

# Ordinary Council Meeting

Supplementary  
business paper

Tuesday 26 November 2024



**Randwick City Council**  
a sense of community

**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 November 2024 at 7:00pm

**Question with Notice – Response from Director City Services**

QN16/24 Question with Notice from Cr D'Souza - Accessibility matting at Yarra Bay Beach ..... 1

**Question with Notice – Response from Director Corporate Services**

QN18/24 Question with Notice from Cr Veitch - Employment of casual staff ..... 3

Ray Brownlee, PSM  
**GENERAL MANAGER**

## Question with Notice No. QN16/24

**Subject: Question with Notice from Cr D'Souza - Accessibility matting at Yarra Bay Beach**

---

### Question:

That Council Officers provide an update on the following items:

1. Accessibility matting at Yarra Bay Beach similar to Malabar Beach to increase accessibility for people with disabilities, elderly, people and mothers with prams to have safe access to Yarra Bay Beach.
2. Accessible pathway or walkway to increase accessibility for the elderly, mothers with strollers and people with lesser ability to access the beach.
3. Council lifeguards and the local surf club lifesavers patrols of Yarra Bay Beach.

### Background:

With the Yarra Bay Sailing Club attracting many people to the bay and beach and also many gatherings of all cultures throughout the year using the beach and the fact that Yarra Bay has become a very popular beach for so many people as there are no waves and seniors, people with disabilities, children feel safe a review should be carried out for Yarra Bay be patrolled on weekends and public holidays to ensure safety of beach goers.

### Response from Director City Services:

1. **Accessibility matting at Yarra Bay Beach similar to Malabar Beach to increase accessibility for people with disabilities, elderly, people and mothers with prams to have safe access to Yarra Bay Beach.**

See below markup - works have been scoped up for the installation of beach matting, the mat has been ordered and is to be installed along the dune access path to the water. The matting is due for delivery the week of 25 November 2024, with installation to follow once received.

2. **Accessible pathway or walkway to increase accessibility for the elderly, mothers with strollers and people with lesser ability to access the beach.**

See attached mark up, indicative scope of works:

- Construction of a new accessibility path from the existing car park to the beach entrance.
- Construction of 2 new disability parking spaces and associated kerb ramp.
- Installation of new shelter with concrete footing.
- Expansion of existing parking spaces to accommodate disabled buses.
- Expansion of existing walkway for DDA compliance.

Based upon the advice provided from the Strategic Planning Team, works require a degree of Aboriginal Due Diligence and depending on the results of the due diligence the works may require further detailed investigation of Aboriginal Cultural Heritage Report (ACHAR) and/or an Aboriginal Heritage Impact Permit (AHIP), both of which can only be issued as part of a DA or REF. The team in Technical Services is currently investigating this matter further.

3. **Council lifeguards and the local surf club lifesavers patrols of Yarra Bay Beach.**

From December 2024 to March 2025 Council lifeguards will patrol Malabar Beach and Little Bay Beach and conduct roaming patrol on Yarra Bay Beach and Frenchman's Bay Beach on their jet skis.

QN16/24



Figure 1: Markup

---

**Submitted by:** Councillor D'Souza, South Ward

**File Reference:** F2020/00216

## Question with Notice No. QN18/24

**Subject: Question with Notice from Cr Veitch - Employment of casual staff**

---

### Question:

1. How many casual positions have been advertised by Council in the last twelve months?
2. What percentage of total jobs advertised does this figure represent?
3. How many staff are in positions are being filled by job agencies, and what are their roles?
4. How many casuals have been employed for a period of:
  - a. 1-12 months;
  - b. 1 - 5 years;
  - c. 5 - 10 years;
  - d. greater than ten years.
5. What is the percentage of casuals employed by department (eg children's services, DRLC etc), and in what type of roles?
6. Please provide data on the gender and age brackets of casual staff?
7. How many casuals have advanced in pay grade since beginning as a casual?
8. How many casual staff have been offered / accepted employment on a permanent basis over the last year?
9. What steps (if any) are being taken to offer permanent employment to casuals employed for twelve months or more?

### Response from Director Corporate Services:

- 1. How many casual positions have been advertised by council in the last twelve months?**

There have been 19 separate casual recruitments since 18 November 2023. Three of these were Evergreen (recruitments that remain open and ongoing for Learn to Swim Instructors, Fitness Instructors and Pool lifeguards).

- 2. What percentage of total jobs advertised does this figure represent?**

9%

- 3. How many staff are in positions are being filled by job agencies, and what are their roles?**

Over the past 12 months, Council has worked hard on minimising the use of "job agencies" or labour hire staff. As required by the NSW Local Government Award, Council completes a review of the use of labour hire services on an annual basis. This review has been completed. The current roles being filled by agency staff are:

- 1 position in Corporate Services Division for maternity leave for a Specialist Rates Officer
- 1 position in City Planning Division for an Assessment Officers until positions are filled due to the difficulty in recruiting these positions.
- 9 positions in City Services for short-term backfilling of positions relating to sick leave, long service leave or other leave required to meet service level obligations.

- Some intermittent agency staff are utilised by the Community & Culture Division in the Moverly Childcare Centre to cover for ratios and/or qualification gaps on a short term basis.
- The relevant Award clause does not apply to the employment of staff by a group training business. We have one (1) trainee from a group training business.

**4. How many casuals have been employed for a period of:**

Years of Service	Total
1 - 12 months	96
1 - 5 years	294
5 - 10 years	11
Greater than 10 years	7
<b>Grand Total</b>	<b>408</b>

**5. What is the percentage of casuals employed by department (eg children’s services, DRLC etc), and in what type of roles?;**

Out of a total 408 casual staff, 46 are permanent staff that also have a casual job with Council. Many of our permanent staff with us take advantage of the multiple employment provisions of the Award. The second position is classified as casual employment. The amount per team is listed in the table below.

Department	Percentage out of all casuals	What percentage of this are from Secondary Positions	Positions
Communications (1)	0.2%	0%	Graphic Designer
Community Development – Moverly (12)*	2.9%	8.3% (1)	Early Childhood Educator
Ranger Services (12)*	2.9%	8.3% (1)	Parking Patrol Officer; Ranger
Customer & Compliance (1)	0.3%	0%	Customer Service Officer
Finance (1)*	0.3%	0%	Financial Accountant (*Offer of permanent position refused)
Library (28)	6.9%	3.6%(1)	Library Assistant; Toy Library officer; Library Junior Shelver
Recreation Business Services – DRLC (264)	64.5%	6.1%(16)	Learn to Swim Instructor; Lifeguard; Customer Service Officer; Coach Fitness Instructor
Economic Development and Placemaking – Venues (8)	2.0%	50%(4)	Venue Assistant
Waste, Cleansing and Public Safety (81)	19.9%	29.6%(24)	Beach Lifeguard; Plant Operator; Multi-Skilled Worker

**6. Please provide data on the gender and age brackets of casual staff.**

Age Bracket	Gender		Grand Total
	F	M	
Under 20	34	28	62
20-29	59	55	114
30-39	27	37	64
40-49	29	22	51
50-59	39	30	69
60-69	18	25	43
Over 70	1	4	5
<b>Grand Total</b>	<b>207</b>	<b>201</b>	<b>408</b>

**7. How many casuals have advanced in pay grade since beginning as a casual?**

It is rare for positions (full-time, part-time or casual) to progress a “pay grade”. This would require substantive changes to the inherent requirements of the role. Unless the employee is successful in obtaining another higher graded role. What happens frequently, is progress within a “pay grade”. There are six (6) Levels within a grade. Each year employees are assessed in a performance review. An outcome of the performance review can be an increase of level. Each level is approximately a 2.5% increase. This is the first year with our new elongated salary scales with the two addition steps.

132 casuals received a step increase. (this is based on individuals, not the number of occurrences they received grade increases)

**8. How many casual staff have been offered / accepted employment on a permanent basis over the last year?**

15 staff have been offered/accepted permanent positions.

**9. What steps (if any) are being taken to offer permanent employment to casuals employed for twelve months or more?**

In the last 12 months, we have concentrated on reducing the use of labour hire across the organisation. However, fifteen (15) casual staff have been offered and/or accepted a permanent role in the last 12 months. It is proposed to actively work on reducing the use of any regular and systemic casuals in the coming 12-month period. This will require job redesign and structural changes to the relevant business units. Council will progressively offer the option of permanent employment to any regular and systemic casuals. A organisational review of the use of casuals will be completed annually going forward.

Examples that require careful consideration include;

- what to do with Swim Instructors during school holidays when there is no learn to swim?
- how to cover leave for parts of the business that are required to meet service levels.?
- What to do with displaced casuals (if any) when positions are redesigned?

---

**Submitted by:** Councillor Veitch, West Ward

**File Reference:** F2012/00347