

Ordinary Council Meeting

Supplementary Business Paper

Tuesday 26 March 2024

Seating Plan for Council meetings



Director Corporate Services J Frangoples	General Manager R Brownlee, PSM	Mayor Councillor P Veitch	Director City Services T Clarke	Director Community & Culture K Anderson	Director City Planning K Kyriacou
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Public gallery

Statement of ethical obligations

Obligations	
Oath [Affirmation] of Office by Councillors	I swear [solemnly and sincerely declare and affirm] that I will undertake the duties of the office of councillor in the best interests of the people of Randwick City and the Randwick City Council and that I will faithfully and impartially carry out the functions, powers, authorities and discretions vested in me under the Local Government Act 1993 or any other Act to the best of my ability and judgment.
Code of Conduct conflict of interests	
Pecuniary interests	<p>A Councillor who has a pecuniary interest in any matter with which the council is concerned, and who is present at a meeting of the council at which the matter is being considered, must disclose the nature of the interest to the meeting.</p> <p>The Councillor must not be present at, or in sight of, the meeting:</p> <ol style="list-style-type: none">at any time during which the matter is being considered or discussed, orat any time during which the council is voting on any question in relation to the matter.
Non-pecuniary conflict of interests	A Councillor who has a non-pecuniary conflict of interest in a matter, must disclose the relevant private interest in relation to the matter fully and on each occasion on which the non-pecuniary conflict of interest arises in relation to the matter.
Significant non-pecuniary interests	A Councillor who has a significant non-pecuniary conflict of interest in relation to a matter under consideration at a council meeting, must manage the conflict of interest as if they had a pecuniary interest in the matter.
Non-significant non-pecuniary interests	A Councillor who determines that they have a non-pecuniary conflict of interest in a matter that is not significant and does not require further action, when disclosing the interest must also explain why conflict of interest is not significant and does not require further action in the circumstances.



ORDINARY COUNCIL MEETING – SUPPLEMENTARY BUSINESS PAPER

Notice is hereby given that an Ordinary Council meeting of Randwick City Council will be held in the Council Chamber, 1st Floor Randwick Town Hall, 90 Avoca St Randwick on Tuesday, 26 March 2024 at 7pm

Late General Manager Report

GM3/24 Randwick Alcohol Free Zone - Extension to include Waratah Avenue Plaza 1

Question with Notice – response from Manager Human Resources

QN2/24 Question with Notice from Cr Chapple - Gender Pay Gap at Randwick Council 7

Ray Brownlee, PSM
GENERAL MANAGER

General Manager's Report No. GM3/24

Subject: Randwick Alcohol Free Zone - Extension to include Waratah Avenue Plaza

Executive Summary

- Randwick Council has established Alcohol Free Zones (AFZs) at Randwick, Maroubra Beach, Maroubra Junction, Coogee, South Coogee, Lexington Place and Little Bay. These AFZs were re-established in November 2023 and will be in place until 30 November 2027.
- The AFZs prohibit the consumption of alcohol within a defined road related area and provide the legislative power for Police Officers to confiscate the alcohol. They do not apply to parks, reserves and licensed outdoor dining.
- These AFZs operate under section 644 A & B of the Local Government Act, 1993 and as such must be re-established every four years after notifying relevant stakeholders.
- With the recent completion of the new Waratah Avenue Public Plaza, it is proposed to extend the Randwick AFZ to include the new Plaza.
- Council officers have notified the Eastern Beaches Police Area Command, the Anti-Discrimination Board of NSW, La Perouse Aboriginal Land Council, the Eastern Beaches Liquor Accord of the proposed extension to the existing Randwick AFZ.

Recommendation

That:

- a) the existing Randwick Alcohol Free Zone be extended to include Waratah Avenue between Belmore Road and Arthur Lane.
- b) the Eastern Beaches Local Area Commander, the Anti-Discrimination Board of NSW, La Perouse Aboriginal Land Council, the Eastern Beaches Liquor Accord and all other stakeholders be notified of Council's support for Waratah Avenue to be an Alcohol Free Zone to be added to the existing Randwick AFZ area.

Attachment/s:

1.  Randwick Alcohol Free Zone - Map 7 - with Proposed Waratah Avenue Plaza

Purpose

To extend the existing Randwick Alcohol Free Zone (AFZ) to include the new Waratah Avenue Plaza.

Discussion

Background

Council established the original Alcohol Free Zones (AFZs) in 2008. This was done in response to requests from the NSW Police in consultation with the local community, following a rise in alcohol-related incidents. These AFZs were re-established in 2011, 2015, 2019 and 2023. Council has supported these actions through an ongoing alcohol education campaign.

In November 2023, Council re-established Alcohol Free Zones (AFZ) at Randwick, Maroubra Beach, Maroubra Junction, Coogee, South Coogee, Lexington Place and Little Bay for a further 4 years until 30 November 2027.

AFZs are established and operate under the Local Government Act, 1993. They prohibit the consumption of alcohol in public places that are roads or car parks only, under the care and control of Council. They do not affect licensed outdoor dining.

Please note that for parks and reserves, Council has separate restrictions known as Alcohol Prohibited Zones (APZs) which have similar but separate statutory requirements.

Proposal

Council has recently completed the new Waratah Avenue Plaza. The plaza is located between Belmore Road and Arthur Lane. An aerial image of the plaza location is shown as image 1. Photograph 1 show the completed plaza.



Image 1 – Location of Waratah Avenue Plaza



Photograph 1 – Waratah Avenue Plaza

It is proposed to extend the existing Randwick AFZ to include the Waratah Avenue Plaza. The extent of the existing Randwick AFZ and proposed extension is shown in Attachment 1. The AFZ will be in force until 30 November 2027.

Consultation

Section 644 A & B of the Local Government Act, 1993 requires consultation to be undertaken to with relevant prescribed stakeholders to establish an Alcohol Free Zone. Our stakeholders have been supportive of our existing AFZs.

Council officers have notified the Eastern Beaches Police Area Command, the Anti-Discrimination Board of NSW, La Perouse Aboriginal Land Council and the Eastern Beaches Liquor Accord in relation to the extension of the Randwick AFZ over Waratah Avenue Plaza.

Education

Council undertakes alcohol education campaigns within the AFZs. This includes partnering with the Community Drug Action Team and Police Area Command to provide information sessions and outreach events. Council also partners with organisations such as the La Perouse Health Centre and Youth Off the Streets as part of a larger effort to reduce excessive alcohol consumption and its social consequences.

Waratah Avenue Plaza will be included in campaigns held for the Randwick AFZ.

Strategic alignment

The relationship with our 2022-26 Delivery Program is as follows:

Delivering services and regulatory functions:	
Service area	Health, Building & Regulatory Services
Function	Regulation and Compliance
Delivery program commitment	Implement Council's key regulatory functions, responsibilities and services relating to public health, environmental protection and building and development compliance.

Resourcing Strategy implications

Two new regulation signs are required to be installed within the new Waratah Avenue Plaza. Funds are available in the 2023-24 Capital Works budget.

Policy and legislative requirements

- Local Government Act, 1993 - Sections 642-646.

Conclusion

The new Waratah Avenue Plaza is a public place that has been created to support local businesses and provides locals an opportunity for passive recreation.

The establishment of an Alcohol Free Zone over the plaza will help mitigate alcohol-related incidents and anti-social behaviour. Therefore, under the conditions set out in the relevant sections of the Local Government Act, it is recommended that the existing Randwick Alcohol Free Zone be extended to include the Waratah Avenue Plaza.

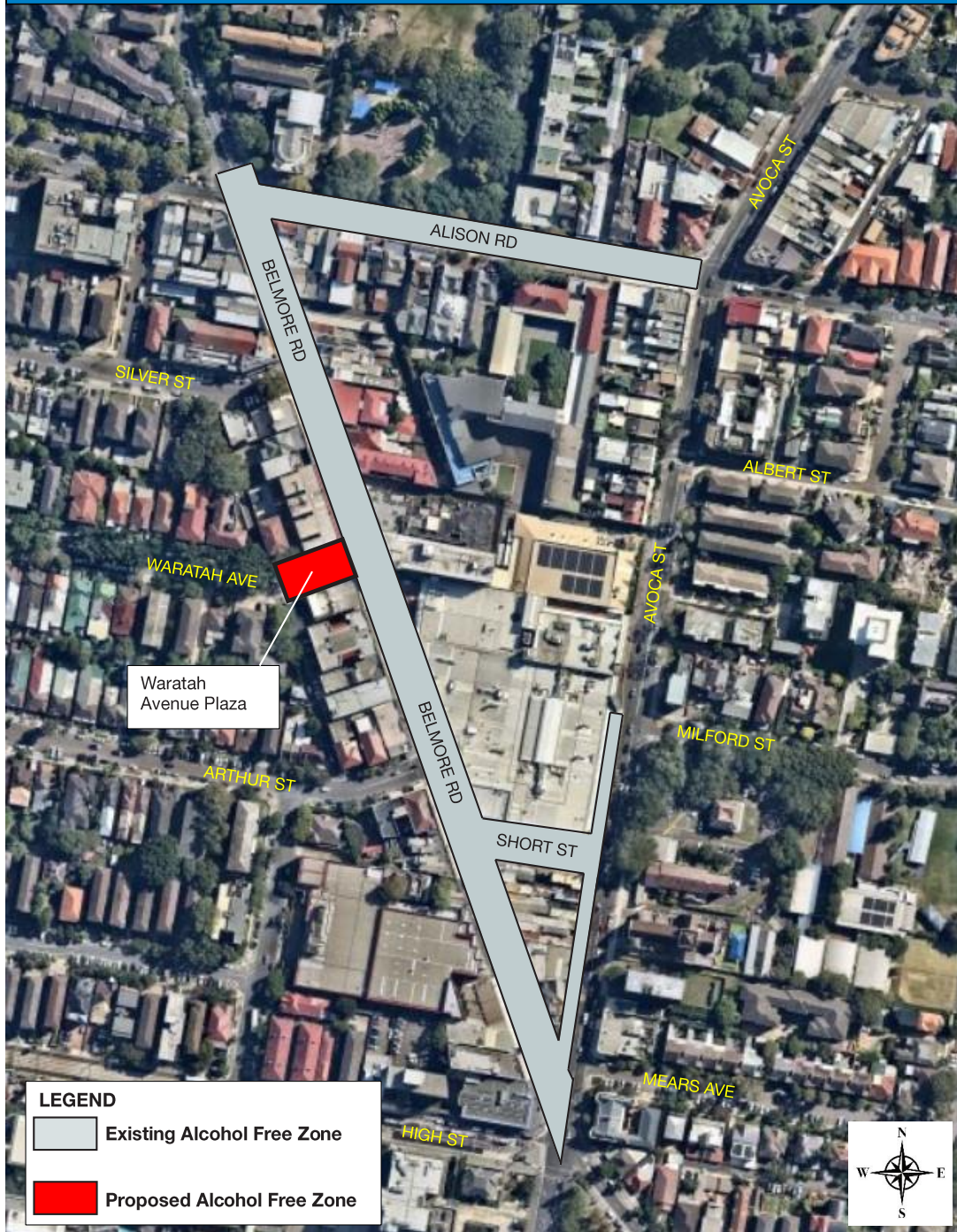
Randwick City will continue to work closely with the Eastern Suburbs Local Area Command and local communities on education and enforcement related to alcohol.

Responsible officer: Joe Ingegneri, Manager Technical Services

File Reference: F2005/00873

Randwick City Council

Alcohol Restrictions – MAP 7 – Randwick Alcohol Free Zone



GM3/24

Question with Notice No. QN2/24

Subject: Question with Notice from Cr Chapple - Gender Pay Gap at Randwick Council

Question:

1. What is the current gender pay gap at Randwick City Council?
2. How has the gender pay gap at council changed in the last 5 years?
3. Is there a plan for closing the gender pay gap? If so where is this? If not will one be developed?
4. Based on current projections when will Randwick City Council close its own gender pay gap?
5. Does Council provide support or resources to businesses in the Randwick LGA on measuring and closing the gender pay gap?

Response from Manager Human Resources

1. The current gender pay gap at Randwick City Council is 1.1% (as at October 2023). The Workplace Gender Equality gender pay gap in November 2023 was 21.7% and the National Gender Pay Gap (ABS Survey Data) was 12%.
2. Historical records of the gender pay gap have not been kept. Moving forward, we plan to track the gender pay gap to track progress.
3. Council acknowledges that closing the gender pay gap requires a holistic approach to process, policy and governance. The gender pay gap can fluctuate and requires deliberate effort to close. We are prioritising 3-key areas:
 - Support the career advancement of women: implementation of a new pilot mentoring program, equitable access to career development opportunities like secondments, a gender lens over all succession planning for senior leadership roles and opportunities for high visibility council projects
 - Focus on recruitment and promotion processes: ensuring all leaders are aware of unconscious bias and that recruitment processes are inclusive. Roll out of recruitment training with a focus on diversity for all leaders.
 - Mature reporting and insights: implement annual reporting and bi-yearly Councillor briefings to enable better data tracking. Review and expand analysis of gender pay and adjust strategies overtime.
4. The current gap is 1.1%. Projection analysis will be considered moving forward as we maintain an ongoing focus on gender pay and gender equality within Council.
5. No.

Submitted by: Councillor Chapple, Central Ward

File Reference: F2023/00603