.62	18.01	To fund the above project.
Bring Back Joy	-	-	0.30	-	0.30	0.30	-	-	-	-	-	0.60	Budget required for status of Joy.
Future Public Art initiatives	0.30	-	(0.30)	-	-	(0.30)	-	-	-	-	3.00	2.40	To fund the above project.
Building Renewal Program - HVAC Services	0.85	-	-	0.50	1.35	(0.50)	-	-	-	-	10.75	10.75	Bring funds forward to address urgent unanticipated asset renewal needs.
Building Renewal Program - Hydraulic Services	0.60	-	-	0.65	1.25	(0.35)	(0.30)	-	-	-	6.90	6.90	Bring funds forward to address critical unforeseen issues within the portfolio's hydraulic assets.
Building Renewal Program - Vertical transport	0.50	-	-	1.10	1.60	(1.10)	-	-	-	-	23.00	23.00	Bring funds forward to address unforeseen issues within the lift portfolio.
Building Renewal Program - Fire Services	1.20	-	-	0.65	1.85	(0.35)	(0.30)	-	-	-	12.00	12.00	Bring funds forward to address critical and unforeseen issues within the portfolio's fire services assets.
Macquarie Place Park Paving Renewal	-	-	0.20	-	0.20	0.10	-	-	-	-	-	0.30	Budget required to address the poor condition of the existing flagstone paving poses trip-hazards in this busy pedestrian location.
City North - Macquarie Place Park - CMP Works implementation	-	-	(0.20)	0.20	-	(0.30)	-	-	-	-	5.00	4.70	To fund the above project.

Capital Works Budget Adjustments City of Sydney Q2 2024/25													
\$Millions *	2024/25 Financial Year					Proposed Budget Adjustments in Future Years					Total		Q2 2024/25 Status Comments
Project Name	Full Year Budget	Contingency Fund	In-Year Budget Adjustments	Brought Forward from Future Years	Proposed Adjusted Full Year Budget	2025/26	2026/27	2027/28	2028/29	2029/30 - 2034/35	Current Project Budget	Proposed Project Budget	
Public Domain Landscaping Program	1.00	-	0.30	-	1.30	0.50	-	-	-	-	17.78	18.58	Additional greening works required for the Zetland rain gardens. These works were not accounted for in the original budget allocation for FY24/25.
Future Capital Projects - Open Space Renewal	-	-	(0.30)	0.30	-	-	-	-	-	(0.80)	34.69	33.89	To fund above project
ABC Pool - Re-tiling of Pools	1.27	0.19	-	0.25	1.71	(0.25)	-	-	-	-	2.56	2.75	Additional budget is required to cover costs for significant remedial concrete works that have been required to the inner shells, plus contingency for future variations.
Andrew Boy Charlton Pool - Renewal	2.65	-	0.97	-	3.62	-	-	-	-	-	3.24	4.21	Additional budget required to add structural remediation of concrete grandstand structure.
Future Year Properties Renewal - Provisional	-	-	(0.97)	0.97	-	-	-	-	-	(0.97)	27.97	27.00	To fund the above project.
Phillip Street to College St bike network link	1.08	-	-	-	1.08	0.41	-	-	-	-	2.50	2.91	Additional budget required base on the current construction pricing from Schedule Rates Contract.
Future Year Bicycle Related - Escalation Provision	-	-	-	-	-	-	-	-	-	(0.41)	6.00	5.59	To fund the above project.
Oxford street west and Liverpool Street Cycleway	9.78	-	1.96	-	11.74	-	-	-	-	-	14.94	16.90	Budget increased due to increased costs was the agreed City strategy to tender works on 80% complete design drawings to bring forward start of construction.
Future Year Bicycle Related - Escalation Provision	-	-	(1.96)	1.96	-	-	-	-	-	(1.96)	6.00	4.04	To fund the above project.
Surry Hills to Central Cycleway	0.17	-	-	0.15	0.32	-	(0.15)	-	-	-	3.12	3.12	Bring funds forward as the project is progressing faster than expected.
343 George St - Level 6-10 Base Building Renewal	0.67	-	-	0.90	1.57	(0.90)	-	-	-	-	24.28	24.28	Bring funds forward as the project is progressing faster than expected.
Gunyama Park Stage 2 & George Julius Avenue North	6.80	-	-	2.50	9.30	-	(1.50)	(1.00)	-	-	29.59	29.59	Bring funds forward to account for latent conditions.
Sydney Park Brick Kilns - Renewal Works	0.49	-	0.07	-	0.56	6.31	6.66	4.92	-	-	19.73	37.69	The increased budget was based on the evaluation of the negotiation submissions which were assessed against this cost estimate to demonstrate the true market value.
Future Year Properties Renewal - Provisional	-	-	(0.07)	0.07	-	-	-	-	-	(17.96)	27.97	10.01	To fund the above project.
Total Capital Works Projects	41.06	0.19	(0.04)	16.52	57.74	4.77	3.77	3.47	(1.77)	(26.72)	518.23	518.42	
TRIM 24.4 Upgrade	0.44	-	0.07	(0.07)	0.44	0.07	-	-	-	-	0.45	0.52	Additional budget required to allow for additional time for the RFP and vendor costs.
SAP Business Objects (BOBJ) Upgrade	0.75	-	(0.63)	-	0.12	-	-	-	-	-	0.85	0.22	To fund the above project.
Password Management Solution	0.45	-	-	0.10	0.55	(0.10)	-	-	-	-	0.75	0.75	Bring funds forward to align with current program.
Biztalk 2016 Upgrade	0.70	-	0.43	(0.11)	1.02	0.11	-	-	-	-	0.70	1.13	Budget increased to align with the approved project management plan. This project will upgrade the City's current version of BizTalk Server 2016, to the latest version of BizTalk Server 2020.
Library RFID Upgrade	0.30	-	0.13	(0.13)	0.30	0.13	-	-	-	-	3.70	3.83	Additional budget required for an increase in scope. Install new 24x7 asset return chutes to Kings Cross and Customs House libraries. Install new disability access to asset returns chute at Newtown Library. A portable RFID loan kiosk.
Profisee MDM Platform Upgrade	0.45	-	-	0.41	0.86	(0.41)	-	-	-	-	1.00	1.00	Bring funds forward to align with the updated program.

Capital Works Budget Adjustments													
City of Sydney Q2 2024/25													
\$Millions *		2024/25 Financial Year					Proposed Budget Adjustments in Future Years					Total	
Project Name	Full Year Budget	Contingency Fund	In-Year Budget Adjustments	Brought Forward from Future Years	Proposed Adjusted Full Year Budget	2025/26	2026/27	2027/28	2028/29	2029/30 - 2034/35	Current Project Budget	Proposed Project Budget	Q2 2024/25 Status Comments
Kronos Technical Upgrade	1.50	0.77	-	(0.79)	1.49	0.79	-	-	-	-	2.55	3.32	Additional budget is required due to increased costs from the preferred supplier to deliver the project.
EBEMS Phase 2 - Venues, Programs, Events and Courses system	1.63	1.50	-	(1.17)	1.96	1.17	-	-	-	-	4.67	6.17	Additional budget is necessary to cover the additional time to deliver the project which has been caused by vendor performance.
ESMP-(Corp)	0.48	0.28	-	(0.28)	0.48	0.28	-	-	-	-	0.95	1.23	Additional budget is required to deliver the project.
Pinforce Migration to the cloud	-	-	-	0.35	0.35	-	(0.35)	-	-	-	1.35	1.35	Bring funds forward to match the approved project concept canvas.
Whats on Transition to Sitecore	1.38	0.83	-	(0.83)	1.38	0.83	-	-	-	-	2.40	3.23	Additional budget required to reflect the market response.
Total TDS Capital Works Projects	8.08	3.37	-	(2.52)	8.93	2.87	(0.35)	-	-	-	19.37	22.75	
Cleansing and Waste - New & Replacement Mobile Domestic Waste	1.10	0.58	-	-	1.69	-	-	-	-	-	1.10	1.69	To fund a rising trend in the volume of new bins being issued to new multi-unit dwellings as well as increased replacements of existing metal bins and other waste related equipment in bin rooms.
Small/Medium Trucks 2025	3.12	-	0.65	-	3.77	-	-	-	-	-	3.12	3.77	To fund inclusion of tail lifts on 24 vehicles and increase the number of electric vehicles from four to five.
Sweeper Roadway x 11	5.61	-	(0.65)	-	4.96	-	-	-	-	-	5.61	4.96	To fund the above project.
Total Plant and Asset	9.82	0.58	-	-	10.41	-	-	-	-	-	9.82	10.41	

Capital Works - Variance summary report

City of Sydney | Q2 2024/25

Project Details				Project Status	\$ Millions*				
Project Name	Program Group	Project Group	Description	Q2 variance commentary	2024/25 Budget	2024/25 Forecast	2024/25 Variance	Total Project Budget	Total Project Forecast
Green Square to Ashmore Connection	Capital Programs Asset Enhancement	Public Domain	Formerly known as New Street(s) - New East-West Relief Route (Geddes St West)	Works on site have been delayed due to service re-locations by authorities. Total budget variance reflects preliminary estimate of costs associated with services relocations by authorities and associated delay. Works are scheduled for completion mid-end 2025. A budget adjustment will be prepared and submitted to Council in the coming months based on an updated program for these services relocation works.	4.9	4.8	0.1	34.9	37.4
Green Square Public School and Community Spaces	Capital Programs Asset Enhancement	Properties - Community, Cultural and Recreational	Development of a joint project with the Department of Education and Training for the SSHS Stage 2. To include Council multi-purpose spaces on the ground floor and a 600 place public primary school with hall on ground level and classrooms, library, rooftop open space and other support spaces above.	The forecast variance for both FY2025 and total project budget reflect project delays and variations for additional works required to address site constraint issues such as adverse site conditions and existing services, design changes and electrical infrastructure upgrades. A budget adjustment is being prepared and considered for quarter 3 based upon an updated program and agreed variations with the contractor subject to negotiations.	7.5	8.9	(1.4)	24.7	28.0
Gunyama Park Stage 2 & George Julius Avenue North	Capital Programs Asset Enhancement	Open Space & Parks	Gunyama Park Stage 2, including park amenities, playground, skate bowl and elements to encourage physical activity. Stage 2 also includes seating, lighting, paths, tree planting and landscaping.	Construction is underway. The 2024/25 budget variance reflects re-phasing of budget to bring additional money into FY25 as works are progressing well.	6.8	9.0	(2.2)	29.6	29.6
Oxford street west and Liverpool Street Cycleway	Capital Programs Asset Enhancement	Bicycle Related Works	The Oxford Street (West) and Liverpool Street Cycleway is a bi-directional cycleway along the northern side of Oxford and Liverpool Streets between Flinders and Elizabeth Streets. The new link will connect existing cycleways on Bourke, Liverpool and Castlereagh Streets. (The Oxford Street East cycleway is a separate project being delivered by Transport for NSW, that will run along Oxford Street between Flinders Street and Centennial Park.)	The 2024/25 and total budget variance reflects increased projects costs associated with higher than anticipated authority fees, additional costs for new and relocated street furniture, and associated delay costs.	9.8	11.7	(1.9)	14.9	16.8
Phillip Street to College St bike network link	Capital Programs Asset Enhancement	Bicycle Related Works	This project, once implemented, will provide a quality cycling connection between the King St and College St cycleways. The first step is to undertake a strategic design to inform the scope of work for further development in the concept and detailed design	The 2024/25 and total budget variance reflects total project costs reflects increased project costs based on pricing of construction works. Works are funded by a TfNSW grant.	1.1	2.6	(1.5)	2.5	4.8
Open Space Renewal - Minogue Res and Playground Forest Lodge	Capital Programs Asset Renewal	Open Space & Parks	Works to Minogue Reserve includes the renewal of the playground and adjacent areas, including new play equipment, pathways, signage, park furniture, fencing, turf, garden beds and lighting.	The 2024/25 budget variance reflects delays in completion of tender documentation. Works are planned to commence on site in mid 2025.	1.4	0.4	1.0	1.5	1.5
Regent Street Reserve - Park Renewal	Capital Programs Asset Renewal	Open Space & Parks	Whole park renewal, including street frontage along Oxford Street and the eastern side of Regent Street pathways and garden beds. The renewal works forms part of the ongoing park improvement programmes aimed at restoring or improving the quality and amenity of existing parks across the local government area. Upgrade and renewal works are prioritised according to asset condition, risks or assets at the end of their useful life.	The 2024/25 budget variance reflects delays in completion of tender documentation. Works are planned to commence on site in mid 2025.	1.3	0.2	1.1	1.5	1.5
Lights, Poles & Electrical Renewal	Capital Programs Asset Renewal	Public Domain	Lights, Poles & Electrical Renewal Program	Forecast variance for funds brought forward for renewal works in Pyrmont and Sydney CBD.	2.0	3.5	(1.5)	25.0	25.0
Community Properties - Roof Safety Systems	Capital Programs Asset Renewal	Properties Assets	Roof Height Safety Systems	The 2024/25 and total budget variance reflect project cost savings.	0.9	0.7	0.2	3.0	1.5

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Capital Works - Variance summary report

City of Sydney | Q2 2024/25

Project Details				Project Status	\$ Millions*				
Project Name	Program Group	Project Group	Description	Q2 variance commentary	2024/25 Budget	2024/25 Forecast	2024/25 Variance	Total Project Budget	Total Project Forecast
Commonwealth Bank 546 George St - BCA Renewal Works	Capital Programs Asset Renewal	Properties Assets	HVAC/BMS Upgrade to 546 George St	The 2024/25 budget variance and total budget variance reflect cost savings at completion of works.	1.6	1.0	0.6	2.5	1.3
Sydney Park Brick Kilns - Renewal Works	Capital Programs Asset Renewal	Properties Assets	Upgrade of the Brick Kilns Precinct	The total budget variance reflects total project costs estimated at completion of construction contract negotiations. Report to Council in February 2025.	0.5	0.6	(0.1)	19.7	37.7
Andrew Boy Charlton Pool - Renewal	Capital Programs Asset Renewal	Properties Assets	Concrete repairs, steel repairs & painting, replacing timber decking (including supporting joists and bearers), replacing timber fender piles, repairs to concrete piles, repairs to plant room block work.	Following demolition, concrete breakout and testing on the extent of concrete chloride attack, the quantity of concrete, steel and timber remedial work required is significantly larger than what was foreseeable before site works commenced. Works are progressing well and remain on track to be finished ahead of the summer 2025/26 season.	2.6	3.8	(1.2)	3.2	4.2
Bridges Major Works Program	Capital Programs Asset Renewal	Infrastructure - Roads Bridges Footways	Bridges Major Works Program	Some delays experienced in finalising the agreement on shared asset responsibility and costs between City of Sydney and Transport for NSW.	3.0	1.5	1.5	14.6	14.6
Footway Renewal	Capital Programs Asset Renewal	Infrastructure - Roads Bridges Footways	Footway Renewal	Funds brought forward to complete increase in scope of FY25 delivery program.	5.0	6.0	(1.0)	104.3	104.3

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Attachment C

**Delivery Program 2022-2026
December 2024 Progress Report**

City of Sydney – Delivery Program 2022-2026 – December 2024 / Half Yearly Progress Report

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SD01 Responsible governance and stewardship

Our organisation continues to evolve to provide governance and leadership for the city and communities

1.1 The City of Sydney provides effective governance and leadership

Major Programs	Progress To Date	Status
Governance, risk and audit frameworks		
Implement systems and practices to embed a strong risk management and corporate compliance culture at the City	The City's first formal Risk Appetite Statement was adopted by Council in October and is being integrated into organisational systems and processes. A self-assessment of the risk management function against OLG and NSW Treasury Guidelines was also completed this quarter. A three-year risk management action plan has been developed to support evolving enterprise risk management maturity. Following the migration of the City's Compliance Registers to the Governance, Risk and Compliance (GRC) system, further work has been completed to streamline the recording and reporting functions. Information sessions to educate staff and managers on their compliance responsibilities are ongoing.	On Track
Improve the health, safety and wellbeing of our workers through the implementation of the safety management system and a mentally healthy workplace plan	The City has continued initiatives to support a mentally healthy workplace through collaboration with Mental Health Movement. Awareness talks were conducted, providing an opportunity for workers to explore coping strategies, discover self-care practices, and connect with various support networks.	On Track
Deliver governance programs to support compliant, ethical and transparent decision making and community confidence in the City	The City's integrity framework was supported by a number of initiatives over this period. A comprehensive review of the Delegations to the Lord Mayor and Delegations to the CEO was completed. New starters continued to receive training on the fraud and corruption control plan in code of conduct training and a new code of conduct eLearn module was finalised and assigned to employees who are unable to attend face to face training. A code of conduct summary booklet was updated and is available on the intranet. All staff also completed a privacy refresher eLearn. A new risk register was developed for business unit fraud and corruption control plans. Public interest disclosure training was completed by all new managers. A quarterly review of the conflicts of interest register was undertaken. Staff communications included an article on fraud awareness week and raising awareness on identifying and understanding fraud threats due to emerging technologies, together with a code of conduct awareness article on gifts and benefits. This also supported the launch of a new gifts and benefits register.	On Track
Implement a risk based and comprehensive annual internal audit plan	The City's four year strategic internal audit plan was approved by the Audit Risk and Compliance Committee on 20 June 2024. Progress toward completion of the balance of internal audits in the approved plan is on track.	On Track
Deliver completed annual financial statements without qualification by the Audit Office of NSW	The Annual Financial Statements were completed with an unmodified (unqualified) audit opinion and presented to Council at the October 2024 meeting. Subsequent to Council endorsement, the statements were submitted to the Office of Local Government by the 31 October deadline, and exhibited to the public. At the November 2024 Council meeting, the statements were formally adopted as part of the Annual Report for the 2023/24 financial year.	On Track

Foster leadership capabilities

Ensure Councillors have access to relevant information, development and assistance to enable them to fulfil their obligations to lead, govern and serve the community

Councillors receive regular information updates and comprehensive briefings on all current issues. Following the September 2024 election, an induction program commenced in October 2024 to ensure all Councillors were provided with the information they require to perform their civic duties and meet our legislative obligations. Further induction sessions will also occur in early 2025. In addition, the City is committed to providing Councillors with access to ongoing training and professional development programs that meet their individual needs. Information on induction and training programs offered by the Office of Local Government LGNSW has been provided to all Councillors. Elected Member Professional Development Plans which capture professional development initiatives applicable to individual Councillors for the current term of Council are also being developed. Councillors can also access the provisions of the Councillors' Expenses and Facilities Policy which financially supports the ongoing professional development of Councillors.

On Track

High quality internal legal advice and representation

Provide legal services and support to the organisation, optimising outcomes for the City

Legal support provided in relation to matters across all areas of the City's operations, including property, contracts, administrative, planning and enforcement. Training provided in areas such as copyright and contracts. Particular focus areas are the Procurement and Property transformations as they are rolled out.

On Track

Governance, risk and audit frameworks

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Public interest disclosures received	No	3	2	-	2	2	-	-	4	One public interest disclosure was received in November 2024 and one public interest disclosure was received in December 2024.	Indicator Only
Lost time injuries	No	45	43	-	17	18	-	-	35		Indicator Only

Foster leadership capabilities

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Complaints upheld regarding breaches of the code of conduct by City Councillors	No.	0	0	-	-	-	-	-	-	Reported annually in June	Indicator Only
Complaints upheld regarding fraud or corruption by City staff	No.	2	1	-	0	0	-	-	-		Indicator Only

1.2 The City of Sydney has the capacity, capability, information, data and systems to serve the community into the future

Major Programs	Progress To Date	Status
Continuous improvement		
Identify and implement business and service improvements to optimise the efficiency and effectiveness of key services	Work continued to improve the efficiency and effectiveness of internal corporate services. This will streamline processes, free up staff time and improve employee satisfaction. A review of procurement and contract management service is underway.	On Track
Refine and revise asset management policy, strategy and long term asset management plans for critical infrastructure assets, including resilience and maturity assessment recommendations	The Asset Management Policy, Strategy and Community Asset Management Plan were approved by Council in June 2024. The annual review of these documents is currently underway. The draft updated versions of these documents will be available for comment by the community in coming months. An Asset Management Maturity Assessment will be completed in early 2025. Detailed Asset Management Plans for each asset class are also now under preparation.	On Track
Improve information and data management with a focus on privacy, security, ethics, quality, and sharing	In FY25 to date, 16 new or improved Smart Productivity Solutions were delivered for a range of business services and activities, including for recreation, procurement, planning, recycling, asset management, and customer service. Smart Productivity Solutions contribute to the City's Digital Transformation by providing high quality data at point of capture, information and data security, and improved efficiency by eliminating manual processes. Additionally, in accordance with State Records legislative requirements, data has been lawfully destroyed from 12 computer systems according to approved Systems Records Retention and Disposal Plans.	On Track
Digital services		
Develop responsive digital services that are easy for our community to access and use	City Connect, the City's new on-line serviced platform, launched on 4 April 2024. Included in the launch were: - 84 smart digital forms that community members can use to request services on-line. - Notifications designed to keep community members informed on the status of their requests. - Dashboards where registered community members can view their rates, payments, permits and interactions. We are now in the planning stage for additional services to be added to City Connect which involves reviewing 130 services and request types.	On Track
Develop and maintain the City's IT systems and infrastructure to support service delivery and business continuity	Significant progress has been achieved in upgrading and patching our communication infrastructure to enhance service delivery and ensure business continuity. This includes the successful completion of upgrades for various network-related appliances, the upgrade and migration of our existing Microsoft email platform, the implementation of a new Cloud Backup platform, and ongoing efforts to maintain and improve our Essential 8 posture.	On Track
Access to City information and data		
Provide and promote public access to City information and data to meet the spirit and requirements of the Government Information (Public Access) Act	In FY25 to date, the City has provided and promoted public access to City information by: - Publishing 12,080 planning application documents, including 1,695 submissions relating to 902 planning applications, through the on-line Find a DA service; - Completing 1,503 requests for information, including 17 subpoenas and 40 section 41 access applications; A primary channel for proactive disclosure is the City's website, which has had 1,297,605 unique users, 4,286,149 page views, and 202,767 file downloads.	On Track

Proactively publish to the City's Data Hub and Archives & History Resource Catalogue to inform, educate and improve services to the community, including Aboriginal and Torres Strait Islander communities

In FY25 to date:

- One new open data set has been published (Alcohol Free Zones) on the City's Data Hub and 55 data products (open data sets, interactive maps and apps) have been updated.
- 6,693 new items have been proactively published to the Archives & History Resources catalogue, including 950 photographs of the Sydney Star Observer stock media library.
- New collections have been added to the catalogue, including about: NAIDOC week 2015; Sydney Square; Paddington Town Hall; Cook & Phillip Park; Illuminated and sky advertising signs; Clocks; and Street sellers.

The City Archives has continued to work toward targets for improvements in the management of Aboriginal and Torres Strait Islander records in the City Archives.

On Track

Business and spatial intelligence

Deliver business and spatial intelligence for better planning, operations, and decision making

In FY25, 14 internal dashboards have been deployed to support a range of business services and activities, including for planning, sustainability, customer service, environment, library services, accessibility, and City greening.

On Track

Strengthen workforce capability, diversity and inclusion

Implement the City's People Strategy to strengthen the workforce's capacity to deliver the outcomes in the community strategic plan

The City continued to embed its new purpose and values by delivering work in key areas of employee accountability, employee recognition, leadership development, and adapting our ways of working. We delivered improved experiences in recruitment for applicants and hiring managers, and for employees in payroll interactions and access.

On Track

Implement actions in the City's EEO, Diversity and Inclusion Action Plan

The City continued to be recognised as a leader in EEO, diversity and inclusion by providing employees with benefits such as care and culture leave, and workplace flexibility. The City won the Local Government NSW Award for Organisational Diversity and Inclusion recognising our Employee Networks in the period prior. Targeted recruitment and fast track to interview initiatives remain current and active for Aboriginal and Torres Strait Islander candidates and candidates with disability. Aboriginal and Torres Strait Islander employment reached 3% in the period. The City's Anti-Racism framework is under development.

On Track

Digital services

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result Q1	2024/25 Result Q2	2024/25 Result Q3	2024/25 Result Q4	2024/25 Result YTD	Comment	Status
Communication received from the community via digital channels	%	62.75	65.73	-	73.8	71.2	-	-	72.5		Indicator Only
Average time to answer phone calls from the community	Secs	-	-	90	69	78	-	-	73.5		On Track
Community service requests received	No.	184,581	197,882	-	51,372	53,340	-	-	104,712		Indicator Only
Community service requests from all channels actioned within agreed service standards	%	82.5	87.23	85	82	85.74	-	-	83.87	For the period July to December 2024, 84% of service requests were completed within agreed service levels targets.	Watch

Access to City information and data											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
GIPAA Formal Access Applications received	No.	31	46	-	32	16	-	-	48	The number of s.41 applications received in Quarter 2 decreased significantly - 50% - from the previous quarter but is still above average.	Indicator Only
GIPAA Informal Access Applications received	No.	3,263	2,895	-	771	656	-	-	1,427	The downward trend in information access requests (informals) continued at a smaller increment to past quarters.	Indicator Only
Strengthen workforce capability, diversity and inclusion											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Approved full time equivalent establishment positions	No	1,953.85	2,002.25	-	2,012.65	2,057.85	-	-	2,057.85		Indicator Only
Vacancy rate	%	10.35	6.49	-	4.73	5.68	-	-	5.21		Indicator Only
1.3 The City of Sydney is financially sustainable over the long-term											
Major Programs			Progress To Date								Status
Financial sustainability											
Undertake detailed costing reviews of core services, business cases and opportunities to ensure value for money outcomes, and appropriate equitable fees and charges			A review of outdoor dining fees has been ongoing through the first half of 2024/25. A working group has also been formed to examine domestic waste service charges. The rolling review of costing of services will continue through this year and beyond.								On Track
Develop, monitor and report against the City's long term financial plan to ensure and demonstrate council's financial sustainability, and intergenerational equity			The Quarter 1 report was presented to the November 2024 Council meeting, highlighting income and expenditure pressures, but an overall net operating result forecast to remain favourable to budget for the full financial 2024/25 year. The Quarter 2 report, to be presented to Council at the February 2025 meeting, will reflect further refinements to forecasts, and inform assumptions underpinning the 2025/26 iteration of the City's Long Term Financial Plan.								On Track
Integrated planning and reporting											
Deliver and enhance the Integrated Planning and Reporting and business planning framework to improve integrated long-term planning and sustainability			The City's 2024 resourcing strategy and 2024/25 operational plan were adopted by Council in June 2024 after public exhibition. The City's 2023/24 annual report and State of our City report 2024 were completed in line with legislative requirements and endorsed at the November 2024 Council meeting. Work has commenced on developing the City's 2025/26 suite of integrated planning documents.								On Track
Advocacy and policy initiatives											
Collaborate with the NSW Government to achieve positive rating legislative reforms			The City continues to collaborate with other councils, the NSW Government, and IPART by providing comment and feedback in relation to rates and annual charges reviews, rate peg methodology, local government revenue streams, community improvement districts, emergency service levies, and developing Regulations and guidance to support rating reforms.								On Track

Strategic property management

Manage the City's investment property portfolio to optimise revenue opportunities

The commercial property industry is in challenging times and additional effort is being applied to retain and pick up new tenants.

Watch

Best practice procurement

Ensure best practice procurement and contract management focused on value for money, optimised risk allocation and improved sustainability

The Procurement Transformation Project is well underway. The vision, objectives, project plan and priorities have been endorsed by Executive, and communicated across the organisation. To date the Procurement and Contract Management Policy has been refreshed, information on a range of frequently asked for information has been published on City Net, and approvals for Exceptional Circumstances has been streamlined.

On Track

Financial sustainability

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result					Comment	Status
					Q1	Q2	Q3	Q4	YTD		
Operating performance ratio (excluding non-recurrent income and expense items). Benchmark > 0.00%	%	4.6	2.27	-	-	-	-	-	-	Reported annually in June	Indicator Only
Own Source Revenue Ratio. Benchmark >60%	%	79.83	84.47	60	-	-	-	-	-	Reported annually in June	Indicator Only
Building and Infrastructure Asset Renewal Ratio. Benchmark >100%	%	88	103.97	100	-	-	-	-	-	Reported annually in June	Indicator Only

1.4 The City of Sydney is an active contributor to the governance of metropolitan Sydney

Major Programs	Progress To Date	Status
Advocacy		
Research, assess and make submissions on intergovernmental policy issues to the NSW government and the federal government where appropriate	The City continues to make submissions to the NSW and Federal Governments on matters impacting the city, our workers, visitors and residents. This year this included submissions for: the National Construction Code 2025, the National Urban Policy Consultation Draft, the Response to NSW EPA Food and Garden Organics Mandates Proposal Paper, the Australian Government's Transport and Infrastructure Net Zero Consultation Roadmap, the Centennial Parklands and Callan Park Regulation, the NSW Environmental Protection Authority Levy Review Issues Paper, the Explanation of Intended Effect - Pathway Changes to Support Transport Oriented Development Precincts - Design Excellence, the Transport and the Arts Inquiry into the Use of e-Scooters, e-Bikes and Related Mobility Options, the Home Energy Ratings Disclosure Framework, the Home Energy Ratings Disclosure Framework, the Commercial Building Disclosure (CBD) Program Expansion 2024, the Draft Building Bill 2024 and Associated Draft Regulations, the Select Committee Inquiry on Essential Worker Housing, NSW Special Entertainment Precinct Guidelines, the Freight Policy Reform Program Interim Directions Paper, the Inquiry into the Prevalence, Causes and Impacts of Loneliness, NSW EPA Plastics: The Way Forward, the Councillor Conduct and Meeting Practices Discussion Paper, NSW Drug Summit 2024, the Draft NSW Local Government Filming Protocol 2024, and the Local Government Remuneration Tribunal - 2025 Annual Review. Submissions are also made to the NSW Department of Planning, Housing and Infrastructure on relevant State Significant Development Applications.	On Track

1.5 The transformation of the city is enabled by successful partnerships and collaboration

Major Programs	Progress To Date	Status
Partnerships		
Strengthen domestic partnerships through collaboration, consultation, advocacy and knowledge exchange to facilitate improved decision making and outcomes for the community	In November 2024, the 25th meeting of the Resilient Sydney Resilience Ambassadors convened, bringing together representatives from partner councils to develop the vision and mission for the new Resilient Sydney Strategy. The meeting was attended by participants from 25 Greater Sydney Councils, Homes NSW, and the NSW Reconstruction Authority. The meeting recognised the transformative work of individuals and communities who are leading innovative initiatives to strengthen resilience. In December 2024, the Greater Sydney Heat Symposium coordinated by WSROC in partnership with Resilient Sydney launched Sydney's first region-wide Heat Smart City Plan. The Symposium was opened by Minister the Hon. Penny Sharpe and attended by 234 participants. The Heat Smart City Plan is the culmination of 18 months of multisectoral and cross government collaboration across 40 organisations (DCCEEWS NSW, NSW Police, NSW Health, Resilient Sydney, Federal emergency management (NEMA), councils and community sector. The collaborative approach to developing the plan has accelerated practical improvements to how Sydney manages heatwaves and heat risk. The Resilient Sydney team delivered training for new users of the Resilient Sydney data Platform in December (39 attendees). The Platform has 352 users and continues to support councils to develop environmental targets, strategies, and evidence-based actions. Resilient Sydney was represented at the NSW Government Circular Economy Summit and continues to collaborate with Councils and the EPA to accelerate action to address the waste crisis.	On Track
Utilise international partnerships to facilitate knowledge exchange and ensure the City and the community benefit from the best and most current knowledge and processes, including C40, World Cities Cultural Forum and Resilient Cities Network	The Global Resilient Cities Network met in October with Sydney's previous Chief Resilience Officer (as global steering committee chair) introducing the new A/Chief Resilient Officer to the global network. Climate resilience is the key priority for 82% of global cities. Resilient Sydney has been one of the first cities in the network to use the refreshed City Resilience Framework published in 2024 and to participate in the Peer Learning Series on navigating the polycrisis and urban heat. In December, Resilient Sydney attended the Australia Pacific Q4 meeting. Quezon City, the newest City in the Philippines to join the global network presented on its Climate Impact Assessment. From 30 October to 1 November 2024, Dubai hosted the 2024 World Cities Culture Forum Summit, the largest in the event's history, welcoming over 140 senior cultural civic leaders from 36 cities worldwide. This year's theme was Tomorrow's Culture: how will the next generation shape our world? Launched at the Summit was the report: Nothing About Us Without Us: Youth and Culture in Global Cities. With 30% of the world's population under the age of 25 — a figure that continues to grow — cities are pioneering engagement strategies with and for young people. Sessions were held focussed on how cities can grow and support the next generation of creatives. This information is shared with the teams at the city delivering cultural programs.	On Track

SD02 A leading environmental performer

The city is part of a decarbonised world. Our communities live in a city that is regenerative and makes a positive contribution to the planet, to society and to individual lives. We are innovative leaders in climate change adaptation and innovation

2.1 The city reaches net zero emissions by 2035 with embodied carbon significantly reduced

Major Programs	Progress To Date	Status
Net zero emissions – City assets and operations		
Transition the passenger and light commercial fleet to zero emissions by 2030 and by 2035 for the heavy vehicle fleet	The City has recently ordered an additional 11 Electric Passenger Vehicles purchased to replace the hybrid fleet. This will bring the total number of owned Electric Assets to 53, made up of a mix of 50 passenger vehicles, 1 truck, 1 buggy and 1 footway sweeper. The forthcoming fleet replacement programs will see a significant expansion of electric assets and will include a mix of passenger fleet, trucks and buggies. Other projects that will continue to support our target of reducing emissions is the rationalisation of existing fleet vehicles and reducing the number of vehicles where we can, whilst continuing to maintain full service levels to our community. Using telematics in conjunction with our eco driving strategy will also contribute.	On Track
Actively manage the replacement of the City's public domain lighting with sustainable lighting	Over the past 10 years the vast majority of City owned and Ausgrid owned public lighting has been converted to LED. This has generated significant reductions in energy use and lowering of associated operational costs. The tender for the replacement of the first generation of City owned LED lights to more efficient newest LED lights is currently being finalised and this program will proceed over the next 3 years generating further reductions in energy and costs, as well as improving response times for any light outages. The City is also working with Ausgrid to transition decorative lighting to LED lights in the next few years.	On Track
Implement new net zero framework to drive electrification in City assets and switching to zero-emissions and improved energy efficiency including actions relating to the Cooksafe goals	A program has been developed, Net Zero Property Framework, and includes electrification of aquatic centres and other building facilities, as well as building energy efficiency targets. Budget has been allocated in the long term financial plan and projects are proceeding.	On Track
Net zero emissions in the LGA		
Support building owners and occupants to implement a net zero pathway through targeted programs and grants	Since 2016, the Smart Green Apartments program has encouraged owners corporations to invest \$4.1million in upgrades, delivering significant savings across their lifespan (reducing running costs by \$10.7 million) and avoiding 61,203 tonnes of carbon emissions. A total of 16 owners corporations have received a Green Building Grant since 1 July 2024. Since 2016, these grants have supported investment of \$2.4 million in upgrades, delivering significant savings across their lifespan (saving \$7.2 million in running costs), and avoiding 33,338 tonnes of carbon emissions. The Better Buildings Partnership is supporting commercial office owners with circular economy, climate positive, and resilience initiatives as well as most recently delivering an electrification masterclass. Through CitySwitch, 80% of tenancies in Sydney have switched to renewable electricity and the average NABERS energy rating is 5 stars. The Sustainable Destination Partnership is supporting renewable electricity procurement, transition to net zero and communicating sustainability to stakeholders.	On Track
Support community adoption of renewable energy in line with the City's 50% renewable electricity by 2030 target	Businesses in the city have been supported to reduce risk and secure stable energy costs by switching to renewable energy contracts. A one hour 'Renewables Procurement 101' webinar for businesses was delivered in November 2024 by the Business Renewables Centre Australia. There were 137 registrations from 113 organisations and 76 attendees representing government, academic and private sector. An evaluation survey of previous webinar showed attendees are more familiar and confident with switching to renewables energy than they were 18 months ago. The buyers group funded by the City's Innovation grants succeeded in aggregating around 30,000MWh of energy equivalent to more than 5,000 houses. Rooftop solar uptake increased and is now at 33.6MW.	On Track

Actively participate in industry groups committed to creating a market for low embodied carbon steel, concrete and aluminium	City staff chair the Local Government sub-group of the Materials and Embodied Carbon Leadership Alliance, bringing together knowledge and experience from councils across Australia. Two meetings were held in Q2. Discussion topics included experiences with pilot projects, barriers to procurement and how industry reporting methods could be applied to local government.	On Track
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Zero emissions transport

Advocate to the federal and NSW governments on key transport emissions reduction (carbon emissions and local air quality) improvement opportunities	The City made a submission to the Australian Government's Transport and Infrastructure Net Zero Consultation Roadmap in July 2024 advocating for alignment with the City's Access and Electrification of Transport Strategies, with a focus on active and public transport, investment, policy and targets. Another submission was made in October 2024 to the Transport for NSW Freight Policy Reform Interim Directions Paper.	On Track
Support more people walking, riding bicycles and catching zero emissions public transport	The City continues to support more people walking, riding and catching zero emissions public transport, including through implementing key actions from the Walking Strategy and Action Plan, Cycling Strategy and Action Plan, Access Strategy and Action Plan and the Electrification of Transport in the City Strategy and Action Plan. Some of the key actions the City undertook recently include engaging with the NSW Government on its evolving approach to shared electric micromobility and exhibiting our three on-street parking policies.	On Track
Advocate to the NSW Government for zero emissions buses	We continue to monitor the NSW Government's plan to have 1,200 electric buses operating in Sydney by 2028. Depots serving the City of Sydney that were identified in the NSW Government priorities for electrification include: Brookvale, Leichhardt, North Sydney, Willoughby, Kingsgrove, Port Botany, Tempe and Randwick. We advocated to Department of Environment and Heritage in late 2024 for further action to support electrification of buses, and other fleets.	On Track
Advocate and work with key stakeholders to assist the transition to zero emission transport fleets	We continue to advocate and work with key stakeholders to accelerate the transition of important fleets in our area to Net Zero. We met with NSW Environment and Heritage in late 2024 and advocated that they develop policies or programs to assist Net Zero Emissions for bus, taxi/rideshare and freight/servicing fleets.	On Track

Net zero emissions – City assets and operations

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Total greenhouse gas emissions for City of Sydney operations	Tonnes CO2	13,514.6	12,553.9	-	-	-	-	-	-	Reported annually in June	Indicator Only

Net zero emissions in the LGA

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Total greenhouse gas emissions for the City of Sydney local government area (includes emissions from electricity, gas, refrigerants, transport and waste)	Tonnes CO2	3,428,785	-	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 is not available at the time of publication. Final data for the financial year 2022/23 has become available and is updated here	Indicator Only
Reduction in total greenhouse gas emissions for City of Sydney local government area from 2006 baseline of 5,815,521 tCO2e. Target 70% reduction by 2030 & net zero emissions by 2035	%	41.04	-	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 is not available at the time of publication. Final data for the financial year 2022/23 has become available and is updated here	Indicator Only

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Percentage of electricity demand in NSW met by renewable sources. Target of 50% by 2030	%	29	31.6	-	-	-	-	-	-	Reported annually in June	Indicator Only
Environmental grants approved by the City of Sydney	\$ '000	672.38	703.89	-	403.23	198.88	-	-	602.12	In the first half of the year, 34 Environmental grants were approved by Council. These projects were awarded through the City's Green Building and Innovation and Ideas grant programs. This included support for: a 175 unit apartment building in Erskineville to identify opportunities to reduce energy and water consumption; a feasibility assessment to fully electrify a 45 unit apartment building in Alexandria; development of recycled textile yarn suitable for garment manufacturing; and an interactive pop-up that engages community on embedding nature in our communities intertwining First Nations Caring for Country knowledge.	Indicator Only

2.2 Greening has increased to create a cool, calm, and resilient city

Major Programs	Progress To Date	Status
Urban greening and canopy cover		
Deliver tree planting programs to maximise urban canopy and reduce urban heat	Projects to increase canopy cover have continued. To date, 232 trees have been planted in the 2024/25 financial year, including 178 street trees and 54 park trees. The planting program was completed for 2024, prior to the hot summer months. The in-road planting projects have progressed, with the completion of works in Dibbs Street Centennial Park and construction underway in Walker Street Redfern. Feasibility and concept designs are underway for Tweedmouth Avenue Rosebery. Planting will recommence in Autumn.	On Track
Urban greening resilience		
Improve urban greening resilience and diversity by reviewing the City's relevant policies and plans	The review of the Register of Significant Trees is progressing well, with the field reviews nearing completion and a new online platform being developed. Community nominations for trees to be added to the register will be sought in early 2025. The implementation of the Urban Forest Strategy, Street Tree Master Plan, and Tree Management Policy and Tree Donation Policy continues.	On Track
Habitat and biodiversity		
Expand, improve and protect bush regeneration areas and habitat for native fauna in the City's parks and open spaces	The City is managing 15.48ha of land as bush restoration. Sites are maintained by specialists, with volunteer Bushcare / Landcare groups also involved in some areas. Bush restoration sites continue to be maintained to improve habitat value for native flora and fauna. Targeted hand weeding and spot spraying has been performed to control exotic grasses and annual weeds, resulting in continual improvements in the diversity and density of native flora species. Native birds, lizards and insects are frequently reported to be using the restoration sites. Community volunteers continue to assist with annual planting activities as part of National Tree Day in July where 5,000 native grasses and shrubs were planted at Sydney Park.	On Track

Community greening

Support and promote the development of community gardens, footpath gardening, laneway greening, and sites maintained and managed by community groups

The City supports 19 approved community gardens and 4 Landcare/Bushcare groups operating within the area. Over 600 volunteers and community gardeners are actively engaged. The City encourages and supports groups to become self-managed to a high standard and assists by providing access to grants and donation of materials and plants, including sourcing native plants from local Indigenous nurseries.

On Track

Urban greening and canopy cover

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result Q1	2024/25 Result Q2	2024/25 Result Q3	2024/25 Result Q4	2024/25 Result YTD	Comment	Status
New plants planted in City parks and street gardens	No.	72,515	78,579	50,000	23,838	20,645	-	-	44,483	Infill and new planting continues across City parks, streetscapes and bush restoration areas. Key sites for planting include Hyde Park, the Town Hall precinct, Fanny Place, McConville Reserve, Elizabeth Street Redfern, Manning Street Kings Cross, Riley Street Surry Hills, Waterloo Street Surry Hills, Crown Street, Goulburn Street and Reservoir Street Surry Hills, Mitchell Street Glebe, and Pyrmont Street Pyrmont.	On Track

Habitat and biodiversity

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result Q1	2024/25 Result Q2	2024/25 Result Q3	2024/25 Result Q4	2024/25 Result YTD	Comment	Status
Extent of locally indigenous bushland	ha	15.2	15.2	13.5	-	-	-	-	-	Reported annually in June	Indicator Only

2.3 Water is managed to support a resilient, sustainable, and liveable city

Major Programs	Progress To Date	Status
Reduce water use		
Reduce potable water consumption in the City's parks through the introduction of water efficiency projects and programs	The annual target for potable water use in parks is 128ML. In the financial year to date, Parks have used approximately 53 ML of potable water (based on accrued data from Sydney Water). Our parks water recycling and harvesting systems have supplied a further 26 ML of non-potable water or 33 % of total parks water use. Ongoing program actions to reduce potable water consumption in parks include trialling the use of smart irrigation technology to irrigate based on soil sensors and weather data, as well as monitoring for leaks and providing quick response times for repairs.	On Track

Water sensitive city

Support strata communities to improve water performance	We continue to work with Sydney Water to promote their WaterFix program as part of the Smart Green Apartments program. Sydney Water has been working with 13 high water using strata buildings within the LGA to help reduce water use. However, given the current levels of rainfall, engaging stakeholders on water efficiency is challenging, despite the resource and cost savings it is not a priority for many apartment buildings. Furthermore Sydney water is not targeting City of Sydney apartment buildings given their relatively low water consumption.	On Track
Work with Sydney Water and relevant stakeholders to facilitate delivery of recycled water and water usage reduction initiatives across the local area	The financial viability of recycled water in the Sydney LGA remains a key challenge. In its pricing proposal submitted to IPART, Sydney Water has included provisions for recycled water. The City of Sydney has responded with a submission supporting the promotion of recycled water in the LGA and the strategic use of existing infrastructure, such as the George Street recycled water pipeline.	On Track

Stormwater quality

Implement and renew pollution control devices and other stormwater systems to reduce stormwater pollution discharged to waterways	A series of new gross pollutant traps are being planned and are at various stages of feasibility investigation or design. The first of these will be installed this financial year. New raingardens are also planned for construction by the City and developers in new and upgraded precincts in Green Square and Erskineville. Maintenance programs are in place for all existing gross pollutant traps and raingardens to ensure the performance of these assets remains optimal.	On Track
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Reduce water use

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Potable water use from City operations. Target reduction from 2006 baseline of 431,000 kL	kL	406,950	364,883	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here	Indicator Only
City of Sydney local government area residential potable water use per person per day. Target of 170 litres by 2030	Ltr	220.66	-	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 is not available at the time of publication. Final data for the financial year 2022/23 has become available and is updated here.	Indicator Only
Reduction in City of Sydney local government area non-residential potable water use from 2019 baseline of 2.32 litres/sqm/day. Target 10% reduction by 2030	%	29	-	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 is not available at the time of publication. Final data for the financial year 2022/23 has become available and is updated here.	Indicator Only

2.4 A circular economy approach is embedded in products, services, and systems

Major Programs	Progress To Date	Status
Reduce waste from City operations		
Review and update recycling streams and collection receptacles in City properties and implement technologies that drive reduction in landfill	The City is actively pursuing an initiative to transition to more sustainable paper towels, with a pilot trial currently underway at Town Hall House. Additionally, the City has successfully completed a trial program for recycling City uniforms and is planning to expand this initiative.	On Track
Engage with contracted service providers and other relevant stakeholders to improve reporting of strip out, construction and demolition waste from City assets	Support continues to be provided to project managers and contractors to ensure the timely and accurate submission of construction and demolition waste data. A methodology for identifying office strip-out and fit-out waste is currently being investigated. Circular design guidelines are currently being developed.	On Track

Sustainable procurement

Develop social and sustainable procurement approaches to be incorporated into procurement planning and processes in relation to targeted categories

Social and sustainability and environmental factors are required to be considered and documented during tender sourcing strategy development and are then included in the tender requirements and evaluation considerations.

On Track

Circular economy

Engage with industry and other stakeholders to create opportunities for development of circular economy outcomes in our local area

The City is regularly engaging with state government agencies, industry, academia and not for profit organisations to support and advocate for a transition to a more circular economy. City staff contribute to state and federal working groups such as the Australian Packaging Covenant Organisation and Green Building Council Australia, seeking to embed circularity in products, services and the built environment. City staff are currently engaging with End Food Waste Australia, a federally funded organisation tasked with working collaboratively with councils and businesses to halve food waste by 2030. In partnership with End Food Waste Australia the City will be exploring how it might support businesses to reduce food waste and increase recycling.

On Track

Advocacy

Provide timely responses to relevant public consultations, participate in state and federal led engagement opportunities, and support regional groups in progressing agreed advocacy positions that promote and embed circular economy outcomes in our area

In October 2024 the City responded to the NSW Government's draft action paper NSW Plastics: The Way Forward. The proposed actions focused on reducing littering of takeaway food and beverage packaging and cigarette butts, eliminating harmful chemicals in food packaging, phasing out plastics containing pro-degradant additives, microbeads from cleaning products, action on shopping and barrier bags, small food packing items and balloons. While the City supports the actions of the NSW Government it provided the following recommendations as part of its response to the consultation: that the NSW Government maintain a focus on promoting and incentivising the use of reusable items rather than single use, make use of existing legislative powers to accelerate litter reduction through increased regulation of commonly littered items, phase out items that cannot be easily collected and recycled rather than preferencing complicated and expensive collection systems; and commit to funding for engagement and enforcement of the existing and proposed bans.

City staff also contributed to a South Sydney Regional Organisation of Councils response to the Productivity Commission's paper "Opportunities for a Circular Economy Call for Submissions" in November 2024. The submission focused on providing case studies of circular economy projects organised and supported by local councils, recommendations for regulatory changes to supply chains to reduce imports of low quality single use items, and other fiscal incentives that encourage repair of products rather than recycling or disposal.

On Track

Reduce waste to landfill

Engage with and encourage the community to avoid, reduce and reuse waste

From July to December 2024, staff delivered 180 waste avoidance activities, engaging with 3223 residents and visitors to the City of Sydney through the delivery of face-to-face outreach education in the community and online, to foster a community that avoids, reuses and reduces waste. These activities include 30 pop-up stalls across 22 locations with staff engaging 785 residents on a range of topics including how to have a sustainable Christmas, avoid food waste, use our Doorstep Recycling Service to recycle items from home and upcycling clothes into sustainable pet toys. To reach people online, 6 waste reduction 'Plastics Decoded' and 'Recycling Masterclass' webinars were delivered to 154 people and custom responses were provided to 133 people's questions through our online Ask a Waste Avoidance Expert service. In December a clothes swap with a styling demonstration was delivered to 114 residents who swapped 170kg of clothing and were shown how to get more wear from their wardrobe. Through our school education program, staff delivered 35 waste avoidance activities across 7 local primary schools and a local high school engaging 1998 students and 187 parents on how to reduce waste and improve recycling at home, at school and within the wider school community. To ensure new developments are designed for the maximum separation and recovery of operational waste and materials, waste planning staff completed a total of 148 waste planning requests and undertook 4 site inspections related to occupation certificate sign off.

On Track

Undertake planning for a food organics recycling service across the local area for residents

The City has continued to provide the food scraps recycling service to households that participated in the trial, and add apartment buildings to the scheme, so the service is now available to over 22,500 households across the local area. To date 2,377 tonnes of food scraps have been diverted from landfill through the service. Work is progressing on how to make a service available to all residential properties in line with the state government mandate for provision of a food waste collection service to all households by 2030. Staff have been testing different communication and education methods to increase the use of food scrap bins in apartment buildings as well as investigating different service model options. Work has also commenced on the insect farming trial which aims to confirm the feasibility of this technology as a long-term processing solution for residential food waste. In addition, planning is underway for a pilot of the use of small food scraps bins for houses to evaluate the viability of this bin size and inform decisions around bin size and allocation for the future rollout of the service.

On Track

Increase recycling and reuse opportunities of textiles, soft plastics, electronics and other tricky items through innovative drop-off events and services for residents

Drop-Off Events:
The City hosted Recycle It Saturday events on 31 August 2024 and 23 November 2024 which attracted a combined total of 1,682 people that dropped off 34.15 tonnes of materials for reuse and recycling. The most popular items dropped off were electronics and textiles in good condition.
The City hosted its annual Household Chemical Clean Out event on 19 October 2024. It attracted people, an increase of 11% in attendance from last year. The event collected 24.12 tonnes of materials for recycling with the most popular items were paint, gas cylinders, motor oils and fuel.

Ultimo Recycling Pop-Up:
The Ultimo recycling pop-up at Bay Street Depot received 1,798 drop offs, weighing at total of 11.3 tonnes. There were 529 residents who used the pop-up for the first time over this period. The most popular items dropped-off for recycling were electronics, batteries, small metals, blister packs and polystyrene. 86 residents stopped by to ask questions about the pop-up.

Recycling Stations:
Over the last six months, an additional recycling station was installed at Victoria Park Pool, bringing the total to 19 recycling stations across 17 locations in the City of Sydney. These stations collected 1,375kgs of materials (142kgs mobile phones, 662kgs batteries, 129kgs light bulbs, 348kgs of small electronics, and 94kgs of vapes) for recycling.

Doorstep Recycling Service:
The City collected 14.4 tonnes of tricky items (including clothes, electronics and polystyrene) from 1,374 pickups directly from residents' homes through the doorstep recycling service over the financial year.

Return and Earn Reverse Vending Machines (RVM):
There are two RVMs in the City of Sydney that collect beverage containers through the Return and Earn scheme. This financial year so far, Kings Cross collected 930,260 containers with a weight of 67 tonnes and Sydney Park collected 1,901,340 containers with a weight of 105 tonnes. This was a combined collection of 2,831,600 containers and 172 tonnes for the City of Sydney.

On Track

Efficient cleansing and waste services

Provide an efficient and effective domestic waste service that meets the needs of the community

There were some delays in bulky waste collection services during FYQ2. The collections are monitored daily and we continually work to improve and streamline service delivery.

On Track

Reduce waste from City operations

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result					Comment	Status
					Q1	Q2	Q3	Q4	YTD		
Total waste collected from City managed properties including aquatic centres	Tonnes	942.06	945.58	-	228.71	245.12	-	-	473.83		Indicator Only

Reduce waste to landfill											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Total residential waste collected	Tonnes	65,430.38	63,818.65	-	15,951.85	16,871.47	-	-	32,823.32	The amount of total waste generated by residents this quarter is lower than this time last year but higher than the previous quarter.	Indicator Only
Total residential waste collected per capita	Kg/Capita	300.44	276.7	-	-	-	-	-	-	Reported annually in June	Indicator Only
Reduction in total residential waste collected per capita from 2015 baseline of 336.74 kg/capita. Target 15% reduction by 2030	%	11	18	-	-	-	-	-	-	Reported annually in June	Indicator Only
Percentage of source separated recycling of total residential waste. Target 35% by 2030	%	31.39	32.53	-	32.28	31.44	-	-	31.86	The amount of source separated residential recycling has reduced slightly since the previous quarter.	Indicator Only
Percentage diversion from landfill of residential waste. Target 70% by end June 2025 and 90% by 2030	%	50.9	50.41	70	51.05	51.32	-	-	51.19	The percentage of residential waste diverted from landfill is consistent with last quarter in part due to continued strong facility diversion rates for the bulky household stream.	Attention Required
Resource recovery of waste from the City's parks, streets and public places. Target 50% by end June 2025	%	56.7	51	50	-	-	-	-	-		Indicator Only
Percentage of source separated recycling of waste from City managed properties including aquatic centres. Target 50% by end June 2025	%	54	49	50	49	58	-	-	58		On Track
Efficient cleansing and waste services											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Garbage bins collected on time	%	-	99.7	-	99.85	99.84	-	-	99.85		Indicator Only
Recycling bins collected on time	%	-	99.82	-	99.88	99.82	-	-	99.85		Indicator Only
Garden organic bins collected on time	%	-	98.46	-	99.14	98.81	-	-	98.98		Indicator Only
Bulky waste collected on time	%	-	77	-	80	69	-	-	74.5	Collected within 24 hours of the scheduled collection day	Indicator Only

2.5 All city residents and businesses have the capacity to reduce emissions, adapt to a changing climate and share sustainable solutions

Major Programs	Progress To Date	Status
Air quality		
Facilitate community access to air quality data	The NSW Government operates 2 high quality air quality monitoring stations in our area, one in Alexandria and another at Cook and Phillip Park. During the reporting period, local air quality was consistently reported as 'good' (the best rating). Data is available at https://www.airquality.nsw.gov.au/air-quality-in-my-area/concentration-data .	On Track
Climate risk and adaptation		
Understand the city's climate change risk exposure and develop climate adaptation treatments to better prepare the community	Project updates include: * Report on LGA heat benchmarking study on microclimate mapping and recommendation on the heat adaptation actions is being finalised. * Work with the Greater Sydney Heat Taskforce has concluded and the first set of tools were rolled out in early December. Work has commenced on a framework for implementation in the local area. * Progressing actions related to climate adaptation included in the Resilience Strategy * Developing digital and non-digital resources to help community prepare for hot days and heatwaves.	On Track
Develop a framework to understand and address climate change impacts on priority community groups	Continuing work into understanding the needs of priority groups. Pilot education program to support priority community members to plan for and survive hot days is now complete and being evaluated. Tools and communication to support priority communities during hot days are being developed.	On Track
Programs and partnerships		
Implement projects, programs and advocate to improve environmental performance in the commercial office sector	The City is improving environmental performance in the commercial office sector through the Better Buildings Partnership (BBP) and the CitySwitch program. Strategic planning for the next phase of the BBP, commencing on 1 July 2025, has been completed following extensive consultation with BBP stakeholders. Currently, five projects across three working groups (Circular Economy, Resilience and Climate Positive) are in progress. CitySwitch delivered its second campaign in the last quarter, which included a national webinar, a local workshop in Sydney, and resources focused on reducing travel emissions. Strategic planning for the next phase of CitySwitch was also finalised last quarter, following comprehensive consultation with the National Steering Committee.	On Track
Implement projects, programs and advocate to improve environmental performance in the accommodation and entertainment sector	The Sustainable Destination Partnership (SDP) commenced delivery of its FY25 workplan. The partnership is focused on progressing the elimination of food waste, developing capacity on renewable electricity and net zero planning, and delivering its communications and publicity plan. Three technical working groups continue to deliver projects on these key issues. Annual reporting for FY24 has closed and data analysis has commenced. SDP's current MoU with members ends this FY, strategic planning for the SDP's next MoU phase continued and a partner feedback survey was developed with input from the SDP Leadership Panel. The results of Sydney's participation in the 2024 Global Destination Sustainability Index were released. Sydney ranked 10th out of over 100 destinations globally, ranked 1st in Australia and achieved its highest ever score of 83.13 per cent.	On Track
Implement projects, programs and advocate to improve environmental performance and resilience in the residential strata sector	Monthly sustainability e-newsletters were sent to 2,492 subscribers. Additional case studies have been added to the City of Sydney website, showcasing sustainability stories in apartment buildings. The Strata Sustainability Reference Group met in November and agreed on actions to support apartment buildings in the uptake of solar, smart meters and adoption of net zero pathways to help drive sustainability outcomes for high density communities. The City continues to advocate for inclusion of strata in residential policy including mandatory disclosure of energy performance of Australian homes.	On Track

SD03 Public places for all

The city has more places for people who live, work, invest and visit here. The history of the city and connections to Aboriginal and Torres Strait Islander peoples is evident in our public places. The city centre is an inviting and lively place, clean and safe, day and night, and with creativity and public art at its heart. Our local main streets are thriving hubs with their own distinctive characters

3.1 Aboriginal people, their history and cultures of this place are evident in the public realm

Major Programs	Progress To Date	Status
Aboriginal and Torres Strait Islander people are influential in shaping the city		
Develop a framework / strategy, in consultation with relevant stakeholders, to assist in planning the city to address and implement Connecting with Country principles	The City is working together with government and Local Aboriginal Land Council towards an Aboriginal Cultural Heritage review, as an important first step towards understanding and protecting Country. This work will document stories and sites of significance in the City of Sydney LGA and detail contemporary community connections with Country, building on work already done for Sydney Barani and other projects. Together with work already underway on the Eora Journey and Sustainable Sydney 2030-2050 strategies, this will underpin the City's Connecting with Country response.	On Track

3.2 Welcoming, inclusive and connected streets and public spaces are created and maintained

Major Programs	Progress To Date	Status
Welcoming, accessible and equitable public spaces		
Continue to deliver public domain capital works projects 60	Progress continued in development and delivery of public domain capital works projects including: -the eastern section of the Green Square to Ashmore Connector road opened to the public and a temporary footpath extension to Bourke Road opened for access to O'Riordan Street. Works on the western section are continuing. - construction of the new George Julius Avenue commenced with demolition works and bulk excavation works. The Link Road and Epsom Road intersection detailed design is complete. - construction of George Street North pedestrianisation works is progressing with the eastern side of George Street completed, except for between Curtin Place to Hunter Street. Pedestrianisation on the western side of George Street has been completed, except for between Grosvenor Street and Jamison Street - the Loftus Street and Reiby Place upgrade commenced with Customs House Lane works nearing completion excluding installation of façade lighting. - Dixon Street and Crown Street public domain improvements are progressing.	On Track
Public amenity		
Provide high-quality public domain cleaning service that meets the needs of the community	The Cleansing team continues to work towards enhancing service levels across all areas to provide a clean and welcoming environment for both residents and visitors. Work continues on optimising night shift operations to address the City's unique demands during off-peak hours. This includes refining detailing processes, deploying specialised equipment for high-traffic zones, and prioritising high-profile locations that require frequent attention within the city precinct. To meet evolving urban challenges, we are implementing initiatives to equip our team with the skills necessary for servicing newly developed areas and maintaining critical infrastructure, such as cycleways and pedestrian zones.	On Track

Public safety and compliance

Maintain inspection programs to monitor legislative compliance in the areas of fire safety, building compliance, late night trading premises and public health	All inspection programs are being maintained. This includes proactive inspection of retail food premises, late night trial development consents, boarding houses, backpackers and swimming pool water quality. The swimming pool barrier inspection program will remain a focus. Resources have been prioritised to focus on outstanding inspections.	On Track
Conduct targeted patrols in the public domain to address illegal dumping, littering and other activity which is contrary to the provisions of the Protection of the Environment Operations Act	For the first half of the financial year Rangers have spent a total of 4,810 hours on targeted patrols and have issued 359 notices to address illegal dumping and activity which is contrary to the provisions of the Environmental Operations Act.	On Track

Public spaces meet community needs

Undertake periodic review of public domain design codes in the city	The Sydney Lights Public domain design Code 2015 is currently being reviewed and updated to align with changes to Australian Standards, City policy settings and City lighting palette.	On Track
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Welcoming, accessible and equitable public spaces

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Road renewed/treated program	m2	41,338	45,280	30,000	44,694	1,065	-	-	45,759	Annual targets achieved and exceeded in Q.1 due to accelerated works.	On Track
Footway dining in the village centres	m2	5,723.48	6,459	-	6,954.11	7,759.77	-	-	7,759.77	This figure represents 699 footway dining licences outside the CBD.	Indicator Only
Footway dining in the city centre	m2	3,199.25	4,144	-	4,428.4	4,854.52	-	-	4,854.52	The area represents 258 footway dining licences in the CBD.	Indicator Only

Public amenity

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
New and renewed public domain landscaping installed (nature strips, rain gardens, traffic treatments)	m2	10,837	10,888	7,500	2,598	2,564	-	-	5,162	Significant projects have included Roslyn Gardens, Manning Street in Kings Cross, Georgina Street in Newtown, Dibbs Street in Centennial Park, Morehead Street Closure in Redfern, Pyrmont Street in Pyrmont, and substantial new greening work on Crown Street in Surry Hills. In total, 5,162m ² of landscaping has been delivered to date this financial year in conjunction with the footpath upgrade program. This work aims to green and cool the City while contributing toward the delivery of greening targets.	On Track

3.3 Creativity and culture is embedded in the fabric of the city

Major Programs	Progress To Date	Status
Enable artists' contributions to the cultural life of the city		
Advocate for and support the delivery of public art in new developments and develop partnerships to enable delivery of public art projects and programs	The City supports the delivery of public art in new developments by reviewing and providing advice on all public art projects from conception to delivery in line with our Guidelines for 'Public Art in Private Developments'. Projects of strategic importance or facing particular challenges are taken to the City's Public Art Advisory Panel for review and advice which is then passed on to the proponents through the planner. This process ensures a high standard of public art is delivered to the benefit of the community, enriching the cultural life of our City. The City has developed partnerships with Place Management NSW and various Cultural Institutions along the Harbour Foreshore to deliver Yananuralla, curated by Emily McDaniel as part of the Eora Journey and is seeking alignment with private developments that intersect with this project.	On Track

3.4 Physical and visual connections to the harbour are strengthened

Major Programs	Progress To Date	Status
Connecting with the harbour foreshore		
Develop and deliver a staged implementation of public art and other projects for the Eora Journey Recognition in the Public Domain Program through the Yananuralla	Yananuralla, (formerly the Harbour Walk) curated by Emily McDaniel, provides a curatorial approach to Aboriginal recognition along the harbour foreshore in the public domain. Interpretive markers are installed at key points along the 9km length of the walk which feature the icon which is a bara (shell hook). These markers have been included in the City's Culture Walks App as a walk to encourage people to walk country. Artist Lucy Simpson is carrying out design development of her concept in response to the brief for 'Sitelines and Conversations' informed by community consultation. Community consultation is underway to inform the brief (currently in development) for a public artwork celebrating the Sydney Aboriginal language at Tara/Dawes Point the site where Patyegarang, a young Aboriginal woman, gifted the language to William Dawes who recorded it in his notebooks for future generations. A video to communicate the brief and the role of language in the project to community is also being produced with Aboriginal and Torres Strait Islander community to help communicate the project.	On Track

3.5 Equitable access to open green spaces, playgrounds, pools, recreational and sporting facilities supports social connection and wellbeing

Major Programs	Progress To Date	Status
Equitable distribution and access		
Undertake review of the City's Open Space and Recreation Needs Study to inform future priorities and directions	Reported annually in June	Not Yet Due To Report

Land under the care and control of the City is managed equitably

Review the City's Plans of Management as required, ensuring that public space is managed in an equitable, inclusive, resilient and regenerative way	The review of the draft Generic Plan of Management is nearing completion for public exhibition. The City will continue to review the remaining Plans of Management in order of importance.	On Track
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Access to pools and sporting facilities

Deliver programs and services at pools, sporting facilities and community tennis courts that support inclusive participation, social connection and wellbeing

Over the first two quarters the City’s aquatic and leisure centres and community tennis centres have delivered diverse programs and initiatives, fostering inclusivity and community connection. Aquatic centre highlights included the Trans and Gender Diverse Swim Event at Cook + Phillip Park Pool (296 attendees) delivered in partnership with NSW Health, Ukrainian Women’s Aqua Classes, and a 12-week Ukrainian Adult Swim Programme (70 participants) at Ian Thorpe Aquatic Centre, delivered in partnership with the Ukrainian Council of NSW, and the Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS). The service also celebrated NAIDOC Week by participating in Glebe Youth Services’ event. Other activities included an aqua class for Mandarin-speaking over-55s from Redfern (25 participants) in partnership with the Ron Williams Centre and a Community Network Forum at Victoria Park Pool with 15 community groups present. R U OK? Day was marked with an event led by Life Coach Alan Lau (15 attendees) at Ian Thorpe Aquatic Centre. The annual Open Day (6,687 attendees) offered free wellness activities, including group exercise, body scans, and ice baths, in partnership with local allied health professionals. Tennis highlights included the First Nations Junior Programme, Wheelchair Tennis Social Events (21 participants), and the Blind and Low Vision Tennis Programme (33 visits). Regular programmes included the Youth Tennis After-school Programme at Alexandria Park (70 visits), Tennis for Women at Prince Alfred Park (76 visits), and Learn to Play Tennis for University of Technology Sydney students (28 visits). In-school tennis programmes with local schools recorded 582 visits and the Inclusive School Holiday Tennis Camp at Prince Alfred Park recorded 60 visits, including two children with disabilities. The Children’s Hotshots Tennis programme attracted 1,118 visits across multiple locations, including Alexandria Park, Prince Alfred Park, Turruwul Park and St James Park. Major events included the Annual Club Championships Tournament (298 visits), the International Tennis Federation Wheelchair Tennis Futures Tournament, the Multi-sport Open Day for people with Cerebral Palsy, and the Community Open Day at Rushcutters Bay Tennis Centre (115 attendees).

On Track

Land under the care and control of the City is managed equitably

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Green open space under the City’s care and control (excluding Civic spaces)	m2	-	215.73	-	-	-	-	-	-	Reported annually in June	Indicator Only

Access to pools and sporting facilities											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Usage -v- capacity of sports fields (booked use) (hours used -v- hours available)	%	93.25	95.5	85	98	95	-	-	96.5		On Track
Attendances at aquatic and leisure centres	000	1,798.77	1,998	-	430	487	-	-	917	During the first two quarters, attendance was influenced by several factors, including the temporary closure of Victoria Park Pool in late September and early October. September saw 150,029 visitors, with recreational swimming accounting for 55% of total attendance. Participation among the over-55 demographic was a key driver in the second quarter, with Gold Classes attracting over 62,000 attendees at Ian Thorpe Aquatic Centre and Prince Alfred Park Pool. School bookings at Ian Thorpe Aquatic Centre also increased, bringing nearly 4,800 students to the centre. Despite the disruption the centres achieved strong results and their projections, driven by well attended programs.	Indicator Only
Peak Occupancy - Perry Park Recreation Centre	%	90	92	-	91	88	-	-	88	For the financial year to date average peak occupancy was 88% with 158,982 attendances. We hosted three-day school holiday netball, basketball, and volleyball camps with between 40-50 children attending each camp. Our programs continued to grow with 143 teams across our futsal, netball, volleyball and new outdoor football social sports competitions, and we introduced a new weekly mixed drop in pickleball program averaging 15-20 participants per session. We continued to be a hub for community sports events, including interschools tournaments and corporate events. We again supported the City of Sydney Basketball Association to deliver their one-day basketball tournament in celebration of NAIDOC week and Wheelchair Sports NSW/ACT to host their rugby national league event in preparation for the Paralympics Wheelchair Rugby competition. We also held the Abilities Unleashed Sports Day event as part of the International Day of People with Disability which was delivered in collaboration with Sport NSW, Disability Sports Australia and the City of Sydney City Spaces team.	Indicator Only

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Peak occupancy - City's outdoor tennis courts	%	67	68	-	74	75	-	-	75	For the year to date, our tennis centres demonstrated strong community engagement and consistent demand for programs and activities. The first quarter saw an average occupancy rate of 74%, driven by a variety of inclusive events and programs that promoted high utilisation. In the second quarter, the occupancy increased marginally to 75% overall. The modest increase was driven by the continued success of the online booking system and a well-balanced mix of offerings, including court hire, group classes, social tennis, and private lessons. These results highlight the community's enthusiasm for tennis and the success of initiatives designed to improve accessibility and engagement across the centres.	Indicator Only

SD04 Design excellence and sustainable development

The city will continue to grow sustainably and with good design. Communities are inclusive, socially connected, healthy, and live in walkable well-serviced neighbourhoods, supported by public transport. We take the impact of our changing climate into account in the policies that influence development in the city

4.1 The city's liveability will be enhanced through well planned and designed development

Major Programs	Progress To Date	Status
Inclusive and accessible places		
Investigate new and updated planning controls for universal design, child friendly developments and recognition of LGBTIQA+ heritage in Oxford Street	The LEP/DCP update was endorsed for exhibition by Council in December 2023. It includes draft controls to increase the number of apartments that are universally designed, and to increase the supply of well-located family-friendly apartments. Public exhibition of the proposals commenced December 2024, ending February 2025 . Following exhibition, the City will consider submissions and report back to Council for adoption. The City undertook a study of LGBTIQA+ heritage on Oxford Street and identified three potential new heritage items and updates to heritage inventory sheets for existing sites and the Oxford Street Heritage Conservation Area to reflect LGBTIQA+ associations. The new heritage items were reported to Council late 2024 for public exhibition as part of a heritage planning proposal. Public exhibition is expected during 2025, pending Gateway Determination by NSW Department of Planning, Housing and Infrastructure.	On Track
Update the City's planning framework and engage with the NSW Government to support nightlife and entertainment	The City has prepared draft planning controls to manage entertainment sound. The controls set requirements for new venues and residential buildings to improve certainty for live performance. A discussion paper has also been prepared to seek community and business feedback on establishing Special Entertainment Precincts. In October, Council endorsed the draft planning controls and the Special Entertainment Precincts Discussion Paper for public exhibition. A public briefing session on the special entertainment precincts was held on 3 December. Public consultation ends on 20 January 2025 and will be reported back to Council.	On Track
Create great places		
Review planning controls for centres, high streets, heritage areas and other strategic precincts, and consider heritage listings to create great places	Reviews of planning controls for Heritage Conservation Areas and the Pyrmont Peninsula, in response to the NSW Government's place strategy, were reported to Council in December 2023. The draft planning controls for Pyrmont have been exhibited and the conservation area controls are awaiting NSW Government approval for exhibition.	On Track
Urban renewal		
Develop and implement public domain plans and placemaking strategies for urban renewal areas as required	The City continues to deliver the new streets, open spaces, pedestrian and bike links in line with our public domain strategies for urban renewal areas, in particular Green Square and Ashmore Estate. Facilities are being delivered as part of joint projects with the Department of Education including Green Square School and Community Spaces, which is nearing completion. This project include amenities for out of school hours community use. Programming of Green Square Plaza and other public spaces in Green Square are ongoing with events and activities as community/ place making initiatives such as markets and a community games day.	On Track

Create great places												
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status	
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD			
Average time to determine 90% of footway applications	Days	23.1	22.4	35	18.4	21.8	-	-	-	21.8	On Track	
Annual investment on acquiring, developing, and enhancing infrastructure and assets	\$M	75.43	96.38	-	-	-	-	-	-	Reported annually in June	Indicator Only	
4.2 Productivity will be supported by planning for jobs, innovation, and enterprise activities												
Major Programs			Progress To Date								Status	
Central Sydney Planning Strategy												
Implement the Central Sydney Planning Strategy to facilitate commercial space and activity			The City continues to assess site specific planning proposals consistent with the Central Sydney Planning Strategy. Two planning proposals for adjacent sites at 56 -60 Pitt Street and 1-25 O'Connell and 8-16 Spring Streets were approved by Council and the Central Sydney Planning Committee. Both will deliver on several of the key moves of the Strategy.								On Track	
Planning for business, industry and economic opportunities												
Conduct strategic studies and reviews to inform planning control amendments that protect and grow business, jobs and economic opportunities			Council has approved planning proposals for future workspace for two major development sites in Central Sydney being 56 Pitt Street and the O'Connell Street Precinct. The City's Pyrmont Ultimo planning proposal is exhibited and will contribute to economic opportunities.								On Track	
Planning for business, industry and economic opportunities												
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status	
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD			
Commercial development approved	m2	109,568	144,554	-	27,830	19,185	-	-	-	47,015	Approved this quarter: 4,700m ² commercial building in Alexandria; 4,600m ² commercial/retail building in CBD; 152 room hotel in CBD.	Indicator Only
Commercial development completed	m2	205,631	114,746	-	13,326	1,243	-	-	-	14,569	1,000m ² commercial building in Surry Hills completed in this quarter	Indicator Only

4.3 Communities will be supported by the provision of infrastructure and assets that are aligned with growth												
Major Programs		Progress To Date								Status		
Infrastructure planning, delivery and collaboration												
Collaborate with the private sector to deliver new or upgraded public infrastructure aligned with new development		The City has executed 4 new Planning Agreements with the private sector. The Agreements will deliver new and upgraded public infrastructure including widened footpaths and future new roads in Alexandria and a new laneway in Woolloomooloo.								On Track		
Review contributions plans to support the delivery of infrastructure needed by new development		The Draft Ultimo Pyrmont Local Infrastructure Contributions Plan was on public exhibition in October/November 2024, and the review of submissions received is currently underway. Work continues on options for a new contributions plan to replace the City of Sydney Development Contributions Plan 2015.								On Track		
Infrastructure planning, delivery and collaboration												
Key Performance Indicator		Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Comment	Status	
							Q2	Q3	Q4	YTD		
Voluntary Planning Agreements offers		No.	12	11	-	5	1	-	-	6	The City received six new offers to enter into Planning Agreements.	Indicator Only
Voluntary Planning Agreements executed		No.	8	12	-	3	1	-	-	4	The City has executed four new Planning Agreements.	Indicator Only
4.4 Good design leads to buildings and public spaces that are high performing, well designed, inviting and inclusive												
Major Programs		Progress To Date								Status		
Design excellence												
Facilitate competitive architectural design processes to achieve design excellence		Since the start of the financial year, the City has facilitated the completion of 5 competitive architectural design processes located in Rosebery, Zetland, Alexandria and Haymarket.								On Track		
Advice from expert panels												
Facilitate the Design Panels to provide expert advice on major public projects, private development and public art proposals		The Design Advisory Panel and Public Art Advisory Panel meet monthly and continue to provide valuable expert advice to the City on public domain design, park projects, major development applications and public art proposals.								On Track		
Advocacy												
Engage with government led urban renewal projects to deliver design excellence, high environmental performance and provide appropriate infrastructure		The City is engaging with relevant agencies to deliver design excellence, improved sustainability outcomes and appropriate infrastructure on State led urban renewal projects including Central Station and Explorer Street, Eveleigh.								On Track		
Design excellence												
Key Performance Indicator		Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Comment	Status	
							Q2	Q3	Q4	YTD		
Design excellence competitions completed		No.	7	13	-	-	-	-	-	-	Reported annually in June	Indicator Only

4.5 Well planned and designed development reduces environmental impacts and improves resilience, health and sustainability

Major Programs			Progress To Date							Status
Development supports a healthy environment and community										
Investigate planning controls to increase tree canopy, encourage green roofs and support biodiversity in development			Planning controls to increase tree canopy where possible, encourage green roofs and support biodiversity in development have been included with the LEP/DCP Update, reported to Council in December 2023. Public exhibition of the controls commenced December 2024, ending February 2025. Following exhibition, submissions will be considered and the LEP/DCP reported to Council.							On Track
Better designed and operated buildings										
Advocate for improvements to the National Construction Code to achieve net zero buildings by 2035			The most recent advocacy was a submission in June 2024 relating to energy efficiency changes proposed by the Australian Building Codes Board.							On Track
Investigate opportunities for development to use water efficiently and improve the health of waterways through changes to the planning controls			The City has completed a study of stormwater management and reuse controls. Proposed water efficiency and updated stormwater reuse controls for buildings have been approved by Council for public exhibition in December 2023. Public exhibition of the controls began in December 2024.							On Track
Increase resilience through well designed and planned development										
Update floodplain management planning controls to manage risk and achieve good urban design outcomes			The Interim Floodplain Management Guidelines are being incorporated into the City's planning controls as part of the LEP / DCP Update that was reported to Council in December 2023. The proposed planning controls are to manage flood associated risk and achieve good urban design outcomes. Public exhibition of the controls commenced in December 2024 and will be reported back to Council in 2025 following consideration of public submissions.							On Track
Better designed and operated buildings										
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Comment	Status
						Q2	Q3	Q4	YTD	
Average time to determine 90% of DA applications	Days	85.23	84.4	55	62.9	58.3	-	-	58.3	Watch
Average processing time for construction certificates	Days	9.96	10.38	15	10.8	11	-	-	10.9	On Track
Average time to determine 90% of S4.55 applications	Days	48.87	42.77	40	41.3	35.5	-	-	35.5	On Track
Median (net) assessment time to determine DA & S4.55 applications	Days	64	61	45	56	44	-	-	44	On Track
Outstanding DA & S4.55 applications over 100 days	%	35.6	19.57	20	14.3	10.9	-	-	10.9	On Track

SD05 A city for walking, cycling and public transport

The city is greener and calmer, with more space for people on the streets – including footpaths and cycleways. More people choose to walk, ride and use public transport. All vehicles in the city are zero emissions

5.1 Street space is reallocated for people, places and planting

Major Programs	Progress To Date	Status
Public domain and public space programs		
Ensure the needs of our diverse community are considered in the public domain master planning including transport and urban growth projects	The City is advocating for high quality and co-ordinated public domain outcomes for metro station precincts and the completed Redfern Station upgrade. Advocacy and input into major state government development projects including Blackwattle Bay, Waterloo Estate, Barangaroo Central/Hickson Road and North Eveleigh is ongoing. The prime objective is to ensure a high quality, accessible public domain to allow people to walk and cycle to public transport and other destinations including home, work and recreation as well as new public spaces for people to recreate.	On Track
Reallocation of street space		
Support the implementation of the pedestrianisation of George Street and relevant city streets	The City continues to work with Transport for NSW (TfNSW) to deliver the remainder of the George Street pedestrian boulevard between Hunter and Alfred Streets. Construction has commenced between Hunter and Essex Streets.	On Track
Manage the demand for kerbside space including parking to ensure there is equitable access to the constrained supply	Kerbside restrictions are implemented to manage various needs and encourage parking turnover. Rangers proactively monitor parking throughout the City's streets to regulate parking controls.	On Track
Partnerships to improve road safety and reduce traffic		
Work in partnership with the NSW Government to reduce traffic speeds and volumes to keep people safe and reduce road trauma	The City is collaborating with Transport for NSW to reduce speed limits to a maximum of 40km/h on all roads within the City of Sydney. Transport for NSW is responsible for approving these changes. With funding and approval by TfNSW, all local and regional roads in the LGA now have a speed limit of 40km/h. The City will continue to advocate for a 40km/h limit on the state road network within the LGA. Additionally, the City has applied to Transport for NSW for a 30km/h speed limit in the existing city centre 40km/h High Pedestrian Activity Area, in line with Action 15 in the City's Access Strategy and Action Plan.	On Track

Public domain and public space programs											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Length of streets across the local government area with a speed limit of 40km/h or less	Km	328.82	328.82	-	328.82	393.5	-	-	393.5	The City is collaborating with Transport for NSW to reduce speed limits to a maximum of 40km/h on all roads within the City of Sydney, including local, regional and state roads. Transport for NSW is responsible for approving these changes. With funding and approval by TfNSW, all local and regional roads in the LGA now have a speed limit of 40km/h. This included conversion of local roads in Forest Lodge, Camperdown, Beaconsfield, Rosebery, Waterloo, Alexandria, Redfern, Moore Park, Glebe from 50km/hr to 40km/hr or less in November 2024. The new 40km/h speed limit will improve road safety outcomes. It is anticipated that this speed reduction will reduce fatalities and serious injuries by between 30 and 40 percent. The City will continue to advocate for a 40km/h limit on the state road network within the LGA.	Indicator Only

Reallocation of street space											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Footway replaced by green verge	m2	3,858	6,005	2,000	1,678	489	-	-	2,167	Program ahead of KPI milestones due to accelerated works in Q1.	On Track

5.2 Most people use the high-capacity, rapid and frequent public transport network that connects the city and the metropolitan area		
Major Programs	Progress To Date	Status
Promote public transport solutions		
Advocate for extension of Metro West by 2030, including stations for at least Zetland and Central	In late 2023, following its Independent Metro Review, the NSW Government announced there was no formal commitment to extending Metro West from Hunter Street, including to Zetland. (Metro West is now due for completion between Westmead and the city centre in 2032, not 2030.) The City is considering its next steps, while continuing to advocate for complementary light rail serving Green Square.	On Track

5.3 More people walk more, because walking is the most attractive and convenient choice for short trips in the local area

Major Programs	Progress To Date	Status
Improve safety, connectivity and amenity		
Develop and oversee a program of pedestrian crossings to make walking safer and easier	The City is now using a needs-based approach for prioritising pedestrian crossings based on land uses, and gaps in the walking connectivity. In addition, the Walking Strategy and Action Plan, adopted June 2024, provides a remit to double the number of pedestrian crossings installed over the next 10 years. The changes to approval processes made possible by the NSW Government Delegations relating to streets could also provide some opportunities for accelerating a program to deliver pedestrian crossings in some locations, however the City is in the process of finalising an internal processes to implement the Delegations. In the interim, all new crossing proposals will continue to go to the Local Pedestrian, Cycling and Traffic Calming Committee for consideration.	On Track
Deliver improvement works in the Central Business District, including the installation of smartpoles, upgraded and improved sustainable street lighting, traffic signals, street furniture and the installation of granite paving	The 2024/25 Central Business District Streetscape Improvement program includes granite paving in Clarence Street and York Street and installation of new Smartpoles and LED lighting on Clarence Street and new Smartpoles for traffic lanterns at the intersection of Barrack and York Streets.	On Track
Implement priority public domain improvements from the walking strategy and action plan	The City is implementing priority public domain improvements from the Walking Strategy and Action Plan through our footpath renewals and upgrade programs, pedestrian access improvement programs, the rollout of an upgraded street furniture suite, pedestrian lighting works, construction of traffic and pedestrian facilities and the addition of green space along our streets as part of these programs. Crown Street was also prioritised for upgrade as a village main street and incorporates wider footpaths, greening, additional trees and street furniture in accordance with walking improvement principles listed in the plan.	On Track
Encourage and monitor walking participation		
Implement a program of activities that removes barriers to walking by improving safety and connectivity for people walking	The City's Walking Strategy and Action Plan was adopted in June 24. In addition to continuing existing programs of walking and public domain improvements worth around \$28 million per year, the action plan includes a number of further initiatives to increase our commitment to improving the walking experience. This includes updating our design guidance, improving how road rules relate to people walking, developing a code of practice to minimise the impacts of construction activities on people walking and advocating for improved priority at signals and reduced speed limits. We have commenced work on some of the actions in the strategy already, including a review of crossing design and updating our design guidance.	On Track
Advocacy		
Work with the NSW Government to decrease waiting time and journey time for people walking in areas of high pedestrian activity in the local area	The City continues to advocate for greater priority (reduced delay) for people walking in the city centre and other areas of high pedestrian activity. This includes advocating for reduced waiting times, increasing space and improving quality of the public domain for people walking. These items are all key actions in the City's Walking Strategy which was adopted in June 2024. The City also chairs a monthly coordination group with TfNSW to facilitate discussions on individual signals.	On Track

Improve safety, connectivity and amenity											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Transport-related projects (footpath widening, traffic calming measures, intersection upgrades, etc.) delivered as part of the City's pedestrian, cycling and traffic calming plans	No.	24	16	10	2	11	-	-	13	Completion of large-scale pedestrian improvement projects in Glebe.	On Track
Footway renewed	m2	14,193	18,312	10,000	7,240	3,416	-	-	10,656		On Track
New granite infill paving	m2	906	3,179	1,500	0	120	-	-	120	Majority of works planned for delivery in Q3	On Track

Encourage and monitor walking participation											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Walking counts at key locations in the Local Government Area. November 2021 baseline of 503,442	No.	666,972	739,719.5	-	-	720,952	-	-	720,952	Average pedestrian volume increase across 15 sample locations between November 2021 (baseline) to October 2024 is 43% showing very strong recovery post covid. Average year to date pedestrian volumes have remained consistent since 2023 (variations of up to 3%). The aim of this measure is to track changes in pedestrian activity across the LGA. The measure includes both weekend and weekday counts, and the sites have been selected so that there is one on each village high street and four in the city centre.	Indicator Only

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5.4 More people ride more, because it is an attractive, convenient and safe option for everyday transport		
Major Programs	Progress To Date	Status
Safe, connected cycleways		
Implement cycleways within our local area as per the future bike network approved by Council	We have completed the construction of Castlereagh Street streetscape upgrade and cycleway and opened the cycleway on 1 November 2024. Construction is underway and nearly complete on: - Oxford Street and Liverpool Street cycleway - Glebe to Ultimo cycleway - Ashmore to Green Square Connector cycleway We will start construction soon on the King Street to College Street cycleway link, and mid-year on the Rosebery quietway, O'Dea Avenue cycleway and Wellington Street cycleway. The Ultimo to Surry Hills cycleway is in detailed design stage. Surry Hills to Central quietway scoping report will soon go to council.	On Track

Improve bicycle safety, access and amenity through small scale infrastructure changes and improved on street facilities throughout the local area	Capital works projects and maintenance programs are in place in line with the Cycling Strategy and Action Plan to enhance and maintain the cycleway network across the Local Government Area. Projects for FY25 include the City South Bike network link at Kelly and Mary Ann Streets and the installation of cycling contraflow signage and line marking along one-way streets across the LGA.	On Track
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Collaboration

Work with neighbouring councils, state and federal governments to implement a cycleway network across Sydney	City staff continue to work with Transport for NSW to add key missing links with neighbouring councils, including: - TfNSW advises that it will build the missing section of King Street cycleway in the city centre (Clarence - Pitt) starting early in 2025 - Wilson Street missing link on state road between King Street and Erskineville Road - TfNSW has finished the design but has no construction funding yet - Bridge Road (Glebe) - TfNSW advises that it will start construction early 2025 - Sydney Park Road - TfNSW advises that it will construct stage 1 in early 2025 and further stages later - Sydney Harbour Bridge southern exit - no progress - Alexandra Canal - TfNSW section is now on indefinite hold - Oxford East - TfNSW was due to finish the concept design and business case by end 2024 City staff continue to provide advice and guidance for neighbouring councils. We are providing advice and input to TfNSW for the business case for the three TfNSW Strategic Cycleway Corridors within our LGA.	On Track
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Encourage and monitor cycling participation

Encourage bicycle riding in our local area	In the first half of FY 2024/25 we ran 22 guided rides to show people the bike network. We also provided a number of cycling courses with the following uptake: - 46 attended the Cycling in the City group course - 50 did the individual Cycling in the City course - 37 attended the Rusty Riders course - 39 staff completed the staff cycling course - 65 attended Bike Care & Maintenance course - 1313 young children attended Balance Bike Clinic - 172 children did the schools course Over the same period there was a Share the Path stall at the Gunyama Park Community Sports Day and we held 35 Share the Path onsite education sessions at various locations that provided: 474 free tune-ups, 1507 maps and 230 bells. These numbers represent opportunities to have a conversation with people about courteous and safe riding.	On Track
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Safe, connected cycleways

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
New separated cycleways provided	Km	4.23	-	2	0.16	1.19	-	-	1.35	In the first half of FY2024-25 separated cycleways were completed along Castlereagh Street between Liverpool Street and King Street, Kelly Street between Bay Street and Wattle Street, and Mary Ann Street between Wattle Street and Jones Street.	On Track
New on-road cycleways provided	Km	0.77	2.97	2.6	0	13.87	-	-	13.87	In the first half of FY2024-25 we made changes to allow two-way bike traffic along 89 one-way streets across the city (13.87 kilometres). This will make it easier for people riding to avoid busy roads and make trips on quiet, low-traffic streets.	On Track

Encourage and monitor cycling participation											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Cycling counts at key intersections in the City of Sydney local government area. Baseline March 2010 19,152	No.	42,556	50,855	-	-	46,019	-	-	46,019	There were 46,019 instances of bikes observed at 68 intersections during the counting period (6-9am and 4-7pm) on the count date in October 2024. This figure is useful to assess growth since counts at the same set of intersections began in March 2010. The number represents +140% growth in that time (almost two and a half times as many bike trips observed) since March 2010).	Indicator Only
Growth in cycling activity at key intersections around the City of Sydney	%	9	2	-	-	0	-	-	-	At the October 2024 count there were 9% fewer bike trips counted at key intersections than at the March 2024 count (which was the highest ever). In October 2024 the total growth since counting started in 2010 was +140% (nearly two and a half times as many trips).	Indicator Only
Attendees at cycle safety courses	No.	267	257	-	56	77	-	-	133	In the first half of FY2024/25 there were a total of 133 attendees at our cycling safety courses.	Indicator Only

5.5 Freight, servicing and parking will be managed to support the efficient functioning of the city while improving the amenity of city spaces

Major Programs			Progress To Date							Status	
Efficient freight and servicing											
Work with the NSW Government and businesses to develop new and innovative solutions to freight and servicing, including more productivity from loading spaces and exploring higher-amenity options for “last mile” distribution			We continue to advocate for new and innovative loading arrangements. We are exploring the potential benefits of contributing to an Austroads Urban Freight Scoping Study, including joining the Project Control Group. We continue to explore the opportunities for shared off-street docks through the planning and development system.							On Track	
Manage parking and kerbside space											
Ensure the Neighbourhood Parking Policy and kerbside allocation support city outcomes, such as the need for access for people with disabilities			We exhibited the draft Parking Policy in late 2024 and the exhibition closes in late February 2025. We will update Council on the outcomes of exhibition, including a proposed final Policy for adoption.							On Track	
Manage parking and kerbside space											
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			YTD	Comment	Status
Car share bookings	No.	253,433	225,630	-	-	99,480	-	-	99,480	Car Next Door cars were removed from 104 spaces from September 2024 onwards.	Indicator Only

SD06 An equitable and inclusive city

Everyone feels welcome and can afford to live here if they choose. Everyone can participate, prosper, and reach their full potential in a city that is fair and just

6.1 We will respectfully strengthen partnerships and relationships with Aboriginal and Torres Strait Islander peoples and prioritise their cultural, social, environmental, spiritual and economic aspirations

Major Programs	Progress To Date	Status
Partnerships, self-determination and reconciliation		
Ongoing implementation of the Stretch Reconciliation Action Plan	This financial year while still implementing the existing Stretch Reconciliation Action Plan (RAP) we progressed the development of the next Stretch RAP. Consultation workshops have taken place, with further engagement and finalising the document to be completed in 2025.	On Track
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations acknowledging the Closing the Gap priority actions	The City continues to hold meetings with the local NSW Coalition of Aboriginal Peak Organisations and affiliates on Closing the Gap initiatives including promoting opportunities within the City such as the Aboriginal and Torres Strait Islander collaboration fund. This funding program supports a strong and sustainable Aboriginal and Torres Strait Islander community controlled sector to deliver projects that meet the needs and aspirations of Aboriginal and Torres Strait Islander people in the local area. The City's Aboriginal and Torres Strait Islander advisory panel is an important relationship with community members who continue to provide advice and guidance on City activities.	On Track

Enable self determined, culturally safe spaces

Support the community's aspirations for the use of the local Aboriginal knowledge and culture centre in Redfern	119 Redfern Street continues to support self-determination by Aboriginal People and is creating a place of Truth Telling through the sharing of oral histories, truth-telling exhibitions, cultural workshops, yarning circles led by Elders and a range of other opportunities to connect people and place. With a focus on cultural celebrations such as NAIDOC week, National Sorry Day and the anniversary of the Freedom Ride, 119 continues to provide a platform for local Aboriginal artists, musicians and storytellers to share their stories.	On Track
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6.2 Everyone feels welcome and included in the city

Major Programs	Progress To Date	Status
Inclusion		
Implement the Inclusion Disability Action Plan	Highlights include: • 9 Auslan and English Storytime sessions • 13 programs and events for International Day of People with Disability. • Inclusion awareness video viewed 32,838 times across four platforms • 52 attendances at a "Good access is good for business" breakfast • Sensory and quiet spaces, live captioning and Auslan at all Sydney Christmas concerts, with accessible maps for all city NYE vantage points. • 8 grant funded projects reported over 2,115 events that catered for audiences with a disability, including 119 artists with a disability. • 1 Business Sector Support grant worth \$30,000 to Guide Dogs to educate local businesses about assistance animal access rights. • 4 parks and playgrounds renewed to be inclusive and welcoming of people with disability. • 10 new mobility parking spaces installed. • Engagement on the City's next Inclusion (disability) action plan with over 300 people with disability, family and carers.	On Track

Support community needs

Deliver a library service which is responsive to existing and emerging community needs	We have welcomed 9,179 new Library members this year, 10% increase on active members from last year. A total of 488,835 Library visitors to date this year using our wide range of collections, technology and services, maintaining similar visitation to 23/24. A total of 768 home library service deliveries have been made to provide access to library materials to those unable to physically access library branches. Our online branch team supported 11,529 interactions. Additional adjustable study tables are now in Darling Square and Green Square Libraries to increase capacity for group and individual study. In September we introduced HSC study nights at Green Square Library and our October school holiday program was popular and an extra session was added to meet demand.	On Track
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Inclusive and accessible programs and services

Deliver cultural programs and services that are inclusive, accessible and affordable for all	We delivered a range of programs that provided affordable and inclusive opportunities for the community to come together and participate in creative activities, talks and workshops while building social connections. Feedback remains strong with 87% of respondents felt programs were accessible and 87% felt welcome and included within programs. A total of 1.2% of participants identified as living with disability. Accessible program highlights include the lunchtime conversations series exploring history, research and creative practice, Aboriginal choir workshops, art clubs for kids and over 55's at Ultimo Community Centre, Studio Access Programs, the Elders Stories in Clay program at Pine Street Creative Arts Centre and LGBTIQA+ discussion groups at Kings Cross Library.	On Track
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Support community needs

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Active library memberships	No.	78,636	69,685	-	74,670	76,865	-	-	76,865	Active library memberships have increased from the same period as last year. This increase reflects membership trends in libraries across the state post-Covid and also the active promotion of the benefits of library membership.	Indicator Only
Items accessed from City libraries (physical and digital)	000	1,551.62	1,837.79	-	433.86	438.38	-	-	872.24		Indicator Only
Attendance to City libraries	000	831.96	984.31	-	262.4	226.43	-	-	488.84	Attendance figures are comparable to the same period last year.	Indicator Only

Inclusive and accessible programs and services

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Passenger trips delivered by the community transport service for programs and/or events delivered or supported by the City	No.	8,148	8,782	-	2,209	1,860	-	-	4,069	This represents an decrease of 3% compared with the same period last year. (4,201)	Indicator Only

6.3 Everyone benefits from equitable economic growth and has financial security

Major Programs	Progress To Date	Status
Build community skills and capacity		
Provide demographic, visitor and sector data and analysis to local businesses to assist in decision making and sustainable growth	The surveys, case studies and reports section of the City's website contains the latest data for external users. The City's Community Profile (Census) and Economic websites have been updated with the latest available data. The city population forecasts have been updated to reflect the impacts of the pandemic on the city's current and future resident population. The 2024 Housing Audit and Residential Monitor have been completed and are available on the City's website. The Floor Space and Employment Survey Summary Report, data tables, and spatial data are available on the website and data hub respectively. Community Wellbeing Indicator report has been completed and is available on the City's website. The City has released publicly an economic snapshot, City Insights in September and December 2024. This snapshot provides the public with data on the changing use patterns of the city, consumer spend and other key economic trends, such as international arrivals and housing data.	On Track
Advocate for connected and inclusive communities that can access the essentials of daily life	The City continues to support an increase in affordable and social housing through the City's funding initiatives, and work on NSW government development proposals such as Waterloo South. The City advocates for access to fresh, nutritious and affordable food including working with local community organisations via our Food Operations Working Group, and directly through our Food Support Grant program. The City continues to support the community through the delivery of Green Square Public School and community spaces, as well as programs through our libraries and community centres.	On Track
Increased employment and access to procurement		
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy in consultation with Aboriginal and Torres Strait Islander stakeholders and staff	The Procurement Transformation project will develop strategies to embed Aboriginal and Torres Strait Islander procurement into the City's framework of policies, procedures and processes.	Watch
Implement the City's Aboriginal and Torres Strait Islander workforce strategy in consultation with Aboriginal and Torres Strait Islander stakeholders and staff	In the year to date, the City has created the First Nations Opportunities newsletter, delivered cultural safety workshops for senior managers and published a Year in Review report, highlighting the achievements to date from the Aboriginal and Torres Strait Islander workforce strategy. In addition to this, Aboriginal and Torres Strait Islander employees delivered internal events for employees during NAIDOC Week and have played a key role in the development and implementation of the City's Aboriginal and Torres Strait Islander Cultural Awareness training and the development of the anti-racism framework. The City continues to implement the Aboriginal and Torres Strait Islander workforce strategy in consultation with Aboriginal and Torres Strait Islander stakeholders and staff and has also developed recruitment guidelines to support inclusive recruitment practices including recruitment to identified and targeted roles.	On Track

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Build community skills and capacity											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Rent concessions given by the City through the accommodation grants program – leases for social initiatives	\$ '000	3,583.15	3,577.87	-	851.76	924.13	-	-	1,775.88	This includes revenue forgone through the Accommodation Grants program. This includes KU John J Carroll Preschool in Surry Hills, Redfern Legal Centre Ltd at Redfern Town Hall and The Women's Library at Newtown Town Hall.	Indicator Only
Social grants approved by the City of Sydney	\$ '000	5,177.96	4,991.31	-	3,412.31	1,590.22	-	-	5,002.53	In the first half of the financial year, 164 social grants were approved by Council. These projects were awarded through the City's Community services, Aboriginal and Torres Strait Islander collaboration fund, Food Support, Festival and events sponsorship, Innovation and ideas, Quick Response, Adhoc submissions, Street Banner Sponsorship and Venue hire support grant programs. This includes support to Redfern Youth Connect to deliver programs that keep Aboriginal young people safe and engaged, Workventures to provide refurbished smartphones, laptops and mobile data to disadvantaged individuals in the local area and supporting City of Sydney Basketball Association in critical infrastructure works to the Alexandria Basketball Stadium.	Indicator Only

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6.4 Communities are engaged and actively participate in the governance of their city		
Major Programs	Progress To Date	Status
Community engagement		
Implement the Community Engagement Strategy to involve the community in the City's decision making processes for projects, strategies, policies and services	Our Community Engagement Strategy outlines the role communities play in our decision making processes, and includes our community participation plan which describes the public exhibition and notification processes for land use planning matters. An easy read version is available on the City's website. An accessible guide to decision-making at Council is also available online. Key projects open for consultation between July and December 2024 included the public exhibitions of the cultural strategy, economic strategy, environment strategy and engagement activities to inform the new Inclusion Disability Action Plan. We also delivered a CityTalk event 'I choose Sydney – what's driving Sydney's future prosperity?' on 1 August, attended by 412 people where Sydney's new economic strategy 2025–2035 was discussed. In October, we launched a new online community engagement system, including a refreshed Sydney Your Say webpage design and new ways to collect feedback through new online tools. The new system will help us implement the Community Engagement Strategy more effectively by making our online engagements more inclusive and two-way, which are key principles within the strategy.	On Track

Provide inclusive, clear, accurate and accessible information to the community

Provide updates on our policies, services, projects and programs through communications that reflect and reach the diverse communities of the city

In Q2 we produced a wide variety of communications that reflect and reach our diverse communities, including:

- 25 community centre e-newsletters with details of events and activities for older people and non-English speakers
- 1 Green Square community development newsletter
- 2 youth program newsletters with details of events and activities for young people
- promotion of Seniors Christmas reception in Town Hall
- promotion of Intersex Awareness Day film screening in October
- celebration of Diwali on our social media channels in October
- recognition of Indigenous Business Month in October with a video profiling 5 Aboriginal and/or Torres Strait Islander-owned businesses
- promotion of Trans Day of Remembrance in November
- promotion of International Day of People with Disability in December
- a photo gallery of historical LGBTIQ+ pics from the Sydney Star Observer archives
- videos about improving accessibility of businesses in partnerships with Guide Dogs NSW
- we have increased the accessibility of our social media content including adding image descriptions on all our social media content.

On Track

Council elections

Ensure all electoral processes are well managed and meet legislative requirements

The City now has the same responsibilities to its non-residents as every other local government authority in New South Wales and has fully transitioned to meet its current obligations. New processes have been documented and new management roles are in place to ensure the City meets all legislative requirements. All obligations for the 2024 local government elections were successfully met.

On Track

6.5 Communities have the skills, tools and access to technology to engage and participate in a digital life

Major Programs

Progress To Date

Status

Equitable access to technology

Deliver free access to technology throughout our community facilities and relevant programs to support digital literacy

Free access to technology was delivered through our community facilities and programs to support digital literacy including:

- 209,760 free Wi-Fi sessions via public Wi-Fi across 10 library locations
- 354,042 sessions across over 30 community centres and venues for hire
- 90,844 PC sessions across 10 library locations. Free public access computers are offered in 6 community centres and in education and care services for use by community members and children
- 18 sessions delivered to improve digital literacy and inclusion in our libraries and community centres
- 232 Public access computers and 20 multifunction devices made available across 19 community facilities providing free access to internet, printing, scanning, photocopying, Microsoft Office and Adobe Creative Suite.
- 285,646 hours of available access to PAIT services
- 187,758 instances of the City of Sydney library app being launched

On Track

6.6 There is equitable access to education and learning opportunities

Major Programs			Progress To Date								Status	
Capacity building												
18	Ensure equitable and affordable community access to education programs through our libraries and learning programs		A range of equitable and affordable programs were offered to the community through our community centres and libraries to provide education and learning opportunities. Highlights include: • 11,786 attendees at 279 face-to-face early literacy programs including bilingual and Auslan Storytime • 407 attendees at 32 programs developed and delivered in our libraries including after-school tabletop games, seed planting and a Christmas “crafternoon” • 8 programs specifically addressing digital literacy and inclusion in community centres • 26 attendances at two Connect Sydney training and capacity building workshops at Redfern Community Centre and 119 Redfern Street, Redfern • 1,513 attendees at 33 library outreach events • 5 online book club meetings • 300 attendances at 35 targeted programs to promote lifelong learning across our community centres including creative writing, English conversation class cooking and nutrition, ukulele classes, maintaining mental and physical health, staying socially active and managing medicines								On Track	
	Provide education and care services and facilities across the local area, including preschool, long day care, occasional care and outside school hours care services		The City’s education and care services have supported 603 children to access a range of services including long day care, occasional care, pre-school and outside school hours care. Highlights include: • 30,800 sessions of care across 10 services with 9,030 (29%) offered at a discounted rate or free • a range of fun, educational and recreational programs, including children’s graduation celebrations and excursions to the Botanical Gardens, Monkey Baa Theatre and Centennial Park. • inclusion of vulnerable families through continued partnerships between families and support agencies • family events and involvement, including morning teas, reading and craft sessions and end of year celebrations • annual sports day for preschool aged children, early childhood educators day, book week parades and activities, Olympics activities, NAIDOC week experiences, dental week activities, excursions to the Australian museum and Coal Loader centre for Sustainability • Vacation care excursions to cinemas, aquatic centres, local playgrounds and Sydney Zoo • Children attending after school hours care programs made Christmas cards for Meals on Wheels recipients								On Track	
Capacity building												
Key Performance Indicator		Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result				Comment	Status	
						Q1	Q2	Q3	Q4	YTD		
Children supported through City operated education and care services (long day care, occasional care, preschool, outside school hours care)		No.	851	845	-	573	30	-	-	603	This is on par with the same period last year	Indicator Only
Approved early education and care places (long day care, occasional care and preschool) in the city		No.	6,746	6,721	-	-	-	-	-	-	Reported annually in June	Indicator Only
Sessions of care provided at the City’s education and care services (long day care, occasional care, preschool, outside school hours care)		No.	56,802	58,007	-	16,232	14,568	-	-	30,800	This represents a 6.3% increase compared with the same period last year	Indicator Only

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result					Comment	Status
					Q1	Q2	Q3	Q4	YTD		
Discounted and free sessions of care provided at the City's education and care services (long day care, occasional care, preschool, outside school hours care)	No.	22,473	18,085	-	4,782	4,248	-	-	9,030	This represents a 1.5% decrease compared with the same period last year	Indicator Only

6.7 A sustainable and equitable food system that increases access to nutritious and affordable food

Major Programs	Progress To Date	Status
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Research, collaborate and investigate

Coordinate research and engagement on sustainable urban food systems to identify partners, future priorities, actions and delivery pathways	This quarter, progress continued on developing a sustainable food system strategic statement, with further opportunities identified to integrate it into the City's existing and upcoming strategies, operations, and partnerships. City staff remain actively engaged with regional and international food system networks, including Sustain and the Milan Urban Food Policy Pact, to share knowledge and best practices. Locally, the City continues to strengthen food security and urban food systems through our Food Operations Working Group, City Farm, community gardens network, meals-on-wheels, cooking programs in community centres, food support grants, and food waste reduction initiatives.	On Track
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Improve food security

Enable community responses to improve food access through grants, partnerships, and collaborations	Since July 2024, a total of \$1,591,617 in cash and value-in-kind was approved for 41 food relief related projects through the City's Community services, Food support, and Quick response grants. This includes support for Aboriginal Medical Services to provide fresh produce and meals to their clients, Glebe Youth Services to enhance access to fresh and nutritious food to families in Glebe and First Nations Response to provide culturally appropriate support to Aboriginal and Torres Strait Islander residents. In addition, a total of \$160,000 was approved for donations to 16 local community organisations to help with meals, food hampers and gifts over the holiday period, including Mudgin-Gal Aboriginal Corporation, The Twenty Ten Association, Wyanga Aboriginal Aged Care Program and Asylum Seekers Centre. The City's Food Operations Working Group connects community organisations to the broader food system to collaborate for impact.	On Track
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Improve food security

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result					Comment	Status
					Q1	Q2	Q3	Q4	YTD		
Meals provided through the City's Meals on Wheels service	No.	40,690	44,475	-	12,219	12,663	-	-	24,882	This represents an increase of 16% compared with the same period last year.	Indicator Only

SD07 Resilient and diverse communities

The city and its public places and infrastructure can withstand impacts from a changing climate and emergency situations. We work with communities, businesses, and other organisations to strengthen connections and networks, to prepare the city and be able to recover from most situations

7.1 Communities are connected and socially cohesive

Major Programs	Progress To Date	Status
Strengthen social cohesion		
Foster cross-cultural awareness, tolerance, and connections among people from diverse cultural backgrounds through services, programs and events	Services, programs, events and targeted activities were offered across the City to foster cross-cultural awareness, tolerance and connections among people from diverse backgrounds. Highlights include: • 86 targeted programs supporting inclusion and diversity across our community centres • Over 800 attendances at open days across our community centres • 716 attendances at end of year celebrations across our community centres and at the Senior's Christmas Reception at Sydney Town Hall • 129 attendees at Aboriginal Cultural talks delivered by Custodians and local Elders • 300 attendances at the Spring into Green Square event and 250 attendances at the Green Square multicultural games day in Joynton Avenue Park, Green Square • 135 international students participating in the International Student Leadership Ambassador Program as ambassadors • 108 attendances at two events delivered through the International Student Leadership Ambassador Program to support international students to build community connections	On Track
Collaborate to address loneliness and social isolation		
Support sectors of the community who are at risk of loneliness and isolation, including young people, older people, people of diverse sexualities and genders and intersex people, new migrants and international students	A wide range of low and no cost programs and activities were offered through our community centres and other locations across the City to support community members at risk of loneliness and isolation. Highlights include: • 608 attendees at a fitness group for older adults at Ultimo Community Centre • 223 participants in walking groups across the local area • 209 attendees at retro gaming workshop for mobility impaired, neurodiverse and rainbow young people • 80 attendees at an end of year pool party for young people • 181 attendances at events supporting people of diverse sexualities and genders and intersex people, including for Wear it Purple, Intersex Day of Awareness and a community vigil and workshop for Transgender Day of Remembrance • 640 attendances at 15 international student programs and events • Over 800 attendances at open days across our community centres • 716 attendances at end of year celebrations across our community centres and at the Senior's Christmas Reception at Sydney Town Hall	On Track

7.2 Everyone has equitable and affordable access to community and cultural facilities and programs, supporting social connection and wellbeing

Major Programs		Progress To Date								Status		
Equity and affordability												
Deliver a diverse, inclusive and accessible range of affordable community programs, events and activities through community facilities		A range of programs were offered to ensure community social inclusion, connection and participation. A total of 146 programs were offered, with 154,611 people attending. Highlights include: • 87 programs to increase inclusion and diversity • 67 programs to support participation of people with disability • 69,139 attendances at targeted programs to improve community health and wellbeing • 8 programs in community centres to improve digital literacy and inclusion • 350 attendances at Clothes Swap events at Juanita Nielsen Centre • 150 attendances at the Abilities Unleashed event for adults and youth/children providing a fun and inclusive day of adaptive sports activities • 176 attendances at educational talks on topics such as the effects of climate change, aging well, understanding medicines and dosing and developing social media strategies • 26 attendances at 2 Connect Sydney training and capacity building workshops at Redfern Community Centre and 119 Redfern Street, Redfern • 90 attendances at the Transgender Day of Remembrance community vigil and workshop at East Sydney Community and Arts Centre, Darlinghurst								On Track		
Accessibility and inclusiveness												
Manage the property portfolio to ensure that planned upgrades to community facilities make spaces more inclusive to all and optimise community needs		The City has an ongoing funding program for the renewal and upgrade of the community facility portfolio to make spaces more inclusive to all and optimise community needs. In the year to date, community facilities that have been renewed or upgraded to be more inclusive include 119 Redfern St, Pyrmont Community Centre, City Recital Hall and Customs House.								On Track		
Support social connection and wellbeing												
Collect, analyse and report data within the Community Indicators framework to identify wellbeing trends and to inform priority programs and services		The Community Wellbeing Survey has been completed. The results have been added to the Community Wellbeing Indicators, and all other indicators have been updated. The Community Wellbeing Indicators report has been completed and is available on the City's website. The results have been used to inform the State of our city report 2024, Youth Civic Engagement, and the Community Strategic Plan refresh (currently underway).								On Track		
Equity and affordability												
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Q4	YTD	Comment	Status
Bookings of City Spaces facilities and venues at community or reduced rates or through a fee waiver	%	-	68	-	63	66	-	-	-	66	This is on par with the same period last year	Indicator Only
Overall attendance at City Spaces	No.	260,748	298,919	-	92,030	84,228	-	-	-	176,258	This represents a 15.8% increase compared to the same period last year	Indicator Only

7.3 Infrastructure, services and communities are prepared for and can withstand the impacts of acute shocks and chronic stresses and emergency situations

Major Programs	Progress To Date	Status
Resilience and climate risk management planning		
Implement the City of Sydney area Resilience Strategy	During the reporting period work progressed on several focus area from the Strategy, including the roll-out of a community preparedness pilot program, further mapping work, and awarding grants to community organisations working on resilience initiatives.	On Track
Partner with regional governments, business and the community to facilitate development and delivery of the second Resilient Sydney Strategy for the Greater Sydney region	In November 2024, Resilience Ambassadors were invited to an in-person workshop to contribute to the development of the vision and mission for the new Resilient Sydney Strategy. Building on the Resilient Sydney Strategy Summit (attended by 171 local and state government and industry stakeholders) significant community engagement has taken place to refine and finalise strategy actions in Q2. The draft strategy has been reviewed by the Resilient Sydney Steering Committee and the final strategy will be released in early 2025. A project evaluation has been undertaken to review the strategy development process, this has included stakeholder interviews and review of technical documents and engagement processes. The Theory of Change has been refreshed with key partners, this has included a workshop with Resilience Ambassadors. A Caring for Country capability matrix has been developed and a workshop was held with the NSW Reconstruction Authority on dignity principles.	On Track
Implement the City's Floodplain Management Policy and plans and work collaboratively with asset owners and developers to fund and implement flood risk management plan actions, incorporating climate change scenarios	The City has an adopted interim floodplain management policy. The policy is being implemented through the development approval process. An update to the Sydney DCP to incorporate the provisions of the policy is currently on public exhibition. The City continues to work collaboratively with asset owners and developers to ensure that flood risks are appropriately managed.	On Track
Support communities to build capacity and capability for resilience		
Work with the community, emergency services and relevant agencies to build capacity and resilience to prevent, prepare, respond and recover from emergencies	The Local Emergency Management Committee has recently completed a review of the Local Emergency Management Plan and update to the Local Emergency Management Pre-incident Recovery Plan.	On Track
Support communities beyond our local area and international communities experiencing emergency situations	In the first half of the year, 17 donations were approved by Council for a year to date total of \$182,000. These donations were made to Rising Tide for the Democratic Right to Protest, and 16 local organisations for Food Support over Christmas, including Mudgin-Gal Aboriginal Corporation, The Twenty Ten Association, Wyanga Aboriginal Aged Care Program and Asylum Seekers Centre.	On Track

7.4 The city economy is diversified to strengthen its resilience

Major Programs	Progress To Date	Status
Economic diversity		
Invest in projects delivered through alternative business models that support equitable and inclusive economic development	In the first half of the year, 45 grants were provided by the City to social enterprises with a year to date value of \$2,122,576 in cash and value-in-kind. These projects were supported through the City's business sector support, community services, festivals and events sponsorship, food support and innovation, and ideas grants. This includes support for Social Enterprise Council of NSW & ACT (SECNA) to support social enterprises to harness impact measurement tools to effectively articulate their outcomes and impact and The Co-operative Federation Ltd with a capacity development program for co-operative enterprises to strengthen the local co-operative economy.	On Track

Economic resilience

Contribute to metropolitan and state-wide strategic economic planning

The new Economic Development Strategy 2025-2035 was adopted in December 2024 following feedback from the stakeholders, including the City's Business Advisory Panel, NSW Government agencies, peak bodies, and the community. We participate in NSW Government working groups and committees including the NSW Night Time Economy Councils' Committee, NSW Government's 24-Hour Economy Advisory Group, Visitor Economy Greater Sydney Local Councils Group, and Study NSW International Student Experience Consultation Committee, providing recommendations to the Study NSW International Education Advisory Board. We are also the Chair of the Council of Capital City Lord Mayors National Economic Development group and sits on the Tech Central Alliance steering committee that is working to drive the development of the innovation district and convene regular meetings with local business chambers and peak bodies. Staff participated as speakers and attendees at Neon Forum in October, the Office of the 24 Hour Economy Commissioner's annual industry conference to develop the 24 economy in Sydney.

On Track

7.5 People feel safe in the city

Major Programs

Progress To Date

Status

Collaboration

Work with police and other organisations to deter, detect, delay, and respond to incidents in the public domain

The City continues to support the NSW Police with the Street Safety Camera Programs 24/7 operations. At the end of Q2 we had received 697 applications for CCTV footage with 466 released to support the police in investigating and prosecuting offences.
The City is also a member of several precinct security groups including Martin Place, Pitt St Mall, Circular Quay, Town Hall, and Anzac Memorial. These groups provide an opportunity for businesses and landowners to collaborate efforts to ensure the safety of crowded places.
The Security and Emergency Management Unit has continued to provide NSW Police support with the management of public safety during major events and protest activities through access to CCTV monitoring.

On Track



Embed the NSW Child Safe Standards

Ensure effective implementation of the NSW Child Safe Standards across our organisation

The NSW Child Safe Standards continue to be embedded into practice at the City including through numerous operational Child Safety procedures in line with the commitments of the revised policy endorsed by Council in July 2024
Highlights include:
• The revised Child Safety Policy was endorsed by Council on 29 July 2024, replacing the previous version from September 2022
• implementation of local child risk management plans that minimise and mitigate the risk for abuse to occur at City programs, facilities, and venues where children may attend
• development of a new child safety incidents register to streamline reporting, notification and investigation of incidents across the City
• review of the Child Safety training program for relevant City employees.

On Track

Community safety		
Operate patrols to monitor legislative compliance and respond to complaints including but not limited to parking, development consents, companion animals, noise and unlawful trading	For the first half of the financial year Rangers have spent 91,955 hours on targeted patrols to monitor legislative compliance and respond to customer complaints, including but not limited to Parking, Development Applications, companion animals, noise, litter and unlawful trading.	On Track
Deliver programs to improve safety	In September, the City launched Belmore Park After Dark for the Safer Cities Her Way initiative in partnership with Transport for NSW, including a suite of works and activations to increase perceptions of safety for women, girls and gender diverse communities. The City coordinated the domestic and family violence sector interagency to bring together organisations working to prevent and respond to domestic and family violence and sexual assault in Sydney. The City delivered a program of initiatives with specialist services as part of the United Nations 16 Days of Activism Against Gender Based Violence from 25 November to 10 December, including the No More Empty Shoes Vigil with the NSW Vigil Collective, the “Loud Way Home” launch in partnership with ACON to amplify the voices of LGBTQ+ victim-survivors of sexual assault and training for community on responding with compassion and trauma informed support. The City endorsed 218 alcohol restrictions to prevent alcohol-related crime.	On Track

Community safety											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
People attending community safety events / programs	No.	-	2,484	-	-	1,174	-	-	1,174		Indicator Only
Community safety program participants who report an increase skills or knowledge	%	-	96.5	-	-	94	-	-	94	Responding with compassion: trauma informed support - The City with Full Stop Australia delivered training sessions on how to respond compassionately to people who have experienced stressful experiences like domestic and family violence and learn about the services who can provide support.	Indicator Only
Community safety program participants who know where to get help if they need it	%	-	84	-	-	88	-	-	88	88% of survey respondents said they knew where to get help if they need it	Indicator Only

7.6 Communities are empowered to lead the change they want to see in the city		
Major Programs	Progress To Date	Status
Community led solutions		
Integrate community wealth building within our economic strategy and our operational activities	Our new Economic Development Strategy 2025 -2035 has community wealth building principles embedded throughout to support inclusive and sustainable economic development that empowers local communities. In particular the new strategy features momentum building projects underpinned by community wealth principles including supporting indigenous enterprises, exploring localised circular economies, putting vacancy to creative use and promoting vibrant streets. With the adoption of the strategy in December, work will now commence on these projects in 2025.	On Track

Strong Aboriginal and Torres Strait Islander community-controlled sector

Support local Aboriginal and Torres Strait Islander community needs and aspirations that are community controlled and self-determining through the City's grants and sponsorship program

In the first half of the year, 45 grants were provided to Aboriginal and/or Torres Strait Islander individuals, groups and organisations for a year to date value of \$1,886,478 in cash and value-in-kind. These projects were supported through the City's Aboriginal and Torres Strait collaboration fund, Community services, Creative grants, Festival and events sponsorship, Food Support Grants, Innovation and Ideas, Donations and Quick response grants. This includes support for Redfern All Blacks Rugby League Football Club and Waterloo Storm NRL team to participate in the Koori Knockout, Kinchela Boys Home providing culturally safe support to residents effected by the Waterloo South Relocation and First Nations Response to expand its food relief services in a culturally appropriate and dignified way to Aboriginal and Torres Strait Islander people in the local area.

On Track

Strengthen young people's civic engagement

Deliver youth civic engagement programs

A number of programs were implemented to strengthen young people's civic engagement.

Highlights include:

- 78 attendances by young people at the 'Fresh Perspectives: A Conversation on Civic Engagement' event at Lower Town Hall. This free panel discussion encouraged young people to meaningfully participate in civic systems and address the gap in traditional civic participation among young people
- 120 attendances at 6 Youth Opportunities Program sessions.

On Track

Strong Aboriginal and Torres Strait Islander community-controlled sector

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Suppliers engaged by the City of Sydney who identify themselves as Aboriginal and Torres Strait Islander	No.	-	76	-	-	50	-	-	50		Indicator Only
Value of spend with Aboriginal and Torres Strait Islander businesses	\$ '000	1,421.5	1,970	2,000	-	1,621	-	-	1,621		On Track
Grants approved by the City of Sydney to Aboriginal and Torres Strait Islander people, groups and organisations	\$ '000	1,630	1,936.74	-	1,332.04	554.44	-	-	1,886.48	In the first half of the financial year, 45 grants were provided to Aboriginal and/or Torres Strait Islander individuals, groups and organisations for a year to date value of \$1,886,478 in cash and value-in-kind.	Indicator Only

SD08 A thriving cultural and creative life

We are proud of the city. We are all able to participate in, contribute to and benefit from the city's cultural life

8.1 We value our cultural life and champion our creative industries

Major Programs	Progress To Date	Status
Public art		
Deliver the City Art program including commissioning public art works and maintaining, conserving and communicating the City Art Public Art collection	'In through the out door' by Callum Morton was recently completed, delivered as part of the City Centre Public Art Plan authored by Curator Barbara Flynn. A migration of the City's public art website 'City Art' has also been completed with all public art related content now migrated into the City's corporate website. In Green Square under the guidance of Curator Amanda Sharrad, the Connecting Project 'Here is Here. And Everywhere' by Tobias Rehberger is currently in construction. The City's conservation program is ongoing with a major restoration of the Chinatown Gates in Dixon Street and the Annette Kellerman Murals in Cook and Philip Park Pool underway as well as restoration of 'Waterfalls' in Sydney Park. Recently completed conservation projects include Wahganmuggulee (Farm Cove) by Brenda L Croft is now complete on the foreshore in the Botanic Gardens. As is the restoration of the Walter Renny, Georgina Street and Sandringham Gates.	On Track
Investment in local creation and production		
Provide opportunities through our cultural funding and programs to increase creative participation, enhance creativity in the public domain and strengthen the local cultural and creative economy	In the first half of the year, 102 cultural projects were approved by Council contributing to a year to date total of \$4,716,233 in cash and value-in-kind. These projects were supported through the City's Creative grants, Festivals and events sponsorship, Innovation and ideas, Quick response, Street banner sponsorships, adhoc submission and Venue hire support grants. This includes support for Diversity Arts Australia to deliver Creative Cultural Equity Training and Soul of Chinatown Inc to produce of a short film inspired by true events in Chinatown and Support to Griffin Theatre for a major redevelopment of the historic Stables Theatre. Additionally, a total of \$1,303,667 in rent foregone was provided to cultural organisations in our Accommodation Grant Program for long term use of the City's spaces, which includes Pride History Group at Benledi House in Glebe and Australian Design Centre at 101-113 William Street, Darlinghurst.	On Track
Sydney is an innovative, creative and global city		
Produce an annual program of events and festivals that showcase local stories internationally, champions local cultural production, and actively engages with local communities	The City of Sydney's events continue to showcase and celebrate local precincts and communities. All key programs including Sydney Streets, Art & About, Sydney Lunar Festival, Sydney New Year's Eve and Sydney Christmas engage and highlight local creatives, suppliers, artists, performers and organisations. For the Sydney Streets program, the City works closely with local businesses, chambers of commerce, community organisations and creatives on the development and programming of each event. Sydney New Year's Eve includes extensive consultation and involvement from local landholders, key stakeholders and a range of resident and community groups to produce safe and enjoyable events each year, as well as showcasing local creatives and performers throughout the program. A series of community and stakeholder roundtable meetings are held to develop the Sydney Lunar Festival each year, to ensure the celebrations are culturally appropriate and reflect local communities.	On Track

Prioritise local culture

Implement the City's history and curatorial programs

The City of Sydney continues to deliver advice and engagement programs to share Sydney's history, heritage and culture with the community. Staff contribute research to shape bespoke hoardings and park signage, and the Barani website remains a major access point for Sydney's Aboriginal history. A display of objects from the Civic Collection is open to the public within Town Hall House. A total of 12 self-guided historical walking tours have been converted to accessible PDFs for download from the City's website. Staff have delivered tours of Sydney Town Hall to visiting international delegations.

On Track

Connect with and engage the community

Deliver an inclusive, welcoming cultural program within City operated cultural venues

More than 737 people participated in 61 online and face-to-face cultural programs across City operated venues. Programming recognised dates of significance such as International Day of People with Disability, National Recycling Week and Social Inclusion Week. Feedback remains positive with 89.7% of respondents saying they learnt something new, 89% said the programs inspired creativity, 77% felt that the programs helped them feel connected to the community and 87.6% felt welcome and included. Highlights included choir sessions, an LGBTIQA+ discussion group at Kings Cross Library and a comedy performance at Green Square Library with award-winning comedians sharing insights into living with disability. The City of Sydney remains committed to accessibility with many Storytimes, talks and workshop programs being Auslan interpreted.

On Track

Investment in local creation and production

Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	2024/25 Result					Comment	Status
					Q1	Q2	Q3	Q4	YTD		
Cultural grants approved by the City of Sydney (excluding major events)	\$ '000	2,906.72	2,715.23	-	1,688.44	1,724.13	-	-	3,412.57	In the first half of the year, 102 Cultural projects were approved by Council contributing to a year to date total of \$3,412,567 in cash and value-in-kind.	Indicator Only
Creative personnel supported by City of Sydney programs	No.	14,127	13,254	-	-	7,199	-	-	7,199	Creative personnel have been engaged primarily through creative spaces programs, Major events and cultural programs.	Indicator Only

8.2 Aboriginal and Torres Strait Islander people and their cultural practice are visible and respected

Major Programs	Progress To Date	Status
Continue to work with Aboriginal and Torres Strait Islander people to improve local cultural representation		
Commission a series of public artworks to deliver the Eora Journey: Recognition in the Public Domain program, as part of the City Art Public Art program	The City has completed 4 of the 7 public art projects in the Eora Journey; Recognition in the Public Domain program, originally curated by Hetti Perkins, and now by Eora Journey Curator Emily McDaniel. The most recent project being 'bara', Monument for the Eora by artist Judy Watson. Stage two of the Redfern Terrace project, which sees the corner terrace of Hugo and Caroline Streets reimaged as a living museum to celebrate Aboriginal stories, culture and activism adjacent to 'The Block'. The Open EOI calling for submissions from Aboriginal and Torres Strait Islander lead teams closed on 19 November and is currently being evaluated, a number of teams will be shortlisted to develop their ideas further as part of a select tender. Yananurala, is in development with artist Lucy Simpson carrying out design development of her concept in response to the brief for the first project 'Sitelines and Conversations' and community consultation. The project is being developed in partnership with Place Management NSW and project partners including cultural institutions. Community consultation for a public artwork to celebrate the Sydney Aboriginal language at Tara/Dawes Point, the site where Patyegarang, a young Aboriginal woman, gifted the language to William Dawes, who recorded it in his notebooks for future generations is in development. A video will be produced with Aboriginal and Torres Strait Islander community members to communicate the project and the role of language in it, to the broader community.	On Track

8.3 An increasing number of creative workers live or work in the city

Major Programs	Progress To Date	Status
Encourage investment in new creative employment space		
Investigate and advocate for innovative partnerships, financing models and revenue streams to support the delivery of new cultural infrastructure at scale	Council endorsed the new Cultural Strategy for the City of Sydney 2025-2035. This strategy has a number of actions that directly relate to the provision of Cultural Infrastructure. This includes a Cultural Infrastructure Grants Program and the establishment of a Creative Land Trust.	On Track
Encourage creative and cultural organisations and operators to live and work in Sydney		
Support providers to deliver cultural services and programs in City cultural assets	Joynton Avenue Creative Centre and 107 Redfern Street properties were returned to the City by the former operator at the end of September. The City is managing these sites and continues to support existing tenants. East Sydney Community and Arts Centre, managed by Brand X commenced its Flying Nun residencies with 4 shows, 541 audience and \$9,861.23 in artist profit, they opened Ground Zero; a supported performing arts residency for individuals or groups of performance makers who identify as disabled; inclusive of d/Deaf, the hard of hearing, and/or neurodivergent, and supported Wondiverse to present a neurodivergent performance and arts event for young people. City of Sydney Creative Studios, operated by Brand X, includes 30 purpose built creative spaces. There have been 9298 bookings since opening mid-May 2022, with long-term tenant spaces at an average of 97% occupancy. Of the 35 City owned spaces offered to cultural organisations, other highlights include kil.n.it experimental ceramics studio holding workshops for women affected by alcoholism in their families; Jessie Street National Women's Library Annual luncheon; Tom Bass Sculpture Studio School celebrating 50 years; Firstdraft Gallery's annual auction; Readymade Works hosting Dirty Feet's "Out of the Studio" emerging choreographer development program; 2 Indigitek Tech tertiary scholarships progressing to internships; and Antenna Film Festival running their annual Rough Cut workshop to support documentary editing and distribution.	On Track

Encourage investment in new creative employment space											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Creative organisations in creative spaces supported by the City of Sydney	No.	75	72	-	62	95	-	-	95	The City provided 35 spaces to 95 creative and cultural organisations through various creative space programs.	Indicator Only

8.4 Sydney's cultural life reflects the diversity of our communities

Major Programs	Progress To Date	Status
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Diversity of workers and audiences

Deliver cultural programs and events that represent the cultural and social diversity of the community	The City presented multiple events across the local government area, each with a distinct programming focus to celebrate the character and amenity of the area. This included Sydney Streets events in Redfern, Pyrmont, Surry Hills, Darlinghurst, Glebe and Haymarket. The Haymarket event was timed to coincide with the Mid-Autumn Festival, a harvest festival celebrated across China. Multiple Capital Works launch events were held, designed to celebrate improvements and building work in the public domain. In addition, the City presented multiple Christmas events including the Lighting of the Martin Place Christmas Tree and Santa's Sleigh Ride through the City.	On Track
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Diversity in creative workforce and leadership

Provide support to a range of cultural groups that reflect the diversity of our communities	A total of 39 Creative and Cultural projects were allocated grants across Innovation and Ideas, Festivals, and Quick Response Grants, Venue and Street Banner Support programs. A total of \$607,311 in cash and \$159,346 value in kind was approved. This included support for Ryan Whitworth-Jones' Aboriginal Theatre production, a concert by LGBTQI+ Kit Spencer and Geetha Balackrishnan's Sound Sorcery. We continue to support 22 cultural organisations under our Accommodation Grants Program.	On Track
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8.5 There is an increased supply of accessible creative space

Major Programs	Progress To Date	Status
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Stable and affordable creative space

Support and monitor the delivery of cultural space incentivised by the Oxford Street planning controls	The City continues to assess development applications that seek to utilise incentives under the Oxford Street planning controls through the delivery of cultural spaces. No development applications proposing cultural and creative floor space are currently under assessment within the Oxford Street Precinct. There was one application approved in November that included cultural and creative floor space.	On Track
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Stable and affordable creative space

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Rent concessions given by the City through the accommodation grants program – leases for cultural initiatives	\$ '000	2,987.74	3,130.55	-	722.94	580.73	-	-	1,303.67	This includes revenue forgone through the Accommodation grants program for long term use of the City's spaces, which includes Pride History Group at Benledi House in Glebe and Australian Design Centre at 101-113 William Street, Darlinghurst.	Indicator Only

SD09 A transformed and innovative economy

The city maintains its position locally, nationally, and internationally as a destination for business, investment, and talent. Innovation is central to the economy and transformation has occurred across all industries. Wealth and benefits are shared equitably

9.1 An expanding innovation economy will support Sydney's future prosperity		
Major Programs	Progress To Date	Status
Develop and promote the Tech Central Innovation precinct		
Work collaboratively with the Tech Central Alliance and other agencies and organisations to position Tech Central as the driver of place-based innovation	We are working with stakeholders to position the Tech Central area as the driver of place-based innovation and meet monthly with Investment NSW. Our Economic Development Strategy 2025-2035 provides a place-based approach to economic development that supports the Tech Central innovation district. The strategy also includes a Momentum Building Project, "Unlocking Tech Central via Broadway" which specifically targets improving the performance of Tech Central.	On Track
A safe and desirable destination		
Work collaboratively with relevant organisations to help promote Sydney to potential investors, global companies, entrepreneurs, researchers and talent	The City continues to work closely with Business Events Sydney to support the attraction of domestic and international business events for Sydney for the period 2024-2028. Five letters of support were provided during the period to assist BE Sydney with their bids for international business.	On Track
Support local businesses – technology and innovation		
Deliver and support free capacity building programs for businesses and tech startups that encourage innovation, diversification, and adoption of new technologies across emerging and priority sectors	To date the City has approved a total of \$655,058 in cash funding to 18 projects through the Business sector support and Innovation and ideas grant programs. This included \$30,000 in cash funding to Aus Defi to support monthly events showcasing local AI technology for business, \$48,200 in cash funding for Business Council Co-operatives and Mutuals Ltd to support the self-determination and economic development of First Nations community-controlled organisations and \$40,000 in cash funding for Taxis NSW Ltd to develop an online visitor ambassador accreditation program for taxi drivers.	On Track
Support creative industries		
Deliver and facilitate opportunities for skills development, collaboration and capacity building to ensure cultural sector resilience and sustainability	The City collated and distributed a regular digest email of support information, funding and collaboration opportunities relating to the cultural sector, to cultural tenants and cultural grant recipients. Sector support programs funded by grants from the City included the Making Space for Culture Incubator to build knowledge, capabilities and connections between the cultural and property sectors to address Sydney's creative space shortage and a series of quarterly hybrid panel discussions exploring access and inclusion and showcasing best-practice digital access was delivered for the creative sector.	On Track

Support local businesses – technology and innovation											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Economic grants approved by the City of Sydney	\$ '000	799.1	1,372.97	-	806.03	464.47	-	-	1,270.5	To date, 33 economic grants have been approved by Council through the Business sector support, Festival and events sponsorship, Innovation and ideas and Haymarket Activation grant programs. This includes support for Haymarket Alliance Inc to deliver Neon Playground 2.0 a three-week lights, music and art activation in the Haymarket area, for Guide Dogs NSW/ACT to educate local businesses on Guide Dog access rights and for Boomerang Labs Ltd to run a ten week circular economy program in Chippendale for investment-ready circular startups.	Indicator Only

9.2 The transition to a zero-carbon economy offers new economic opportunities		
Major Programs	Progress To Date	Status
Innovation and commercialisation of research		
Work closely with the operator of Greenhouse, the City’s new business innovation space at Circular Quay to provide affordable workspace, capacity building programming, and access to funding for green and climate tech startups	To date, the City has provided a total of \$1,368,124 in rent abatement to Greenhouse through the Accommodation grant program to operate a climate tech focused innovation hub situated at Circular Quay. In addition, the City approved a total of \$58,231 in cash funding through the Innovation and ideas grant program for two projects to be delivered by Greenhouse, including \$45,596 in cash funding for a project to boost sustainable finance opportunities for climate tech and circular economy infrastructure and \$12,635 in cash funding to support Sydney Climate Action Week activities.	On Track
Promote and support development of key green sectors		
Explore opportunities to position Sydney as a regional hub for sustainable finance, in collaboration with the NSW Government, Australian Sustainable Finance Initiative, and other key stakeholders	Our Economic Development Strategy 2025-2035 prioritises the transition to a green and circular economy to support Sydney's as a regional hub for sustainable finance. We continue to explore this with both the Australian Sustainable Finance Institute and the NSW government. We opened the Greenhouse Climate Tech Hub at Circular Quay to foster growth of sustainability-focused tech companies and provide a platform to attract more sustainable finance to Sydney. Its services for sustainability-focused startups include building business skills, connecting startups to investors and venture capital, and hosting major events including the inaugural 2024 Sydney Climate Action Week (supported through grant funding from the City of Sydney). We continue to support Greenhouse through the Ideas and Innovation grant program.	On Track

9.3 An inclusive city economy provides opportunities for everyone to participate and share in its prosperity

Major Programs			Progress To Date								Status	
Collect, analyse and share data												
Provide demographic and economic development information to enable enhanced community decision making			The City's Community Profile (Census) and Economic websites have been updated with the latest available data. The city population forecasts have been updated to reflect the impacts of the pandemic on the city's current and future resident population. The 2024 Housing Audit and Residential Monitor have been completed and are available on the City's website. The Floor Space and Employment Survey Summary Report, data tables, and spatial data are available on the website and data hub respectively. Community Wellbeing Indicator report has been completed and is available on the City's website.								On Track	
Collect, analyse and share data												
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Q4	YTD	Comment	Status
Turnover of the core night-time economy for the financial year (food, drink & entertainment businesses)	\$M	-	-	-	-	-	-	-	-	-	Reported annually in June	

9.4 Creativity and great experiences fuel the vitality of the city

Major Programs	Progress To Date	Status
Activation of places and precincts		
Activate local precincts through fostering collaboration within the business community and investment in year-round creative programming	The City approved a total of \$701,000 in cash and value-in-kind funding for 16 projects that will foster collaboration within the business community and provide creative programming within local precincts through the Festivals and events sponsorship and Business sector support grant programs. The City delivered seven Sydney Streets events including Haymarket Potts Point, Darlinghurst, Surry Hills, Pyrmont, Glebe and Redfern. A total of 176 local businesses and community organisations participated, extending onto the street with activations such as outdoor dining, stalls, pop-ups, and live performances. A total of 448 artists were employed across the events. Attendees were surveyed with a total of 673 responses, of these, 96% rated their overall experience as good or excellent and 99% would attend a similar event in the future. Of those surveyed from the suburb, 81% agreed or strongly agreed the event made them feel more part of their local community.	On Track
Streamlined regulation and compliance		
Continue to develop the business concierge service by increasing its service offering across a multi-channel environment	The Business Concierge team continued to support the City's Grants program, by assisting applicants with enquiries, and the Sydney Streets program by speaking with businesses in Glebe, Pyrmont, Surry Hills, Haymarket, East Sydney, Redfern and Potts Point, and surveying attendees of the event days.	On Track

Support the visitor economy

Invest in, support and promote festivals and events that attract local and global audiences which contribute to Sydney's vibrancy	Events supported by the City in October and November included Sydney Craft Week by Australian Design Centre, Sydney Contemporary at Carriageworks, SXSW Sydney, FBI Radio SMAC Awards at City Recital Hall and Head On Photo Festival. Biennale of Sydney presented Budu Gili preview and artist talk as part of their between season program. In October, SXSW Sydney 2024 provided a global stage for Asia-Pacific creators, musicians and professionals to showcase their talent and innovations. In December, two events celebrated the International Day of Persons with Disabilities with Frame shift by Accessible Arts at the Sydney Opera House and Bus Stop Films Sydney showcase at the ICC. These events presented a fine array of performance, film and visual arts and attracted audiences to venues across the city.	On Track
Collaborate with relevant visitor economy peak bodies and agencies to rebuild and promote the visitor economy, with particular focus on Sydney experiences, tourism and international education	The City continues to work closely with strategic partners including Destination NSW, Placemaking NSW, Office of the 24-Hour Economy Commissioner, Study NSW, and the wider visitor economy sector to promote Sydney as a destination. The City regularly shares data with our stakeholders, including international visitor arrivals and spend. Latest figures show there were 233,670 short-term visitor arrivals in September to NSW, an increase of 12,910 compared with the corresponding month of the previous year. The number of trips for September 2024 was 7.2% lower than pre-COVID levels in September 2019. The three leading source countries for New South Wales were China (35,250 trips), New Zealand (34,470) and Korea, South (20,210). Local weekly average consumer spend in November was \$1.4b up 5% from November 2023. The highest day was Black Friday, 29th November with a spend of \$55m. In September 2024 there were 47,230 international student arrivals to Australia, an increase of 2,130 students compared with the corresponding month of the previous year. The number of student arrivals in September 2024 was 4.3% higher than the pre-COVID levels in September 2019. The main source countries of international students are China, Nepal, India, the Philippines, and Vietnam, which combined account for over 55% of the international student cohort. The City continues to deliver visitor services including the Destination Ambassador volunteer program and the Roaming Ambassador program at Circular Quay, Overseas Passenger Terminal and White Bay Cruise Terminal, and in the six months from July 2024 there have been 44,679 visitor interactions. The City also supports the International Student Welcome Desk and volunteering programs at Sydney Airport, coordinated by Study NSW.	On Track
Develop and deliver tourist information programs to meet visitor requirements	We commenced a modest refurbishment of the visitor centre located in Customs House. The refurbishment includes a new visitor services desk, self service pods, brochure wall, digital display screen showing curated local content and external signage to help visitors locate the centre.	On Track
Implement projects and programs to support the international education sector	Latest figures show that between January - August 2024, there were 205,747 international students enrolled, a decrease of 24,722 from the previous January-May 2024 period. The number of international students studying in New South Wales totalled 304,159 for the January-August 2024 period. There was a change of 10% compared to the same period last year and NSW had a 38% share of the overall Australian student numbers. The top 5 countries from which students come to NSW are China (78,698), Nepal (39,928), India (33,710), Philippines (13,398), and Vietnam (12,585). Whereas previously students from China, Nepal and India made up over 50% of the student cohort in NSW, currently they make up 48%. The City's work in welcoming international students into the local community was recognised at the NSW International Education Industry Awards in November. In this quarter, the City's International Student Leadership Ambassador (ISLA) volunteers delivered 2 events; an Employment Panel and a Health and Wellbeing Forum with 100 students attending both events. 93% of the participants reported the event helped increase their knowledge and skills about employment in Australia / information about sexual health and feeling more comfortable to seek help when needed.	On Track

Support the visitor economy											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Economic impact of events secured	\$M	49.1	47.9	-	12.6	11.3	-	-	23.9	Total of 9 events secured by BE Sydney in first half of the year.	Indicator Only
Grants approved by the City of Sydney for major events and festivals	\$ '000	6,639.83	6,540.38	-	300	536.39	-	-	836.39	In the first half of the year the City approved funding for 5 major events, including SXSW Sydney, City2Surf, Sydney Fringe Festival and Business Events Sydney to secure global business events in Sydney from 2024-2027.	Indicator Only
Domestic visitor overnight trips (number of nights stayed)	No	6,046,176	5,913,943	-	-	0	-	-	-	Data for this period is not available at the time of publication. Data for previous report period is now available and has been included.	Indicator Only
International visitor average number of nights	No.	13.85	13.99	-	-	0	-	-	-	Data for this period is not available at the time of publication. Data for previous report period is now available and has been included. Data for FY2022/23 and Q4 2022/23 has been revised	Indicator Only
International overnight visitors	No	1,382,149	2,043,269	-	-	0	-	-	-	Data for this period is not available at the time of publication. Data for previous report period is now available and has been included. Data for FY 2021/22, FY2022/23 and Q4 2022/23 has been revised	Indicator Only
International students studying in the local area	No.	221,647	214,643	-	-	-	-	-	-	Reported annually in June	Indicator Only

9.5 Unique local neighbourhoods and the global city centre support thriving economic activity

Major Programs	Progress To Date	Status
Promote economic activity and local neighbourhood identity		
Support the implementation of the Oxford Street LGBTQIA+ Place Strategy	Launched in June 2023, the Oxford Street Pride Charter was developed in collaboration with local businesses and the LGBTQIA+ community to promote inclusive practices and celebrate the precinct's unique history and character. A steering committee of members host networking nights and coordinate precinct-wide initiatives. To date, 68 businesses have joined, with 142 individuals from 28 businesses completing free online diversity and inclusion training developed by the City. Additionally, 60 staff members from 18 local organisations have completed a specialised security training module, which was introduced in June 2024. Key initiatives include the PrideVis program, which equips security staff at local venues with vests featuring pride flags to enhance safety and awareness. This program was developed by the Surry Hills Liquor Accord and supported by the City, NSW Police, the Charter Steering Committee, and the Rainbow Precinct. In August 2024, the Charter was renamed The Oxford Street Pride Charter to reflect the Charter's diverse memberships of local businesses, community organisations, and individuals. The City also granted \$40,000 to the Rainbow Precinct to promote the Charter through marketing and activities.	On Track

Facilitate the assessment, approval and installation of infrastructure for eligible businesses for on-street alfresco dining	We are investigating options for on-street dining sites to become permanent. A desktop feasibility assessment has been completed of all sites for permanency, considering permanent and temporary kerb extensions. The assessment considered impacts such as traffic, parking, precinct business mix, public domain and infrastructure impacts, shared use and operator desire to continue once fees are reintroduced. A revision of the City's Outdoor Dining Guideline is underway. Since November 2020, 187 businesses have been approved for on-street dining, with an estimated 2,137 sqm of road space reallocated. Of these, 24 have become permanent footpath dining through public domain upgrades and 40 have been removed for various reasons. There are currently 147 businesses operating with on-street dining.	On Track
Economic diversity		
Implement the Eora Journey Economic Development Plan by facilitating access to appropriate space, skills development programs and employment opportunities for Aboriginal and Torres Strait Islander businesses	They City meets regularly with the Aboriginal and Torres Strait Islander Advisory Panel to seek insights and guidance. The City continues to deliver the Eora Journey Economic Development Plan and implement the associated Aboriginal and Torres Strait Islander Workforce Strategy. Our new Economic Development Strategy was adopted in December 2024, and it prioritises Aboriginal and Torres Strait Islander economic development including through a featured momentum building project called, Supporting Indigenous Enterprise.	On Track
Support development of diverse, inclusive, and sustainable 24-hour precincts in collaboration with local stakeholders and the NSW Government	The City approved a total of \$802,840 in cash and value-in-kind to projects that promote vibrant, safe and sustainable precincts through the Business sector support, Festival & events sponsorship and Quick response grant programs. Sydney Street events were delivered in Haymarket, Potts Point, Darlinghurst, Surry Hills, Pyrmont, Glebe and Redfern and included 176 on-street activations and 448 artist performances. The City has waived outdoor dining fees to June 2025 and continues to support on-street dining for 147 businesses. The City has worked with the NSW Office of the 24-Hour Commissioner on a range of initiatives designed to promote an environment which supports a diverse, vibrant and inclusive nightlife, including the Uptown District Accelerator Program, Purple Flag Accreditation Scheme and 24-hour Economy Strategy.	On Track

SD10 Housing for all

This is a city where everyone has a home. Social, affordable, and supported housing is available for those who need it. High-quality housing is available for everyone

10.1 People sleeping rough or at risk of experiencing homelessness have access to adequate accommodation, services, and support to meet their needs

Major Programs	Progress To Date	Status
Collaboration and advocacy		
Advocate for innovative responses, and build the capacity of City staff, non-government services and the community to contribute to preventing and reducing homelessness	The City continues to advocate for the needs of individuals experiencing homelessness through a range of activities including: • Chairing the Aboriginal Case Coordination Group, Homeless Assertive Outreach Response Team (HART), Non-Resident Case Coordination Group, Local Government Homelessness Communities of Practice and Sydney Zero Leadership Team • presenting on impacts of climate change on people sleeping rough at the Australian Disaster and Resilience and Australian Housing and Urban Research Institute (AHURI) National Homelessness Conferences • monthly place making meetings with mobile voluntary services to ensure compliance with the City's Guidelines • monthly meetings to improve heat responses for people experiencing homelessness, along with activation of the Cooling Hub with St Vincent's Health • finalisation with HOMES NSW of a Boarding House Protocol to guide responses to closures of boarding houses, including those initiated by owners • finalisation with HOMES NSW of the Emergency response protocol for people sleeping rough to guide responses in extreme weather and other emergencies	On Track
100 Partner and support the delivery and coordination of services to link people sleeping rough with services and support	The Homelessness Assertive Outreach Response Team (HART) coordinated by the City and HOMES NSW continued weekly patrols and place-based operations to ensure a coordinated approach to safe, supported long-term housing. The HART has engaged with 6,219 people since March 2019 and 441 people have been housed since March 2017. • 96 people assisted to exit homelessness and 89 people prevented from entering homelessness as a result of City funded programs • 268 outcomes at the Woolloomooloo Integrated Support Hub (WISH) for people experiencing or at risk of homelessness • chaired the Sydney Zero Leadership team and continued integration of the By Name List into case coordination systems • continued to support 'Health Pop up hub' to improve access to healthcare for people sleeping rough. • continued attend and support the Health Coordination Meetings to improve health coordination to deliver health to areas of need	On Track
Access to safe, secure and sustainable housing		
Monitor patterns of homelessness, and services available for people who are homeless or at risk of homelessness to identify gaps and trends	The City's Public Space Liaison Officers patrol seven days a week, including during extreme weather events. They provide partner services, including the Department of Communities and Justice and NSW Health, with information on the needs of people street sleeping, and the numbers of people that need support.	On Track

Collaboration and advocacy											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
People assisted to exit homelessness into long term housing as a result of a program supported by the City of Sydney	No.	192	211	-	46	50	-	-	96	This represents a 2% decrease compared to the same period last year	Indicator Only
People prevented from becoming homeless through the City supported brokerage program	No.	172	174	-	49	40	-	-	89	This represents a 17% increase compared to the same period last year	Indicator Only
Access to safe, secure and sustainable housing											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
People sleeping rough in the LGA	No.	277	280	-	-	-	-	-	-	Reported annually in June	Indicator Only
People in crisis accommodation in the LGA	No.	299	392	-	-	-	-	-	-	Reported annually in June	Indicator Only
10.2 The supply of well maintained, safe, secure and sustainable social housing is increased to support diverse communities											
Major Programs			Progress To Date								Status
Safe, cohesive and connected neighbourhoods											
Provide and support community capacity building initiatives in social housing neighbourhoods			The City works with social residents and stakeholders to improve safety on the Waterloo estate as part of its commitments under the Waterloo Human Services Collaborative. This has included resident-led pet care workshops, emergency preparedness events, de-clutter workshops and community clean-up days implemented through the Waterloo Wellbeing Safety Action Group. The City hosted Northcott Pet Day in partnership with the Cat Protection Society of NSW, RSPCA NSW, Sydney University Veterinary Teaching Hospital, and local veterinary clinics. The event provided 289 free pet health checks and attracted over 500 residents with 91% reporting that they feel safe in the community, 93% feel more connected to the community and 100% would recommend Pet Day to others. In the first half of the year, seven grants were provided support community capacity building initiatives in social housing neighbourhoods for a value of \$233,350 in cash through the City's grants programs.								On Track
Collaboration											
Work in partnership to enhance the safety, liveability and amenity of social housing communities and properties			The City participates in five bi-monthly neighbourhood advisory boards to address local issues and co-design responses to improve the safety, liveability, and amenity of social housing and chairs the Waterloo Wellbeing Safety Action Group. Since September 2024, three social housing newsletters sharing updates, events and local news with residents and stakeholders have been published and distributed to 150 subscribers. The City convenes a monthly Social Housing Operations Group with Homes NSW to address safety, amenity and health in social housing neighbourhoods. Since July 2024, 28 of the 39 issues escalated to the group have been resolved. The City participates in a monthly Homes NSW-led waste steering group to guide collaboration and escalate issues.								On Track

Support people during urban renewal and development											
Support communities to participate in social housing redevelopment projects			The City provided \$150,000 in cash funding to three community organisations through the Community services grant program to provide social housing residents with legal advice, advocacy, community programs and culturally safe support for Aboriginal and Torres Strait Islander residents impacted by the Waterloo South Redevelopment. This included Counterpoint Community Services, Redfern Legal Centre and Kinchela Boys Home Aboriginal Corporation. The City continues to participate in the Waterloo Redevelopment Group to hear community issues, raise concerns and advise the Waterloo South project team. The City has participated in Homes NSW events which aim to assist residents in disposing of unwanted bulky items and provide residents with information about the redevelopment. Through the Innovation and ideas grant program the City also funded a community-led feasibility study to demonstrate the potential for refurbishing social housing buildings as an alternative to demolition to inform future redevelopment plans for social housing estates.								On Track
Advocacy											
Advocate to ensure that the renewal of the housing estates are well planned and deliver improved social housing outcomes			The City made a submission to a state led rezoning process for Explorer Street South Eveleigh. The City continues to advocate for high quality design, more social and affordable housing than what is generally proposed by the NSW Government, and the delivery of appropriate infrastructure to support future residents.								On Track
Advocacy											
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result Q2	Q3	Q4	YTD	Comment	Status
Social housing dwellings in the LGA	No	9,691	9,538	-	-	-	-	-	-	Reported annually in June.	Indicator Only
10.3 An increased supply of affordable housing supports diverse communities and the economy											
Major Programs			Progress To Date								Status
Partnerships											
Work with councils across metropolitan Sydney to increase affordable rental housing supply			Following the introduction of the Transport Oriented Development program, the City continues to work with the Southern Sydney Regional Organisation of Councils in promoting the template for new inclusionary schemes. The template was informed by lessons from the City's experience. Advice, support and referrals continue to be provided to councils looking to invest and partner to deliver more affordable housing. The City prepared a submission to the Legislative Assembly Select Committee on Essential Worker Housing advocating for recognition and support for councils who can provide a valuable role in the provision of affordable housing.								On Track
Planning controls to encourage affordable rental housing											
Facilitate affordable rental housing through the planning system, optimising programs, leveraging site specific opportunities and investigating opportunities for innovative approaches			In December 2024, Council considered a report to amend the City's affordable housing provisions in its LEPs and the affordable housing program. The proposed amendment increases contribution rates and makes changes to how the contribution requirement can be satisfied. The City is waiting Gateway Determination from the NSW Government to put the proposed changes on public exhibition. The City is also advocating for the introduction of affordable housing if the NSW Government's proposed low and mid-rise housing planning changes take place.								On Track

Planning controls to encourage affordable rental housing											
Key Performance Indicator	Unit	2022/23	2023/24	2024/25	Q1	2024/25 Result				Comment	Status
		Result	Result	Target		Q2	Q3	Q4	YTD		
Affordable rental housing units and diverse housing in the LGA	No.	1,464	1,447	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here. Reduction in dwellings is largely due to the loss of privately owned dwellings under the 10 year National Rental Affordability Scheme. There were also small reductions from upgrades to properties which improved standards but reduce numbers, one property sale and modification to an approved project prior to finalisation.	Indicator Only

10.4 Every neighbourhood has a mix of housing accommodating diverse and growing communities

Major Programs	Progress To Date	Status
Facilitate supply of diverse range of housing		
103 Monitor the quantity of private residential and non-private residential development in the city by development phase	As at 31 December 2024 there were: • 11,504 private residential dwellings approved or under construction in the city • 3,532 non-private residential dwellings approved or under construction in the city • 1,533 private residential dwellings lodged but not yet approved in the city • 217 non-private residential dwellings lodged but not yet approved in the city For the December quarter (Q2) there were: • 9 private dwellings completed • 390 non-private dwellings completed	On Track

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Facilitate supply of diverse range of housing												
Key Performance Indicator	Unit	2022/23 Result	2023/24 Result	2024/25 Target	Q1	2024/25 Result			Q4	YTD	Comment	Status
Grants approved by the City of Sydney to support affordable and diverse housing and address homelessness	\$ '000	1,371.86	1,349.59	-	1,400	0	-	-	-	1,400	In the first half of the financial year 4 grants were approved by Council through Community services to support 4 specialist Homelessness services in the Inner City area. This includes Aboriginal Corporation for Homeless Rehabilitation Community, Innari, Launchpad Youth Community and Neami.	Indicator Only
New dwellings approved in the LGA	No.	880	893	-	254	934	-	-	-	1,188		Indicator Only
Private dwellings which are social housing in the LGA. Target of 7.5% by 2050 from June 2021 baseline of 8.0%.	%	7.9	7.69	-	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here.	Indicator Only

Key Performance Indicator	Unit	2022/23	2023/24	2024/25	2024/25 Result					Comment	Status
		Result	Result	Target	Q1	Q2	Q3	Q4	YTD		
Private dwellings which are affordable rental housing units and / or diverse housing in the LGA. Target of 7.5% by 2050 from June 2021 baseline of 1.1%	%	1.19	1.17	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here.	Indicator Only
Private dwellings in the LGA. Target of 156,000 by 2036 from June 2021 baseline of 121,725	No.	122,723	124,010	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here.	Indicator Only
Non private dwellings (boarding houses, student accommodation, residential aged care services) in the LGA. Target of 17,500 by 2036 from June 2021 baseline of 15,127	No.	15,861	16,366	-	-	-	-	-	-	Reported annually in June. Data for the financial year 2023/24 has become available and is updated here.	Indicator Only

10.5 There is an increased supply of culturally appropriate social and affordable housing for Aboriginal and Torres Strait Islander peoples

Major Programs	Progress To Date	Status
Partner with the Aboriginal and Torres Strait Islander community to deliver improved housing outcomes		
Work with Aboriginal and Torres Strait Islander communities, housing providers, the NSW government and others to provide culturally appropriate affordable and social housing for Aboriginal and Torres Strait Islander peoples	The City included a requirement for a minimum amount of social and affordable housing for Aboriginal and Torres Strait Islander households in the Design Guide for Waterloo Estate (South). The guide also requires this housing to be designed so that it is culturally appropriate. The guide came into effect in February 2023. The City has been working with the NSW Government on the state-led rezoning of the Explorer Street social housing site. The draft planning controls required a minimum amount of culturally appropriate affordable housing for Aboriginal and Torres Strait Islander households.	On Track

Status definitions for progress reports

The City uses status types to summarise the overall status or progress of the deliverable.

Programs and projects:

	On track	Watch	Attention required
Program	Activities to deliver this program are progressing as expected.	Activities to deliver this program are progressing but minor issues or risks have been identified that may impact achieving all of the goals of this work.	A significant obstacle to delivering this program and achieving all the goals of this work has been identified and action is required.
Project	Work on this project is progressing as planned.	Work on this project is progressing but there is some risk to the project schedule, budget or outcomes and monitoring is required.	There is significant risk to the project schedule, budget or outcomes and corrective action is required.

Measures:

There are three different types of measures which have different status reporting parameters:

Within tolerance – these measures have a target with a tolerance and the status varies based on how large the variance is from that target as detailed in the table below.

On target – these measures have a target with no tolerance parameters. The status for these measures is either on track or attention required.

Trend – these measures do not have a target or have a target that is beyond the current financial year. This measure type is used to display a trend for demand or activity. When reported the status column for these measures says “Indicator Only” and the target column displays a “-”.

	On track	Watch	Attention required
Within tolerance	The measure result is on target or better than the target.	The measure has an unfavourable variance from target of up to 10%.	The measure has an unfavourable variance of more than 10% from target and action may be required.
On target	The measure result is on target or better than the target.	N/A - these measures do not use the “watch” status.	Any unfavourable variance from target.

Other status types:

Not yet due to report - Where a program, project or measure is not due to report in a particular report period, the status column will read “Not yet due to report”.

Glossary

BASIX – Building sustainability index, is a NSW Government planning measure to reduce household electricity and water use by setting minimum sustainability targets for new and renovated homes.

B-Corp – B Corporation (also B Lab or B Corp) is a private certification of for-profit companies of their social and environmental performance. Companies are required to seek re-certification every three years to retain B Corporation status.

C40 Cities – A network of the world's megacities committed to addressing climate change.

Canopy cover – The proportion of land area occupied by the tree's crown or canopy, or combined canopies, when visualised from directly above. It is often expressed as a percentage of the total area covered.

CALD – Culturally and linguistically diverse peoples referencing the many Australian communities that originally came from different countries and therefore have cultures and languages that are different to those of Australians born here generation after generation.

CBD – Central Business District. The Sydney Central Business District is the historical and main commercial centre of Sydney. Geographically, its north-south axis runs from Circular Quay in the north to Central railway station in the south. Its east-west axis runs from a chain of parkland that includes Hyde Park, The Domain, Royal Botanic Gardens and Farm Cove on Sydney Harbour in the east, to Darling Harbour and the Western Distributor in the west.

CCAP – Climate Change Action Plan - City is a web-based software application owned by Kinesis designed to aggregate, analyse and report disparate urban data to measure, track, report and manage energy use and sustainability performance.

CDP – CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

CWI – Community Wellbeing Indicators developed in partnership with the Institute for Sustainable Futures at the University of Technology, Sydney and the McCaughey Research Centre from the University of Melbourne which provide a critical evidence-base on changing trends and issues affecting the community over time that can inform policy development and service provision investment planning.

DA – Development application for land use.

DCJ – Department of Communities and Justice supports vulnerable people and families to participate in social and economic life and build stronger communities.

DCP – Development control plan, providing detailed planning and design guidelines to support the planning controls in the local environmental plans.

DPE – Department of Planning and Environment provide services in urban and regional planning, natural resources, industry, environment, Aboriginal and social housing, and regional New South Wales. Previously known as **DPIE** – Department of Planning, Industry and Environment.

Environmental Management System (EMS) – Is a structured system designed to help manage environmental impacts and improve the environmental performance of the City's operations.

EPA – NSW Environment Protection Authority is the primary environmental regulator for New South Wales. Its purpose is to improve environmental performance and waste management for NSW.

ERP – The estimated residential population is the official measure of Australia's population based on the concept of usual residence, developed by the Australian Bureau of Statistics for use in between each Census.

EEO – Equal employment opportunity.

Greenhouse gas emissions – Gases that trap heat in the atmosphere. Greenhouse gases from human activities are the most significant driver of observed climate change since the mid-20th century.

HART – Homelessness Assertive Outreach Response Team is a partnership between NSW Department of Communities and Justice and City of Sydney who collaborate with specialist health, homelessness, and other non-government services to provide services for people sleeping rough.

ICAC – The Independent Commission Against Corruption in an independent organisation to protect the public interest, prevent breaches of public trust and guide the conduct of public officials in the NSW public sector.

IPART – Independent Pricing and Regulatory Tribunal. Is the independent regulator that determines the maximum prices that can be charged for certain retail energy, water and transport services in New South Wales and also reviews certain matters relating to local government, including the annual rate peg.

LED – Light-emitting diode, a type of lightbulb.

LEP – Local environment plans which are planning instruments that apply to the local area.

LGA – local government area. The Sydney LGA is made up of 33 suburbs wholly or partly contained within our Local Government Area boundary. They are Alexandria, Annandale, Barangaroo, Beaconsfield, Camperdown, Centennial Park, Chippendale, Darlinghurst, Darlington, Dawes Point, Elizabeth Bay, Erskineville, Eveleigh, Forest Lodge, Glebe, Haymarket, Millers Point, Moore Park, Newtown, Paddington, Potts Point, Pyrmont, Redfern, Rosebery, Rushcutters Bay, St Peters, Surry Hills, Sydney, The Rocks, Ultimo, Waterloo, Woolloomooloo and Zetland.

LGN – liveable green network. The liveable green network aims to create a pedestrian and cycling network that connects people with the city and village centres as well as major transport and entertainment hubs, cultural precincts, parks and open spaces.

LGBTIQA+ – evolving acronym to signify lesbian, gay, bisexual, transgender, intersex, queer/questioning and asexual people collectively.

MPEP – Major Properties Efficiency Project, implemented by the City to investigate and deliver cost-effective options for reducing emissions generation and water consumption at 14 City properties which together account for at least 80% (electricity), 95% (gas) and 70% (water) of utility usage across the City's property portfolio.

NABERS – National Australian Built Environment Rating System is a national rating system that measures the environmental performance (energy efficiency, water usage, waste management and indoor environment quality) of Australian buildings and tenancies and their impact on the environment.

Net zero emissions – Balancing the amount of carbon released with an equivalent amount offset by purchasing carbon credits to make up the difference.

Non-potable water – Water that is not of a quality for drinking and cooking purposes, used for purposes such as laundry, gardening, car washing and cooling towers.

Potable water – Treated water that is safe enough for consumption, use in kitchens and bathrooms. Water that is of drinking water quality for use in bathrooms, kitchens and for consumption.

PPE – Personal protective equipment or clothing used and/or worn to provide personal health and safety.

Recycled water – Former wastewater (sewage) is treated to remove solids and impurities and used for non-potable water needs, rather than discharged into waterways.

RMS – Roads and Maritime Services is an operating agency within TfNSW responsible for setting the strategic direction and guiding an extended network of public and private service delivery agencies to provide improved transport outcomes.

Renewable energy – Energy from resources which are naturally replenished on a human timescale, such as sunlight, wind, rain, tides, waves, and geothermal heat.

Resilience – The capacity to survive, adapt and grow no matter what kinds of chronic stresses and acute shocks are experienced.

RMS – Roads and Maritime Services is an operating agency within TfNSW responsible for setting the strategic direction and guiding an extended network of public and private service delivery agencies to provide improved transport outcomes.

SEPP – State Environmental Planning Policies which apply across the state.

Sustainability Management and Reporting Tool (SMART) – the utilities tool used to record and report the Council's utility consumption for its buildings, parks, civic-spaces and street lighting.

SRAP – Stretch Reconciliation Action Plan. Adopted by the City in 2020, this reconciliation action plan outlines our vision and action we will take for reconciliation that values the living cultures of Aboriginal and Torres Strait Islander people, embraces the truthful reflection of the history and experiences of First Nations peoples, and is dedicated to equity, opportunity and respect for Aboriginal and Torres Strait Islander communities.

SSROC – South Sydney Regional Organisation of Councils is an association of 11 councils spanning Sydney's southern, eastern, central and inner west suburbs which provides a forum through which member councils can interact, exchange ideas and work collaboratively to solve regional issues and contribute to the future sustainability of the region.

TfNSW – Transport for NSW is responsible for improving the customer experience, planning, program administration, policy, regulation, procuring transport services, infrastructure and freight.

Water sensitive urban design (WSUD) – A design approach which integrates the urban water cycle into urban design to reduce environmental degradation and improve aesthetic appeal.

Attachment D

Second Quarter 2024/25 Supplementary Reports

- Grants and sponsorship
- Major legal issues
- International travel
- Property, land use and other matters approved under delegation
- Contract order details

Grants and Sponsorships Policy – Quarter 2 2024/25

In a report adopted by Council on 15 September 2014, it was stated the following programs would be reported to Council as part of the quarterly financial reports:

- Quick response grants
- Street banner sponsorship
- Venue hire support grants and sponsorship

The remaining grants and sponsorships programs require Council approval in advance.

This Report

In the 2nd quarter of the 2024/25 financial year 29 grants have been approved across the Quick response, Street banner sponsorship and Venue hire support grants and sponsorship programs to a total value of \$101,138 in cash and a further \$86,018 in value in kind support.

The tables below include details of:

- Quick response, Street banner and Venue hire support grants and sponsorships approved by the City in Q2 of financial year 2024/25
- Venue hire support grants and sponsorships may include support approved by the City in previous financial years with 2024/25 commitments.

1. Cash grants

The table below provides detail on the 17 grants approved under the Quick response grant program during the quarter.

Table 1 – Q2 Quick response grants

Organisation	Project	Cash amount	Value in kind
Anwyn Brook-Evans	Maze Manor X Lord Gladdy	\$4,300	
Australian South Sea Islanders (Port Jacksons) Ltd	SugarFest Oceanic culture history & music – ASSI 30th anniversary	\$9,500	
Brand X Productions Inc	Apertures	\$5,000	
Christmas in Pyrmont Inc	Christmas in Pyrmont 2024	\$10,000	
Down Syndrome Association of NSW Inc	Picnic and Play: celebrating Down Syndrome Awareness month	\$2,543	
Emma Michelle Riches	Never Are	\$5,000	
Kerfew AU Inc	No Kerfew presents Jaubi	\$4,000	
Lifeline Direct Ltd	Suicide Safer Sydney	\$5,000	
Milk Crate Theatre	MCT and Improv Theatre Sydney collaboration	\$8,000	
Mx Lucia Moon	The Shape – Shift Anthology	\$5,000	

Organisation	Project	Cash amount	Value in kind
Romney Hamilton	The Children's Hour by Lillian Hellman	\$5,000	
Sebastian Vasquez	Hayden Lane revitalisation project	\$5,000	
Settlement Services International Ltd	Pathways to Possibilities report launch event	\$5,000	\$1,570
Seyedshervin Shervin Mirzeinali	Nazri	\$4,699	
The Haymarket Foundation Ltd	Easy read resources	\$9,000	
The Marmalade Foundation Ltd	Unite Against Violence: No More Empty Shoes	\$9,660	
Timothy Doubinski	Caesura Ensemble presents: "Detached"	\$4,436	\$564
Total Q2	17	\$101,138	\$2,134
Total Q1	25	\$117,832	\$11,541
Total year to date	42	\$218,970	\$13,675

An additional grant of \$9,650 was approved for South Care PBI Ltd for the project 'Souths Cares Boys Leadership and Cultural Camp'. However this grant offer was rescinded following approval but prior to the execution of contract. Therefore this grant and related sum are not reflected in the table above or any other calculations in this document.

2. Value in kind grants

The tables below provide detail on the grants that were approved under Street banner sponsorship and Venue hire support grants and sponsorship programs during the quarter. There were zero grants approved under the Street banner sponsorship program and 12 grants approved Venue hire support grants program.

Table 2 – Q2 Street banner sponsorship

Organisation	Project	Value in kind*
Nil	–	\$0
Total Q2	0	\$0
Total Q1	1	\$9,000
Total year to date	1	\$9,000

* Figures are rounded to the nearest dollar

Table 3 – Q2 Venue hire support grants and sponsorship – landmark venues

Organisation	Project	Venue	Value in kind*
Australian Sustainable Finance Institute Ltd	Australian Sustainable Finance summit	Sydney Town Hall	\$3,727
Australian Tattoo Arts Ltd	Sydney Tattoo convention	Sydney Town Hall	\$42,928
Le Moana Pasifika Resource Hub Inc	A Beautiful Thing	Sydney Town Hall	\$6,100
Radio Community Chest Inc	Handel's Messiah Sydney	Sydney Town Hall	\$11,455
Shelter NSW Inc	Shelter NSW annual general meeting and 50th celebration	Barnet Long Room, Customs House	\$1,401
Total Q2	5		\$65,611
Total Q1	7		\$34,628
Total year to date	12		\$100,239

* Figures are rounded to the nearest dollar

Table 4 – Q2 Venue hire support grants and sponsorship – community venues

Organisation	Project	Venue	Value in kind*
Australian Youth Climate Coalition	2 day climate action retreat for young people	Redfern Community Centre	\$734
Fellowship Service Office Inc t/a Narcotics Anonymous Australia	Narcotics Anonymous meeting	Benledi House	\$1,679
Heartfulness Institute	Weekly meditation Sundays 10am	Customs House Meeting Room	\$1,050
Indonesian Welfare Association	Weekly meetings Fridays	Tote Building Ground Floor	\$4,079
Milk Crate Theatre	Milk Crate Theatre artistic program	Alexandria Town Hall	\$8,927
S-Anon	SLA meeting Saturdays 9am	Booler Community Centre	\$1,216
United Nations Youth Australia	National finals United Nations competition for high school students	Glebe Town Hall	\$588
Total Q2	7		\$18,273
Total Q1	4		\$3,538
Total year to date	11		\$21,811

* Figures are rounded to the nearest dollar

Major legal issues – Quarter 2 2024/25

Discount Compound Pharmacy Pty Limited v Council of the City of Sydney

This is a dispute between the City and a tenant in relation to the lease for the basement, ground floor and Level 1, 295-301 Pitt Street, Sydney. The tenant is significantly in arrears. The parties attended mediation, but no settlement was reached. The tenant lodged an application with NSW Civil & Administrative Tribunal (NCAT), and the City filed a cross claim. The City terminated the lease on and from 21 September 2023, but there is currently a stay in place allowing the tenant to trade from the premises. The City sought and has been successful in transferring the proceedings from NCAT to the Supreme Court for determination given the amounts involved. The matter is next listed for directions on 2 May 2025.

Byrne Civil Engineering Constructions Pty Limited v Council of the City of Sydney

This claim was issued in the District Court by Byrne Civil against the City for an unpaid payment claim made in November 2021 in relation to a project at Joynton Avenue and Zetland Avenue, East Zetland for the construction of stormwater drainage. The City has filed a defence and a cross claim relating to the City's costs of rectifying defective works and a payment made on account. The parties have attended an informal settlement conference and will attend mediation before the end of May. The matter is listed for hearing on 7 July 2025.

Complaint to the Australian Human Rights Commission – Oxford St Cycleway

This is a complaint to the Australian Human Rights Commission against the City and Transport for NSW alleging disability discrimination and a contravention of the disability standards under the Disability Discrimination Act (Cth) and age discrimination under the Age Discrimination Act (Cth) in relation to the island bus stops being constructed as part of the Oxford St cycleway. The matter was listed for confidential conciliation between all parties on 15 October 2024. Further information was provided to the Commission and complainants on 18 November 2024 and the City is awaiting a response from the Commission as to the next steps.

Complaint to the Australian Human Rights Commission – Bridge St Erskineville footpath

This is a complaint to the Australian Human Rights Commission against the City alleging discrimination on the grounds of disability and having disability aid as well as contravention of disability standards under the Disability Discrimination Act 1992 (Cth) in relation to the alleged narrowing of the footpath of Bridge St, Erskineville. The City provided a brief response to the complaint to the Commission on 3 December 2024. The matter is listed for a conciliation conference via MS Teams on 3 February 2025.

International Travel Expenditure – Quarter 2 2024/25

The following provides details of overseas travel by councillors, council staff or other persons representing the City of Sydney and overseas travel expenditure by the City.

Councillor / council officer	Destination	Purpose	Period of travel	Division	Expenditure description	Amount (\$)
Bridget Smyth City Architect/ Executive Manager City Design and Public Art	Dublin, Ireland	Keynote speaker at the Royal Institute of Architects of Ireland conference	Oct 2024	Chief Operations Office	Airfares ¹ Accommodation ¹ Incidentals ¹	\$0 \$0 \$0
Janet Villata City Archivist, Data & Information Management Services	Christchurch, New Zealand	Presenter at the Australian Society of Archivists conference	Oct 2024	People Performance and Technology	Airfares Accommodation Conference registration Incidentals	\$725 \$648 \$495 \$276
Bridget Smyth City Architect/ Executive Manager City Design and Public Art	Dubai, United Arab Emirates	World Cities Cultural Forum Summit	Oct-Nov 2024	Chief Operations Office	Airfares Accommodation ¹ Incidentals ¹	\$2,344 \$0 \$0
Sasha Baroni Executive Manager, Creative City	Dubai, United Arab Emirates	World Cities Cultural Forum Summit	Oct-Nov 2024	City Life	Airfares Accommodation ¹ Incidentals ¹	\$2,206 \$0 \$0

¹ All costs paid by organisers

Councillor / council officer	Destination	Purpose	Period of travel	Division	Expenditure description	Amount (\$)
Lisa Colley Manager Cultural Strategy, Strategy & Urban Analytics	Dubai, United Arab Emirates	World Cities Cultural Forum Summit	Oct-Nov 2024	Strategic Development & Engagement	Airfares	\$2,206
					Accommodation ²	\$0
					Incidentals ²	\$0
Total						\$8,900

² All costs paid by organisers

Property, land use and other matters approved under delegation – Quarter 2 2024/25

The following provides detail of property, land use and other matters approved¹ under delegations to the CEO under paragraphs 15 and 16:

Paragraph 15: Approval to occupy and use public land (as defined in the Local Government Act 1993), crown land or any other land managed by Council in respect of approvals where:

- a) the rental or fee does not exceed \$500,000 pa
- b) the term does not exceed 5 years; and
- c) the term of any option does not exceed 5 years.

Table 15.1: During the period 1 October to 31 December 2024 the following leases were approved under delegation for public land under third party access agreement.

Licensee / tenant	Location	Term of Lease
Decoder Plumbing Pty Ltd	Harold Park	15/10/2024 to 18/10/2024
Sydney Trains	Hyde Park, Sydney	04/09/2024 to 28/02/2025

Table 15.2: During the period 1 October to 31 December 2024 the following leases were approved under delegation for crown land.

Licensee / tenant	Location	Term of Lease
Nil		

¹ Council Resolution 22 August 2022 Item 6.8 – CM2022/000241

Table 15.3: During the period 1 October to 31 December 2024 the following leases were approved under delegation for community land.

Licensee / tenant	Location	Term of Lease
In the Pipeline (Arts) Ltd	Level 1, 19 Greenknowe Avenue, Elizabeth Bay	01/07/2024 to 30/06/2029
Angelina Goto	1/113, 115 William Street, Darlinghurst	25/11/2024 to 25/05/2026
Joshua Lee	3/113, 115 William Street, Darlinghurst	25/11/2024 to 25/05/2026
Brendan Hancock	4/113, 115 William Street, Darlinghurst	02/12/2024 to 25/05/2026
Soloman Toala	5/113, 115 William Street, Darlinghurst	25/11/2024 to 25/05/2026
Sandy Greenwood	6/113, 115 William Street, Darlinghurst	25/11/2024 to 25/05/2026

Table 15.4: During the period 1 October to 31 December 2024 the following leases were approved under delegation for commercial land.

Licensee / tenant	Location	Term of Lease
Neve Jewels Au Pty Ltd	Suite 17.02B, Level 17, 456 Kent Street, Sydney	1/01/2025 to 31/12/2029
Heyday5 Pty Ltd	Suite 2.01, Level 2, 303 Pitt Street, Sydney	6/02/2025 to 5/02/2027
Jin Harmony Pty Ltd	Shop GE, 303 Pitt Street, Sydney	1/01/2025 to 31/12/2029
Otogo Pty Ltd	Shop GC & GD, 303 Pitt Street Sydney	1/01/2025 to 31/12/2029

Paragraph 16: Approval to occupy and use public land (as defined in the Local Government Act 1993), crown land or any other land managed by Council in respect of approvals:

- a) involving the erection of a hoarding for a period of up to 5 years and which conform to Council's policy on hoardings; or
- b) relating to a temporary use of public land or crown land (including parks and open spaces) not exceeding 40 days; or
- c) for the occupation of footways for outdoor dining for a period of up to 7 years including options.

Table 16.1: During the period 1 October to 31 December 2024 the following applications were approved under delegation for hoardings.

Applicant	Location	Term
Kase Building Group – B/2024/168	74-76 Surrey Street, Darlinghurst	25/11/2024 to 08/12/2024
Buildcon Design and Construction Management Pty Ltd- b/2024/175	672 King Street, Erskineville	05/01/2025 to 30/03/2025
Remedial Building Services Australia Pty Ltd – B/2024/176	5-15 Lime Street, Sydney	13/01/2025 to 24/03/2025
Dapcor Building Services Pty Ltd – B/2024/190	20 Pyrmont Bridge Road, Camperdown	08/10/2024 to 19/11/2024
First Civil Pty Ltd – B/2024/194	14-26 Wattle Street, Pyrmont	20/01/2025 to 02/03/2025
Brae Group NSW Pty Ltd – B/2024/195	67 Bayswater Road, Rushcutters Bay	14/10/2024 to 25/11/2024
Construction By Design Pty Ltd – B/2024/197	74 Castlereagh Street, Sydney	14/10/2024 to 23/12/2024
Epic Group – B/2024/198	662-674 Botany Road, Alexandria	11/11/2024 to 09/12/2024
Buildcorp Group Pty Ltd – B/2024/204	1-17 Kent Street, Millers Point	22/11/2024 to 30/11/2024
Hangroup Pty Ltd – B/2024/206	13 Swanson Street, Erskineville	19/12/2024 to 13/02/2025
Shelter Awnings Pty Ltd – B/2024/207	764 George Street, Haymarket	28/10/2024 to 24/11/2024

Applicant	Location	Term
Mccormack Projects Pty Ltd – B/2024/208	395 George Street, Sydney	12/11/2024 to 24/12/2024
Renfay Projects Pty Ltd – B/2024/209	10-14 Cooper Street, Surry Hills	25/11/2024 to 26/01/2025
Duratec Limited – B/2024/211	9-13 Hay Street, Haymarket	13/01/2025 to 06/04/2025
Renascent Australia Pty Ltd – B/2024/214	52-58 William Street, Woolloomooloo	02/12/2024 to 21/04/2025
The Traditional Restoration Company – B/2024/216	197 Macquarie Street, Sydney	25/10/2024 to 28/08/2025
Platre & Deco – B/2024/217	20 Lower Fort Street, Dawes Point	08/11/2024 to 02/01/2025
Redwood and Co – B/2024/218	153 Phillip Street, Waterloo	25/11/2024 to 09/02/2025
Pagoda Scaffolding Pty Ltd – B/2024/219	165-173 Campbell Street, Surry Hills	16/12/2024 to 10/02/2025
Ibiz Design & Construction – B/2024/226	10 Bridge Street, Sydney	10/11/2024 to 18/01/2025
Sherington Project Management Pty Ltd – B/2024/231	426-430 Kent Street, Sydney	27/11/2024 to 25/12/2024
Fidex – B/2024/234	95 Macleay Street, Potts Point	10/12/2024 to 23/03/2025
Robertson Remedial and Painting - B/2024/239	57-59 Darlinghurst Road, Potts Point	11/12/2024 to 05/02/2025
Future Wave Nsw Pty Ltd – B/2024/241	775-779 George Street, Haymarket	16/12/2024 to 08/01/2025
Hickory Parker Street Pty Ltd – B/2024/252	Car park 13 Parker Street, Haymarket	05/12/2024 to 19/02/2024
Tricon Builders Group Pty Ltd - B/2024/253	410 Pitt Street, Haymarket	09/01/2025 to 19/02/2025
Retail Joinery Australasia Pty Ltd – B/2024/255	114-120 Castlereagh Street, Sydney	13/01/2024 to 09/03/2025

Applicant	Location	Term
Farindon Constructions Pty Ltd – B/2024/258	35-39 Ultimo Road, Haymarket	13/01/2025 to 31/08/2025
John Holland CPB Ghela JV – B/2024/263	20-34 O'Connell Street, Sydney	20/01/2025 to 24/02/2025

Table 16.2: During the period 1 October to 31 December 2024 the following leases were approved under delegation for public land or crown land not exceeding 40 days.

Licensee / tenant	Location	Term of Lease
Nil		

Table 16.3: During the period 1 October to 31 December 2024 the following leases were approved under delegation for use on footways².

Licensee / tenant	Location	Term of Lease
Pure Dumplings	Footway adjoining – 34 Redfern Street	1/10/2024 to 1/10/2025
Sample Coffee	Footway adjoining – 118 Devonshire Street	30/09/2024 to 30/09/2029
Chinese Noodle House	Footway adjoining – 8 Quay Street	1/10/2024 to 1/10/2029
Chubby Cubby Cafe Pty Ltd	Footway adjoining – 810-812A George Street	2/10/2024 to 2/10/2029
Mezepotamia Pty Ltd	Footway adjoining – 95-99 Redfern Street	2/10/2024 to 2/10/2025
James Wicks (Morrison's Oyster Bar & Grill)	Footway adjoining – 205-277 George Street	2/10/2024 to 2/10/2025

² includes approvals to lease footways under paragraph 16

Licensee / tenant	Location	Term of Lease
Via Napoli Pizzeria	Footway adjoining – 628-634 George Street	2/10/2024 to 2/10/2029
Tessuto (Tessuto Cafe)	Footway adjoining – 32-34 York Street	4/10/2024 to 4/10/2029
Phans House	Footway adjoining – 117A-117D Macleay Street	9/10/2024 to 9/10/2029
Soi 25 Xpress	Footway adjoining – 52 Harris Street	9/10/2024 to 30/06/2025
Stanley Green	Footway adjoining – 82-84 Stanley Street	3/10/2024 to 3/10/2025
Surry Hills Hotel	Footway adjoining – 198-200 Elizabeth Street	11/10/2024 to 11/10/2024
Pattysmiths Darlinghurst	Footway adjoining – 314-318 Victoria Street	14/10/2024 to 14/10/2024
Cheeky's Pizza and Bar	Footway adjoining – 312 Victoria Street	14/10/2024 to 14/10/2024
Gelato Messina	Reallocated roadway – 241 Victoria Street	10/10/2024 to 10/10/2024
Wingboy Newtown	Footway adjoining – 224-226 King Street	16/10/2024 to 16/10/2026
Doran Doran cafe and dining	Footway adjoining – 137-131 Regent Street	15/10/2024 to 15/10/2029
Yok Yor Thai Food Factory	Footway adjoining – 323-339 Castlereagh Street	16/10/2024 to 30/06/2025
Big Fat Indian	Footway adjoining – 114 Darlinghurst Road	16/10/2024 to 16/10/2025
Yok Yor Thai Food Factory	Footway adjoining – 323-339 Castlereagh Street	18/10/2024 to 18/10/2029
Bills	Footway adjoining – 353-359 Crown Street	14/10/2024 to 14/10/2026
Two Penny Blue	Footway adjoining – 1 Martin Place	22/10/2024 to 22/10/2026
Wine Gallery Pty Ltd	Footway adjoining – 353-359 Crown Street	22/10/2024 to 22/10/2025

Licensee / tenant	Location	Term of Lease
Ama's Place	Footway adjoining – 47 Cooper Street	22/10/2024 to 22/10/2025
Gelato Messina (Gelato Messina Darlinghurst)	Footway adjoining – 241 Victoria Street	23/10/2024 to 23/10/2026
Big Poppa Pizzeria	Footway adjoining – 50 Harris Street	9/10/2024 to 30/06/2025
Bar Conte	Footway adjoining – 340 Riley Street	28/10/2024 to 28/10/2025
Sol Canteen	Footway adjoining – 235-241 Pyrmont Street	28/10/2024 to 28/10/2029
East Village Hotel	Footway adjoining – 234-236 Palmer Street	29/10/2024 to 30/06/2025
Fabbrica	Footway adjoining – 101 King Street	29/10/2024 to 19/10/2025
Apollo on Broadway	Footway adjoining – 166-170 Broadway	31/10/2024 to 31/10/2025
Roadhouse Burgers & Ribs	Footway adjoining – 79 Quay Street	28/10/2024 to 28/10/2025
The Art Syndicate	Reallocated roadway – 344 Bourke Street	29/10/2024 to 30/06/2025
D'Penyetz & D'Cendol	Footway adjoining – 339 Sussex Street	23/10/2024 to 23/10/2025
Yummy Box	Reallocated roadway – 191 Missenden Road	4/11/2024 to 30/06/2025
The Lansdowne Hotel	Footway adjoining – 2-6 City Road	31/10/2024 to 31/10/2025
Golden Pide	Footway adjoining – 646 Bourke Street	4/11/2024 to 4/11/2024
Golosa	Footway adjoining – 208-218 Riley Street	5/11/2024 to 5/11/2024
Soul Oasis	Footway adjoining – 34 Glebe Point Road	5/11/2024 to 30/06/2025

Licensee / tenant	Location	Term of Lease
Mrs Palmer Sandwich	Reallocated roadway – 81 Stanley Street	5/11/2024 to 30/06/2025
Sticky Fingers Cafe	Reallocated roadway – 23 Pelican Street	5/11/2024 to 30/06/2025
ChaPanda	Footway adjoining – 730-742 George Street	4/11/2024 to 4/11/2025
Corduroy Cafe	Reallocated roadway – 4-14 Foster Street	4/11/2024 to 30/06/2025
The Glebe Hotel	Reallocated roadway – 63-67 Bay Street	5/11/2024 to 30/06/2025
Joe Black Cafe	Reallocated roadway – 27 Commonwealth Street	6/11/2024 to 30/06/2025
The Charleston	Reallocated roadway – 199 Glebe Point Road	6/11/2024 to 30/06/2025
Yulli's	Reallocated roadway – 417 Crown Street	6/11/2024 to 30/06/2025
Redfern Fish and Chips	Reallocated roadway – 114 George Street	6/11/2024 to 30/06/2025
Tio's Cerveceria	Reallocated roadway – 4-14 Foster Street	4/11/2024 to 30/06/2025
Paddock on Crown	Reallocated roadway – 509-511 Crown Street	7/11/2024 to 30/06/2025
Chester White	Reallocated roadway – 3 Orwell Street	6/11/2024 to 30/06/2025
Shuk Bakery	Reallocated roadway – 490 Crown Street	6/11/2024 to 30/06/2025
Happy Campa	Reallocated roadway – 35 – 47 Missenden Road	6/11/2024 to 30/06/2025
Mecca Coffee Alexandria	Reallocated roadway – 26 Bourke Road	6/11/2024 to 30/06/2025
Chamberlain Hotel	Reallocated roadway – 428 Pitt Street	6/11/2024 to 30/06/2025
By Kai	Reallocated roadway – 104 Fitzroy Street	6/11/2024 to 30/06/2025

Licensee / tenant	Location	Term of Lease
New World Hospitality Pty Ltd (Foreign Return)	Reallocated roadway – 527 Crown Street	6/11/2024 to 30/06/2025
Hickson House Distilling Co	Reallocated roadway – 70-84 George Street	7/11/2024 to 30/06/2025
Hollywood Hotel	Reallocated roadway – 2 Foster Road	8/11/2024 to 30/06/2025
Kandi Luxe Sydney Pty Ltd	Reallocated roadway – 114-126 Bourke Street	8/11/2024 to 30/06/2025
Gino's Kitchen & Cocktails	Reallocated roadway – 231-235 Victoria Street	7/11/2024 to 30/06/2025
Fabbrica Pasta Bar Darlinghurst (Fabbrica)	Footway adjoining – 348 Victoria Street	11/11/2024 to 11/11/2029
The Noble Hops	Reallocated roadway – 125 Redfern Street	12/11/2024 to 30/06/2025
The Hero of Waterloo Hotel	Footway adjoining – 81 Lower Fort Street	12/11/2024 to 12/11/2029
Ankara Restaurant	Footway adjoining – 139 Oxford Street	12/11/2024 to 12/11/2025
Dumpling & Noodle	Reallocated roadway – 165-167 Victoria Street	12/11/2024 to 30/06/2025
Bon Vin	Footway adjoining – 82 Stanley Street	12/11/2024 to 12/11/2026
Forest Lodge Hotel	Reallocated roadway – 117 Arundel Street	12/11/2024 to 30/06/2025
Brix Distillers	Reallocated roadway – 350 Bourke Street	12/11/2024 to 30/06/2025
Zeus Street Greek Surry Hills	Reallocated roadway – 81 Foveaux Street	12/11/2024 to 30/06/2025
Primary Coffee Roasters	Reallocated roadway – 9 Ward Avenue	13/11/2024 to 30/06/2025

Licensee / tenant	Location	Term of Lease
Hero of Waterloo (Hero of Waterloo Hotel)	Reallocated roadway – 81 Lower Fort Street	13/11/2024 to 30/06/2025
Tuyo Potts Point	Reallocated roadway – 142 Victoria Street	13/11/2024 to 30/06/2025
Wholegreen Bakery	Reallocated roadway – 25-27 McCauley Street	13/11/2024 to 30/06/2025
Spice Paradise	Reallocated roadway – 203-209 Thomas Street	13/11/2024 to 30/06/2025
Toxteth Hotel	Reallocated roadway – 345 Glebe Point Road	13/11/2024 to 30/06/2025
Souks Mediterranean Street Food	Reallocated roadway – 190 Harris Street	14/11/2024 to 30/06/2025
Eggshell Cafe	Footway adjoining – 187-191 Macquarie Street	13/11/2024 to 13/11/2029
Florence	Footway adjoining – 115 Pitt Street	22/10/2024 to 22/10/2025
Mr Potato	Footway adjoining – 159 King Street	12/11/2024 to 12/11/2025
Martin 21	Footway adjoining – 1 Elizabeth Street	14/11/2024 to 12/11/2025
Nomad	Reallocated roadway – 16-28 Foster Street	12/11/2024 to 30/06/2025
Uncle Joe's Malaysian Kitchen	Reallocated roadway – 189 Missenden Road	7/11/2024 to 30/06/2025
The Lankan Filling Station	Reallocated roadway – 58 Riley Street	15/11/2024 to 30/06/2025
Ito Sydney	Reallocated roadway – 413-415 Crown Street	13/11/2024 to 30/06/2025
Bar Copains	Reallocated roadway – 67 Albion Street	14/11/2024 to 30/06/2025
Nomads Mongolian Bar & Grill	Reallocated roadway – 77 Stanley Street	19/11/2024 to 30/06/2025

Licensee / tenant	Location	Term of Lease
Melted Monster	Reallocated roadway – 146-150 Victoria Street	18/11/2024 to 30/06/2025
Kiss My Axe	Reallocated roadway – 19 McCauley Street	19/11/2024 to 30/06/2025
Primos Cafe and Restaurant	Reallocated roadway – 84-86 Mary Street	13/11/2024 to 30/06/2025
11 Barrack	Footway adjoining – 11 Barrack Street	20/11/2024 to 20/11/2025
Anotherplace Cafe	Reallocated roadway – 165-167 Victoria Street	19/11/2024 to 30/06/2025
Poketto	Reallocated roadway – 130-144 Cleveland Street	20/11/2024 to 30/06/2025
KHANOM HOUSE by the Baking lists	Footway adjoining – 15 Meagher Street	20/11/2024 to 20/11/2029
Rustic Pearl	Reallocated roadway – 413-415 Crown Street	20/11/2024 to 30/06/2025
Stanley's Bar	Reallocated roadway – 79 Stanley Street	20/11/2024 to 30/06/2025
Neko Darlinghurst	Reallocated roadway – 239 Victoria Street	20/11/2024 to 30/06/2025
Lucky Pickle	Reallocated roadway – 509-511 Crown Street	20/11/2024 to 30/06/2025
Suki Sushi	Reallocated roadway – 257 Victoria Street	20/11/2024 to 30/06/2025
Made in Italy Market City	Footway adjoining – 104 Miller Street	22/11/2024 to 22/11/2029
Grounded 2050	Reallocated roadway – 49-49A Missenden Road	21/11/2024 to 30/06/2025
The Italian Style Pizza & Pasta	Reallocated roadway – 46 Harris Street	22/11/2024 to 30/06/2025
La Bomba Café	Footway adjoining – 65-65B Macleay Street	22/11/2024 to 22/11/2029
Captain Cook Hotel	Reallocated roadway – 33-35 Kent Street	22/11/2024 to 30/06/2025

Licensee / tenant	Location	Term of Lease
Shuk Surry Hills Pty Ltd	Reallocated roadway – 490 Crown Street	22/11/2024 to 30/06/2025
Customs House Bar	Footway adjoining – 36 Bridge Street	22/11/2024 to 22/11/2025
St Jude Cafe	Reallocated roadway – 728 Bourke Street	21/11/2024 to 30/06/2025
Old Fitzroy Hotel	Reallocated roadway – 129-131 Dowling Street	21/11/2024 to 30/06/2025

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: Adam John Smidt				
PU275148	Mobile stages for the Sydney Christmas concerts 2023 - 2024	25 November 2024	\$89,257.30	\$8,925.73
Supplier: Altus Traffic Pty Ltd				
PU275681	Traffic management and hostile vehicle mitigation services for Sydney New Year's Eve 2024	30 December 2024	\$150,494.26	\$150,494.26
Supplier: Aon Risk Services Australia Ltd				
PU274954	Insurance valuation proposal - Building and improvements	13 November 2024	\$74,850.00	\$74,850.00
Supplier: Arborsphere Australia Pty Ltd				
PU275324	Arboriculture and Urban Forestry Consultants Panel - Services include internal diagnostic, advanced tree assessments - Hyde Park and general consultancy	4 December 2024	\$578,000.00	\$578,000.00
Supplier: Arbor Carbon Pty Ltd				
PU274896	Arboriculture and Urban Forestry Consultants Panel - Services include urban forestry measurement and general consultancy	11 November 2024	\$498,000.00	\$498,000.00
Supplier: Arterra Design Pty Ltd				
PU274895	Arboriculture and Urban Forestry Consultants Panel - Services include general consultancy	11 November 2024	\$487,000.00	\$487,000.00
Supplier: Ausgrid				
PU274625	Ausgrid public lighting services pricing from Financial Year 24/25 for the pre-July 09 charges	28 October 2024	\$135,914.19	\$135,914.19
Supplier: Aurora Information Technology Pty Ltd				
PU275188	Library management system annual licence, support and maintenance	26 November 2024	\$98,982.51	\$98,982.51

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: Australian Concert and Entertainment Security Pty Ltd				
PU274681	Security services - Quarter 2 October - December 2024	30 October 2024	\$200,000.00	\$122,161.19
PU274883	Security services for Major Events and Festivals - Roving village Christmas tree patrol	11 November 2024	\$100,721.51	\$100,721.51
PU274937	Security services for Major Events and Festivals - Martin Place Christmas tree guard	13 November 2024	\$77,936.03	\$77,936.03
PU275261	Security services for Major Events and Festivals - Sydney Lunar Streets 2025, Sydney Lunar Lanterns and Gateways 2025 and Sydney Lunar Festival 2025 Town Hall House Lion Dance performances	2 December 2024	\$130,110.41	\$130,110.41
PU275577	Security Services for Major Events and Festivals - Sydney New Year's Eve 2024 for Citywide Security, Crowd & Transport security, Beare Park security, Bicentennial Park security, Embarkation Park security, Giba Park security, Observatory Hill security, Pirrama Park security, OCR VP security	18 December 2024	\$350,989.81	\$350,989.81
PU275601	Security services - Quarter 3 January - March 2025	19 December 2024	\$165,000.00	\$165,000.00
Supplier: Ausbarge Pty Ltd				
PU275660	Provision of barges and tugs for Sydney New Year's Eve 2024	23 December 2024	\$389,522.10	\$389,522.10
Supplier: BDO Services Pty Ltd				
PU274778	Financial assessment for Sydney City College of Management and financial services relating to COVID relief for properties tenants in COO	5 November 2024	\$103,140.00	\$103,140.00
Supplier: Belgravia Health & Leisure Group Pty Ltd				
PU274352	Management and operation of aquatic and recreation centres - ITAC filter service	11 October 2024	\$422,592.50	\$220,192.50
Supplier: BG&E Pty Ltd				
PU274940	Inspection and condition assessment of bridges, steps, stairs, ramps, passageways and sea walls including pontoons and jetties	13 November 2024	\$282,415.05	\$232,879.67
Supplier: Bibliotheca RFID Library Systems Australia Pty Ltd				
PU274887	Library management system annual renewal 1 December 2024 to 30 November 2025	11 November 2024	\$151,520.41	\$151,520.41
Supplier: Boomerang Batteries Pty Ltd				
PU274221	Table and chair services Venue Management - Quarter 2 October to December 2024	1 October 2024	\$90,000.00	\$36,364.00
PU275622	Table and chair services Venue Management - Quarter 3 January to March 2025	20 December 2024	\$66,000.00	\$66,000.00

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

	Order Date	Order Amount	Outstanding Amount
Supplier: Bynder Pty Ltd			
PU274456	17 October 2024	\$99,961.00	\$1,960.02
Digital asset management system - Year 2 annual subscription fee			
Supplier: Cato Logistics Pty Ltd			
PU275667	24 December 2024	\$70,288.90	\$70,288.90
Traffic management and hostile vehicle management (HVM) for Major Events and Festivals - Sydney New Year's Eve 2024 for Pirrama Park traffic management, HVM implementation and CCTV installation			
Supplier: Coates Hire			
PU275404	9 December 2024	\$444,657.34	\$444,657.34
Event infrastructure Parts 1,2,3 and 4 for Major Events and Festivals - Sydney's New Year's Eve 2024: - Portable toilets for Beare Park, Bicentennial Park, Embarkation Park, Giba Park, Observatory Hill, Pirrama Park, Citywide; - Site equipment for Bicentennial Park, Giba Park, Observatory Hill, Pirrama Park, PCP; - Fencing for Beare Park, Bicentennial Park, Embarkation Park, Giba Park, Observatory Hill, Pirrama Park, Citywide, PCP; - Generators, lighting towers and power distribution for Beare Park, Bicentennial Park, Embarkation Park, Giba Park, Observatory Hill, Pirrama Park, Citywide; - Plant for Bicentennial Park, Giba Park, Observatory Hill, Pirrama Park, PCP; - Fuel for Beare Park, Bicentennial Park, Embarkation Park, Giba Park, Observatory Hill, Pirrama Park, Citywide, PCP; - Carpark equipment			
Supplier: Corporate Technology Services Pty Ltd			
PU275402	9 December 2024	\$679,398.59	\$679,398.59
Sydney Town Hall projectors replacement - Facade projection			
Supplier: Crew On Call			
PU274220	1 October 2024	\$65,000.00	\$15,059.38
Crewing services for City Life events - Quarter 2 October to December 2024			
PU274585	24 October 2024	\$79,170.78	\$79,170.78
Crewing services for City Life events - Crew for City Christmas sleigh ride and Sydney Christmas concerts			
PU275621	20 December 2024	\$60,000.00	\$60,000.00
Crewing services for City Life events - Quarter 3 January to March 2025			
PU275675	27 December 2024	\$85,039.15	\$85,039.15
Crewing services for City Life events - Crew for vantage points and Crowd & Transport			
Supplier: Dell Australia Pty Ltd			
PU275346	5 December 2024	\$62,337.00	\$62,337.00
Dell hardware - OptiPlex All-in-one (Plus 7420) IR Webcam - Silver chassis 1TB			
Supplier: Diligent Board Services Australia Pty Ltd			
PU275666	24 December 2024	\$85,966.16	\$85,966.16
Tablet application for viewing and annotating Council meeting papers - Annual renewal 30 January 2025 to 30 January 2026			
Supplier: DPLR Pty Ltd			
PU274538	22 October 2024	\$51,760.10	\$51,760.10
Construction, installation and de-installation of 12 Zodiac lantern toppers for Sydney Lunar Festival			

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: Emily McDaniel				
PU274370	Curatorial services - Eora Journey Yananurala	11 October 2024	\$907,500.00	\$867,812.00
Supplier: Enigma Business Products				
PU274478	Supply, imaging and delivery of Lenovo ThinkPad carbon X1 laptops and accessories	18 October 2024	\$205,502.00	\$205,502.00
Supplier: Everergi Pty Ltd				
PU274715	Electric vehicle transition plan for City Fleet. Includes: 1) Summary memo following information review, meetings and site visits 2) Assessment of four sites' infrastructure and capacity for EV charging 3) Stakeholder interviews and workshops and presentation of findings 4) Fleet transition plan for three scenarios: incremental, accelerated, rapid 5) Preliminary design for each site required by the selected scenario 6) Final report	1 November 2024	\$70,027.93	\$62,325.48
Supplier: Factory One Pty Ltd				
PU274863	Street banner installation and dismantling services. Includes: - Install Sydney Christmas CoS banner campaign and Sydney Streets #6 Redfern banner campaign - Dismantle AGNSW Magritte banner campaign, acknowledging country #2 October 2024 banner campaign and Sydney Streets #6 Pyrmont banner campaign	8 November 2024	\$57,737.90	\$3,260.40
PU275572	Street banner installation and dismantling services. Includes: - Install Sydney Festival 2025 banner campaign - Dismantle Sydney Christmas 2024 banner campaign and Mufasa movie premiere December 2024 banner campaign	18 December 2024	\$75,351.10	\$75,351.10
Supplier: Garwood International Pty Ltd				
PU275275	Four small to medium waste collection compactors - 1 Hino 616-300 compactor and 3 Hino 921-300 compactors	2 December 2024	\$979,338.30	\$979,338.30
Supplier: Geografia Pty Ltd				
PU274983	Spend data - Spendmapp subscription for three-year contract period	14 November 2024	\$172,213.80	\$115,860.80
Supplier: Hirotec Maintenance Pty Ltd				
PU275095	Seawater source heat pumps - Andrew Boy Charlton Pool	20 November 2024	\$1,287,000.00	\$1,256,200.00
Supplier: Holkan Pty Ltd				
PU275060	Arboriculture and Urban Forestry Consultants Panel - Services include advanced tree assessments, applications & assessments and general consultancy	19 November 2024	\$358,000.00	\$358,000.00

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

	Order Date	Order Amount	Outstanding Amount
Supplier: HSR Southern Cross Pty Ltd			
PU274476	18 October 2024	\$628,259.10	\$628,259.10
Link bin (hook lift) trucks - 2 link trucks NPN1.23, registration cost and roof mounted camera & work lights			
Supplier: Hub Australasia Pty Ltd			
PU275115	21 November 2024	\$50,000.00	\$50,000.00
Manufacture and supply of smartpole multi-function poles; prototype, manufacture and supply of S3 light rail smartpole multi-function poles; and; industrial design, prototype, manufacture and supply of pedestrian poles - smartpole design & retainer fee Financial Year 24/25			
PU275224	28 November 2024	\$282,590.00	\$282,590.00
Manufacture and supply of smartpole multi-function poles; prototype, manufacture and supply of S3 light rail Smartpole multi-function poles; and; industrial design, prototype, manufacture and supply of pedestrian poles - smartpoles for Crown Street			
Supplier: Integrated Vegetation Management			
PU274897	11 November 2024	\$531,000.00	\$527,171.56
Arboriculture and Urban Forestry Consultants Panel - Services include applications & assessments and general consultancy			
PU275643	20 December 2024	\$58,245.00	\$58,245.00
Arboriculture and Urban Forestry Consultants Panel - Arboriculture consultancy services for Hyde Park lighting project			
Supplier: James Mather Delaney Design Pty Ltd			
PU275171	26 November 2024	\$329,990.38	\$329,990.38
Head design consultant for park and playground - Ward Park, Surry Hills			
Supplier: JBS&G Australia Pty Ltd			
PU275554	17 December 2024	\$191,323.00	\$191,323.00
Consultancy environmental services - Sports precinct - Mandible Street, Alexandria			
Supplier: Jemena Gas Networks (NSW) Ltd			
PU275008	14 November 2024	\$136,900.50	\$136,900.50
Engagement of Jemena Gas Networks (NSW) to undertake relocation of medium pressure gas mains for the Epsom Rd/Link Rd intersection upgrade.			
Supplier: Kane Constructions Pty Ltd			
PU274488	18 October 2024	\$27,470,153.70	\$26,079,192.33
Construction - Recreation centre - Huntley Street, Alexandria			
Supplier: Kelly Outsourcing and Consulting Group Australia Ltd			
PU274517	21 October 2024	\$69,850.00	\$69,850.00
Management and acquisition of contingent labour - Agency staff contract (Social Strategy Advisor) 21/10/24 to 29/3/25			
Supplier: Kronos Australia			
PU274885	11 November 2024	\$167,992.00	\$79,992.00
Kronos technical upgrade - Services include cloud migration package, testing services, datahub and clocks set-up and pro WFM reports			
PU275010	15 November 2024	\$373,707.18	\$373,707.18
Kronos technical upgrade - Years 1 to 3 UKG pro WFM annual SaaS subscription and equipment rental fees			

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: Leda Security Products Pty Ltd				
PU275624	Preventative maintenance and servicing of automated security bollards in Pitt Street Mall and Green Square Plaza for a 12 month period	20 December 2024	\$71,599.00	\$71,599.00
Supplier: Massons Commercial Property Law Pty Ltd				
PU275214	Legal services	27 November 2024	\$72,050.00	\$10,772.56
Supplier: MBMPL Pty Ltd				
PU274428	Asset compliance services - Consultancy condition assessment	15 October 2024	\$165,236.35	\$114,691.27
Supplier: Mcarthur Management Services				
PU274218	Venue Management Front of House services - Quarter 2 October to December 2024	1 October 2024	\$110,000.00	\$37,483.05
PU275602	Venue Management Front of House services - Quarter 3 January to March 2025	19 December 2024	\$110,000.00	\$110,000.00
Supplier: Michelle Tabet Pty Ltd				
134 PU275086	Creative space affordability study - A methodology for determining space affordability for the creative sector, definition for affordable creative space in Sydney and tools to see it implemented through private development.	20 November 2024	\$109,989.00	\$104,665.00
Supplier: Minerva Partners Pty Ltd				
PU275080	Jedox consulting services for commercial property planning	20 November 2024	\$59,840.00	\$41,926.50
Supplier: Moduplay Group Pty Ltd				
PU275592	Supply of outdoor fitness equipment - Observatory Hill Park	19 December 2024	\$95,722.00	\$95,722.00
Supplier: Moore Trees				
PU274894	Arboriculture and Urban Forestry Consultants Panel - Services include advanced tree assessments and general consultancy	11 November 2024	\$220,000.00	\$220,000.00
Supplier: Morrison Low Consultants Pty Ltd				
PU274591	Asset management maturity assessment project	25 October 2024	\$55,000.00	\$5,379.43
Supplier: Optus Billing Services Pty Ltd				
PU274524	Managed security services provider - annual renewal November 2024 to October 2025	22 October 2024	\$653,291.88	\$653,291.88
Supplier: The P A People				
PU275487	Data and communications for Sydney New Year's Eve 2024	12 December 2024	\$237,256.80	\$209,281.05

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

	Order Date	Order Amount	Outstanding Amount
Supplier: Pathzz Pty Ltd			
PU274711	31 October 2024	\$290,400.00	\$193,600.00
City of Sydney (CoS) location analytics and insights - People movement data 12-month license to the Pathzz Mobility Software-as-a-Service Platform			
Supplier: Place Design Group Pty Ltd			
PU274430	16 October 2024	\$273,240.00	\$211,926.00
Surry Hills to Central Quietway - Head design consultancy services			
Supplier: Play Matta Pty Ltd			
PU274800	6 November 2024	\$127,850.48	\$127,850.48
Softfall safety tiles - Renewal program			
Softfall safety tiles - Variation No1 WWP1 steel edging			
Supplier: Polaris Marine Pty Ltd			
PU275638	20 December 2024	\$343,337.50	\$343,337.50
Provision of barges and tugs for Sydney New Year's Eve 2024			
Supplier: Preferred Turf Pty Ltd			
PU274763	4 November 2024	\$95,434.42	\$95,434.42
Softfall renewal program EPDM			
Supplier: QMS Media Pty Ltd			
PU274484	18 October 2024	\$272,525.00	\$136,262.50
Street furniture and outdoor media services agreement - Relocation of communication pylons (P1025 and P1032); George Street after Margaret Street and George Street after Jamison Street, Sydney			
Supplier: Quality Management and Constructions Pty Ltd			
PU275618	19 December 2024	\$78,532.32	\$78,532.32
Head contractor - Construction of Hyde Park lighting / electrical and CCTV upgrade - Hyde Park north paving remediation			
Supplier: Regal Innovations Pty Ltd			
PU275615	19 December 2024	\$165,782.00	\$165,782.00
Maintenance servicing for drying Green Park landscape Berms Green Wall and amenities roof garden project			
PU275635	20 December 2024	\$899,818.28	\$899,818.28
Minor Landscape Works Panel - Edgely Street reserve upgrade			
Supplier: RJC Group Pty Ltd			
PU275414	9 December 2024	\$641,612.40	\$641,612.40
Sydney Town Hall façade stage 3 - Restoration vestibule dome - New lead roof and flashings, restore ventilation doors and louvres, paint window mullions & putty			
Supplier: RP Data Ltd - Cityscope			
PU275133	22 November 2024	\$177,682.22	\$163,085.22
Spatial tenancy data - Subscription to CoreLogic's CityScope portal (5 years plus further term of 5 years)			

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

	Order Date	Order Amount	Outstanding Amount
Supplier: ServiceNow Australia Pty Ltd			
PU274809	6 November 2024	\$94,370.58	\$66,741.18
ServiceNow product fees for the period 1 November 2024 to 30 March 2026.			
PU275019	15 November 2024	\$195,278.16	\$195,278.16
Enterprise service management platform – ServiceNow SaaS annual subscription fee 3rd year For 31 March 2025 to 30 March 2026			
Supplier: Show Technology Australia Pty Ltd			
PU275496	13 December 2024	\$323,986.69	\$323,986.69
Moving head LED wash lights			
Supplier: SICO South Pacific Ltd			
PU275403	9 December 2024	\$218,768.00	\$153,137.60
Centennial Hall staging replacement contract			
Supplier: Slab Scan Pty Ltd			
PU274834	7 November 2024	\$129,195.00	\$129,195.00
Consultancy structural engineer - Testing and investigation - 343 George Street, Sydney			
Supplier: SmartOSC Australia Pty Ltd			
PU274380	14 October 2024	\$631,153.60	\$605,554.40
Digital services transformation resources - Testing team for CityConnect ongoing			
PU274759	4 November 2024	\$73,031.20	\$70,760.80
Digital services transformation resources - Biztalk 2016 upgrade manual test			
PU274760	4 November 2024	\$400,822.40	\$383,724.00
Digital services transformation resources - CityConnect ongoing tech team extension			
PU275248	2 December 2024	\$81,356.00	\$81,356.00
Digital services transformation resources - Pathway UX manual testing			
PU275249	2 December 2024	\$96,113.60	\$96,113.60
Digital services transformation resources - EBEMS phase 2 manual testing extension December 2024			
Supplier: Stantec Australia Pty Ltd			
PU274367	11 October 2024	\$178,121.49	\$150,621.49
Inspection and condition assessment of cliffs and retaining walls - Cliffs & walls future optional services			

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: Sydney Civil Pty Ltd				
PU274482	City Civil Works Panel - Qtopia progress pride crossing - Raised crossing at Forbes/ Bourke	18 October 2024	\$726,000.00	\$175,921.73
PU274492	City Civil Works Panel - Restoration works delivery Financial Year 2024/2025	18 October 2024	\$3,200,000.00	\$2,623,405.32
PU275623	City Civil Works Panel - Clean and seal maintenance works - Green Square Plaza	20 December 2024	\$165,990.00	\$165,990.00
Supplier: Sydneywide Partyhire Pty Ltd				
PU275149	Temporary structures, furniture and event equipment for Major Events and Festivals - Marquees & furniture for City Christmas and Christmas concert 2024	25 November 2024	\$238,906.80	\$233,268.20
Supplier: Technology One				
PU275644	ePlanning system implementation - Annual support & maintenance (ePlanning) for 31 January 2025 to 30 January 2026	20 December 2024	\$72,285.40	\$72,285.40
Supplier: Temp Extras Agency Pty Ltd				
PU275575	Front of House Services for Major Events and Festivals - includes Sydney New Year's Eve 2024: 1) Front of house staff at Embarkation, Giba, Observatory Hill and Pirrama Parks and 2) Wayfinding staff	18 December 2024	\$60,803.10	\$60,803.10
Supplier: Temporal Tree Management Pty Ltd				
PU274979	Arboriculture and Urban Forestry Consultants Panel - Services include applications & assessments and general consultancy	14 November 2024	\$238,000.00	\$238,000.00
Supplier: The Haymarket Institute Inc				
PU274604	Performance program management for 2025 Sydney Lunar Festival	28 October 2024	\$132,000.00	\$52,800.00
Supplier: The Technical Direction Company of Australia Pty Ltd				
PU275578	Pylon projection infrastructure for Sydney New Year's Eve 2024	18 December 2024	\$371,800.00	\$371,800.00
Supplier: Total Drain Cleaning Services Pty Ltd				
PU274275	Stormwater assets condition assessment and database review - Schedule of rates work for activities relating to pit and pipe cleaning, service location, CCTV inspection activities and heavy cleaning activities.	3 October 2024	\$167,887.00	\$163,174.31
Supplier: Transport for NSW				
PU275377	Operational costs for Sydney New Year's Eve 2024 event. These include: - Fibre provisioning and connectivity rental to establish fibre and CCTV services for the control rooms - Fibre installation, connectivity and civil works to establish the Event Control Room, Operational Control Room, and a pylon projection compound - Sydney Harbour Bridge (SHB) operational costs	6 December 2024	\$204,050.00	\$113,759.80

Contract Order Details - Quarter 2 2024/25

New contracts approved within the quarter over \$50,000 and yet to be fully performed

		Order Date	Order Amount	Outstanding Amount
Supplier: The Trustee for Koala Arbor Consulting Arborists Trust				
PU275009	Arboriculture and Urban Forestry Consultants Panel - Services include applications & assessments and general consultancy	15 November 2024	\$238,000.00	\$238,000.00
Supplier: Varley Electric Vehicles Pty Ltd				
PU275406	Four electric waste collection buggies - 4 electric alke and registration costs	9 December 2024	\$765,999.98	\$765,999.98
Supplier: Warren and Mahoney Architects Australia Pty Ltd				
PU274691	North Green Square urban design study	30 October 2024	\$229,299.00	\$150,839.75
Supplier: Webb Australia Group (NSW) Pty Ltd				
PU275302	Consultancy lighting & path design - Mount Carmel Reserve Waterloo	3 December 2024	\$143,550.00	\$143,550.00
Supplier: Workforce Road Services Pty Ltd				
PU274491	Provision of line marking services - Shared path remarking Financial Year 24/25	18 October 2024	\$100,000.00	\$88,027.71
PU274978	Provision of line marking services - Line marking Financial Year 24/25	14 November 2024	\$150,000.00	\$92,372.26
Supplier: Z180510 Pty Ltd				
PU274219	Venue Management Event cleaning services - Quarter 2 October to December 2024	1 October 2024	\$120,000.00	\$88,964.40
PU275603	Venue Management Event cleaning services - Quarter 3 January to March 2025	19 December 2024	\$145,200.00	\$145,200.00

Item 4.

Adoption - Modern Slavery Policy

File No: X092876

Summary

Modern slavery is a relationship based on exploitation and occurs when one person treats another as if they owned them – restricting their freedom. Modern slavery encompasses a range of serious exploitative practices, such as trafficking in persons, deceptive recruiting, debt bondage, forced labour and forced marriage. Legislation requiring certain anti-slavery measures to be implemented by local councils came into effect from 1 July 2022. Executive approved a Modern Slavery Implementation Plan in April 2023 and the CEO adopted the Modern Slavery Policy November 2023.

The Office of the NSW Anti-Slavery Commissioner subsequently released guidance to support compliance with modern slavery requirements including the detailed Guidance on Reasonable Steps (GRS) in December 2023, Guidance on How to Prepare a Modern Slavery Policy in May 2024 and Guidance on How to Prepare a Risk Management Plan in November 2024. The Commissioner has also reviewed the City's draft Modern Slavery Policy, providing feedback and recommendations in November 2024.

The elected Council expressed its condemnation of modern slavery by resolution in June 2024, and among other things, resolved the following:

(E) *the Chief Executive Officer be requested to:*

- (i) *amend the current City of Sydney Modern Slavery Policy to reflect these aspirations and the NSW Anti-Slavery Commissioner's template policy;*
- (ii) *continue work to establish a three-year plan to achieve the Anti-Slavery Commissioner's guidance for compliance, performance and reporting on modern slavery risks in its supply chains;*
- (iii) *bring an amended City of Sydney Modern Slavery Policy back to Council for consideration; and*
- (iv) *report back to the Audit, Risk and Compliance Committee and Councillors via the CEO Update on progress on the above.*

Following the Resolution of Council, a review of the NSW Anti-Slavery Commissioner's guidance, and the receipt of feedback from the Office of the Anti-Slavery Commissioner on our amended Policy, updates have been made to the City's Modern Slavery Policy to implement the aspirations of the resolution and intent of the Anti-Slavery Commissioner's sample policy, in line with the City's standard policy templates.

Recommendation

It is resolved that:

- (A) Council adopt the revised Modern Slavery Policy, as shown in Attachment A to the subject report; and
- (B) authority be delegated to the Chief Executive Officer to make amendments to the Modern Slavery Policy to correct any minor drafting errors and finalise design, artwork and accessible formats for publication.

Attachments

- | | |
|----------------------|--|
| Attachment A. | Revised Modern Slavery Policy |
| Attachment B. | Existing Modern Slavery Policy |
| Attachment C. | Resolution of Council - 24 June 2024 - City of Sydney Council
Condemns Modern Slavery |

Background

1. Modern slavery is a relationship based on exploitation and occurs when one person treats another as if they owned them – restricting their freedom. Modern slavery encompasses a range of serious exploitative practices, such as trafficking in persons, deceptive recruiting, debt bondage, forced labour and forced marriage.
2. The Modern Slavery Act 2018 (NSW) (the MSA) created new obligations for councils under the Local Government Act 1993 (the LGA) relating to modern slavery.
3. From 1 July 2022, councils have been required to take reasonable steps to ensure that goods and services procured by and for the council are not the product of modern slavery within the meaning of the MSA and are required to report on those steps annually.
4. An internal Modern Slavery working group has been working through actions endorsed by Executive in a Modern Slavery Implementation Plan approved in April 2023. This included the adoption of a Modern Slavery Policy by the CEO in November 2023.
5. Since then, the Office of the NSW Anti-Slavery Commissioner has released additional guidance to support compliance with modern slavery requirements including the detailed Guidance on Reasonable Steps (GRS) in December 2023, Guidance on How to Prepare a Modern Slavery Policy in May 2024 and Guidance on How to Prepare a Risk Management Plan in November 2024. The Commissioner has also reviewed the City's draft Modern Slavery Policy, providing feedback and recommendations in November 2024.
6. The elected Council expressed its condemnation of modern slavery by resolution in June 2024, and among other things, resolved the following:
 - (E) *the Chief Executive Officer be requested to:*
 - (i) *amend the current City of Sydney Modern Slavery Policy to reflect these aspirations and the NSW Anti-Slavery Commissioner's template policy;*
 - (ii) *continue work to establish a three-year plan to achieve the Anti-slavery Commissioner's guidance for compliance, performance and reporting on modern slavery risks in its supply chains;*
 - (iii) *bring an amended City of Sydney Modern Slavery Policy back to Council for consideration; and*
 - (iv) *report back to the ARCC and Councillors via the CEO Update on progress on the above.*
7. Following the Resolution of Council, review of the NSW Anti-Slavery Commissioner's guidance, and the receipt of feedback from the Commissioner on our amended Policy, updates have been made to the City's Modern Slavery Policy to address the objectives at a high level, implement the aspirations of the resolution and the intent of the GRS sample policy, in line with the format and content of our standard policy.

8. Proposed amendments to the Policy include:
 - (a) alignment to the core elements of the Council Resolution in the Policy statement, and reference to the development of the 3-year Modern Slavery Implementation Plan;
 - (b) inclusion of the aspirations of the NSW Anti-Slavery Commissioner's Policy template, for example in the actions we will take in relation to managing modern slavery within our supply chain;
 - (c) reflecting the updated reporting obligations we have as well as to report to ARCC, and expanding the approach to training and capacity building; and
 - (d) revision of the Responsibilities for clarity.
9. Several recommended policy inclusions in the NSW Anti-Slavery Commissioner's guidance which were more detailed requirements, such as risk identification and management and processes, targets, and supplier management are considered to be more appropriate for inclusion in the 3-year Modern Slavery Implementation Plan which is being developed and will incorporate the key steps and requirements to comply with the GRS.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

10. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This policy is aligned with the following strategic directions and objectives:
 - (a) Direction 1 - Responsible governance and stewardship - The Modern Slavery Policy provides a framework to enable the organisation to meet its statutory obligations and supports ethical procuring practices in line with the City's aspirations.

Organisational Impacts

11. The effective roll out of the Modern Slavery Implementation Plan and ongoing management of modern slavery risks will require dedicated procurement resources, involvement of a large number of staff across all Divisions, and potentially external expertise on occasions, actively identifying and managing modern slavery risks, across procurement activities including those undertaking sourcing as well as contract management. Additional reporting requirements are potentially significant, requiring support to build reports, collect data and build processes to support ongoing reporting requirements. City staff will require ongoing training across the organisation to uplift capability and keep abreast of emerging risks. The program will also require ongoing Executive team support and guidance.

Risks

12. The City of Sydney procures a vast range of goods and services, both locally and internationally, some categories of which are considered to be at high risk of modern slavery. The Modern Slavery Policy sets the framework to address and manage modern slavery risks in our supply chain.

13. This approach is within the City's risk appetite, which states:

- We are committed to complying with all applicable laws, regulations and financial reporting standards. We have no appetite for financial losses arising from non-compliance with legal and regulatory requirements.
- We have no tolerance for any form of abuse or exploitation of people, including children.
- We foster a culture of ethics, integrity and responsible behaviour across our organisation. By creating a strong ethical foundation, we aim to minimise the likelihood of reputation-damaging incidents and enhance our ability to respond effectively when challenges arise.

Social / Cultural / Community

14. The revised Modern Slavery Policy benefits the community through the management of risks to people in the wider community engaged in our supply chain.

Financial Implications

15. Funding for dedicated roles and resources to support the implementation and ongoing management of the modern slavery program will be incorporated in the 2025/26 iteration of the long-term financial plan.

Relevant Legislation

16. Legislation that the City of Sydney is required to comply with regarding modern slavery includes:

- (a) Local Government Act 1993.
- (b) Modern Slavery Act 2018.

Critical Dates / Time Frames

17. The GRS was released by the Anti-Slavery Commissioner in December 2023, with a 3-year timeframe to achieve compliance with the guidance.

Public Consultation

18. City staff have met with the Anti-Slavery Commissioner and his office on a number of occasions. A copy of the draft updated Policy was sent to the Office of the Anti-Slavery Commissioner for review, feedback was received in late November 2024 and elements of the recommendations have been incorporated where they applied to the City, aligned with the City's organisational maturity related to modern slavery management and are part of our standard policy structure and inclusions.

JEAN-MICHEL CARRIERE

Executive Director Finance and Procurement

Claudia Rivillo Osborne, Manager Social and Sustainable Procurement

Attachment A

Proposed Modern Slavery Policy

Modern Slavery Policy

Purpose

The purpose of this policy is to:

- outline the City of Sydney's commitment to take reasonable steps to:
 - identify, manage, minimise and report on the risk of Modern Slavery in its supply chains;
 - work towards preventing and remediating Modern Slavery risks;
 - take steps to ensure that City of Sydney Suppliers and others it does business with are adequately managing Modern Slavery risks;
- ensure the City of Sydney is compliant with its obligations under the Modern Slavery Act 2018 and other Modern Slavery Laws that apply to it; and
- ensure that City of Sydney of Sydney Employees are aware of the City of Sydney's requirements in relation to Modern Slavery.

Scope

This Policy applies to all Employees working for the City of Sydney and applies to all activities undertaken that fall within the scope of the Procurement Policy.

Definitions

Term	Meaning
Employees	All City of Sydney employees including permanent (whether full-time or part-time), temporary, agency contractors (labour hire), casual employees and apprentices.
Guidance on Reasonable Steps	The NSW Anti-slavery Commissioner's Guidance on Reasonable Steps to Manage Modern Slavery Risks version 1.0, December 2023, as updated from time to time.
Modern Slavery	As defined by the <i>Modern Slavery Act</i> , including the following types of exploitation: • Trafficking in people – the recruitment, harbouring and movement of persons for the purposes of exploitation through Modern Slavery. This includes sexual exploitation, forced labour or services and slavery and practices similar to slavery. • Slavery – when a person exercises power of ownership over another. • Servitude – a situation where an individual's freedom is significantly restricted, for example they are not free to stop working or to leave their place of work.

Term	Meaning
	• Forced labour – where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work. • Forced marriage – where an individual is forced or deceived into marrying. • Debt bondage – where a victim's services are pledged as security for a debt and the debt is excessive, the length and nature of services are not defined or the value of the services is not applied against the debt. • Deceptive recruiting for labour or services – where a victim is deceived about the conditions in which they will be working. • The worst forms of child labour - situations where children are subjected to slavery or similar practices, or engaged in hazardous work which could harm their health and safety. Please refer to section 5 of the Modern Slavery Act and schedule 2 of the Modern Slavery Act for a full list of Modern Slavery offences.
Modern Slavery Act	The <i>Modern Slavery Act 2018</i> (NSW).
Modern Slavery Laws	All applicable Modern Slavery laws, statutes, regulations and codes from time to time in force which prohibit exploitation of workers, human trafficking, slavery, servitude, forced labour, debt bondage or deceptive recruiting for labour or services, or similar (Modern Slavery Laws), including but not limited to the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW), which came into effect in 2022.
Suppliers	Any entity supplying goods and/or services to the City of Sydney.

Policy Statement

Modern Slavery is a human rights violation and a serious crime, it has a horrific personal impact on the millions of people subjected to it around the world. In addition to obligations under the Modern Slavery Laws, the City of Sydney has an ethical, reputational and financial imperative to act to prevent Modern Slavery in all its forms and to set the highest possible standards of compliance and reporting as a result. The safeguarding of human rights is important to us for long term risk mitigation and sustainability, the City of Sydney will act to safeguard human rights with the outsourced providers we work with in our supply chains.

Caring for our communities, our environment and our people is at the heart of our purpose and values at the City of Sydney.

We aim to be an ethical and responsible procurer of goods and services. We operate in diverse and complex supply chains across hundreds of categories. The Modern Slavery risks across these categories are varied. Accordingly, we take a people centred, risk-based approach to addressing Modern Slavery within our supply chains.

We strive for continuous improvement in our approach to Modern Slavery and will work collaboratively with key stakeholders and Suppliers to review and improve our practices.

Supply Chain

The ability of the City of Sydney to impact and leverage its supply chains is varied across categories. The City of Sydney recognises that it has spend in high-risk categories and aims to apply its resources to those areas of significant salient risk of Modern Slavery where the risks to people are high and it can make the most difference.

We will engage with our suppliers to understand the risk of Modern Slavery in their supply chains and business operations, and then work with them in a number of ways to mitigate Modern Slavery risks, taking into account our leverage, the level of risk, and their existing approach to Modern Slavery risk. This would range from working closely with those we have leverage with, through finding ways to influence where we don't, and as a last resort consider exiting arrangements where the supplier is unable or unwilling to address Modern Slavery risks or concerns. The City of Sydney will create a roadmap of the City's future approach and requirements in a three-year Modern Slavery Implementation Plan aligned with the seven steps of the NSW Anti-slavery Commissioner's Guidance on Reasonable Steps. The Implementation Plan will be iterative and evolve to take into consideration amendments to the Guidance on Reasonable Steps, changes to identified risks, emerging risks, and changes in our supply chain. Specifically, the City of Sydney will:

1. seek to build our Modern Slavery expertise, through collaborating and working with relevant government agencies, peak bodies and experts;
2. take steps to understand how its different roles, processes and contracting practices increase or mitigate the risk of Modern Slavery;
3. take reasonable steps to identify Modern Slavery risks in its supply chain, including the extent of those risks and take action to manage or minimise them;
4. engage with Suppliers to understand their commitment to minimising the risk of Modern Slavery in their own supply chains and operations;
5. include Modern Slavery considerations in procurement processes as guided by legislation and best practice;
6. ensure the City of Sydney's standard contracts contain clauses requiring Suppliers to take reasonable steps to identify, assess and address Modern Slavery risks within their operations and supply chains and comply with Modern Slavery Laws;
7. where Modern Slavery risks are identified that are outside of the City of Sydney's direct control, engage with key stakeholders to leverage its influence and encourage positive and permanent change;
8. implement a confidential reporting process to enable members of the community and City of Sydney Employees to raise concerns about potential or suspected Modern Slavery in the City of Sydney's supply chain;
9. take reasonable steps to investigate reports of Modern Slavery by providing appropriate supports, confidentiality and other safeguards to protect the interests and wellbeing of victim-survivors and work towards providing or enabling access to

effective grievance mechanisms and remediating deficient practices to mitigate the risks of recurrence;

10. develop and deliver a three-year Modern Slavery Implementation Plan to achieve compliance with the NSW Anti-slavery Commissioner's Guidance on Reasonable Steps, including development of suitable targets which will evolve as the City's maturity increases;
11. develop and undertake a Salient Modern Slavery Risk Assessment, through engaging stakeholders and identifying risks. This will be incorporated into the Modern Slavery Implementation Plan, to be adaptive to emerging risks, and to assist in changes to business models, strategies and practices;
12. establish a relationship and continue to cooperate with the NSW Anti-slavery Commissioner, through sharing information and support;

Training and capacity building

The City of Sydney will ensure that relevant Employees have the knowledge, training, tools and capacity to comply with the obligations to reduce risks of Modern Slavery. Training will be regular and appropriate to an Employee's role.

The City of Sydney will regularly review its performance on Modern Slavery risk management and integrate lessons learned from stakeholder engagement, reporting mechanisms and peers.

Reporting

The City of Sydney will report to the Audit Risk and Compliance Committee on how it is meeting its Modern Slavery commitments.

As required by its statutory obligations, the City of Sydney will report annually on:

- actions taken in response to any significant operational issues raised by the NSW Anti-slavery Commissioner; and
- steps taken to ensure that goods and services procured by and for the council during the year were not the product of Modern Slavery, as required in the Guidance on Reasonable Steps, as well as submit a copy of its Annual Report.

The City of Sydney will also submit a copy of its annual reporting information in the required format as provided by the Office of the Anti-slavery Commissioner.

We will also comply with our reporting obligations relating to Heightened Modern Slavery Due Diligence procurement transactions with a value of AU\$150,000 (including GST) or more.

Responsibilities

Chief Executive Officer

- Ensuring that the City of Sydney has effective controls in place to manage and minimise the risk of Modern Slavery.

Manager Social and Sustainable Procurement

- Development, implementation and ongoing management of the City of Sydney's Modern Slavery Implementation Plan and Salient Risk Assessment;
- Alignment of the Modern Slavery Implementation Plan to the Guidance on Reasonable Steps (GRS) and other requirements issued by the Anti-slavery Commissioner;
- Preparing and submitting reporting on Modern Slavery;
- Facilitating interactions with suppliers where opportunities are identified to leverage contractual and relationship influence to improve supplier performance in managing Modern Slavery risks;

Procurement Unit

- Integrating procedures to assess Modern Slavery risks into the City of Sydney's procurement framework and activities, including conducting assessments when engaging suppliers in high-risk industries.
- Facilitating interactions with suppliers where opportunities are identified to leverage contractual and relationship influence to improve supplier performance in managing Modern Slavery risks

Risk and Governance Unit

- Implement and manage a reporting process for suspected Modern Slavery.

Internal Audit

- Reviewing and evaluating the effectiveness of controls in place to manage Modern Slavery risks.

Legal Services

- Ensuring that the City of Sydney's standard contracts contain clauses to manage and address Modern Slavery risks.
- Negotiating amendments to non-standard contracts to manage Modern Slavery risks where relevant.

Learning and Development

- Deliver Employee awareness and specialised training for relevant Employees on Modern Slavery risks and requirements under this policy and Modern Slavery laws.

Contract Managers

- Engaging with Suppliers to understand how they manage Modern Slavery risks.
- Conducting Modern Slavery risk assessments on the contracts they manage as required based on risk, and work with suppliers to mitigate and address identified risks where appropriate.

All Staff

- Complying with this policy and the City of Sydney's requirements with respect to Modern Slavery as updated from time to time.

Consultation

This Policy has been reviewed in consultation with M3 Managers, Risk & Governance, Legal Services and Procurement.

References

Laws and Standards
• <i>Local Government Act 1993 (NSW)</i>
• <i>Modern Slavery Act 2018 (NSW)</i>
• <i>Modern Slavery Act 2018 (Cth)</i>
• <i>Commonwealth Criminal Code (Divisions 270 and 271)</i>
• <i>Public Works and Procurement Act (NSW) 1912 (section 176(1A))</i>

Policies and Procedures
• Modern Slavery Reporting Procedure
• Procurement and Contract Management Policy
• Supplier Code of Conduct
• City of Sydney Code of Conduct
• Public Interest Disclosure Policy

Review period

This policy will be reviewed every four years, or sooner if the Guidance on Reasonable Steps is significantly updated or the organisation's maturity to manage Modern Slavery progresses.

Approval Status

The Council approved this policy on [date].

Approval History

Stage	Date	Comment	TRIM Reference
Original Policy	20 November 2023	Approved by CEO	2023/667346
Commence Review Date	23 September 2024	Reviewed in connection with GRS and Council resolution of 14 June 2024 (item 14.6)	2024/547280
Approval Due Date			

Ownership and approval

Responsibility	Role
Author	Chief Procurement Officer
Owner	Chief Procurement Officer
Endorser	City of Sydney Executive
Approver	Council

Attachment B

Existing Modern Slavery Policy

Modern Slavery Policy

Purpose

The purpose of this policy is to:

- outline the City of Sydney's commitment to:
 - identifying, managing and minimising the risk of modern slavery in its operations and supply chains; and
 - taking steps to ensure that City of Sydney Suppliers and others it does business with are adequately managing modern slavery risks;
- ensure the City of Sydney is compliant with its obligations under the Modern Slavery Act; and
- ensure that City of Sydney of Sydney Employees are aware of the City of Sydney's requirements in relation to Modern Slavery.

Scope

This Policy applies to all persons and entities working for and with the City of Sydney or on its behalf in any capacity.

Definitions

Term	Meaning
Employees	All City of Sydney employees including permanent (whether full-time or part-time), temporary, agency contractors (labour hire), casual employees and apprentices.
Modern Slavery	As defined by the <i>Modern Slavery Act</i> , including the following types of exploitation: • Trafficking in people – the recruitment, harbouring and movement of persons for the purposes of exploitation through modern slavery. This includes sexual exploitation, forced labour or services and slavery and practices similar to slavery. • Slavery – when a person exercises power of ownership over another. • Servitude – a situation where an individual's freedom is significantly restricted, for example they are not free to stop working or to leave their place of work. • Forced labour – where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work. • Forced marriage – where an individual is forced or deceived into marrying.

Term	Meaning
	• Debt bondage – where a victim's services are pledged as security for a debt and the debt is excessive, the length and nature of services are not defined or the value of the services is not applied against the debt. • Deceptive recruiting for labour or services – where a victim is deceived about the conditions in which they will be working. • The worst forms of child labour - situations where children are subjected to slavery or similar practices, or engaged in hazardous work which could harm their health and safety.
Modern Slavery Act	The <i>Modern Slavery Act 2018</i> (NSW).
Modern Slavery Laws	All applicable modern slavery laws, statutes, regulations and codes from time to time in force which prohibit exploitation of workers, human trafficking, slavery, servitude, forced labour, debt bondage or deceptive recruiting for labour or services, or similar (Modern Slavery Laws), including but not limited to the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act 2018 (NSW), which came into effect in 2022.
Suppliers	Any entity supplying goods and/or services to the City of Sydney.

Policy Statement

Modern Slavery is a human rights violation and a serious crime. The City of Sydney is committed to respecting and protecting human rights and identifying, managing and minimising Modern Slavery risks within its supply chains.

The City of Sydney will strive for collaborative action and continuous improvement in its approach to Modern Slavery and will continue to work with key stakeholders and Suppliers to review and improve its practices and procedures in this area on a regular basis.

Supply Chain

The City of Sydney will engage with its Suppliers to identify, manage and minimise risks and instances of modern slavery in their supply chains and business operations.

Specifically, the City of Sydney will:

1. identify modern slavery risks in its supply chain, including the extent of those risks and take action to manage or minimise them;
2. engage with Suppliers to understand their commitment to minimising the risk of modern slavery in their own supply chains and operations;
3. include modern slavery considerations in its procurement processes as guided by legislation and best practice;
4. ensure the City of Sydney's standard contracts contain clauses requiring Suppliers to take reasonable steps to identify, assess and address Modern Slavery risks within their operations and supply chains and comply with Modern Slavery Laws;

5. where Modern Slavery risks are identified that are outside of the City of Sydney's direct control, engage with key stakeholders to leverage its influence and encourage positive and permanent change; and
6. implement an internal reporting process to enable City of Sydney Employees to raise concerns about any potential or suspected instances of Modern Slavery in the City of Sydney's supply chain.
7. ensure Modern Slavery reporting obligations are met.

Training and capacity building

The City of Sydney will ensure that relevant Employees have the knowledge, tools and capacity to comply with the City of Sydney's obligations to reduce risks of Modern Slavery.

Reporting

The City of Sydney will comply with its reporting obligations under the *Local Government Act 1993* (NSW) as updated from time to time.

Responsibilities

Chief Executive Officer

- Ensuring that the City of Sydney has effective controls in place to manage and minimise the risk of Modern Slavery.

Procurement Unit

- Integrating procedures to assess Modern Slavery risks into the City of Sydney's procurement framework and activities, including conducting assessments when engaging suppliers in high-risk industries.
- Preparing and submitting annual reporting on Modern Slavery.

Risk and Governance Unit

- To implement and manage an internal reporting process for City of Sydney Employees to report suspected Modern Slavery.

Internal Audit

- Reviewing and evaluating the effectiveness of controls in place to manage Modern Slavery risks.

Legal Services

- Ensuring that the City of Sydney's standard contracts contain requirements to manage and address Modern Slavery risk.
- Negotiating amendments to non-standard contracts to manage Modern Slavery risk where relevant.

Learning and Development

- Deliver Employee awareness and specialised training for relevant Employees on modern slavery risks and requirements under this policy and Modern Slavery Laws.

Contract Managers

- Engaging with Suppliers to understand how they manage modern slavery risk.
- Conducting modern slavery risk assessments for contracts they manage.

All Staff

- Complying with this policy and the City of Sydney's requirements with respect to Modern Slavery as updated from time to time.

Consultation

This Policy has been reviewed in consultation with M3 Managers, Risk & Governance, Legal Services and Procurement.

References

Laws and Standards
• <i>Local Government Act 1993</i> (NSW)
• <i>Modern Slavery Act 2018</i> (NSW)
• <i>Modern Slavery Act 2018</i> (Cth)

Policies and Procedures
• Procurement and Contract Management Policy
• Supplier Code of Conduct
• City of Sydney Employee Code of Conduct
• Public Interest Disclosure Policy

Review period

This policy will be reviewed every four years.

Approval Status

The Chief Executive Officer approved this policy on 20 November 2023.



Monica Barone, Chief Executive Officer

Approval History

Stage	Date	Comment	TRIM Reference
Original Policy	20 November 2023	Approved by CEO	2023/667346
Commence Review Date	20 February 2027		
Approval Due Date	20 November 2027		

Ownership and approval

Responsibility	Role
Author	Chief Procurement Officer
Owner	Chief Procurement Officer
Endorser	City of Sydney of Sydney Executive
Approver	Chief Executive Officer

Attachment C

**Resolution of Council – 24 June 2024 –
City of Sydney Council Condemns Modern
Slavery**

Resolution of Council

24 June 2024

Item 14.6

City of Sydney Council Condemns Modern Slavery

Original motion moved by Councillor Scott, seconded by Councillor Weldon.

It is resolved that:

(A) Council note:

- (i) the New South Wales Anti-Slavery Commissioner describes modern slavery as situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. It is an umbrella term used to encompass a number of exploitative practices including forced labour, slavery, servitude, debt bondage, human trafficking, deceptive recruiting for labour services, the worst forms of child labour and forced marriage;
- (ii) in November 2021, NSW Parliament passed the Modern Slavery Amendment Act 2021 No 39 (NSW). Obligations on local government commenced on 1 July 2022;
- (iii) the City of Sydney's Chief Executive Officer, under delegation, approved a City of Sydney Modern Slavery Policy on 20 November 2023, with the purpose of outlining the City's commitments to:
 - (a) identifying, managing and minimising the risk of modern slavery in our operations and supply chains;
 - (b) taking steps to ensure that City of Sydney suppliers and others we do business with are adequately managing modern slavery risks;
 - (c) ensuring the City of Sydney is compliant with obligations under the NSW Modern Slavery Act; and
 - (d) ensuring that City of Sydney employees are aware of the City of Sydney's requirements in relation to Modern Slavery;

- (iv) the City of Sydney's Modern Slavery Policy outlines it will comply with our reporting obligations under the Local Government Act 1993 (NSW), as well as take steps to identify, manage and minimise risks and instances of modern slavery in supply chains and business operations;
 - (v) the City of Sydney Modern Slavery Policy includes the following types of exploitation:
 - (a) trafficking in people – the recruitment, harbouring and movement of persons for the purposes of exploitation through modern slavery. This includes sexual exploitation, forced labour or services and slavery and practices similar to slavery;
 - (b) slavery – when a person exercises power of ownership over another;
 - (c) servitude – a situation where an individual's freedom is significantly restricted, for example they are not free to stop working or to leave their place of work;
 - (d) forced labour –where violence or other methods (for example accumulation or debt, retention of identity papers) are used to coerce victims to work;
 - (e) forced marriage – where an individual is forced or deceived into marrying;
 - (f) debt bondage – where a victim's services are pledged as security for a debt and the debt is excessive, the length and nature of services are not defined or the value of the services is not applied against the debt;
 - (g) deceptive recruiting for labour or services – where a victim is deceived about the conditions in which they will be working; and
 - (h) the worst forms of child labour - situations where children are subjected to slavery or similar practices, or engaged in hazardous work which could harm their health and safety;
- (B) Council further note that:
- (i) on 21 December 2023, councils were made aware by Office of Local Government circular that the NSW Anti-Slavery Commissioner had published a document providing guidance on steps government agencies are required to take to manage modern slavery risks in their supply chains;
 - (ii) the document provides comprehensive guidance over 180 pages and contains seven key areas for progressive improvement and implementation into financial year 2026 with a plan for continuous improvement over that period;
 - (iii) the NSW Anti-Slavery Commissioner published a template modern slavery policy in late May 2024;
 - (iv) further guidance material from the NSW Anti-Slavery Commissioner, including a risk management framework for modern slavery has been foreshadowed but is yet to be published;

- (v) City staff are working to understand the guidance material and are developing an approach to update and implement changes to existing measures, including resourcing to support this significant ongoing work;
 - (vi) Council's Audit, Risk and Compliance Committee were provided with an initial update on the NSW Anti-Slavery Commissioner's guidance at the March 2024 meeting and advised that a further update would be provided at the June 2024 meeting; and
 - (vii) annual attestation against the requirements of the NSW Anti-Slavery Commissioner's guidance will be required as the minimum standard from the 2024/25 financial year;
- (C) Council condemn acts of modern slavery in the strongest possible terms;
- (D) Council note:
- (i) that modern slavery has an horrific personal impact on the millions of people subjected to it around the world;
 - (ii) that the City of Sydney has an ethical, reputational and financial imperative to act to prevent modern slavery in all its forms, and to set the highest standards of accreditation, compliance and reporting as a result; and
 - (iii) that safeguarding human rights is important to long-term City risk mitigation and sustainability, and that we will act to do this in our operations internally as well as with our outsourced providers and supply chains; and
- (E) the Chief Executive Officer be requested to:
- (i) amend the current City of Sydney Modern Slavery Policy to reflect these aspirations and the NSW Anti-Slavery Commissioner's template policy;
 - (ii) continue work to establish a three-year plan to achieve the Anti-Slavery Commissioner's guidance for compliance, performance and reporting on modern slavery risks in its supply chains;
 - (iii) bring an amended City of Sydney Modern Slavery Policy back to Council for consideration; and
 - (iv) report back to the Audit, Risk and Compliance Committee and Councillors via the CEO Update on progress on the above.

Amended motion carried unanimously.

X086655

Item 5.

Report on City of Sydney Suppliers and Investments in Relation to the Boycott, Divestment and Sanctions Campaign

File No: X101909

Summary

At the 24 June 2024 Council meeting, Council resolved that the Chief Executive Officer be requested to prepare a report on the City's processes that impose restrictions on financial investment and procurement activities as result of evidence of human rights abuses, weapons supply and how they pertain to the Boycott, Divestment and Sanctions Campaign.

The report was to review divestments that have or may be undertaken to ensure that these occurred in adherence with the Council's Investment Policy. This policy prohibits investments in financial institutions involved in any human rights violations. Such violations may include the illegal occupation of the settlements in Palestinian territories, and the supply of weapons.

Advice was also requested on any legislative and/or legal considerations that may affect Council's ability to implement restrictions of this nature. In addition, recommendations covering any changes that Council make to existing suppliers and investments, to ensure that Council is not purchasing from companies involved in weapons or human rights abuses were requested.

The 24 June 2024 Council resolution also noted that the United Nations Office of the High Commissioner for Human Rights maintains a database of companies involved in one of ten defined activities (paragraph 96 A/HRC/22/63) that raise particular human rights violations concerns.

In response, staff have undertaken a review of the various elements of the June 2024 Council resolution. All of the City's existing financial investments and contractual relationships have been reviewed against the UNHCR register. No current investments or contractual relationships with entities included on the register were found.

To ensure that the UNHCR register is considered in future, a number of principles have been developed. These will guide future decisions in relation to the UNHCR list and are set out below:

- We will monitor the UNHCR list to identify any impacts arising from changes and bring any relevant updates to Council.
- We will implement processes as part of our sourcing strategies to ensure that we consider the UNHCR list as part of the process, subject to relevant laws.
- We will review all procurements to ensure that we are not entering new procurement agreements with entities on the UNHCR list, subject to compliance with relevant laws.
- We may from time to time spend money with entities on the list when it is necessary to do so for compliance purposes. Every endeavour will be made to keep such expenditure to a minimum.

- We will implement ongoing processes to ensure we are aware of any changes to the UNHCR list and bring any relevant updates to Council.
- We will assess each procurement and if application of these principles will cause a breach of laws, the principles will not be applied for that particular procurement.

Recommendation

It is resolved that:

- (A) Council note the review of City of Sydney suppliers and investments in relation to the United Nations Office of the High Commissioner for Human Rights database of companies involved in one of ten defined activities (paragraph 96 A/HRC/22/63) that raise particular human rights violations concerns;
- (B) Council note that staff have examined all existing financial investments and contractual relationships and reviewed them against the UNHCR register;
- (C) Council note that no existing investments or contractual relationships with entities included on the register were found;
- (D) Council endorse the proposed principles, set out in the body of this report, that will guide future decisions in relation to the UNHCR list and note that the principles will be available on the City's website;
- (E) Council note that the Investment Policy already includes clauses which prohibit investments in financial institutions associated with human rights abuses;
- (F) Council note the Modern Slavery Policy, which prohibits procurement from entities associated with human rights abuses; and
- (G) Council note that the Chief Executive Officer will review the application and relevance of these resolutions after two years, with the outcome of that review to be reported to Council via the CEO Update.

Attachments

Nil.

Background

1. At the 24 June 2024 Council meeting, Council resolved that the Chief Executive Officer be requested to prepare a report on the City's processes that impose restrictions on financial investments and procurement activities as result of evidence of human rights abuses, weapons supply and how they pertain to the Boycott, Divestment and Sanctions Campaign.
2. The report was to review divestments that have or may be undertaken to ensure that these occurred in adherence with the Council's Investment Policy. This policy prohibits investments in financial institutions involved any human rights violations. Such violations may include the illegal occupation of the settlements in Palestinian territories, and the supply of weapons.
3. Advice was also requested on any legislative and/or legal considerations that may affect Council's ability to implement restrictions of this nature.
4. In addition, recommendations covering any changes that Council makes to its suppliers and investments, to ensure that Council is not purchasing from companies involved in weapons or human rights abuses.
5. The Council resolution of 24 June 2024, also noted that the United Nations Office of the High Commissioner for Human Rights maintains a database of companies involved in one of ten defined activities (paragraph 96 A/HRC/22/63) that raise particular human rights violations concerns.
6. In response, staff have undertaken a review of the City's financial investments and procurement policies and practices against the various elements of the June 2024 Council resolution. All of the City's existing financial investments and contractual relationships and have been reviewed against the UNHCR register. No investments or contractual relationships with entities included on the register were found.
7. To ensure that the UNHCR register is considered in future, a number of principles have been developed. These will guide future decisions in relation to the UNHCR list and are set out below:
 - We will monitor the UNHCR list to identify any impacts arising from changes and bring any relevant updates to Council.
 - We will implement processes as part of our sourcing strategies to ensure that we consider the UNHCR list as part of the process, subject to relevant laws.
 - We will review all procurements to ensure that we are not entering new procurement agreements with entities on the UNHCR list, subject to compliance with relevant laws.
 - We may from time to time spend money with entities on the list when it is necessary to do so for compliance purposes. Every endeavour will be made to keep such expenditure to a minimum.
 - We will implement ongoing processes to ensure we are aware of any changes to the UNHCR list and bring any relevant updates to Council.

- We will assess each procurement and if application of these principles will cause a breach of laws, the principles will not be applied for that particular procurement.
8. These principles will be referenced by staff as they develop investment recommendations and across the broad range of the City's procuring activities.
 9. The City's Investment Policy which is reviewed and updated annually sets out Council's investment objectives to safeguard the City's cash and investment portfolio, achieve appropriate rates of return and manage the portfolio to ensure sufficient liquidity to meet Council's business objectives. It includes investment criteria to frame investment decisions, risk management parameters, and investment governance standards to ensure transparency, internal controls and performance management. It already includes clauses which prohibit investments in financial institutions associated with human rights abuses.

Key Implications

Organisational Impact

10. There is not anticipated to be significant organisational impact as a result of the adoption of these principles. Organisational impact may arise from time to time in relation to the particular application of the principles to a specific procurement. In these cases the impact will be assessed and recommendations will be made as appropriate in the circumstances.

Risks

11. There is a minimal risk that the City's procurements will be delayed or impacted by the adoption of the principles in this report, which is within Council's risk appetite. It is noted that the principles will not be applied in particular procurements where there is a risk of breach of the law, consistent with Council's commitment to complying with all applicable laws and regulations in relation to financial matters.
12. There is a risk to the City's reputation and image arising from taking a position in relation to these matters. It is considered that this approach is within the City's risk appetite which states:
 - We acknowledge that a diversity of views exist in our community and it will not always be possible to provide a positive outcome for every member of the community.
13. The City's Risk Appetite Statement indicates that it will tolerate adverse media or social media scrutiny where actions or decisions have been carefully considered and documented. It is considered that the proposed approach, relying on the endorsed list of the UNHCR and applying all applicable laws, represents a careful and considered response to the request by Council.

Legal Implications

14. It is possible to implement the recommendations in this report under the Local Government Act 1993 (NSW) (Act), provided that Council continues to comply with its obligations under the Act. These include:
 - (i) any procurement guidelines issued by the Office of Local Government pursuant to s23A of the Act; and
 - (ii) operating in compliance with the principles for local government set out in Chapter 3 of the Act, including:
 - (a) ensuring best possible value for residents and ratepayers;
 - (b) acting fairly, ethically and without bias in the interests of the local community;
 - (c) considering social justice principles in decision making; and
 - (d) ensuring decisions are transparent and decision makers are accountable for decisions and omissions.
15. Regarding other legal considerations, in some circumstances implementation of the recommendations in this report may cause the City to breach provisions of the Competition and Consumer Act 2010 (Cth). Specifically, this would occur when, in carrying out a business:
 - (i) an arrangement established by the City undertaking a procurement process has the effect of substantially lessening competition; or
 - (ii) the City uses its market power when procuring in a way that substantially lessens competition.
16. Whether a breach is likely will depend on the detail of each particular procurement process and the extent of the City's market power. If the City has a significant impact on the particular market, staff will not be able to implement the recommendation in this report for that particular procurement. Staff will assess each procurement and if application of these principles will cause a breach of laws, the principles will not be applied for that particular procurement.

Relevant Legislation

17. Local Government Act 1993 (NSW).
18. Competition and Consumer Act 2010 (Cth).

Critical Dates / Time Frames

19. This approach and the proposed principles will be reviewed after 2 years. The outcomes of the review will be reported to Council via the CEO Update.

Options

20. It is possible for Council not to make any further resolutions in relation to these matters. In these circumstances staff would continue to act in accordance with existing Council policies, including the Investment Policy and the Modern Slavery Policy. As noted above, no divestments or contract cancellations were required following a consideration of current staff activities when this matter was reviewed.

Public Consultation

21. There is no requirement for public consultation for this report.
22. Councillors were provided with an update on this matter in November 2024, consistent with the matters outlined in this report.

JEAN-MICHEL CARRIERE

Executive Director Finance and Procurement

KIRSTEN MORRIN

Executive Director Legal and Governance

Item 6.

Investments Held as at 31 December 2024

File No: X020701

Summary

This report provides details of the City's investment portfolio and performance to 31 December 2024.

The City's total Investment and Cash position was \$725.3M at 31 December 2024, with investments earning interest of \$3.5M for the month.

Annual CPI inflation was 2.8 per cent in the September quarter, significantly down from 3.8 per cent in the June quarter. This is the lowest annual inflation rate since the March 2021 quarter. Even though inflation has fallen within the Reserve Bank of Australia's (RBA) target range of 2 per cent to 3 per cent, the RBA's board have not, at the time of writing this report, moved to adjust official interest rates, citing a wider range of economic considerations. While global factors explain much of the variation in inflation, domestic factors also continue to play a role. Widespread upward pressures on prices remain in the economy due to strong demand, a tight labour market and capacity constraints in some sectors of the economy.

The RBA board last raised the official cash rate on 7 November 2023, by 25 basis points to 4.35 per cent, a 12-year high, up from the record low of 0.10 per cent level in May 2022. While inflation is declining, economic analysts note that the decline has been slower than anticipated. While official rates were held steady throughout 2024, the general expectation of a majority of banks is that official rates are likely to be cut in early 2025, provided that the declining inflation trend continues. The financial institutions have reduced medium term deposit rates based on expectations of number of interest rate cuts by the Reserve Bank of Australia in early 2025.

The City's cash and investments portfolio includes restricted funds in both internal (\$236.5M) and external (\$89.9M) cash reserves, to satisfy the City's legislative responsibilities and to set aside specific amounts for major initiatives within the Community Strategic Plan Delivering Sustainable Sydney 2030-2050 Continuing the Vision. Key commitments within the City's Long Term Financial Plan include public domain works in the CBD, infrastructure and community facilities in the Green Square urban renewal area and commercial property and open space acquisitions. The balance of investment funds represents working capital and funding required for the City's operating and capital expenditure commitments.

The City achieved an annualised monthly return of 5.12 per cent for December, which remains above the 30-Day Bank Bill Rate (BBR) of 4.32 per cent, the latest AusBond Monthly Bank Bill Index of 4.56 per cent and the enhanced benchmark of 4.77 per cent (BBR + 0.45 per cent).

Since 2015, the City has utilised an additional strategic benchmark rate to measure its investment performance by exceeding the 30 day benchmark returns, by at least 45 additional basis points (0.45 per cent p.a.). The 45 basis point increase is based on observed historical average increased credit spreads (or margins) over bank bill rates on offer in relation to 30–90 day investments.

The City's annual rolling return of 5.10 per cent continues to exceed the 12 month average 30 Day Bank Bill Rate of 4.31 per cent, the latest AusBond 12 Month Average Bank Bill Index of 4.47 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent). The benchmarks were endorsed in the revised Investment Strategy approved by Council in December 2024.

It is worth noting that Council's investment opportunities are constrained by a combination of legislation, regulation and any directions and guidelines issued by the Minister for the Office of Local Government. These guidelines were developed, in large part, as a response to the Global Financial Crisis and its impact on the local government sector's investments. They effectively limit the City's investment profile to something similar to a cash managed fund, which generally produce lower returns but provide a high level of security. The City's returns from the investment portfolio remain in line with cash managed funds in the market.

This report includes graphs demonstrating that the City's liquidity profile continues to satisfy the requirements of the Policy, and charts that identify the distribution of the City's portfolio across credit ratings, investment product types and financial institutions. Charts depicting the City's portfolio returns over and above both the 90-day Bloomberg AusBond and 30-day Bank Bill Rate benchmarks have also been included to provide further insight into the City's total investment portfolio performance.

The structure of the City's investment portfolio continues to reflect the conservative approach outlined in the Investment Policy and Strategy, which remains appropriate for the current global and domestic economic conditions. The Policy and Strategy also maintain the City's commitment to sustainable investments where returns and risks are equivalent, under the environmentally and socially responsible investment criteria.

Recommendation

It is resolved that the Investment Report as at 31 December 2024 be received and noted.

Attachments

Attachment A. Register of Investments and Cash as at 31 December 2024

Attachment B. Investment Performance as at 31 December 2024

Background

1. In accordance with the principles of sound financial management, cash that is surplus to the City's immediate requirements is invested within acceptable risk parameters to optimise interest income while ensuring the security of these funds.
2. Surplus cash is only invested in authorized investments that comply with governing legislation and the City's Investment Policy and Strategy. The benchmark performance goal of the City's Investment Policy and Strategy is to surpass the 30 Days Bank Bill Rate (BBR) by 45 basis points while performance also continues to be measured against the Bloomberg AusBond Bank Bill Index.
3. The City's total Investment and Cash position as at 31 December 2024 was \$725.3M, a decrease of \$117.5M from 30 November 2024. The monthly movement reflects capital works expenditure, a major property acquisition and other operational payments for the period exceeding operating income. A schedule detailing all of the City's investments as at the end of December 2024 is provided at Attachment A.
4. A substantial portion of the City's cash and investments portfolio is held as internally restricted (\$236.5M) or externally restricted (\$89.9M) cash reserves, to satisfy the City's legislative responsibilities and to set aside specific funds for major initiatives within the Community Strategic Plan Delivering Sustainable Sydney 2030-2050 Continuing the Vision.
5. Key commitments within the City's Long Term Financial Plan include public domain works in the CBD, infrastructure and community facilities in the Green Square urban renewal area and the acquisition of commercial property and open space. The balance of investment funds represents working capital and funding required for the City's operating and other capital expenditure commitments.
6. The City achieved an annualised monthly return of 5.12 per cent for December which remains above the 30-Day Bank Bill Rate (BBR) of 4.32 per cent, the latest AusBond Bank Bill Index of 4.56 per cent and the enhanced benchmark of 4.77 per cent (BBR + 0.45 per cent).
7. Since 2015, the City has utilised an additional strategic benchmark rate to measure its investment performance by exceeding the 30 day benchmark returns, by at least 45 additional basis points (0.45 per cent p.a.). The 45 basis point increase is based on observed historical average increased credit spreads (or margins) over bank bill rates on offer in relation to 30 to 90 day investments.
8. The City's annual rolling return of 5.10 per cent continues to exceed the 12 month average 30 Day Bank Bill Rate of 4.31 per cent, the latest AusBond Bank Bill Index of 4.47 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent). The benchmarks were endorsed in the revised Investment Strategy approved by Council in December 2024.
9. The City aims to achieve returns equal to or above these benchmark rates for the period. However, this achievement remains secondary to the critical strategies of maintaining a prudent and conservative risk profile and ensuring adequate liquidity for operational purposes.

10. It is worth noting Council's investment opportunities are constrained by a combination of legislation, regulation and any directions and guidelines issued by the Minister or the Office of Local Government. These guidelines were developed, in large part, as a response to the Global Financial Crisis and its impact on the local government sectors investments. They effectively limit the City's investment profile to something similar to a cash managed fund, which produces lower returns but provides a high level of security.
11. Annual CPI inflation was 2.8 per cent in the September quarter, significantly down from 3.8 per cent in the June quarter. There are indications that inflationary pressures are reducing. This is the lowest annual inflation rate since the March 2021 quarter. Even though the inflation has fallen within the target range of 2 per cent to 3 per cent, the RBA's assumption is that temporary measures have contributed to the decrease in inflation. The RBA's preferred inflation measure, the 'trimmed mean', is still high at 3.5%. Trimmed mean is the measure that averages inflation after excluding the largest price changes and focusing on the weighted average of the middle 70% of items. While global factors explain much of the variation in inflation, domestic factors also continue to play a role. Widespread upward pressures on prices remain in the economy due to strong demand, a tight labour market and capacity constraints in some sectors of the economy.
12. The Reserve Bank of Australia (RBA) board last raised the official cash rate on 7 November 2023, by 25 basis points to 4.35 per cent, a 12-year high, up from the record low of 0.10 per cent level in May 2022.
13. Recent CPI quarterly results indicate that inflation is trending down . Economic analysts note that the decline has been slower than anticipated, which, combined with other economic factors, has resulted in official interest rates remaining unchanged since November 2023. The general expectation of a majority of the banks is that official rates are likely to be cut in early 2025. Financial institutions have reduced medium term deposit rates based on expectations of number of interest rate cuts by the Reserve Bank of Australia beginning in early 2025.
14. The report includes graphs depicting the City's portfolio returns over and above both the 90-day Bloomberg AusBond, and 30-day Bank Bill Rate benchmarks, to provide further insight into the City's total investment portfolio performance.
15. The structure of the City's investment portfolio continues to reflect the conservative approach outlined in the Investment Policy and Strategy which was last revised and approved by Council in December 2024 remains appropriate for the current global and domestic economic conditions.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

16. The City's investments accord with all legislative and policy requirements, as detailed below, and aim to achieve returns above minimum benchmark rates.

Risks

17. This investment approach is within the City's risk appetite, which states:
- The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.
 - We maintain a cautious appetite to financial risks, aiming to minimise the likelihood and impact of significant financial losses. We prioritise the protection of our financial resources and our long-term financial sustainability. We strive to ensure that our financial decisions are well informed, based on sound financial analysis and are aligned with our strategic objectives.
 - We are committed to complying with all applicable laws, regulations and financial reporting standards. We have no appetite for financial losses arising from non-compliance with legal and regulatory requirements.

Relevant Legislation

18. Council is authorised to invest its surplus cash under section 625 of the Local Government Act 1993.
19. The Local Government (General) Regulation 2021 (section 212) requires the City to provide a written monthly report of all monies invested, under section 625 of the Act.
20. The Investment Policy and Strategy was last revised in November 2024, maintaining Council's commitment to give preference to sustainable investments where returns and risks are equivalent to other investments.
21. The City's investments accord with the Minister's Investment Order, the Office of Local Government's Investment Policy Guidelines, and the City's own Investment Policy and Strategy as adopted by Council on 25 November 2024.

Critical Dates / Time Frames

22. A monthly investment report must be submitted for Council's information and review within the following month.

Public Consultation

23. Consultation is regularly undertaken with a number of financial institutions and investment advisers to consider options and ensure the City continues to maximise its investment return within appropriate legislative and risk parameters.
24. City staff meet regularly with representatives of the 'Big 4' banks and NSW TCorp. At these meetings City staff actively advocate for Socially Responsible Investment (SRI) opportunities.
25. The banks acknowledge the appetite in the market for these products and they continue to investigate the development of suitable products, however it has been challenging to match the level of funds to available Socially Responsible Investment opportunities that meet the credit risk and maturity profile requirements of the City.

26. As noted in previous Investment Reports, Westpac were able to bring a Green Tailored Deposit product to market, which delivers a comparable return while achieving the City's preferred outcomes. The City currently holds \$80.0M in sixteen tranches with this Green Tailored deposit.
27. The City currently holds \$5.0M in a sustainability bond/FRN with Bank Australia due to mature on 24 November 2025 and an additional \$4.5M, invested in February 2023 and due to mature on 22 February 2027. This is based on an investment framework that is in line with the 2021 versions of the ICMA Green Bond Principles (GBP), Social Bond Principles (SBP) and Sustainability Bond Guidelines (SBG). This Socially Responsible investment opportunity meets both the credit risk and maturity profile requirements of the City.

JEAN-MICHEL CARRIERE

Executive Director Finance and Procurement

Attachment A

**Register of Investments and Cash
as at 31 December 2024**

Register of Investments and Cash for December 2024 period										
Institution	Rating	Face Value \$	Amortised Value \$	Monthly Net Returns	Monthly Net Return Annualised	Net Returns Rolling 12 Months	Maturity Date	Investment Date	Term (months)	
Call Account & General Fund										
Westpac Bank- General Fund (Interest bearing)	AA-	14,248,745.49	14,248,745.49	0.37%	4.45%	4.20%	1-Jan-25	31-Dec-24	0	
Commonwealth Bank	AA-	35,313,158.20	35,313,158.20	0.36%	4.35%	4.15%	1-Jan-25	31-Dec-24	0	
Total		49,561,903.69	49,561,903.69	0.36%	4.38%	4.16%				
Term Deposits (TD)										
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.45%	5.45%	10-Jan-25	6-Nov-23	14	
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	14-Jan-25	14-Nov-23	14	
ING Bank	A+	5,000,000.00	5,000,000.00	0.46%	5.48%	5.48%	17-Jan-25	8-Nov-23	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.38%	5.38%	24-Jan-25	15-Nov-23	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.38%	5.38%	28-Jan-25	15-Nov-23	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.46%	5.50%	5.50%	31-Jan-25	29-Nov-23	14	
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	4-Feb-25	4-Dec-23	14	
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	7-Feb-25	4-Dec-23	14	
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	11-Feb-25	6-Dec-23	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.29%	5.29%	18-Feb-25	11-Dec-23	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	18-Feb-25	19-Aug-24	6	
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.20%	5.20%	21-Feb-25	18-Dec-23	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	28-Feb-25	8-Jan-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.08%	5.08%	4-Mar-25	26-Feb-24	12	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.16%	5.16%	7-Mar-25	6-Feb-24	13	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.16%	5.16%	11-Mar-25	6-Feb-24	13	
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	11-Mar-25	6-Sep-24	6	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.13%	5.13%	14-Mar-25	7-Feb-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	18-Mar-25	14-Feb-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	21-Mar-25	14-Feb-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	25-Mar-25	15-Feb-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	28-Mar-25	19-Feb-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.29%	5.29%	28-Mar-25	3-May-24	11	
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	1-Apr-25	19-Feb-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	4-Apr-25	20-Feb-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.18%	5.18%	22-Apr-25	22-Feb-24	14	
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.42%	5.05%	5.05%	22-Apr-25	30-Sep-24	7	
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.42%	5.05%	5.05%	20-May-25	8-Apr-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.06%	5.06%	23-May-25	9-Apr-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	27-May-25	15-May-24	12	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.31%	5.31%	6-Jun-25	3-May-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	10-Jun-25	15-May-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	13-Jun-25	16-May-24	13	
Northern Territory Treasury Corporation- Fixed Rate Bond- Annual	AA	5,000,000.00	5,000,000.00	0.08%	0.90%	0.90%	15-Jun-25	5-Feb-21	52	
Northern Territory Treasury Corporation- Fixed Rate Bond- Annual	AA	5,000,000.00	5,000,000.00	0.08%	0.90%	0.90%	15-Jun-25	9-Feb-21	52	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	17-Jun-25	16-May-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	20-Jun-25	20-May-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.28%	24-Jun-25	31-May-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.28%	27-Jun-25	31-May-24	13	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	1-Jul-25	3-Jun-24	13	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	4-Jul-25	3-Jun-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.20%	5.20%	8-Jul-25	6-Jun-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.23%	11-Jul-25	12-Jun-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.45%	5.45%	15-Jul-25	1-Jul-24	12	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.46%	5.46%	5.46%	18-Jul-25	2-Jul-24	12	
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	18-Jul-25	16-Sep-24	10	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	22-Jul-25	3-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	25-Jul-25	3-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	1-Aug-25	4-Jul-24	13	
Westpac Banking Corporation	AA-	5,000,000.00	5,000,000.00	0.45%	5.38%	5.38%	5-Aug-25	5-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.39%	5.39%	8-Aug-25	10-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	12-Aug-25	12-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.40%	5.40%	15-Aug-25	24-Jul-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.30%	5.30%	19-Aug-25	29-Jul-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.07%	5.07%	22-Aug-25	2-Aug-24	13	
ING Bank	A+	4,000,000.00	4,000,000.00	0.41%	4.93%	4.93%	26-Aug-25	4-Sep-24	12	
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.95%	4.95%	2-Sep-25	6-Aug-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.95%	4.95%	5-Sep-25	6-Aug-24	13	
ING Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	23-Sep-25	13-Aug-24	13	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	26-Sep-25	6-Sep-24	13	
National Australia Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.97%	4.97%	7-Oct-25	9-Oct-24	12	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.40%	4.80%	4.80%	14-Oct-25	23-Aug-24	14	
National Australia Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	21-Oct-25	29-Aug-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	24-Oct-25	29-Aug-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	28-Oct-25	30-Aug-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	31-Oct-25	30-Aug-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.91%	4.91%	11-Nov-25	2-Sep-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.92%	4.92%	18-Nov-25	3-Sep-24	14	
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.92%	4.92%	21-Nov-25	3-Sep-24	15	
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.39%	4.70%	4.70%	25-Nov-25	17-Sep-24	14	
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	2-Dec-25	19-Dec-24	11	
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	24-Mar-26	27-Mar-24	24	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.26%	5.22%	9-Sep-25	7-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.45%	5.35%	5.23%	12-Sep-25	7-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.22%	16-Sep-25	8-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.24%	19-Sep-25	12-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	26-Sep-25	13-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.22%	30-Sep-25	16-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.20%	3-Oct-25	20-Aug-24	13	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.21%	5.20%	7-Oct-25	21-Aug-24	14	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.21%	10-Oct-25	22-Aug-24	14	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.20%	4-Nov-25	30-Aug-24	14	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.20%	7-Nov-25	30-Aug-24	14	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.21%	14-Nov-25	2-Sep-24	14	
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.22%	5.23%	25-Nov-25	1-Oct-24	14	
Westpac Banking Corporation (0.71% Fixed 2 years & 90 days BBSW + 50 points)	AA-	5,000,000.00	5,000,000.00	0.41%	4.93%	4.92%	18-Jun-26	18-Jun-21	60	

Register of Investments and Cash for December 2024 period										
Institution	Rating	Face Value \$	Amortised Value \$	Monthly Net Returns	Monthly Net Return Annualised	Net Returns Rolling 12 Months	Maturity Date	Investment Date	Term (months)	
Term Deposits (TD) 'Green Tailored Deposits'										
Westpac Banking Corporation - Green Tailored Deposit	AA-	5,000,000.00	5,000,000.00	0.45%	5.40%	5.40%	2-Jan-25	24-Nov-23	13	
Westpac Banking Corporation - Green Tailored Deposit	AA-	5,000,000.00	5,000,000.00	0.46%	5.46%	5.46%	7-Jan-25	27-Nov-23	13	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.21%	25-Feb-25	29-Feb-24	12	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	8-Apr-25	21-Feb-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	11-Apr-25	21-Feb-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.24%	15-Apr-25	22-Feb-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	17-Apr-25	27-Feb-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.21%	29-Apr-25	23-Feb-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.29%	2-May-25	4-Mar-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.23%	6-May-25	5-Mar-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.22%	9-May-25	6-Mar-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.21%	5.20%	13-May-25	2-Apr-24	13	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.21%	5.20%	16-May-25	2-Apr-24	13	
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.10%	5.10%	30-May-25	15-Apr-24	13	
Westpac Banking Corporation - Green Tailored Deposit	AA-	5,000,000.00	5,000,000.00	0.43%	5.13%	5.13%	3-Jun-25	16-Apr-24	14	
Westpac Banking Corporation - Green Tailored Deposit - (4.98% fixed 1 year & 3 months BBSW +78 bps 2 years)	AA-	5,000,000.00	5,000,000.00	0.42%	4.98%	4.98%	2-Apr-27	3-Apr-24	36	
Total		509,000,000.00	509,000,000.00	0.43%	5.11%	5.10%				
Floating Rate Notes (FRN)										
National Australia Bank (90 days BBSW + 77 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.14%	5.15%	21-Jan-25	21-Jan-20	60	
Macquarie Bank (3 months BBSW + 84 points)	A+	5,000,000.00	5,000,000.00	0.44%	5.26%	5.22%	12-Feb-25	12-Feb-20	60	
Suncorp Bank (90 days BBSW + 112 points)	A+	1,500,000.00	1,500,000.00	0.46%	5.50%	5.53%	24-Apr-25	27-Apr-20	60	
Suncorp Bank (90 days BBSW + 83 points) - Covered Bond	A+	2,200,000.00	2,200,000.00	0.44%	5.25%	5.23%	17-Oct-25	17-Oct-22	36	
Great Southern Bank (3months BBSW + 158 points)	BBB+	4,000,000.00	4,000,000.00	0.50%	6.04%	5.98%	1-Dec-25	1-Dec-22	36	
Macquarie Bank (3 months BBSW + 48 points)	A+	5,000,000.00	5,000,000.00	0.41%	4.94%	4.89%	9-Dec-25	9-Dec-20	60	
Suncorp Bank (90 days BBSW + 45 points)	A+	2,100,000.00	2,100,000.00	0.41%	4.87%	4.80%	24-Feb-26	24-Feb-21	60	
Newcastle Greater Mutual Group Ltd (90 days BBSW + 63 points)	BBB+	5,000,000.00	5,000,000.00	0.42%	5.03%	5.04%	4-Mar-26	4-Mar-21	60	
Bendigo & Adelaide Bank (90 days BBSW + 125 points)	A-	4,500,000.00	4,500,000.00	0.47%	5.67%	5.62%	15-May-26	15-May-23	36	
Suncorp Bank (90 days BBSW + 105 points)	A+	4,000,000.00	4,000,000.00	0.46%	5.47%	5.41%	18-May-26	18-May-23	36	
Bendigo & Adelaide Bank (90 days BBSW + 65 points)	A-	5,000,000.00	5,000,000.00	0.42%	5.08%	5.07%	18-Jun-26	18-Jun-21	60	
Macquarie Bank (3 months BBSW + 85 points)	A+	4,000,000.00	4,000,000.00	0.44%	5.30%	5.26%	14-Sep-26	14-Sep-23	36	
Suncorp Bank (90 days BBSW + 48 points)	A+	3,750,000.00	3,750,000.00	0.41%	4.93%	4.90%	15-Sep-26	15-Sep-21	60	
Bank of Queensland (90 days BBSW + 80 points)	BBB+	3,000,000.00	3,000,000.00	0.43%	5.20%	5.22%	27-Oct-26	27-Oct-21	60	
Commonwealth Bank (3 month BBSW + 70 points)	AA-	3,250,000.00	3,250,000.00	0.43%	5.13%	5.10%	14-Jan-27	14-Jan-22	60	
Westpac Banking Corporation (90 days BBSW + 70 points)	AA-	3,900,000.00	3,900,000.00	0.42%	5.08%	5.10%	25-Jan-27	18-Jan-22	60	
Suncorp Bank (90 days BBSW + 78 points)	A+	4,500,000.00	4,500,000.00	0.43%	5.16%	5.18%	25-Jan-27	17-Jan-22	60	
Great Southern Bank (3months BBSW + 165 points)	BBB+	2,500,000.00	2,500,000.00	0.51%	6.06%	6.03%	9-Feb-27	9-Feb-23	48	
Newcastle Greater Mutual Group Ltd (90 days BBSW + 100 points)	BBB+	2,250,000.00	2,250,000.00	0.45%	5.41%	5.38%	10-Feb-27	3-Feb-22	60	
National Australia Bank (90 days BBSW + 72 points)	AA-	4,000,000.00	4,000,000.00	0.43%	5.14%	5.07%	25-Feb-27	25-Feb-22	60	
ING Bank (3 months BBSW + 95 points)	A+	1,500,000.00	1,500,000.00	0.45%	5.39%	5.40%	22-Mar-27	22-Mar-24	36	
ANZ Bank (90 day BBSW + 97 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.39%	5.35%	12-May-27	12-May-22	60	
Bendigo and Adelaide Bank (90 days BBSW + 100 points)	A-	2,000,000.00	2,000,000.00	0.45%	5.44%	5.38%	14-May-27	14-May-24	36	
Westpac Banking Corporation (90 days BBSW + 105 points)	AA-	4,000,000.00	4,000,000.00	0.46%	5.47%	5.41%	20-May-27	20-May-22	60	
Suncorp Bank (3 months BBSW + 110 points)	A+	3,750,000.00	3,750,000.00	0.46%	5.52%	5.45%	24-May-27	24-Nov-23	42	
National Australia Bank (3 months BBSW + 73 points)	AA-	4,000,000.00	4,000,000.00	0.43%	5.13%	5.13%	18-Oct-27	18-Oct-24	36	
Great Southern Bank (3months BBSW + 103 points)	BBB+	2,400,000.00	2,400,000.00	0.45%	5.43%	5.43%	1-Nov-27	1-Nov-24	36	
ANZ Bank (90 days BBSW + 120 points)	AA-	4,000,000.00	4,000,000.00	0.47%	5.63%	5.59%	4-Nov-27	4-Nov-22	60	
Westpac Banking Corporation (90 days BBSW + 123 points)	AA-	5,000,000.00	5,000,000.00	0.47%	5.64%	5.61%	11-Nov-27	11-Nov-22	60	
National Australia Bank (90 days BBSW + 120 points)	AA-	4,200,000.00	4,200,000.00	0.47%	5.62%	5.55%	25-Nov-27	25-Nov-22	60	
Suncorp Bank (3months BBSW + 125points)	A+	2,700,000.00	2,700,000.00	0.47%	5.70%	5.66%	14-Dec-27	14-Dec-22	60	
ANZ Bank (90 days BBSW + 106 points)	AA-	4,000,000.00	4,000,000.00	0.46%	5.48%	5.50%	31-Mar-28	31-Mar-23	60	
Suncorp Bank (3 months BBSW + 105 points)	A+	3,000,000.00	3,000,000.00	0.46%	5.48%	5.45%	12-Jul-28	12-Jul-23	60	
Commonwealth Bank (3 month BBSW + 95 points)	AA-	3,000,000.00	3,000,000.00	0.45%	5.37%	5.31%	17-Aug-28	17-Aug-23	60	
ANZ Bank (90 days BBSW + 93 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.37%	5.34%	11-Sep-28	11-Sep-23	60	
Bendigo & Adelaide Bank (90 days BBSW + 96 points)	A-	1,500,000.00	1,500,000.00	0.45%	5.34%	5.34%	24-Oct-28	24-Oct-24	48	
National Australia Bank (3 months BBSW + 103 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.45%	5.39%	16-Nov-28	16-Nov-23	60	
Westpac Banking Corporation (3 months BBSW + 100 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.40%	5.40%	15-Jan-29	15-Jan-24	60	
ANZ Bank (90 days BBSW + 96 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.39%	5.35%	5-Feb-29	5-Feb-24	60	
National Australia Bank (3 months BBSW + 90 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.34%	5.35%	22-Mar-29	22-Mar-24	60	
ANZ Bank (90 days BBSW + 86 points)	AA-	4,000,000.00	4,000,000.00	0.44%	5.29%	5.28%	18-Jun-29	18-Jun-24	60	
ING Bank (90 days BBSW + 102 points)	A+	4,500,000.00	4,500,000.00	0.45%	5.44%	5.41%	20-Aug-29	20-Aug-24	60	
Suncorp Bank (3 months BBSW + 92 points)	A+	4,000,000.00	4,000,000.00	0.45%	5.34%	5.35%	27-Sep-29	27-Sep-24	60	
National Australia Bank (3 months BBSW + 82 points)	AA-	2,750,000.00	2,750,000.00	0.44%	5.26%	5.26%	14-Nov-29	14-Nov-24	60	
Floating Rate Notes (FRN) 'Green/Climate Bonds/Sustainability Bond'										
Bank Australia - Sustainability Bond (3 months BBSW + 160 points)	BBB+	5,000,000.00	5,000,000.00	0.50%	6.02%	5.96%	24-Nov-25	24-Nov-22	36	
Bank Australia - Sustainability Bond (3months BBSW + 155 points)	BBB+	4,500,000.00	4,500,000.00	0.50%	5.97%	5.91%	22-Feb-27	22-Feb-23	48	
Total		166,750,000.00	166,750,000.00	0.45%	5.39%	5.36%				
Total Investments		725,311,903.69	725,311,903.69	0.43%	5.12%	5.10%				
Benchmark: 30 Day Bank Bill Index				0.36%	4.32%	4.31%				
Benchmark: Bloomberg AusBond Bank Bill Index				0.38%	4.56%	4.47%				
TOTAL INVESTMENTS & CASH		725,311,903.69	725,311,903.69							
Note:										
Total Investments & cash- as per investment report		725,311,903.69								
IGS Sinking Fund Balance - as at December2024		2,694,695.37								
Net reconciling amount - closing Bank Balance (per register above) and closing General Ledger account balance (timing difference)		-1,721,716.72								
Total Investments & cash - as per general ledger balance		726,284,882.34								

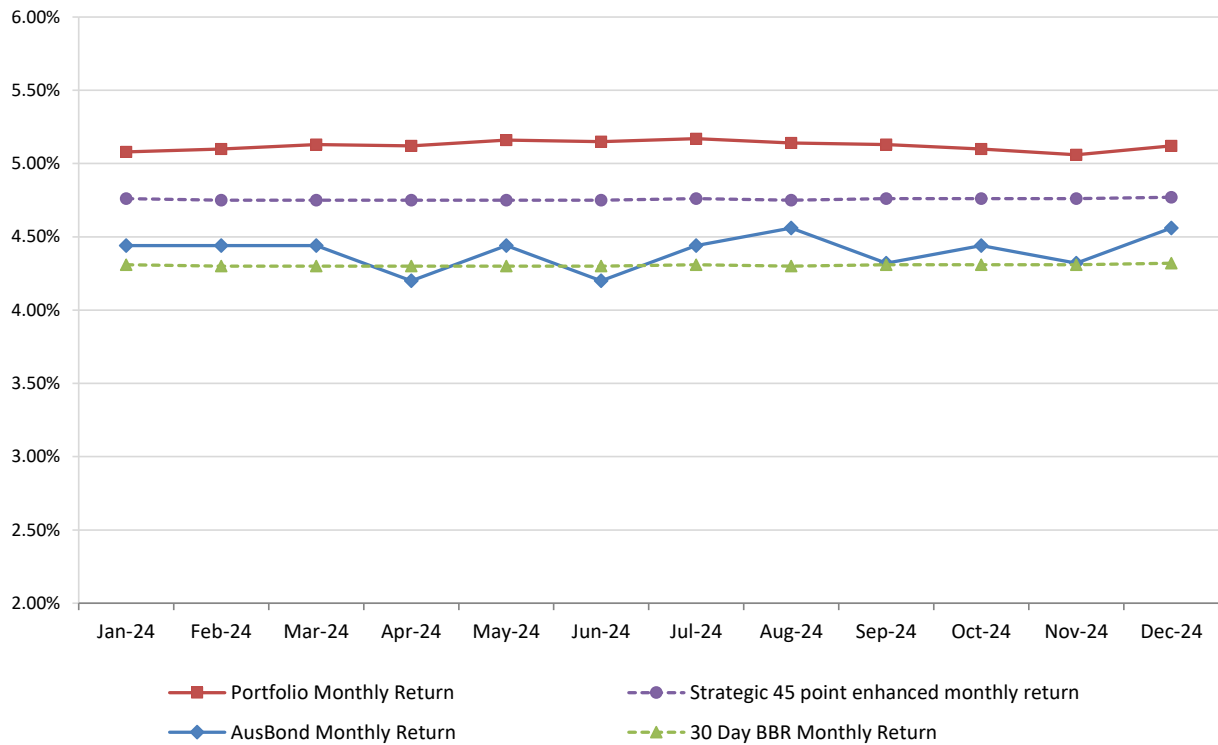
Summary of Net Investment Movements - December 2024			
Financial Institution	Fund Rating	Net Investment/(Reduction) Amount \$	Commentary
<u>General Fund & Call Account</u>			
Westpac Banking Corporation- General Fund	AA-	(82,500,000)	Additional funds received from other income and matured investments placed in Westpac General fund in November utilised for a property acquisition in early December
<u>Term Deposits (TDs)</u>			
ING Bank	A+	(15,000,000)	Redeemed matured investments utilised for operational purposes, or placed in higher yielding investments
National Australia Bank	AA-	(10,000,000)	
Westpac Banking Corporation	AA-	(10,000,000)	

Attachment B

**Investment Performance
as at 31 December 2024**

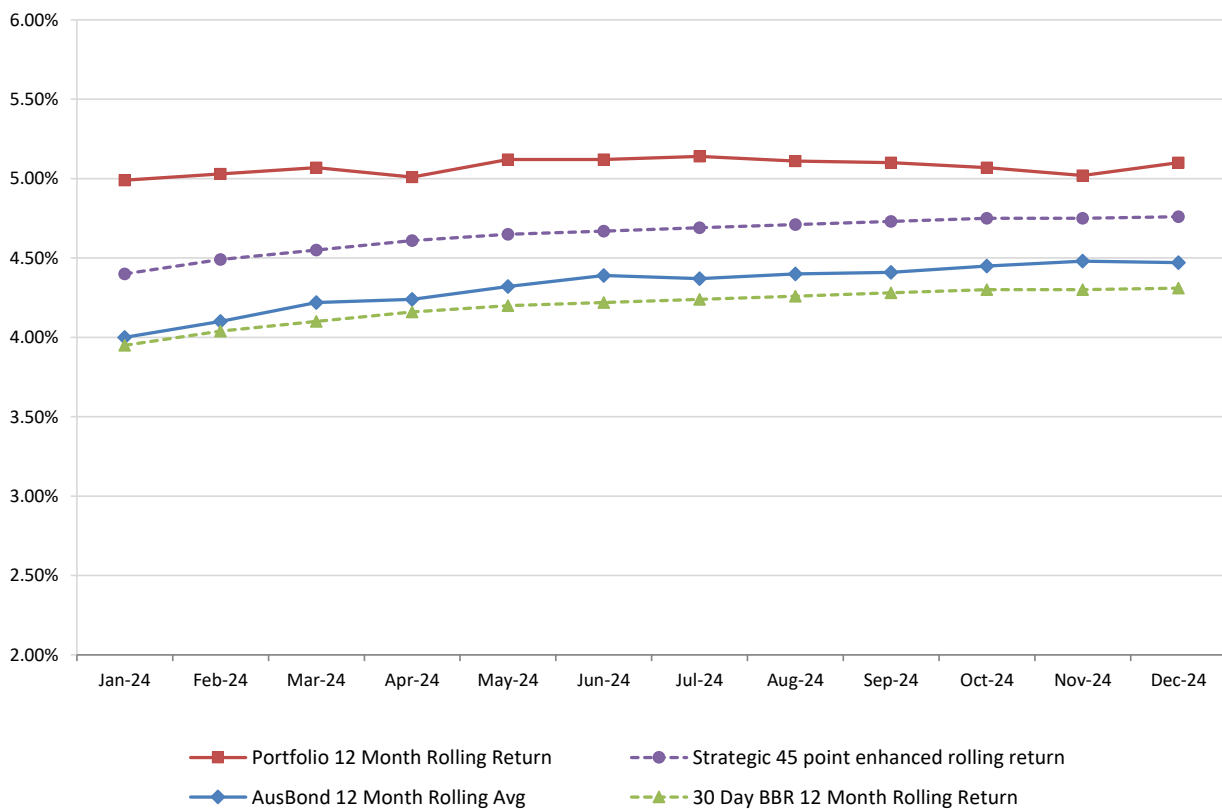
Monthly Results

Actual Portfolio vs Strategic Enhanced Benchmark vs AusBond Benchmark vs 30 Day BBR Benchmark December 2024

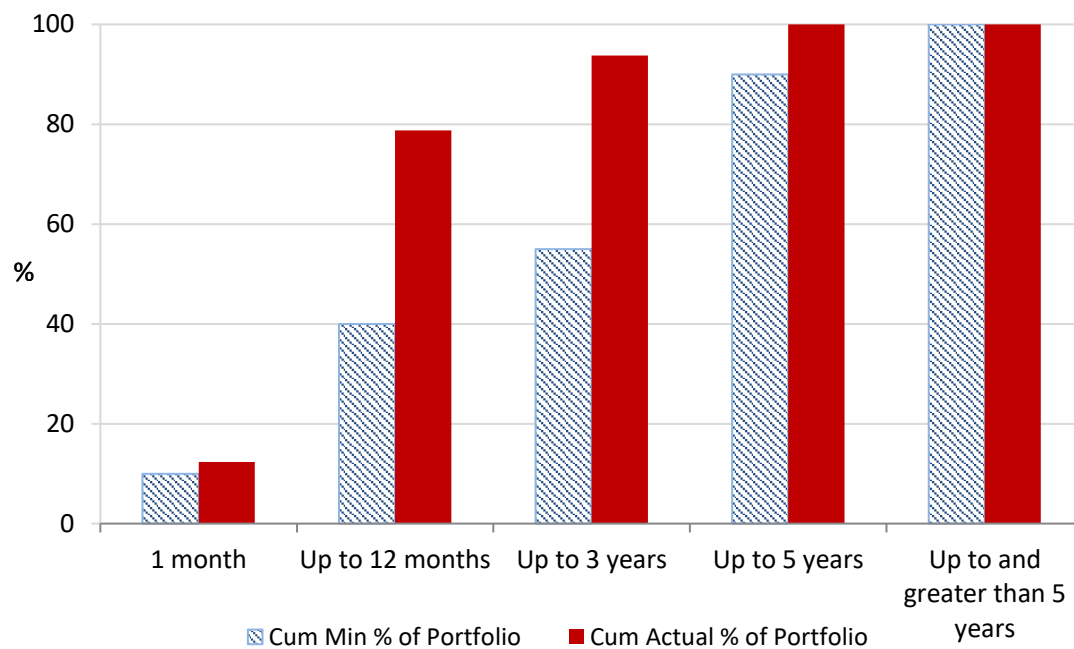


12 Month Rolling Averages

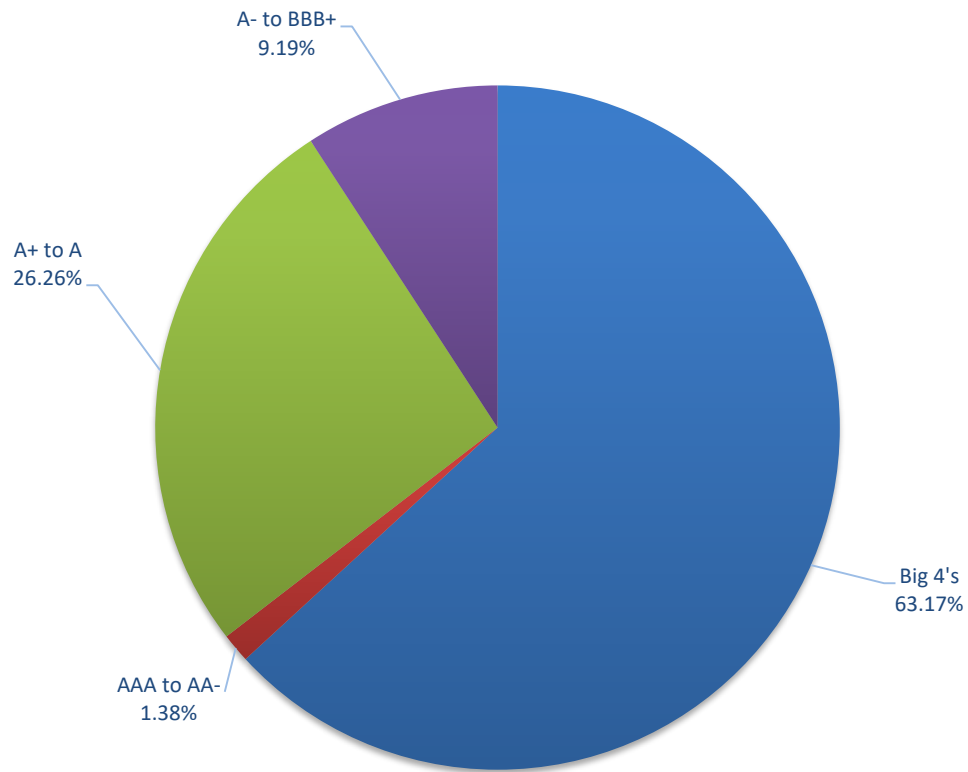
Actual Portfolio vs Strategic Enhanced Benchmark vs AusBond Benchmark vs 30 Day BBR Benchmark December 2024



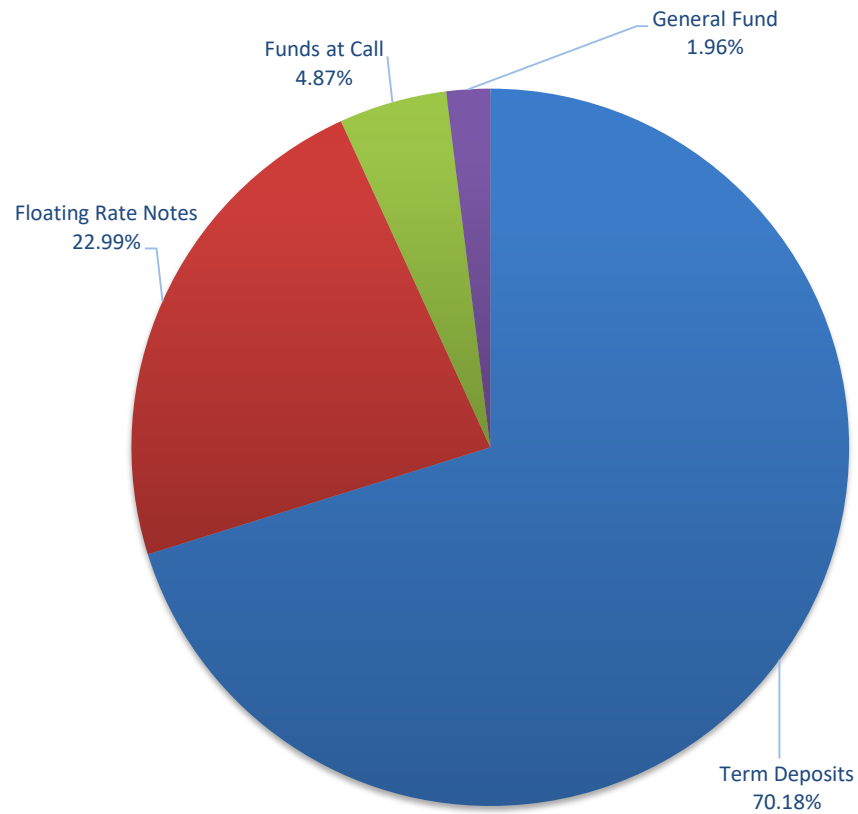
Portfolio Liquidity - Minimum Allocations as at 31 December 2024



Risk Profile as at 31 December 2024



Risk Profile as at 31 December 2024



INVESTMENT AND CASH DISTRIBUTION BY FINANCIAL INSTITUTION				
as at 31 December 2024				
Institution Category	Financial Institution	Amount \$M	Financial Inst. %	Institution Cat. %
Australian Big 4 Bank (and related institutions)	ANZ Bank	23.0	3.2	
	Commonwealth Bank	41.6	5.7	
	National Australia Bank	207.5	28.6	
	Westpac Banking Corporation	186.1	25.7	
Big 4 Total		458.2		63.17
Other Australian ADIs and Australian subsidiaries of foreign institutions	Bank Australia Limited	9.5	1.3	
	Bank of Queensland	28.0	3.9	
	Bendigo & Adelaide Bank	13.0	1.8	
	Great Southern Bank (formerly Credit Union Australia)	8.9	1.2	
	ING Bank	85.0	11.7	
	Suncorp Bank	91.5	12.6	
	Macquarie Bank Ltd	14.0	1.9	
	Northern Territory Treasury Corporation	10.0	1.4	
	Newcastle Greater Mutual Group Ltd	7.3	1.0	
Other ADI Total		267.2		36.83
Grand Total		725.3	100.0	100.000

Item 7.

Investments Held as at 31 January 2025

File No: X020701

Summary

This report provides details of the City's investment portfolio and performance to 31 January 2025.

The City's total Investment and Cash position was \$711.8M at 31 January 2025, with investments earning interest of \$3.2M for the month.

Annual CPI inflation was 2.4 per cent in the December quarter, down from 2.8 per cent in the September quarter. This is the lowest annual inflation rate since the March 2021 quarter. Even though inflation has fallen within the Reserve Bank of Australia's (RBA) target range of 2 per cent to 3 per cent, the RBA's board have not, at the time of writing this report, moved to adjust official interest rates, citing a wider range of economic considerations. While global factors explain much of the variation in inflation, domestic factors also continue to play a role. Widespread upward pressures on prices remain in the economy due to strong demand, a tight labour market and capacity constraints in some sectors of the economy.

The RBA board last raised the official cash rate on 7 November 2023, by 25 basis points to 4.35 per cent, a 12-year high, up from the record low of 0.10 per cent level in May 2022. While inflation is declining, economic analysts note that the decline has been slower than anticipated. While official rates were held steady throughout 2024, the general expectation of a majority of banks is that official rates are likely to be cut in early 2025, provided that the declining inflation trend continues. The financial institutions have reduced medium term deposit rates based on expectations of number of interest rate cuts by the Reserve Bank of Australia in early 2025.

The City's cash and investments portfolio includes restricted funds in both internal (\$236.5M) and external (\$89.9M) cash reserves, to satisfy the City's legislative responsibilities and to set aside specific amounts for major initiatives within the Community Strategic Plan Delivering Sustainable Sydney 2030-2050 Continuing the Vision. Key commitments within the City's Long Term Financial Plan include public domain works in the CBD, infrastructure and community facilities in the Green Square urban renewal area and commercial property and open space acquisitions. The balance of investment funds represents working capital and funding required for the City's operating and capital expenditure commitments.

The City achieved an annualised monthly return of 5.09 per cent for January, which remains above the 30-Day Bank Bill Rate (BBR) of 4.31 per cent, the latest AusBond Monthly Bank Bill Index of 4.56 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent).

Since 2015, the City has utilised an additional strategic benchmark rate to measure its investment performance by exceeding the 30 day benchmark returns, by at least 45 additional basis points (0.45 per cent p.a.). The 45 basis point increase is based on observed historical average increased credit spreads (or margins) over bank bill rates on offer in relation to 30–90 day investments.

The City's annual rolling return of 5.06 per cent continues to exceed the 12 month average 30 Day Bank Bill Rate of 4.31 per cent, the latest AusBond 12 Month Average Bank Bill Index of 4.48 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent). The benchmarks were endorsed in the revised Investment Strategy approved by Council in November 2024.

It is worth noting that Council's investment opportunities are constrained by a combination of legislation, regulation and any directions and guidelines issued by the Minister for the Office of Local Government. These guidelines were developed, in large part, as a response to the Global Financial Crisis and its impact on the local government sector's investments. They effectively limit the City's investment profile to something similar to a cash managed fund, which generally produce lower returns but provide a high level of security. The City's returns from the investment portfolio remain in line with cash managed funds in the market.

This report includes graphs demonstrating that the City's liquidity profile continues to satisfy the requirements of the Policy, and charts that identify the distribution of the City's portfolio across credit ratings, investment product types and financial institutions. Charts depicting the City's portfolio returns over and above both the 90-day Bloomberg AusBond and 30-day Bank Bill Rate benchmarks have also been included to provide further insight into the City's total investment portfolio performance.

The structure of the City's investment portfolio continues to reflect the conservative approach outlined in the Investment Policy and Strategy, which remains appropriate for the current global and domestic economic conditions. The Policy and Strategy also maintain the City's commitment to sustainable investments where returns and risks are equivalent, under the environmentally and socially responsible investment criteria.

Recommendation

It is resolved that the Investment Report as at 31 January 2025 be received and noted.

Attachments

Attachment A. Register of Investments and Cash as at 31 January 2025

Attachment B. Investment Performance as at 31 January 2025

Background

1. In accordance with the principles of sound financial management, cash that is surplus to the City's immediate requirements is invested within acceptable risk parameters to optimise interest income while ensuring the security of these funds.
2. Surplus cash is only invested in authorized investments that comply with governing legislation and the City's Investment Policy and Strategy. The benchmark performance goal of the City's Investment Policy and Strategy is to surpass the 30 Days Bank Bill Rate (BBR) by 45 basis points while performance also continues to be measured against the Bloomberg AusBond Bank Bill Index.
3. The City's total Investment and Cash position as at 31 January 2025 was \$711.8M, a decrease of \$13.5M from 31 December 2024. The monthly movement reflects capital works expenditure and other operational payments for the period exceeding operating income. A schedule detailing all of the City's investments as at the end of January 2025 is provided at Attachment A.
4. A substantial portion of the City's cash and investments portfolio is held as internally restricted (\$236.5M) or externally restricted (\$89.9M) cash reserves, to satisfy the City's legislative responsibilities and to set aside specific funds for major initiatives within the Community Strategic Plan Delivering Sustainable Sydney 2030-2050 Continuing the Vision.
5. Key commitments within the City's Long Term Financial Plan include public domain works in the CBD, infrastructure and community facilities in the Green Square urban renewal area and the acquisition of commercial property and open space. The balance of investment funds represents working capital and funding required for the City's operating and other capital expenditure commitments.
6. The City achieved an annualised monthly return of 5.09 per cent for January which remains above the 30-Day Bank Bill Rate (BBR) of 4.31 per cent, the latest AusBond Bank Bill Index of 4.56 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent).
7. Since 2015, the City has utilised an additional strategic benchmark rate to measure its investment performance by exceeding the 30 day benchmark returns, by at least 45 additional basis points (0.45 per cent p.a.). The 45 basis point increase is based on observed historical average increased credit spreads (or margins) over bank bill rates on offer in relation to 30 to 90 day investments.
8. The City's annual rolling return of 5.06 per cent continues to exceed the 12 month average 30 Day Bank Bill Rate of 4.31 per cent, the latest AusBond Bank Bill Index of 4.48 per cent and the enhanced benchmark of 4.76 per cent (BBR + 0.45 per cent). The benchmarks were endorsed in the revised Investment Strategy approved by Council in November 2024.
9. The City aims to achieve returns equal to or above these benchmark rates for the period. However, this achievement remains secondary to the critical strategies of maintaining a prudent and conservative risk profile and ensuring adequate liquidity for operational purposes.

10. It is worth noting Council's investment opportunities are constrained by a combination of legislation, regulation and any directions and guidelines issued by the Minister or the Office of Local Government. These guidelines were developed, in large part, as a response to the Global Financial Crisis and its impact on the local government sectors investments. They effectively limit the City's investment profile to something similar to a cash managed fund, which produces lower returns but provides a high level of security.
11. Annual CPI inflation was 2.4 per cent in the December quarter, down from 2.8 per cent in the September quarter. This is the lowest annual inflation rate since the March 2021 quarter. Even though the inflation has fallen within the target range of 2 per cent to 3 per cent, the RBA's assumption is that temporary measures have contributed to the decrease in inflation. The RBA's preferred inflation measure, the 'trimmed mean', is still high at 3.2%. Trimmed mean is the measure that averages inflation after excluding the largest price changes and focusing on the weighted average of the middle 70% of items. While global factors explain much of the variation in inflation, domestic factors also continue to play a role. Widespread upward pressures on prices remain in the economy due to strong demand, a tight labour market and capacity constraints in some sectors of the economy.
12. The Reserve Bank of Australia (RBA) board last raised the official cash rate on 7 November 2023, by 25 basis points to 4.35 per cent, a 12-year high, up from the record low of 0.10 per cent level in May 2022.
13. Recent CPI quarterly results indicate that inflation is trending down. Economic analysts note that the decline has been slower than anticipated, which, combined with other economic factors, has resulted in official interest rates remaining unchanged since November 2023. The general expectation of a majority of the banks is that official rates are likely to be cut in early 2025. Financial institutions have reduced medium term deposit rates based on expectations of number of interest rate cuts by the Reserve Bank of Australia beginning in early 2025.
14. The report includes graphs depicting the City's portfolio returns over and above both the 90-day Bloomberg AusBond, and 30-day Bank Bill Rate benchmarks, to provide further insight into the City's total investment portfolio performance.
15. The structure of the City's investment portfolio continues to reflect the conservative approach outlined in the Investment Policy and Strategy which was last revised and approved by Council in December 2024 remains appropriate for the current global and domestic economic conditions.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

16. The City's investments accord with all legislative and policy requirements, as detailed below, and aim to achieve returns above minimum benchmark rates.

Risks

17. This investment approach is within the City's risk appetite, which states:
 - The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.

- We maintain a cautious appetite to financial risks, aiming to minimise the likelihood and impact of significant financial losses. We prioritise the protection of our financial resources and our long-term financial sustainability. We strive to ensure that our financial decisions are well informed, based on sound financial analysis and are aligned with our strategic objectives.
- We are committed to complying with all applicable laws, regulations and financial reporting standards. We have no appetite for financial losses arising from non-compliance with legal and regulatory requirements

Relevant legislation

18. Council is authorised to invest its surplus cash under section 625 of the Local Government Act 1993.
19. The Local Government (General) Regulation 2021 (section 212) requires the City to provide a written monthly report of all monies invested, under section 625 of the Act.
20. The Investment Policy and Strategy was last revised in November 2024, maintaining Council's commitment to give preference to sustainable investments where returns and risks are equivalent to other investments.
21. The City's investments accord with the Minister's Investment Order, the Office of Local Government's Investment Policy Guidelines, and the City's own Investment Policy and Strategy as adopted by Council on 25 November 2024.

Critical Dates / Time Frames

22. A monthly investment report must be submitted for Council's information and review within the following month.

Public Consultation

23. Consultation is regularly undertaken with a number of financial institutions and investment advisers to consider options and ensure the City continues to maximise its investment return within appropriate legislative and risk parameters.
24. City staff meet regularly with representatives of the 'Big 4' banks and NSW TCorp. At these meetings City staff actively advocate for Socially Responsible Investment (SRI) opportunities.
25. The banks acknowledge the appetite in the market for these products and they continue to investigate the development of suitable products, however it has been challenging to match the level of funds to available Socially Responsible Investment opportunities that meet the credit risk and maturity profile requirements of the City.

26. As noted in previous Investment Reports, Westpac were able to bring a Green Tailored Deposit product to market, which delivers a comparable return while achieving the City's preferred outcomes. The City currently holds \$70.0M in fourteen tranches with this Green Tailored deposit.
27. The City currently holds \$5.0M in a sustainability bond/FRN with Bank Australia due to mature on 24 November 2025 and an additional \$4.5M, invested in February 2023 and due to mature on 22 February 2027. This is based on an investment framework that is in line with the 2021 versions of the ICMA Green Bond Principles (GBP), Social Bond Principles (SBP) and Sustainability Bond Guidelines (SBG). This Socially Responsible investment opportunity meets both the credit risk and maturity profile requirements of the City.

JEAN-MICHEL CARRIERE

Executive Director Finance and Procurement

Attachment A

Register of Investments and Cash as at 31 January 2025
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Register of Investments and Cash for January 2025 period

Institution	Rating	Face Value \$	Amortised Value \$	Monthly Net Returns	Monthly Net Return Annualised	Net Returns Rolling 12 Months	Maturity Date	Investment Date	Term (months)
Call Account & General Fund									
Westpac Bank- General Fund (Interest bearing)	AA-	15,443,623.39	15,443,623.39	0.37%	4.45%	4.20%	1-Feb-25	31-Jan-25	0
Commonwealth Bank	AA-	44,605,599.90	44,605,599.90	0.36%	4.35%	4.15%	1-Feb-25	31-Jan-25	0
Total		60,049,223.29	60,049,223.29	0.36%	4.38%	4.16%			
Term Deposits (TD)									
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	4-Feb-25	4-Dec-23	14
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	7-Feb-25	4-Dec-23	14
ING Bank	A+	5,000,000.00	5,000,000.00	0.45%	5.34%	5.34%	11-Feb-25	6-Dec-23	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	18-Feb-25	19-Aug-24	6
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.29%	5.29%	18-Feb-25	11-Dec-23	14
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.20%	5.20%	21-Feb-25	18-Dec-23	14
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	28-Feb-25	8-Jan-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.08%	5.08%	4-Mar-25	26-Feb-24	12
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.16%	5.16%	7-Mar-25	6-Feb-24	13
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	11-Mar-25	6-Sep-24	6
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.16%	5.16%	11-Mar-25	6-Feb-24	13
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.13%	5.13%	14-Mar-25	7-Feb-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	18-Mar-25	14-Feb-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	21-Mar-25	14-Feb-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.15%	5.15%	25-Mar-25	15-Feb-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.29%	5.29%	28-Mar-25	3-May-24	11
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	28-Mar-25	19-Feb-24	13
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	1-Apr-25	19-Feb-24	13
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	4-Apr-25	20-Feb-24	13
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.42%	5.05%	5.05%	22-Apr-25	30-Sep-24	7
ING Bank	A+	5,000,000.00	5,000,000.00	0.43%	5.18%	5.18%	22-Apr-25	22-Feb-24	14
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.42%	5.05%	5.05%	20-May-25	8-Apr-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.42%	5.06%	5.06%	23-May-25	9-Apr-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	27-May-25	15-May-24	12
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.31%	5.31%	6-Jun-25	3-May-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	10-Jun-25	15-May-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	13-Jun-25	16-May-24	13
Northern Territory Treasury Corporation- Fixed Rate Bond- Annual	AA	5,000,000.00	5,000,000.00	0.08%	0.90%	0.90%	15-Jun-25	9-Feb-21	52
Northern Territory Treasury Corporation- Fixed Rate Bond- Annual	AA	5,000,000.00	5,000,000.00	0.08%	0.90%	0.90%	15-Jun-25	5-Feb-21	52
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	17-Jun-25	16-May-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.19%	5.19%	20-Jun-25	20-May-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.28%	24-Jun-25	31-May-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.28%	27-Jun-25	31-May-24	13
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	1-Jul-25	3-Jun-24	13
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.44%	5.25%	5.25%	4-Jul-25	3-Jun-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.43%	5.20%	5.20%	8-Jul-25	6-Jun-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.23%	11-Jul-25	12-Jun-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.45%	5.45%	15-Jul-25	1-Jul-24	12
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	18-Jul-25	16-Sep-24	10
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.46%	5.46%	5.46%	18-Jul-25	2-Jul-24	12
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	22-Jul-25	3-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	25-Jul-25	3-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	1-Aug-25	4-Jul-24	13
Westpac Banking Corporation	AA-	5,000,000.00	5,000,000.00	0.45%	5.38%	5.38%	5-Aug-25	5-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.39%	5.39%	8-Aug-25	10-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.44%	5.44%	12-Aug-25	12-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.45%	5.40%	5.40%	15-Aug-25	24-Jul-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.44%	5.30%	5.30%	19-Aug-25	29-Jul-24	13
ING Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.07%	5.07%	22-Aug-25	2-Aug-24	13
ING Bank	A+	4,000,000.00	4,000,000.00	0.41%	4.93%	4.93%	26-Aug-25	4-Sep-24	12
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.95%	4.95%	2-Sep-25	6-Aug-24	13
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.95%	4.95%	5-Sep-25	6-Aug-24	13
ING Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	23-Sep-25	13-Aug-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	26-Sep-25	6-Sep-24	13
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.97%	4.97%	7-Oct-25	9-Oct-24	12
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.40%	4.80%	4.80%	14-Oct-25	23-Aug-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	21-Oct-25	29-Aug-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	24-Oct-25	29-Aug-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	28-Oct-25	30-Aug-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.90%	4.90%	31-Oct-25	30-Aug-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.91%	4.91%	11-Nov-25	2-Sep-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.92%	4.92%	18-Nov-25	3-Sep-24	14
National Australia Bank	AA-	5,000,000.00	5,000,000.00	0.41%	4.92%	4.92%	21-Nov-25	3-Sep-24	15
Bank of Queensland	A-	5,000,000.00	5,000,000.00	0.39%	4.70%	4.70%	25-Nov-25	17-Sep-24	14
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.42%	5.00%	5.00%	2-Dec-25	19-Dec-24	11
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.40%	4.76%	4.76%	6-Jan-26	31-Jan-25	12
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	9-Jan-26	22-Jan-25	12
Suncorp Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	16-Jan-26	22-Jan-25	12
ING Bank	A+	5,000,000.00	5,000,000.00	0.41%	4.96%	4.96%	24-Mar-26	27-Mar-24	24
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.26%	5.23%	9-Sep-25	7-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.45%	5.35%	5.25%	12-Sep-25	7-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.23%	16-Sep-25	8-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.24%	19-Sep-25	12-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.22%	5.22%	26-Sep-25	13-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.22%	30-Sep-25	16-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.19%	5.20%	3-Oct-25	20-Aug-24	13
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.18%	5.20%	7-Oct-25	21-Aug-24	14
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.16%	5.20%	10-Oct-25	22-Aug-24	14
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.21%	4-Nov-25	30-Aug-24	14
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.21%	7-Nov-25	30-Aug-24	14
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.24%	5.21%	14-Nov-25	2-Sep-24	14
Westpac Banking Corporation - Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.22%	5.23%	25-Nov-25	1-Oct-24	14
Westpac Banking Corporation (0.71% Fixed 2 years & 90 days BBSW + 50 points)	AA-	5,000,000.00	5,000,000.00	0.41%	4.93%	4.93%	18-Jun-26	18-Jun-21	60

Register of Investments and Cash for January 2025 period

Institution	Rating	Face Value \$	Amortised Value \$	Monthly Net Returns	Monthly Net Return Annualised	Net Returns Rolling 12 Months	Maturity Date	Investment Date	Term (months)
Term Deposits (TD) 'Green Tailored Deposits'									
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.21%	25-Feb-25	29-Feb-24	12
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	8-Apr-25	21-Feb-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	11-Apr-25	21-Feb-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.20%	5.23%	15-Apr-25	22-Feb-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	17-Apr-25	27-Feb-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.27%	5.22%	29-Apr-25	23-Feb-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 85 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.28%	5.28%	2-May-25	4-Mar-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.25%	5.23%	6-May-25	5-Mar-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.44%	5.23%	5.22%	9-May-25	6-Mar-24	14
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.21%	5.20%	13-May-25	2-Apr-24	13
Westpac Banking Corporation - Green Tailored Deposit - (90 days BBSW + 80 points)	AA-	5,000,000.00	5,000,000.00	0.43%	5.21%	5.20%	17-May-25	2-Apr-24	13
Westpac Banking Corporation - Green Tailored Deposit - (Annual Interest)	AA-	5,000,000.00	5,000,000.00	0.43%	5.10%	5.10%	30-May-25	15-Apr-24	13
Westpac Banking Corporation - Green Tailored Deposit - (Annual Interest)	AA-	5,000,000.00	5,000,000.00	0.43%	5.13%	5.13%	3-Jun-25	16-Apr-24	14
Westpac Banking Corporation - Green Tailored Deposit - (4.98% fixed 1 year & 3 months BBSW +78 bps 2 years)	AA-	5,000,000.00	5,000,000.00	0.42%	4.98%	4.98%	2-Apr-27	3-Apr-24	36
Total		484,000,000.00	484,000,000.00	0.42%	5.07%	5.07%			
Floating Rate Notes (FRN)									
Macquarie Bank (3 months BBSW + 84 points)	A+	5,000,000.00	5,000,000.00	0.44%	5.26%	5.22%	12-Feb-25	12-Feb-20	60
Suncorp Bank (90 days BBSW + 112 points)	A+	1,500,000.00	1,500,000.00	0.45%	5.44%	5.53%	24-Apr-25	27-Apr-20	60
Suncorp Bank (90 days BBSW + 83 points) - Covered Bond	A+	2,200,000.00	2,200,000.00	0.43%	5.17%	5.23%	17-Oct-25	17-Oct-22	36
Great Southern Bank (3months BBSW + 158 points)	BBB+	4,000,000.00	4,000,000.00	0.50%	6.04%	5.99%	1-Dec-25	1-Dec-22	36
Macquarie Bank (3 months BBSW + 48 points)	A+	5,000,000.00	5,000,000.00	0.41%	4.94%	4.90%	9-Dec-25	9-Dec-20	60
Suncorp Bank (90 days BBSW + 45 points)	A+	2,100,000.00	2,100,000.00	0.41%	4.87%	4.81%	24-Feb-26	24-Feb-21	60
Newcastle Greater Mutual Group Ltd (90 days BBSW + 63 points)	BBB+	5,000,000.00	5,000,000.00	0.42%	5.03%	5.04%	4-Mar-26	4-Mar-21	60
Bendigo & Adelaide Bank (90 days BBSW + 125 points)	A-	4,500,000.00	4,500,000.00	0.47%	5.67%	5.62%	15-May-26	15-May-23	36
Suncorp Bank (90 days BBSW + 105 points)	A+	4,000,000.00	4,000,000.00	0.46%	5.47%	5.41%	18-May-26	18-May-23	36
Bendigo & Adelaide Bank (90 days BBSW + 65 points)	A-	5,000,000.00	5,000,000.00	0.42%	5.08%	5.08%	18-Jun-26	18-Jun-21	60
Macquarie Bank (3 months BBSW + 48 points)	A+	4,000,000.00	4,000,000.00	0.44%	5.30%	5.27%	14-Sep-26	14-Sep-23	36
Suncorp Bank (90 days BBSW + 48 points)	A+	3,750,000.00	3,750,000.00	0.41%	4.93%	4.91%	15-Sep-26	15-Sep-21	60
Bank of Queensland (90 days BBSW + 80 points)	BBB+	3,000,000.00	3,000,000.00	0.43%	5.10%	5.21%	27-Oct-26	27-Oct-21	60
Commonwealth Bank (3 month BBSW + 70 points)	AA-	3,250,000.00	3,250,000.00	0.42%	5.04%	5.10%	14-Jan-27	14-Jan-22	60
Westpac Banking Corporation (90 days BBSW + 70 points)	AA-	3,900,000.00	3,900,000.00	0.42%	5.00%	5.10%	25-Jan-27	18-Jan-22	60
Suncorp Bank (90 days BBSW + 78 points)	A+	4,500,000.00	4,500,000.00	0.42%	5.08%	5.18%	25-Jan-27	17-Jan-22	60
Great Southern Bank (3months BBSW + 165 points)	BBB+	2,500,000.00	2,500,000.00	0.51%	6.06%	6.03%	9-Feb-27	9-Feb-23	48
Newcastle Greater Mutual Group Ltd (90 days BBSW + 100 points)	BBB+	2,250,000.00	2,250,000.00	0.45%	5.41%	5.38%	10-Feb-27	3-Feb-22	60
National Australia Bank (90 days BBSW + 72 points)	AA-	4,000,000.00	4,000,000.00	0.43%	5.14%	5.08%	25-Feb-27	25-Feb-22	60
ING Bank (3 months BBSW + 95 points)	A+	1,500,000.00	1,500,000.00	0.45%	5.39%	5.40%	22-Mar-27	22-Mar-24	36
ANZ Bank (90 day BBSW + 97 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.39%	5.35%	12-May-27	12-May-22	60
Bendigo and Adelaide Bank (90 days BBSW + 100 points)	A-	2,000,000.00	2,000,000.00	0.45%	5.44%	5.39%	14-May-27	14-May-24	36
Westpac Banking Corporation (90 days BBSW + 105 points)	AA-	4,000,000.00	4,000,000.00	0.46%	5.47%	5.42%	20-May-27	20-May-22	60
Suncorp Bank (3 months BBSW + 110 points)	A+	3,750,000.00	3,750,000.00	0.46%	5.52%	5.46%	24-May-27	24-Nov-23	42
National Australia Bank (3 months BBSW + 73 points)	AA-	4,000,000.00	4,000,000.00	0.42%	5.05%	5.11%	18-Oct-27	18-Oct-24	36
Great Southern Bank (3months BBSW + 103 points)	BBB+	2,400,000.00	2,400,000.00	0.45%	5.43%	5.43%	1-Nov-27	1-Nov-24	36
ANZ Bank (90 days BBSW + 120 points)	AA-	4,000,000.00	4,000,000.00	0.47%	5.63%	5.60%	4-Nov-27	4-Nov-22	60
Westpac Banking Corporation (90 days BBSW + 123 points)	AA-	5,000,000.00	5,000,000.00	0.47%	5.64%	5.61%	11-Nov-27	11-Nov-22	60
National Australia Bank (90 days BBSW + 120 points)	AA-	4,200,000.00	4,200,000.00	0.47%	5.62%	5.56%	25-Nov-27	25-Nov-22	60
Suncorp Bank (3months BBSW + 125 points)	A+	2,700,000.00	2,700,000.00	0.47%	5.70%	5.67%	14-Dec-27	14-Dec-22	60
ANZ Bank (90 days BBSW + 106 points)	AA-	4,000,000.00	4,000,000.00	0.46%	5.48%	5.50%	31-Mar-28	31-Mar-23	60
Suncorp Bank (3 months BBSW + 105 points)	A+	3,000,000.00	3,000,000.00	0.45%	5.41%	5.45%	12-Jul-28	12-Jul-23	60
Commonwealth Bank (3 month BBSW + 95 points)	AA-	3,000,000.00	3,000,000.00	0.45%	5.37%	5.31%	17-Aug-28	17-Aug-23	60
ANZ Bank (90 days BBSW + 93 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.37%	5.35%	11-Sep-28	11-Sep-23	60
Bendigo & Adelaide Bank (90 days BBSW + 96 points)	A-	1,500,000.00	1,500,000.00	0.44%	5.28%	5.33%	24-Oct-28	24-Oct-24	48
National Australia Bank (3 months BBSW + 103 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.45%	5.39%	16-Nov-28	16-Nov-23	60
Westpac Banking Corporation (3 months BBSW + 100 points)	AA-	4,000,000.00	4,000,000.00	0.45%	5.35%	5.39%	15-Jan-29	15-Jan-24	60
ANZ Bank (90 days BBSW + 96 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.39%	5.36%	5-Feb-29	5-Feb-24	60
National Australia Bank (3 months BBSW + 90 points)	AA-	3,500,000.00	3,500,000.00	0.45%	5.34%	5.35%	22-Mar-29	22-Mar-24	60
ANZ Bank (90 days BBSW + 86 points)	AA-	4,000,000.00	4,000,000.00	0.44%	5.29%	5.28%	18-Jun-29	18-Jun-24	60
ING Bank (90 days BBSW + 102 points)	A+	4,500,000.00	4,500,000.00	0.45%	5.44%	5.41%	20-Aug-29	20-Aug-24	60
Suncorp Bank (3 months BBSW + 92 points)	A+	4,000,000.00	4,000,000.00	0.45%	5.34%	5.35%	27-Sep-29	27-Sep-24	60
National Australia Bank (3 months BBSW + 82 points)	AA-	2,750,000.00	2,750,000.00	0.44%	5.26%	5.26%	14-Nov-29	14-Nov-24	60
Commonwealth Bank (3 month BBSW + 84 points)	AA-	2,000,000.00	2,000,000.00	0.43%	5.18%	5.18%	9-Jan-30	9-Jan-25	60
Newcastle Permanent Building Society (90 days BBSW + 125 points)	BBB+	4,000,000.00	4,000,000.00	0.46%	5.57%	5.57%	21-Jan-30	21-Jan-25	60
Floating Rate Notes (FRN) 'Green/Climate Bonds/Sustainability Bond'									
Bank Australia - Sustainability Bond (3 months BBSW + 160 points)	BBB+	5,000,000.00	5,000,000.00	0.50%	6.02%	5.96%	24-Nov-25	24-Nov-22	36
Bank Australia - Sustainability Bond (3months BBSW + 155 points)	BBB+	4,500,000.00	4,500,000.00	0.50%	5.97%	5.92%	22-Feb-27	22-Feb-23	48
Total		167,750,000.00	167,750,000.00	0.45%	5.38%	5.37%			
Total Investments		711,799,223.29	711,799,223.29	0.42%	5.09%	5.06%			
Benchmark: 30 Day Bank Bill Index				0.36%	4.31%	4.31%			
Benchmark: Bloomberg AusBond Bank Bill Index				0.38%	4.56%	4.48%			
TOTAL INVESTMENTS & CASH		711,799,223.29	711,799,223.29						
Note:									
Total Investments & cash- as per investment report		711,799,223.29							
IGS Sinking Fund Balance - as at January 2025		2,704,879.84							
Net reconciling amount - closing Bank Balance (per register above) and closing General Ledger account balance (timing difference)		-2,521,587.72							
Total Investments & cash - as per general ledger balance		711,982,515.41							

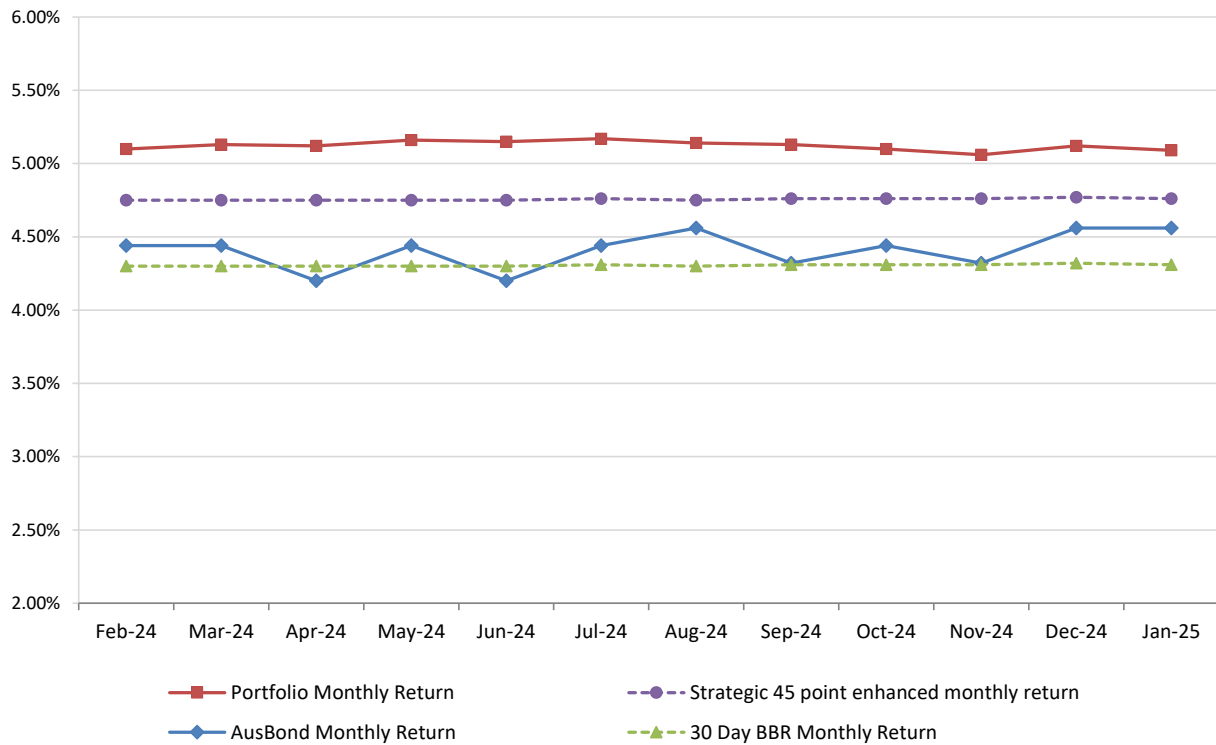
Summary of Net Investment Movements - January 2025			
Financial Institution	Fund Rating	Net Investment/(Reduction) Amount \$	Commentary
<u>General Fund & Call Account</u>			
Westpac Banking Corporation- General Fund	AA-	30,300,000	
Commonwealth Bank	AA-	(19,800,000)	Funds from CBA call account transferred to General fund account for operational use
<u>Term Deposits (TDs)</u>			
ING Bank	A+	(10,000,000)	
Suncorp Bank	A+	(5,000,000)	
Westpac Banking Corporation	AA-	(10,000,000)	Redeemed matured investments utilised for operational purposes, or placed in higher yielding investments
<u>Floating Rate Note</u>			
National Australia Bank	AA-	(5,000,000)	Redeemed matured investments utilised for operational purposes, or placed in higher yielding investments
Commonwealth Bank	AA-	2,000,000	
Newcastle Permanent Building Society	BBB+	4,000,000	Redeemed matured investments and additional income placed in higher yielding investments

Attachment B

**Investment Performance
as at 31 January 2025**

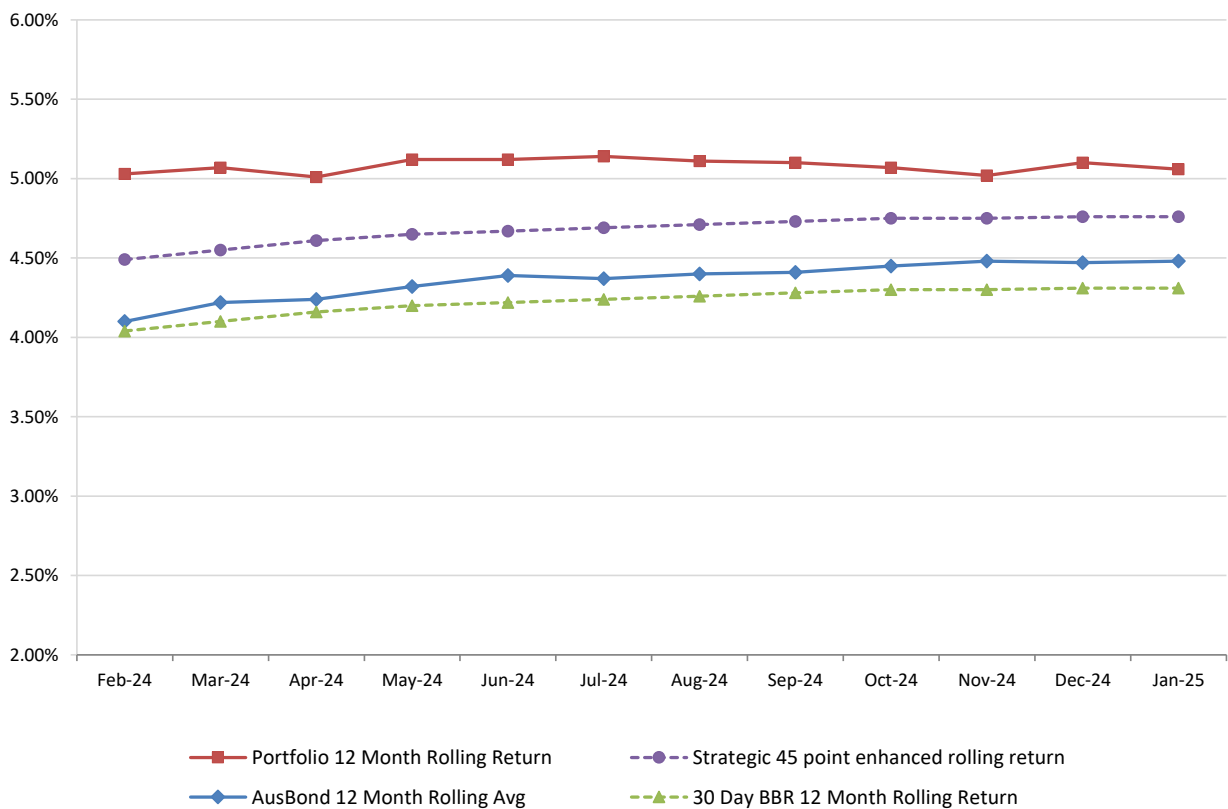
Monthly Results

Actual Portfolio vs Strategic Enhanced Benchmark vs AusBond Benchmark vs 30 Day BBR Benchmark January 2025

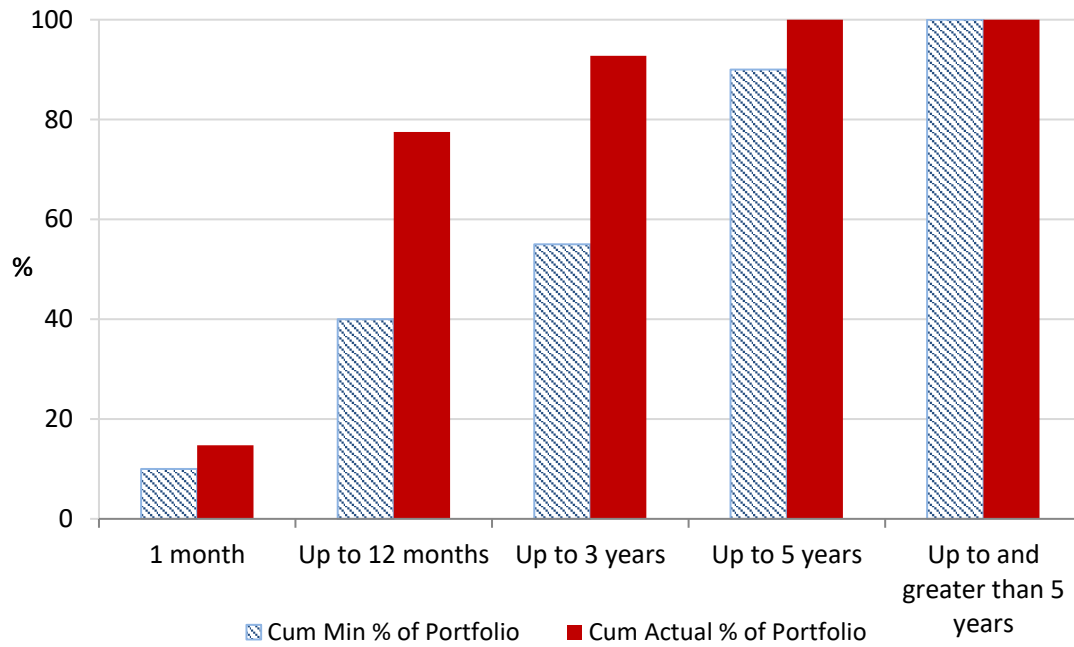


12 Month Rolling Averages

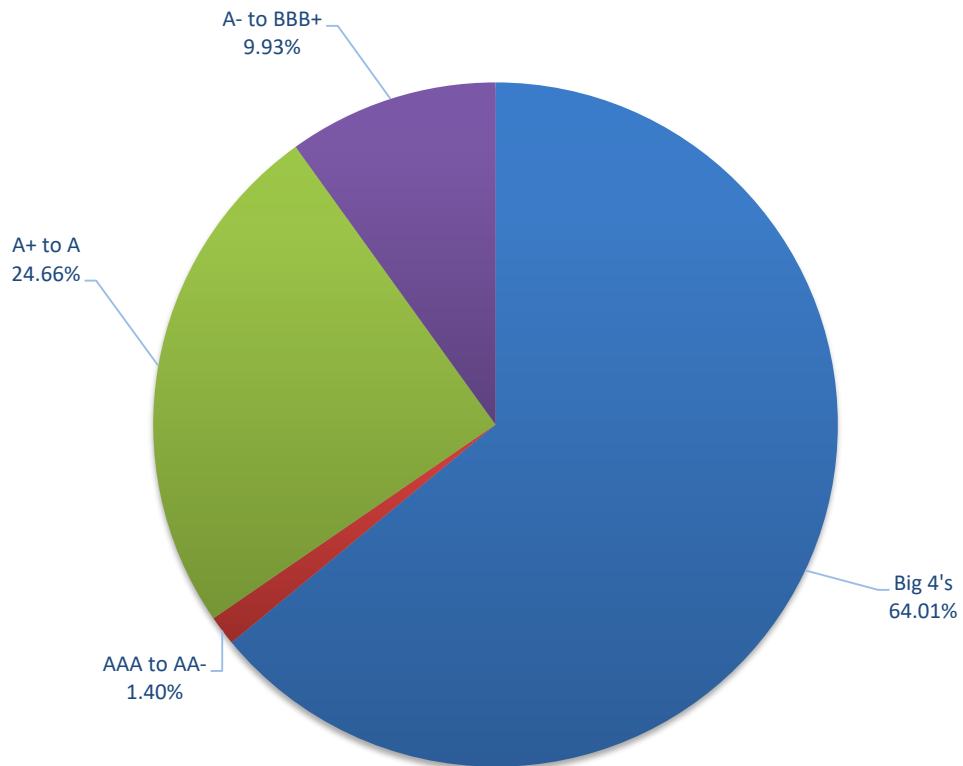
Actual Portfolio vs Strategic Enhanced Benchmark vs AusBond Benchmark vs 30 Day BBR Benchmark January 2025



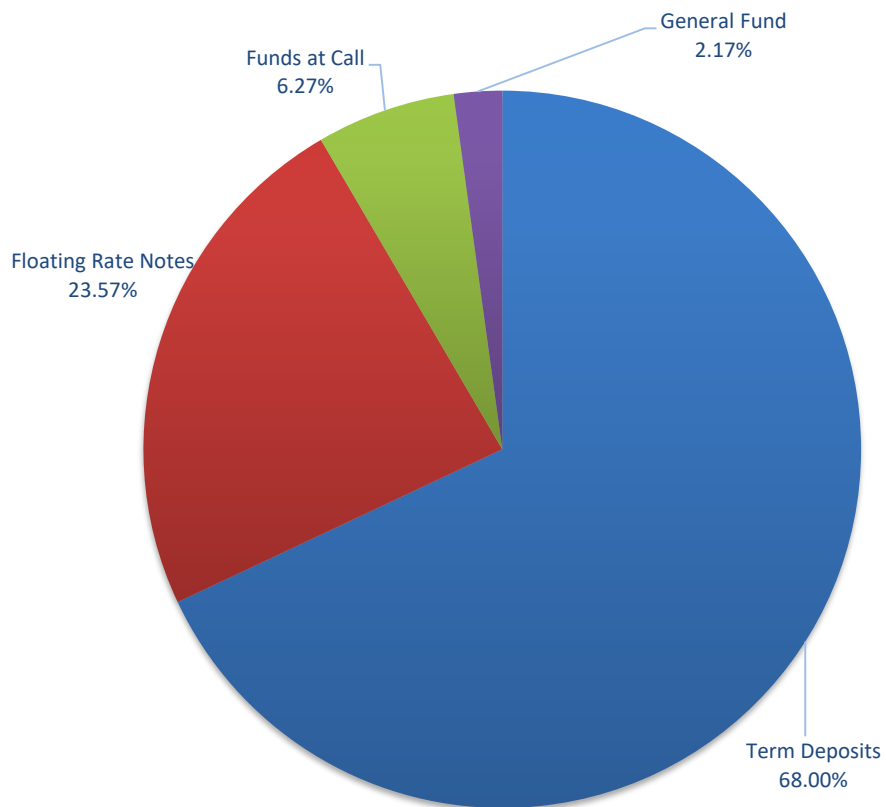
Portfolio Liquidity - Minimum Allocations as at 31 January 2025



Risk Profile as at 31 January 2025



Risk Profile as at 31 January 2025



INVESTMENT AND CASH DISTRIBUTION BY FINANCIAL INSTITUTION				
as at 31 January 2025				
Institution Category	Financial Institution	Amount \$M	Financial Inst. %	Institution Cat. %
Australian Big 4 Bank (and related institutions)	ANZ Bank	23.0	3.2	
	Commonwealth Bank	23.7	3.3	
	National Australia Bank	202.5	28.4	
	Westpac Banking Corporation	206.5	29.0	
Big 4 Total		455.6		64.01
Other Australian ADIs and Australian subsidiaries of foreign institutions	Bank Australia Limited	9.5	1.3	
	Bank of Queensland	28.0	3.9	
	Bendigo & Adelaide Bank	13.0	1.8	
	Great Southern Bank (formerly Credit Union Australia)	8.9	1.3	
	ING Bank	75.0	10.5	
	Suncorp Bank	86.5	12.2	
	Macquarie Bank Ltd	14.0	2.0	
	Northern Territory Treasury Corporation	10.0	1.4	
	Newcastle Greater Mutual Group Ltd	11.3	1.6	
Other ADI Total		256.2		35.99
Grand Total		711.8	100.0	100.000

Item 8.

City of Sydney Advisory Panels

Document to Follow

Item 9.**Land Classification - 22 O'Riordan Street, Alexandria**

File No: X109578.016

Summary

On 25 November 2024, Council resolved to acquire the property at 22 O'Riordan Street, Alexandria, and to publicly notify a proposed resolution to classify the property as operational land in accordance with section 31 of the Local Government Act 1993 (NSW).

This report informs Council of the outcome of the public notification of the proposed resolution to classify the land as operational under the Local Government Act 1993 (NSW).

The proposed resolution to classify the land as operational was notified for a period of 30 days. Four submissions were received supporting the proposed future park and notified classification.

The report recommends Council's endorsement of the operational classification of the land.

Recommendation

It is resolved that Council endorse the classification of the City owned property at 22 O'Riordan Street, Alexandria (being Folio Identifier 1/1004389) as operational land in accordance with section 31 of the Local Government Act 1993 (NSW).

Attachments

Nil.

Background

1. On 25 November 2024, Council resolved to acquire the property at 22 O'Riordan Street, Alexandria for future open space and to publicly notify a proposed resolution to classify the land as operational land in accordance with section 31 of the Local Government Act 1993 (NSW).
2. Until the redevelopment of the site by the City is completed, the application of a community classification to the Property would be inconsistent with the management of other City-owned land acquired for similar purposes.
3. The operational classification enables the City to appropriately manage the asset throughout the City's planning, design, consultation, development, commissioning and warranty periods.
4. The City completed the transaction on 18 December 2024 and is managing the asset in accordance with the Council resolution.

Risks

5. This approach is within the City's risk appetite, which states:
 - We manage our assets, infrastructure and property in accordance with established service levels.
 - We are committed to conducting our activities in full compliance with applicable laws, regulations and relevant industry standards.

Relevant Legislation

6. Section 25 of the Local Government Act 1993 (NSW) requires all public land to be classified as either community or operational land.
7. Section 31 of the Local Government Act 1993 (NSW) requires Council to classify newly acquired land as operational or community land within 3 months from the date of acquisition of the land.
8. Section 34 of the Local Government Act 1993 (NSW) requires the proposed resolution to classify be publicly notified and made available for inspection by the public for a period of not less than 28 days.

Public Consultation

9. The proposed resolution was publicly notified in The Sydney Morning Herald and on the City's website for a period of 30 days excluding public holidays from 18 December 2024 closing 20 January 2025.
10. Four submissions were received supporting the proposed future park and the notified classification.

KIM WOODBURY

Chief Operating Officer

Nicholas Male-Perkins, Commercial Manager

Item 10.

Project Scope - 343 George Street - Renewal and Upgrade

File No: X098324

Summary

This report outlines the recommended scope for ongoing renewal and upgrade works for the City owned building at 343 George Street, Sydney.

343 George Street, Sydney, is a state heritage item built in 1925 and occupying a prominent site at the western end of Martin Place. The building was acquired by the City in September 2010 and is a key asset in the City's Investment Property Portfolio.

An ongoing program of renewal and upgrade works is required to maintain this historically significant building and ensure its position in the market and secure an ongoing financial return for the City.

In summary, the proposed scope of works included in the whole-of-building renewal and upgrade plan includes: the renewal and upgrade of base building services; efficiency and sustainability measures to meet the City's sustainability targets and market requirements; upgrade of building common areas to meet market expectations; accessibility upgrades for equity and compliance; and the renewal and upgrade of commercial office floors.

It is recommended that the scope of works outlined in this report form the basis of a staged renewal and upgrade program.

Recommendation

It is resolved that Council:

- (A) endorse the scope of works described in the subject report for the purpose of proceeding with lodgement of required planning approvals, detailed design and documentation and tender for staged construction of the works; and
- (B) note the financial implications outlined in Confidential Attachment C to the subject report.

Attachments

Attachment A. Location Plan

Attachment B. Summary of Recommended Project Scope (Confidential)

Attachment C. Financial Implications (Confidential)

Background

1. 343 George Street, Sydney, is a state heritage item occupying a prominent site at the western end of Martin Place. The building was acquired by the City in September 2010 and is a key asset in the City's Investment Property Portfolio.
2. The building comprises 13 levels in total, with basement, lower ground floor, ground floor (retail) and 10 upper commercial office floors. There are significant views over Martin Place and Barrack Street. The building has 2 main lobbies – one from George Street and one from Barrack Street.
3. The building is historically significant as an early example of the Commercial Palazzo style and as the former headquarters of one of the leading banks in New South Wales, the Commercial Banking Company of Sydney Ltd, which had occupied this site since the 1850's until its merger with the National Bank in the 1980's.
4. The façades, ground floor, lower Ground Floor Safe Deposit Vault, and surviving original interiors of the executive areas are exceptionally fine and rare examples of design and craftsmanship.
5. The building was originally built in 1925 and has been well maintained. Renewal and upgrade works completed to date and underway include:
 - (a) Renewal of base building services and interiors (lobbies and common bathrooms and kitchenettes) in the early-mid 90s.
 - (b) Major modification of upper floor tenancies by tenants / previous building owner in the early 2000s to create multi-floor tenancies with internal stairs installed to connect levels six and seven as a two storey tenancy and levels eight, nine and ten as a three storey tenancy.
 - (c) Renewal and remediation of the Barrack Lane building facades by the City. Stage 1 works to Barrack Lane completed in 2021 Stage 2 works to the George and Barrack Street facades of the building are now underway.
6. An ongoing program of renewal and upgrade works is required to maintain this historically significant building and ensure its position in the market and secure an on-going financial return for the City. Works required include:
 - (a) Renewal of all base building services and interiors which are at or nearing end of asset life (20-30 years old).
 - (b) Upgrades to comply with current standards including:
 - (i) Accessibility - upgrade of ground floor entries and lobbies and bathrooms on all levels to meet current accessibility standards.
 - (ii) Services - upgrade of services to meet current statutory requirements and the City's sustainability targets.

- (c) Upgrades recommended to meet market expectations:
 - (i) End of Trip Facility - provision of an appropriately sized / located facility.
 - (ii) Rooftop Tenant Common Space - provision of a break-out space for tenant use.

Asset Management

7. When the building was purchased in September 2010 the building was fully leased and had a strong lease expiry profile. At the time of purchase the weighted average lease expiry (based on rental income) was approximately 6.5 years, with the ground floor lease to Burberry having an unexpired lease term of 15 years (to 2025).
8. Building leasing and returns remained high through to 2022 (mid- Covid) when the level 6 and 7 multi-floor tenancy became vacant at the end of the lease term for Built Pty Ltd. Shortly following this Atlassian chose not to execute a lease extension.
9. Given the opportunity presented by the concurrent vacancy of several floors of the building, a detailed review of leasing and required renewal and upgrade works was completed in late 2022 to inform budget planning and asset management. Key outcomes of this review included:
 - (a) Leasing - maintain the current mix of ground floor retail, small office suites (L1-3) and whole / multiple floor tenancies (L4-10).
 - (b) Base building renewal and upgrade works - works to be delivered in stages aligned with vacancies and lease expiry profiles with renewal of upper floors (L6-10) prioritised to align with current vacancies.
 - (c) Tenancy renewal and upgrades - works to be progressively delivered aligned to market conditions as / when tenancies are vacant / available for lease.
 - (d) Whole of building renewal and upgrade plan - a whole of building renewal and upgrade plan should be developed.
 - (e) Planning approvals - approval for whole of building renewal and upgrade works including application for award of Heritage Floor Space should be sought.

Recommended Project Scope

10. In August 2023 Johnson Pilton Walker Architects (JPW) were engaged to develop a plan for whole-of-building renewal and upgrade, which could be delivered in stages, aligned to vacancies within the building. The strategy coordinates Development Application and staged construction documentation packages.

11. Works included in the whole-of-building renewal and upgrade plan include:
- (a) Renewal and upgrade of base building services including:
 - (i) Fire services - tank to be moved to basement from roof (compliance), new fire booster on street and associated upgrades, new stair pressurisation
 - (ii) Mechanical / Air conditioning (HVAC) roof top plant replacement of cooling towers, new chillers & Heat exchange, on-floor upgrade of zoning
 - (iii) Electrical (including data), lighting, secure access systems and
 - (iv) Vertical transportation (re-fit lift cars and call logic systems).
 - (b) Efficiency & sustainability measures to meet to meet the City's sustainability targets and market requirements including:
 - (i) Electrify all services, remove gas supply and gas boilers
 - (ii) Energy efficient HVAC design and plant, improved edge zoning, retain chill beams on upper floors
 - (iii) Efficient fittings, LED lighting, water efficient fixtures
 - (iv) NABERS rating (at completion of works).
 - (c) Upgrade of building common areas to meet market expectations including:
 - (i) Renewed Ground floor lobbies
 - (ii) Renewed lift foyers and stairs (all levels)
 - (iii) Upgraded rooftop outdoor terrace and new common indoor space
 - (iv) New End of Trip facilities in including new lift to access B1
 - (v) New waste handling facilities.
 - (d) Accessibility upgrades for equity and compliance including;
 - (i) Accessible entry, ramped entry to Barack Street Lobby
 - (ii) Accessible bathrooms to all office floors and End of Trip (12 off)
 - (iii) Wayfinding, signage and contrast upgrades.
 - (e) Renewal and upgrade of commercial office floors including:
 - (i) Fit-out of all floors to "Warmshell" with basic floor and wall finishes, suitable for tenant's own fit-out to suit.
 - (ii) Full fit-out including furniture and equipment of selected floors as required in response to market conditions at time of works.
12. Works will be delivered in stages aligned to lease expiries / vacancies within the building and subject to budget allocations within the Long Term Financial Plan.

13. Planning Approval will be sought for whole-of-building renewal and upgrade with the proposed works to be undertaken in stages following the issue of staged construction certificates.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

14. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the city to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This report is aligned with the following strategic directions and objectives:
 - (a) Direction 1 - Responsible governance and stewardship - asset management and specifically expanding revenue from commercial operations and the property portfolio.
 - (b) Direction 2 - A leading environmental performer - improvement of the environmental performance of the City's commercial asset.

Organisational Impact

15. This project enables the appropriate maintenance and improvement of an asset which generates important revenue to the City, and improves the performance of the Investment Property Portfolio.
16. These works will improve facilities, reducing reactive maintenance in the short term.
17. This project does not include any proposal to change staffing.

Risks

18. Project and design safety risk assessments have been completed and are subject to ongoing review and update. Significant risks identified and treatment strategies include:
 - (a) Scope does not meet market expectations - consultation with leasing agents etc
 - (b) Tenant Management During Construction - consultation and communication
 - (c) Latent conditions in the building - structural investigation to incorporate recommendations into design.
19. This renewal approach is within the City's risk appetite, which states:
 - The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.

- We aim to strike a balance between achieving our strategic objectives and ensuring the long-term sustainability of infrastructure assets; and preserving and promoting culture and heritage, embracing innovation, and ensuring the long-term sustainability and accessibility of cultural/heritage assets.
20. The Risk Appetite statement notes that the City of Sydney encourages detailed planning and programming of asset renewal to ensure appropriate resources are allocated in the long-term financial plan. It also notes that we will not tolerate a failure to implement maintenance of our infrastructure and assets. This scope proposal is intended to ensure that there is a plan in place for the long term maintenance and improvement of this important asset.

Environmental

21. Renewal of base building services will improve environmental performance of the building, and includes full electrification of the building and the works will result in a reduction in both water and energy usage compared to current.
22. The works are designed to achieve a 5 star NABERS energy rating at completion of works and will meet the City's sustainability targets.

Financial Implications

23. Relevant projects are included in the current Long Term Financial Plan. Financial implications are outlined in Confidential Attachment C.

Relevant Legislation

24. Local Government Act 1993 - Sections 10A and 10B provide that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.
25. Attachments B and C contain confidential information which, if disclosed would confer a commercial advantage on a person with whom the City of Sydney is conducting (or proposes to conduct) business.
26. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

Critical Dates / Time Frames

27. The anticipated project time frames are:

- | | | |
|-----|--------------------------------------|---------------------------------------|
| (a) | Development application submission | Early 2025 |
| (b) | Construction documentation completed | Mid 2025 |
| (c) | Construction start (first stage) | Late 2025 |
| (d) | Construction finish (first stage) | Early 2027 |
| (e) | Other stages start | As floors become vacant in the future |

Options

28. Proceed with staged implementation of the renewal and upgrade works outlined in this report including relevant approvals, preparation of construction documentation, tender and construction.
29. Project does not proceed - this option is not recommended as there is a high risk of ongoing vacancy and increasing maintenance costs.

Public Consultation

30. Public consultation will be undertaken through exhibition of the Development Application.
31. Consultation with current and prospective tenants has been undertaken and will continue throughout the delivery of the works.

KIM WOODBURY

Chief Operating Officer

Sam Wheatley, Delivery Manager

Attachment A

Location Plan



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Item 11.

Lease Approval - 343 George Street, Sydney

File No: X103815

Summary

In 2011, the City purchased 343 George Street, Sydney, as a key asset within its investment property portfolio.

Recognised as a crucial income generator, the City has committed significant investment to the building within its Long-Term Financial Plan.

Burberry Pacific Pty Limited (Burberry) has been the anchor retail tenant since 2010, holding multiple leases at the property. These leases strategically position Burberry within 343 George Street, supporting its corporate and retail operations in Australia.

Burberry is now seeking to enter new office and retail leases to secure its long-term tenancy. These leases align with current market conditions and are mutually beneficial, ensuring financial stability and supporting the building's continued commercial success.

This report seeks Council approval to grant new leases to Burberry Pacific Pty Limited as the tenant for the ground-floor retail and basement storage and space on the first floor of the office Building at 343 George Street, Sydney.

The essential terms and conditions of the proposed leases are shown in Confidential Attachment A.

Recommendation

It is resolved that:

- (A) Council approve the granting of a new leases to Burberry Pacific Pty Limited (ACN 098 381 161), commencing on 1 August 2025 for a term of 5 years with an option to renew for a further 5 years for the Ground Floor Retail and Basement Storage, 343 George Street, Sydney, in accordance with Confidential Attachment A to the subject report; and
- (B) authority be delegated to the Chief Executive Officer to enter into and administer any documentation required to give effect to the new lease referred in (A) above and in accordance with Confidential Attachment A to the subject report.

Attachments

Attachment A. Essential Lease Terms and Conditions (Confidential)

Background

1. In 2011, the city purchased 343 George Street, Sydney, as part of its commercial investment property portfolio. The building is a crucial income asset for the City.
2. The City has committed to significantly invest in 343 George Street within the Long-Term Financial Plan (LTFP). It is currently undertaking critical facade repairs and seeking to invest in a significant building refurbishment to enhance its value and long-term viability.
3. Leasing commercial buildings while undertaking whole-of-building renewal works is complex due to the disruption caused by construction, shifting market perceptions, and the challenge of maintaining tenant confidence. Existing tenants may face operational impacts, while prospective tenants may hesitate to commit due to uncertainty around project timelines, access, and potential disruptions.
4. Securing anchor tenants is imperative as they provide financial stability, attract complementary businesses, and enhance the building's market appeal. Their commitment signals confidence in the redevelopment, helping to secure additional leases and ensuring the long-term viability of the investment.
5. Burberry has been the anchor retail tenant of 343 George Street Sydney since 2010 and holds multiple leases within the building. These lease arrangements strategically position Burberry within the building, supporting its corporate operations and flagship retail presence in Australia.
6. To remain a tenant at 343 George Street, Burberry wishes to enter new office and retail operations leases. The new leases are in the best interest of both parties, as they secure the long-term tenancy, ensure financial stability, and align with current market conditions to sustain the building's commercial success. Details of the new leases are contained in Confidential Attachment A.

Key Implications

Strategic Alignment - Sustainable Sydney 2030-2050 Continuing the Vision

7. Sustainable Sydney 2030-2050 Continuing the Vision renews the communities' vision for the sustainable development of the City to 2050. It includes 10 strategic directions to guide the future of the city, as well as 10 targets against which to measure progress. This report is aligned with the following strategic directions and objectives:
 - (a) Direction 1 - Responsible governance and stewardship - specifically expanding revenue from the commercial operations and the property portfolio.

Risks

8. The City's risk appetite statement encourages detailed planning and programming of asset renewal, which is consistent with the approach outlined in this report.
9. The recommendations in this report are within the City's risk appetite, which states:
 - The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.
 - We recognise the importance of prudent financial management when it comes to our assets and we strive to maintain a financially sustainable position. Our risk appetite acknowledges the need to balance investment in infrastructure with the Council's overall financial capacity. We allocate adequate resources to the maintenance and renewal of assets and ensure that there is alignment between asset management plans, the Delivery Program and our long-term financial plan.

Financial Implications

10. Financial implications are detailed in Confidential Attachment A.

Relevant Legislation

11. Local Government Act 1993 - sections 10A and 10B provide that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business and if discussion of the information in an open meeting would, on balance be contrary to public interest.
12. Attachment A contains confidential commercial information which, if disclosed, would confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business.
13. Discussion of this matter in an open meeting, would, on balance, be contrary to the public interest because it would compromise the City's ability to negotiate fairly and commercially to achieve the best outcome for ratepayers.

Options

14. Alternative options are discussed in Confidential Attachment A.

KIM WOODBURY

Chief Operating Officer

Neil Palagedara, Executive Manager Property Services

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Item 12.

Negotiation Outcome - Tender T-2023-1041 - Sydney Park Brick Kilns Precinct Upgrade

File No: X082505.008

Tender No: T-2023-1041

Summary

This report provides details of the negotiation process for the construction of the Sydney Park Brick Kilns Precinct Upgrade.

The Sydney Park Brick Kilns Precinct contains substantial remains of the brickmaking industry which once dominated the area. Throughout the twentieth century there were 4 separate brick manufacturing facilities operational on different sites within Sydney Park. The structures that remain on this site constitute a striking landmark and a powerful example of this brickmaking history that contributes to the streetscape of the Princes Highway and act as a significant gateway into Sydney Park.

The objectives of the current project are to deliver the stabilisation and preservation of the Sydney Park Brick Kilns structures, to renew the surrounding landscape of the precinct and interpret the significant industrial and cultural history of the site.

The project scope for the Sydney Park Brick Kilns Precinct Renewal works was endorsed by Council on 22 August 2022, forming the basis for the development application and future tender for the renewal works. An updated scoping report was endorsed by Council on 11 March 2024 for the design refinement including accessibility, structural works, services and waterproofing to the Down Draught Kilns.

On 29 July 2024, Council resolved to decline to accept the tender offers received and enter into negotiations with suitable vendors for the construction of the Sydney Park Brick Kilns Precinct Upgrade.

This report recommends that Council accept the negotiated offer from Respondent M for Sydney Park Brick Kilns Precinct upgrade and approve additional funds to increase the project budget as outlined in Confidential Attachment B.

Recommendation

It is resolved that:

- (A) Council note the outcome of the negotiations for the construction of the Sydney Park Brick Kilns Precinct Upgrade as detailed in Confidential Attachment B to the subject report;
- (B) Council accept the offer from Respondent M for Sydney Park Brick Kilns Precinct Upgrade for the price and contingency, outlined in Confidential Attachment B to the subject report;
- (C) Council note that the total contract sum and contingency for Sydney Park Brick Kilns Precinct Upgrade is outlined in Confidential Attachment B to the subject report;
- (D) authority be delegated to the Chief Executive Officer to finalise, execute and administer the contracts relating to the negotiation outcome; and
- (E) Council approve additional project funding as outlined in Confidential Attachment B to the subject report.

Attachments

- Attachment A.** 29 July 2024 Council Resolution and Report – Tender T-2023-1041 Reject and Negotiate – Sydney Park Brick Kilns Precinct Upgrade and Contract Variation – Head Design Consultant - (includes Confidential Attachment) (Confidential)
- Attachment B.** Negotiation Process and Financial Implications (Confidential)

Background

1. Sydney Park occupies a large parcel of land in the southern part of the local area between St Peters and Alexandria. It is owned and managed by the City. The Brick Kilns are located in the north-western portion of the park, adjacent to the intersection of the Princes Highway and Sydney Park Rd, St Peters.
2. The former Bedford brickworks kilns, chimneys and machinery are listed heritage items. The brick kilns stand as a unique and significant example of the industrial heritage and the previous vast brick making works which was the dominant industry in the area now known as Sydney Park.
3. The condition of the kiln and chimney structures is under constant review and to date the City has undertaken a series of projects to ensure the stability of the structures and maintain public safety.
4. Due to their age and, in part, the nature of their original construction detail, the brick kilns have dilapidated to the extent that it has been determined major works are required to stabilise and restore the brick kiln structures to help protect and maintain the heritage fabric of the precinct and improve the overall visual aesthetic. The works will include landscape renewal and associated services upgrade works.
5. The project will deliver the stabilisation and restoration of the existing Sydney Park Brick Kiln and Chimney structures including reinstatement/renewal of roofs, services renewal, provide heritage interpretation and an upgraded public domain and park entry which integrates the kilns as structures within the landscape of Sydney Park.
6. In late 2023, Expressions of Interest were undertaken to select suppliers to proceed to a selected Tender process. In early 2024, the City invited tenders from the 4 short listed suppliers for the construction of the Sydney Park Brick Kilns Precinct Upgrade.
7. On 29 July 2024, Council declined to accept the tender offers for the construction of the Sydney Park Brick Kilns Precinct Upgrade and delegated authority to the Chief Executive Officer to enter into negotiations with any person with a view to entering into a contract on terms that are appropriate in relation to the subject matter of the tender.
8. Three suppliers were invited to participate in negotiations for the construction of the Sydney Park Brick Kilns Precinct Upgrade.

Risks

9. This approach is within the City's risk appetite, which states:
 - The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.
 - We acknowledge our responsibility to protect and enhance the social and environmental wellbeing of our community. Our risk appetite emphasises the integration of sustainable practices into infrastructure asset management, considering environmental impacts, climate change resilience and community engagement.

- We aim to strike a balance between achieving our strategic objectives and ensuring the long-term sustainability of infrastructure assets; and preserving and promoting culture and heritage, embracing innovation, and ensuring the long-term sustainability and accessibility of cultural/heritage assets.

Financial Implications

10. Additional funds are required for this project due to the preferred proposal exceeding pre-tender estimates and the current endorsed project budget. Acceptance of the recommended proposal will therefore require Council to increase the budget, as detailed in Confidential Attachment B.
11. The total contract sum and contingency for Sydney Park Brick Kilns Precinct Upgrade is detailed in Confidential Attachment B.

Relevant Legislation

12. The tender related to this report was conducted in accordance with the Local Government Act 1993, the Local Government (General) Regulation 2021 and the City's Procurement and Contract Management Policy.
13. By Resolution of Council dated 29 July 2024, the Chief Executive Officer was authorised to enter into negotiations with any person with a view to entering into a contract on terms that are appropriate in relation to the subject matter of the tender.
14. Local Government Act 1993 - Section 10A provides that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.
15. Attachment A and Attachment B contains confidential commercial information of the tenderers and details of Council's tender evaluation and contingencies which, if disclosed, would:
 - (a) confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person who supplied it.
16. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

Critical Dates / Time Frames

17. The following key dates apply to this project:
- | | |
|--------------------------------------|------------|
| (a) Contract execution | March 2025 |
| (b) Site establishment | mid 2025 |
| (c) Date for construction completion | mid 2027 |

Public Consultation

18. Two periods of community consultation have been undertaken to date. The first period of early engagement consultation was on exhibition from 14 March 2022 to 8 April 2022. The second period of concept design community consultation was on exhibition from 1 July 2022 to 29 July 2022.
19. Following earlier public consultation, surrounding properties were sent a project update in September 2023, which also advised of the opportunity to provide feedback as part of the Development Application notification process.
20. Detailed plans were included as part of the Development Application notification and statutory consultation process during the Public Exhibition period.
21. Additional public, community and property owner consultation will be undertaken throughout the project as it progresses.

KIM WOODBURY

Chief Operating Officer

Glenn Merry, Specialist Project Manager

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Item 13.**Tender - T-2024-1330 - Reject and Negotiate - Redfern Neighbourhood Parks - Head Design Consultant**

File No: X108573

Tender No: T-2024-1330

Summary

This report provides details of the tenders received for Redfern Neighbourhood Park Head Design Consultant services.

The Redfern Neighbourhood Parks (the Parks) comprise the Redfern Community Centre Open Space, Yellomundee Park and Hugo Street Reserve in Redfern. The Parks sit at the centre of the Redfern Neighbourhood and the heart of Aboriginal Sydney.

From late 2022 to early 2024 City staff worked closely with the local community developing the Redfern Public Domain Plan and concept designs for the renewal and upgrade of the Parks. Renewal and upgrade of the Parks is a prioritised project in response to requests from the local community following the completion of the Pemulwuy development and the subsequent dramatic increase in the sub-precinct's residential population.

In May 2024 Council endorsed the project scope for the renewal and upgrade of the Parks to meet the future needs of the local community. The scope of works includes expanded turf areas for play and community events, a new playground that caters to multiple age groups, improved areas for seating and gathering, upgraded basketball court with noise mitigation measures, establishing the structure for a future community garden, and increased greening and tree canopy cover.

The development and delivery of the renewal and upgrade works is strongly informed by the City's Stretch Reconciliation Action Plan. Key work to date and commitments include:

- The concept design has been co-created with the local community and is heavily informed by engagement with the children and young people in the local Aboriginal community. This engagement and co-creation will continue as the design is developed. (Stretch Reconciliation Action Plan - Action 2).
- The concept designs will be developed to respectfully incorporate Aboriginal cultural knowledge. The renewal and upgrade of the Parks will be informed by and respond to the Redfern Terrace project. (Stretch Reconciliation Action Plan - Action 7).
- Procurement of consultants and contractors for the delivery of the project will result in increased employment of First Nations people, and increased procurement from First Nations businesses. (Stretch Reconciliation Action Plan - Action 17 and 20).

In late 2024 an open tender for Head Design Consultant services to develop the concept designs and complete documentation for construction was undertaken. The project clearly aimed to maximise First Nations participation and employment, and the tender called for a consultant team that would, where possible, include First Nations design leadership within the consultant team and the development of an Aboriginal Participation Plan to maximise First Nations participation, employment and economic outcomes over the course of the project delivery.

This report recommends that Council decline to accept the tender offers received for the Redfern Neighbourhood Parks Head Design Consultant and enter into negotiations for the delivery of this project.

Recommendation

It is resolved that:

- (A) Council decline to accept the tender offers for Redfern Neighbourhood Parks - Head Design Consultant for the reasons set out in Confidential Attachment B to the subject report;
- (B) Council does not invite fresh tenders, as it is considered that inviting fresh tenders would not attract additional suitable vendors over and above those that have responded to this tender;
- (C) authority be delegated to the Chief Executive Officer to enter into negotiations with any person with a view to entering into a contract on terms that are appropriate in relation to the subject matter of the tender;
- (D) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the contracts relating to the tender; and
- (E) Council be informed of the successful vendor via the CEO Update.

Attachments

Attachment A. Tender Evaluation Summary (Confidential)

Background

1. The suburbs of Redfern, Waterloo, Eveleigh, and Darlington are all undergoing significant change with the redevelopment of several major sites and the delivery of new transport infrastructure at Redfern Station and the new Waterloo Metro. These changes will affect the way the public domain operates with more residents, workers, and visitors walking the streets and using public space.
2. The Redfern Neighbourhood sub-precinct bounded by the Redfern rail corridor to the east, Cleveland Street to the north, Abercrombie Street to the west and Lawson Street to the south, has been prioritised in response to the completion of the Pemulwuy development, the subsequent dramatic increase in the sub-precinct's residential population and at the request of the local community, who have been asking Council for upgrades to their public spaces.
3. The Redfern Neighbourhood Parks (Redfern Community Centre open space, Yellomundee Park and Hugo Street Reserve) are located on Hugo Street in Redfern.
4. At the centre of the neighbourhood is the Redfern Community Centre and Redfern Community open space, important civic assets that provide space for the community to gather and celebrate.
5. Yellomundee Park is a smaller green space and provides a key connection through the neighbourhood.
6. Hugo Street Reserve supports two smaller green spaces and a well-used basketball court. The identifying art work United we stand, divided we fail the future by Bronwyn Bancroft and Dale Jones-Evans delineates the western edge.
7. All three parks and their facilities are nearing the end of their usable life and require restoration or replacement.
8. The project will include park enhancements to create high quality, flexible spaces for active and passive recreation, improved path connections and entries, low boundary walls, new playground, refurbished basketball court and surrounds, increased planting, enhanced lawn areas and more accessible seating, lighting, bins and bubblers.
9. A Head Design Consultant (Landscape Architect) is required to be engaged to develop the concept designs and prepare documentation required for relevant planning approvals, construction and certification.

Tender Process and Key Requirements

10. In late 2024 an open tender for Head Design Consultant services to develop the concept designs and complete documentation for construction of the renewal and upgrade works was undertaken.
11. The tender called for a suitably qualified Head Design Consultant to manage a team of subconsultants to provide a complete package of design services to deliver:
 - (a) Stage 1 - Review and enhance the concept designs for each park
 - (b) Stage 2 - Develop the designs into a final design

- (c) Stage 3 – prepare documentation for construction
 - (d) Stage 4 – provide construction stage services to ensure design intent and quality review
12. The project clearly aimed to maximise First Nations participation and employment. The tender called for a consultant team that would where possible include First Nations design leadership within the consultant team and the development of an Aboriginal Participation Plan. . This was to ensure that the design development and delivery of the project would:
- (a) Continue engagement and co-creation with the children and young people in the local Aboriginal community. (Stretch Reconciliation Action Plan - Action 2).
 - (b) Respectfully incorporate Aboriginal cultural knowledge. (Stretch Reconciliation Action Plan - Action 7).
 - (c) Result in increased employment of First Nations people, and increased procurement from First Nations businesses. (Stretch Reconciliation Action Plan - Action 17 and 20).

Invitation to Tender

13. The Request for Tender for the Head Design Consultant for the Redfern Neighbourhood Parks was advertised on Tenderlink on 10 October 2024 and remained open for a period of four and a half weeks until 12 November 2024.
14. The tender was also available on Supply Nation's website and the NSW Indigenous Chamber of Commerce website via their member opportunity board.

Tender Submissions

15. Ten submissions were received from the following organisations:
- AECOM Australia Pty Ltd (ABN 20 093 846 925)
 - COLA Studio (ABN 3565 1188 920)
 - Environmental Partnership (NSW) Pty Ltd (ABN 53 088 175 437)
 - James Mather Delaney Design Pty Ltd (ABN 30 128 554 638)
 - Jane Irwin Landscape Architecture Pty Ltd (ABN 62 120 299 229)
 - Place Design Group (ABN 49 082 370 063)
 - Taylor Brammer Landscape Architects Pty Ltd (ABN 61 098 724 988)
 - Taylor & Cullity Pty Ltd (ABN 73 006 128 963)
 - Tyrrell Studio Pty Ltd (ABN 97 167 623 216)

- Yerrabingin Pty Ltd (ABN 14624559708)

16. No late submissions were received.

Tender Evaluation

17. All members of the Tender Evaluation Panel have signed Pecuniary Interest Declarations. No pecuniary interests were noted.
18. The relative ranking of tenders as determined from the total weighted score is provided in the Confidential Tender Evaluation Summary – Attachment A.
19. All submissions were assessed in accordance with the approved evaluation criteria being:
- (a) Company Profile and Capacity
 - (b) Project Team
 - (c) Relevant Experience
 - (d) Proposed Methodology
 - (e) Financial and commercial trading integrity
 - (f) Insurances are compliant with the City's standard insurance requirements, as confirmed by the Risk office
 - (g) Commitment to the City's Supplier Code of Conduct.
 - (h) Material acceptance of the City's Standard Form Contract
 - (i) Lump sum price and schedule of prices.

Performance Measurement

20. Performance will be assessed at each project stage and at the completion of the contract. Consultant performance will be measured against the Request for Tender document, in particular the Key Considerations and Schedule of Services and deliverables.
21. The City will ensure that performance standards are monitored by:
- (a) Measuring the work against the agreed schedule of services and deliverables
 - (b) Monitoring the quality of works against the key considerations
 - (c) Requiring compliance with all relevant Council policies and Australian Standards
 - (d) Monitoring the program and assessing progress claims against the contract Reporting and consulting with key stakeholders to confirm scope and standards are met.

Risks

22. This approach is within the City's risk appetite, which states:
- We acknowledge that some financial risks may be necessary to achieve our goals, particularly when investing in new initiatives that align with our strategic objectives. We carefully evaluate financial options and risks and consider the potential impact on our financial position, cash flow, and overall stability.
 - We acknowledge our responsibility to protect and enhance the social and environmental wellbeing of our community. Our risk appetite emphasises the integration of sustainable practices into infrastructure asset management, considering environmental impacts, climate change resilience and community engagement.
 - We recognise the intrinsic value of culture and heritage assets and the importance of their preservation. We adopt a cautious approach to risk taking, focusing on the protection, conservation and restoration of significant cultural and heritage resources to ensure their long-term viability and integrity.

Financial Implications

23. There are sufficient funds allocated for this project within the current year's capital works budget and future years' forward estimates.

Relevant Legislation

24. The tender has been conducted in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2021.
25. Local Government Act 1993 - Section 10A provides that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.
26. Attachment A contains confidential commercial information of the tenderers and details of Council's tender evaluation and contingencies which, if disclosed, would:
- (a) confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person who supplied it.
27. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

Critical Dates / Time Frames

28. The expected timeframes for the project are as follows:

- | | |
|--|------------|
| (a) Contract Award | March 2025 |
| (b) Developed Design complete | Mid 2025 |
| (c) Construction documentation / construction tender | Late 2025 |
| (d) Commence construction | Early 2026 |

Options

29. Alternative options for the delivery of these services are:

- (a) Reject all tenders and re-advertise. This is not recommended as it is not expected to provide a better outcome and the new process would delay the delivery of works.
- (b) Award the tender to one of the respondents without further negotiation. This is not recommended as it will not maximise achievement of the objectives of the tender.
- (c) Not proceed with the project, which is not recommended as renewal and upgrade of the parks is required to support the local community.

Public Consultation

- 30. The City has undertaken community consultation over three phases between November 2022 and October 2023 to develop a vision and plan for the parks, prepare concepts for the park and seek feedback.
- 31. A key component of the project is continuing community involvement in its development. It will include a collaborative design process and outcomes that reflect the values and stories of the local community and culture. Additionally, opportunities for co-creation with the community will be developed and embedded into the project process.

KIM WOODBURY

Chief Operating Officer

Marcia Morley, Executive Manager Infrastructure Delivery

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Item 14.**Exemption from Tender and Contract Variation - Chinatown Gates - Supply of Ornamental Timber Panels**

File No: X094712

Summary

This report seeks an exemption from tender for the supply of bespoke ornamental Chinese timber panels for the Chinatown Gates restoration and requests that Council approve a contract variation for the existing supply contract with IAS Fine Art Logistics Pty Ltd.

The Chinatown Ceremonial Gates are located at the northern and southern ends of Dixon Street (south) in Haymarket. They act as ceremonial archways to Chinatown. Both gates are symmetrical and largely identical besides unique individual decorative panels. They are each accompanied by a pair of lion statues on plinths, intended to guard the entry.

The City is undertaking major conservation works on the Chinatown Gates due to their age.

IAS Fine Art Logistics Pty Ltd were engaged under delegated authority to supply the ornamental panels, which have been fabricated in China. Due to variations for GST on the imported items and crating of the panels for protection during freighting, the total value of the supply contract requires Council endorsement of an exemption from tender in accordance with section 55(3)(i) of the Local Government Act 1993.

This report recommends that Council grant an exemption from tender for the supply of the ornamental timber panels and that Council approve a contract variation for IAS Fine Art Logistics Pty Ltd.

Recommendation

It is resolved that:

- (A) Council approve an exemption from tender in accordance with section 55(3)(i) of the Local Government Act 1993 to vary the contract with IAS Fine Art Logistics Pty Ltd for the supply of the Chinatown Gates ornamental timber panels as more particularly described in Confidential Attachment A to the subject report;
- (B) Council note that a satisfactory result would not be achieved by inviting tenders for the supply of the Chinatown Gates ornamental timber panels because:
 - (i) an existing contract for the supply and freighting of the timber panels is in place;
 - (ii) no other suppliers were identified at the time the existing contract was awarded as being able to provide the goods and services; and
 - (iii) no other suppliers have been identified since the award of the contract as being able to provide the goods and services;
- (C) authority be delegated to the Chief Executive Officer to vary the contract with IAS Fine Art Logistics Pty Ltd; and
- (D) Council note the revised contract sum as set out in the Confidential Attachment A to the subject report.

Attachments

Attachment A. Financial Implications (Confidential)

Background

1. The Chinatown Ceremonial Gates are located at the northern and southern ends of Dixon Street (south) in Haymarket. They act as ceremonial archways to Chinatown. Both gates are symmetrical and largely identical besides unique individual decorative panels. They are each accompanied by a pair of lion statues on plinths, intended to guard the entry.
2. Constructed in 1980, the gates were an initiative of the Dixon Street Chinese Committee established in 1971. Designed by architect Henry Tsang, the gates incorporate traditional Chinese design and ornamentation. At the time, the Chinese community sourced the decorative panels, roof tiles and lions for the gates from overseas artisans specialising in Chinese architectural features.
3. In April 2024, the gates were heritage listed with local significance for their cultural, historic, aesthetic and social attributes.
4. The City is undertaking major conservation works on the Chinatown Gates due to their age. Restoration works are guided by best practice heritage guidelines Burra Charter Principles.
5. The scope of the restoration was guided by a detailed heritage study and consultation with Henry Tsang, the original architect of the gates who was engaged by the City for the current project. The project scope includes:
 - (a) Replacement of:
 - (i) Deteriorated and water-damaged timber structural members.
 - (ii) Glazed terracotta roof tiles.
 - (iii) Timber ornamental panels and decorative dragon mouldings.
 - (iv) Marble cladding panels.
 - (v) Concrete lion sculptures with granite lions in accordance with the original design intent.
 - (b) Repainting.
 - (c) Regilding of engraved lettering in retained marble panels.
 - (d) Installation of electrical conduits within the structure for future lighting installation.
6. The replacement of the existing timber ornamental panels required a specialist timber panel fabricator. To maintain the design integrity of the gates it was considered inappropriate to have these elements fabricated locally, and a Chinese supplier was sought.

7. Extensive research was undertaken into the industry including consultation with conservation industry specialists to seek a suitable company that could provide expertise in the following:
 - (a) International freight and logistics from China
 - (b) Project management of bespoke cultural artwork
 - (c) Established personnel in China for fabrication, packing and transport.
8. IAS Fine Art Logistics Pty Ltd were the only company found that could fulfill the requirements. IAS Fine Art Logistics Pty Ltd were engaged in December 2023 to supply the panels, under delegated authority. The value of the original contract and contingency is noted in the Financial Implications (Confidential Attachment A).
9. In October 2024, after the contract had been executed and fabrication of the panels was in progress, a variation was agreed to fabricate the timber panels from solid timber instead of plywood boxing. The contract specification for the current works matched the original 1980 construction including the plywood boxing for the timber panels. However, solid timber construction is more representative of traditional Chinese techniques, and will provide greater longevity, but was not affordable to the Dixon Street Chinese Committee at the time of the original construction. The change to solid timber panelling is supported by the project heritage conservation specialist.
10. Due to variations to include GST on the imported items and crating of the panels for protection during freighting, the total value of the supply contract requires Council endorsement of an exemption from tender.
11. The costs of the variations and their impact on the contract value is noted in Confidential Attachment A.

Risks

12. The more significant project risks include sourcing bespoke, traditional and culturally authentic elements from overseas suppliers. These risks include exchange rate risk and overseas corporate probity. To address this risk, IAS Fine Art Logistics Pty Ltd were engaged to supply the ornamental panels. Other risks include construction Work, Health and Safety (WHS) hazards, such as working from heights and within a busy pedestrian environment. These risks are managed through the contractor's WHS Management Plan.
13. This approach is within the City's risk appetite, which states:
 - We are committed to complying with all applicable laws, regulations and financial reporting standards. We have no appetite for financial losses arising from non-compliance with legal and regulatory requirements.
 - We aim to strike a balance between achieving our strategic objectives and ensuring the long-term sustainability of infrastructure assets; and preserving and promoting culture and heritage, embracing innovation, and ensuring the long-term sustainability and accessibility of cultural/heritage assets.

Financial Implications

14. There are sufficient funds allocated for this project within the current year's capital works budget. Refer to Confidential Attachment A.

Relevant Legislation

15. The exemption from tender process is in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2021.
16. Local Government Act 1993 - Section 10A provides that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.
17. Attachment A contains confidential commercial information which, if disclosed, would:
 - (a) confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person who supplied it.
18. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

KIM WOODBURY

Chief Operating Officer

Sean Scales, Senior Project Manager

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Item 15.**Exemption from Tender - Copyright Agency Ltd Licence Agreement**

File No: X113821

Summary

This report seeks an exemption from tender for the City of Sydney's copyright licence agreement, and requests Council extend its existing agreement with the Copyright Agency Ltd for a term of 5 years.

The City requires a copyright licence agreement to protect it against the risk of inadvertent breaches of copyright in its employees' use of newspaper articles and other media content.

The Copyright Agency Ltd, whose members are Australian journalists and authors, is the only Australian provider of copyright licences to organisations on behalf of their members for use of their work.

The City has held a copyright licence agreement with the Copyright Agency Ltd since 2018. The licence is required to be renewed annually to prevent the City from breaching copyright rules and facing the risk of financial penalties. The current agreement is due to be renewed in April 2025.

In accordance with section 55(3)(i) of the Local Government Act 1993 a tender is not required where, because of the unavailability of competitive or reliable tenders, a satisfactory result will not be achieved by inviting tenders. This exemption threshold is met because the Copyright Agency Ltd is the only organisation in Australia currently providing this service.

This report recommends that Council grant an exemption from tender for the City's copyright licence agreement, and requests Council renew its existing agreement with the Copyright Agency Ltd for a term of 5 years.

Recommendation

It is resolved that:

- (A) Council approve an exemption from tender in accordance with section 55(3)(i) of the Local Government Act 1993 for the City's copyright licence agreement;
- (B) Council note that a satisfactory result would not be achieved by inviting tenders for this work because the Copyright Agency Ltd is the only Australian provider of copyright licences to organisations on behalf of their members for use of their work; and
- (C) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the renewal of the copyright licence agreement for a term of 5 years.

Attachments

Attachment A. Financial Implications (Confidential)

Background

1. Most literary works, such as newspaper articles and other third-party media content, are covered by copyright. Copying, sharing or digitally storing all or part of these works, for example in an email, presentation, report or records management system, usually requires permission from the copyright owner.
2. A copyright licence agreement allows for the use of third-party media content, protecting users against the risk of inadvertent breaches of copyright. The City of Sydney requires such a licence in order to protect itself and its employees.
3. The Copyright Agency Ltd, whose members are Australian journalists and authors, is the only Australian provider of copyright licences to organisations on behalf of their members for use of their work.
4. The City has held a copyright licence agreement with the Copyright Agency Ltd since 2018. The licence is required to be renewed annually to allow City employees to use, share and digitally store third-party media content, and to prevent the City from breaching copyright rules and facing the risk of financial penalties.

Performance Measurement

5. As this is a licence agreement rather than a contract, there are no key performance indicators against which to assess the provider. However, the City will periodically assess the agreement to ensure it continues to meet the organisation's needs.

Risks

6. The recommendations in this report have been made following a review of the requirement for the City to have such a licence in order to protect itself and its employees.
7. This approach is within the City's risk appetite, which states:
 - We are committed to complying with all applicable laws, regulations and financial reporting standards. We have no appetite for financial losses arising from non-compliance with legal and regulatory requirements.
 - We are committed to conducting our activities in full compliance with applicable laws, regulations and relevant industry standards.

Financial Implications

8. There are sufficient funds allocated for this licence agreement within the current year's operating budget and future years' forward estimates.

Relevant Legislation

9. The exemption from tender process has been conducted in accordance with the Local Government Act 1993 and the Local Government (General) Regulation 2021.
10. Section 55(3)(i) of the Local Government Act 1993 states that a tender is not required where, because of the unavailability of competitive or reliable tenders, a satisfactory result will not be achieved by inviting tenders. This exemption threshold is met because the Copyright Agency Ltd is the only organisation in Australia currently providing this service.
11. Local Government Act 1993 - Section 10A provides that a council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.
12. Attachment A contains confidential financial information which, if disclosed, would:
 - (a) confer a commercial advantage on a person with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person who supplied it.
13. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

Critical Dates / Time Frames

14. The current licence agreement expires on 31 March 2025. The new licence agreement must therefore be renewed by 1 April 2025.
15. As this licence is required to prevent the City from breaching copyright rules and facing the risk of financial penalties, this report recommends it is renewed for a term of five years to ensure ongoing compliance.

Options

16. An alternative option is to not renew the licence agreement. This option is not recommended because the licence is required to prevent the City from breaching copyright rules and facing the risk of financial penalties.

Public Consultation

17. As this licence is required to prevent the City from breaching copyright rules and facing the risk of financial penalties, and the Copyright Agency Ltd is the only Australian provider of such licences, no public consultation has been conducted.

KATE DEACON

Executive Director Strategic Development and Engagement

Keeley Irvin, Manager Corporate Communications

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Item 16.**Exemption from Tender - IT Licence, Subscription, Maintenance and Support Contracts**

File No: S064539

Summary

The City uses a broad range of IT applications, platforms and appliances that are critical to the delivery of its business functions. These products perform within an ecosystem of interrelated platforms that are managed via the City's strategy for core systems and digitalisation as set out in the operating plan.

Each application, platform or appliance may have multiple integration points with other systems and inter-dependencies as part of the City's IT architecture. As such, in most cases, these systems cannot simply be swapped for alternative products. Instead, they can be upgraded and/or replaced via planned work over a rolling 5-year horizon.

To support this planned approach and to maintain business continuity, it is essential to continue the subscription, licencing, maintenance and support arrangements in line with the product management cycle.

Most of these applications have subscription, licencing, maintenance and support contracts in place that were established with suppliers at the time the products were procured and have been updated as required since.

This report recommends that the Council grant an exemption from tender for the IT maintenance, support, subscription and licencing of the software applications, platforms and hardware appliances' agreements for the products or with the suppliers and for the periods listed in Confidential Attachment A.

The reasons for the recommended exemptions include:

- high costs and/or extensive business disruption associated with a transition to a new provider;
- upgrades or changes to service requirements are planned to be implemented within the next 5 years; and
- cost to take the arrangement to market would be disproportionate to the potential value of change.

The estimated total contract value with each supplier listed in Confidential Attachment A is anticipated to exceed \$250,000 (including GST). The detailed reasons supporting each exemption from the tender request are outlined in Confidential Attachment A.

The requirement to invite tenders in section 55(1) of the Local Government Act 1993 does not apply to those contracts if Council decides by resolution that, because of the extenuating circumstances, as listed in Attachment A, a satisfactory result would not be achieved by inviting tenders (section 55(3)(i) of the Local Government Act 1993).

Recommendation

It is resolved that:

- (A) Council approve an exemption from tender i in accordance with section 55(3)(i) of the Local Government Act 1993 for the provision of the maintenance, support, subscription and licencing of the software applications, platforms and hardware appliances upon the expiry of the current agreements for the respective extension period along with the optional extension, if appropriate, as listed in Confidential Attachment A to the subject report, noting that because of extenuating circumstances, a satisfactory result would not be achieved by inviting tenders;
- (B) Council note the reasons why a satisfactory outcome would not be achieved by inviting tenders differ for each application, platform or appliance and include:
 - (i) high costs and/or extensive business disruption associated with a transition to a new provider;
 - (ii) upgrades or changes to service requirements are planned to be implemented within the next 5 years; and
 - (iii) cost to take the arrangement to market would be disproportionate to the potential value of change;
- (C) Council note that the detailed reasons as to why a satisfactory result will not be achieved by inviting tenders are outlined further in Confidential Attachment A to the subject report;
- (D) Council enter into the subscription, licencing, maintenance and support agreements for the relevant products or with the relevant suppliers upon the expiry of the current agreements for the respective extension period along with the optional extension, if appropriate, as listed in Confidential Attachment A to the subject report;
- (E) Council note the value for each product or supplier for the extension period and optional extension is noted in Confidential Attachment A to the subject report; and
- (F) authority be delegated to the Chief Executive Officer to finalise, execute and administer (including exercising options, if appropriate) the subscription, licencing, maintenance and support agreements for the relevant products or with the relevant suppliers as listed in Confidential Attachment A to the subject report.

Attachments

Attachment A. List of IT Licence, Subscription, Maintenance and Support Agreements
Requesting Exemption from Tender (Confidential)

Background

1. The City has a number of software applications, platforms and hardware appliances that are in daily use and are critical to the delivery of its services to the community. The agreements associated with these applications, platforms and appliances have been established with suppliers and will require renewal. The estimated total contract value with each supplier listed in Confidential Attachment A is anticipated to exceed \$250,000 (including GST). The detailed reasons supporting each exemption from the tender request are outlined in Confidential Attachment A.
2. As part of its software asset management strategy, the City is continuing to identify software in use City-wide, confirming current use and contract periods to plan future contract requirements and terms, and also planning for replacements.
3. Software applications of this type have historically been licensed in perpetuity with additional annual support. However, technological advances have changed the licence model over time to an annual subscription model.
4. Maintenance and support are essential to ensure the availability and reliability of software by guaranteeing suppliers' availability to troubleshoot and rectify errors and / or to extend the lifecycle of an application or appliance through product enhancement. In many cases, retaining maintenance and support payments is integral to the licensing of the software.
5. The IT applications, platforms and appliances that are the subject of this exemption request are due to expire in the coming 12 months.
6. This report recommends approval of the exemption from tender for the provision of the maintenance, support, subscription and licencing of the software applications, platforms and hardware appliances upon the expiry of the current agreements for the respective extension period, along with the optional extension, if appropriate, as listed in Confidential Attachment A to the subject report.
7. Generally, transitioning to new providers for these services entails significant financial burdens and potential business disruptions. For all services providers recommended for ongoing engagement through this report, the current product/service is effectively meeting the organisation's needs, and any transition would necessitate substantial investment in both time and resources. This could lead to interruptions in daily operations, affecting productivity and potentially causing delays in critical projects.
8. For some products or services, there are plans to implement upgrades or changes to the service requirements within the next five years. These planned improvements are designed to enhance the current system's capabilities and address any emerging needs. Appropriate market engagements will be undertaken as part of these future projects.
9. For other products and services, the cost of taking the arrangement to market would be disproportionate to the potential value of change. Conducting a market evaluation, negotiating new contracts, and onboarding a new provider would require substantial financial and human resources. Given that the current product/service is already meeting business needs effectively, the potential benefits of switching providers does not justify the significant costs involved. Therefore, the overall best value outcome for Council is to continue with the existing arrangement, ensuring stability and continuity while focusing on planned upgrades and improvements.

Performance Measurement

10. Operational and financial performance targets are monitored monthly, quarterly and annually through a combination of meetings, audits, inspections and reporting.

Risks

11. The recommendations in this report have been made following a due diligence process and the reasons for the recommended exemptions include:
 - (a) high costs and/or extensive business disruption associated with a transition to a new provider;
 - (b) upgrades or changes to service requirements are planned to be implemented within the next five years; and
 - (c) cost to take the arrangement to market would be disproportionate to the potential value of change.
12. This approach is within the City's risk appetite, which states:
 - The City has a responsibility to ensure that it has sufficient resources in the short, medium and long term to provide the levels of service that are both affordable and considered appropriate by the community.
 - Our risk philosophy is centred around achieving a balance between innovation, community and user satisfaction and risk management, ensuring that we meet our strategic objectives while maintaining a robust control environment.
 - We recognise the increasing role that technology plays in the delivery of our services. We embrace innovative solutions and emerging technologies that enable us to improve services and utilisation of our resources. We encourage our people to develop the capability and mindset needed to support the application of this technology.
 - We have minimal appetite for data loss and/or privacy breaches resulting from cyber incidents.

Financial Implications

13. There are sufficient funds allocated for these subscriptions, licencing, maintenance and support agreements within the current year's operational budget and future years' forward estimates.

Relevant Legislation

14. Local Government Act 1993 - Section 10A provides that a Council may close to the public so much of its meeting as comprises the discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the Council is conducting (or proposes to conduct) business.
15. Attachment A contains confidential commercial information of the suppliers which, if disclosed, would:
 - (a) confer a commercial advantage on a person or company with whom Council is conducting (or proposes to conduct) business; and
 - (b) prejudice the commercial position of the person or company who supplied it.
16. Discussion of the matter in an open meeting would, on balance, be contrary to the public interest because it would compromise Council's ability to negotiate fairly and commercially to achieve the best outcome for its ratepayers.

Critical Dates / Time Frames

17. The majority of the current subscription, licencing, maintenance and support agreements listed in Confidential Attachment A are due to expire on different dates within the next year (as further specified in Confidential Attachment A).

Options

18. Other than retendering for these services, there are no other options available for this proposal. Maintenance and support not only extend the lifecycle of an application or appliance through product enhancements but, in many cases, are also integral to the licensing of the software.

Public Consultation

19. No public consultation has been undertaken.

PAULETTE SUTHERLAND

Executive Director People, Performance and Technology

Rahul Palem, PMO and Procurement Analyst

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