



**MINUTES OF ORDINARY COUNCIL MEETING
HELD ON TUESDAY, 26 NOVEMBER 2024 AT 7:00PM**

Present:

The Mayor, Councillor D Parker (Central Ward)

Central Ward	-	Councillors D Gordon & D Rosenfeld
East Ward	-	Councillors M Asgari, C Martin & M Wilson (Deputy Mayor)
North Ward	-	Councillors C Hamilton, A Magner & C Willington
South Ward	-	Councillors B Burst, N D'Souza & D Said
West Ward	-	Councillors A Hay, A Luxford & P Veitch

Officers Present:

General Manager	Mr R Brownlee
Director City Planning	Ms M Bishop
Director City Services	Mr T Clarke
Director Community & Culture	Ms K Anderson
Director Corporate Services	Mr J Frangoples
Manager Customer & Compliance	Mr D Kelly
Communications Manager	Mr J Hay
Chief Financial Officer	Mr S Wong

Acknowledgement of Local Indigenous People & Prayer

The Acknowledgement of Local Indigenous People was read by Cr Asgari. The Council Prayer was read by Cr D'Souza.

Apologies/Granting of Leave of Absences

Nil.

Requests to Attend Meeting by Audio-Visual Link

Nil.

Confirmation of the Minutes

Confirmation of the Minutes of the Ordinary Council meeting held on Tuesday 22 October 2024 and Extraordinary Council meeting held on Tuesday 29 October 2024

RESOLUTION: (Rosenfeld/D'Souza) that the Minutes of the Ordinary Council meeting held on Tuesday 22 October 2024 and Extraordinary Council meeting held on Tuesday 29 October 2024 (copies of which were circulated to all Councillors) be and are hereby confirmed as a correct record of the proceedings of those meetings.

Declarations of Pecuniary and Non-Pecuniary Interests

- a) The Mayor, Cr Parker declared a non-significant non pecuniary interest in Item CS54/24 as his former roommate's brother-in-law is the current lessee of the Coogee Kiosk. He no longer resides with that individual. A close personal friend of his is also a former employee of Sam Crawford architects but is no longer employed there. The Mayor will be voting on the matter.
- b) Cr Magner declared a pecuniary interest in Item NM86/24 as he is currently employed as an employment lawyer, Industrial Officer and advocate for the NSW Nurses and Midwives' Association. His salary is directly indexed to wage outcomes achieved for their members, therefore any Council resolution supporting the nurses' and midwives pay claims could indirectly affect his personal financial interests. Cr Magner will not be taking part in the debate or voting on this matter.
- c) Cr Hay declared a pecuniary interest in Item NM86/24 as his wife is a registered nurse. Cr Hay will not be taking part in the debate or voting on this matter.
- d) Cr Hay declared a non-significant non pecuniary interest in Item CS51/24 as his wife has recently started work in a business along Maroubra Road. She is not a director nor has a particularly strong affiliation and the proposed works would barely impact the business. Cr Hay will not be taking part in the debate or voting on this matter.
- e) Cr Veitch declared a non-significant non pecuniary interest in Item CP51/24 as she knew a former owner of the property.
- f) The Mayor, Cr Parker declared a non-significant non pecuniary interest in Item NM86/24 as he is an employee of the NSW Government in the NSW Attorney General's Office, however his employment does not relate in any substantive way to this matter.
- g) Cr Burst declared a non-significant non pecuniary interest in NM97/24 as his son plays touch football at the subject field.

Address of Council by Members of the Public

Prior to consideration of the Agenda by the Council, deputations were received in respect of the following matters:

CP51/24 OUTCOMES OF HERITAGE REVIEW OF 1 MAUD STREET, RANDWICK

For Mr Anthony Boskovitz, representing applicant

CS54/24 COOGEE BEACH AMENITIES, KIOSK AND BUS SHELTER PROJECT - OUTCOMES OF STAGE 2 COMMUNITY CONSULTATION

Against Mr Mark England

CS55/24 BURROWS PARK MASTER PLAN CONCEPT

For Ms Leanne Warner, representing Friends of Burrow Park

NM86/24 NOTICE OF MOTION FROM CR VEITCH - SUPPORT FOR NURSES AND MIDWIVES

For Ms Charley Hirst

NM87/24 NOTICE OF MOTION FROM CR VEITCH - SAFEGUARDING NATIVE VEGETATION AND BUSHLAND SITES IN THE RANDWICK LGA

For Ms Kerry Gordon

NM92/24 NOTICE OF MOTION FROM CR WILLINGTON - RESPONSIBLE INVESTMENTS WITHIN RANDWICK CITY COUNCIL'S INVESTMENT POLICY

For Dr Don Munro

NM95/24 NOTICE OF MOTION FROM CR LUXFORD - REVIEW OF BICYCLE TRACKS

Against Ms Elsie Edgerton-Till

Mayoral Minutes

Nil.

Urgent Business

Nil.

General Manager's Reports

Nil.

Director City Planning Reports

CP49/24 Director City Planning Report - Report from Fire and Rescue NSW - 10 Church Street, Randwick (F2024/06103)

325/24 **RESOLUTION: (Hamilton/Magner)** that Council receive and note the report from the Director City Planning and the report from Fire & Rescue NSW relating to premises at 10 Church Street, Randwick.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CP50/24 Director City Planning Report - Variations to Development Standards under Clause 4.6 - 1 October to 31 October 2024 (F2008/00122)

326/24 **RESOLUTION: (Hamilton/Magner)** that the report be received and noted.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CP51/24 Director City Planning Report - Outcomes of Heritage Review of 1 Maud Street, Randwick (F2016/00475)

327/24 **RESOLUTION: (Gordon/Wilson)** that Council:

- a) note the report by GML Heritage recommending that No 1 Maud Street, Randwick, does not meet the threshold for heritage listing under one or more of the NSW heritage assessment criteria as a local heritage item under Schedule 5 of the Randwick Local Environmental Plan 2012;
- b) does not proceed with the preparation of a planning proposal to list the property at No 1 Maud Street, Randwick, as a heritage item on Schedule 5 of the Randwick Local Environmental Plan 2012; and
- c) in accordance with s29(4) Heritage Act 1977 revoke the Interim Heritage Order date 1 October 2024 applying to 1 Maud Street, Randwick.

MOTION: (Gordon/Wilson) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Magner	Councillor Hamilton
Councillor Hay	Councillor Wellington
Councillor Gordon	Councillor Veitch
Councillor Rosenfeld	Councillor Luxford
Councillor Martin	Councillor Asgari
Councillor Wilson	

Councillor Said
 Councillor Burst
 Councillor D'Souza
 Councillor Parker

Total (10)

Total (5)

Director City Services Reports

CS50/24 Director City Services Report - Investigation - Uncontrolled Parking of Various Types of RVs, Trailers, Vehicles and Boats on Anzac Parade (F2019/00686)

328/24

RESOLUTION: (Said/Burst)) that Council:

- a) endorse the proposal to install an arris rail fence along Anzac Parade median strip in the various locations identified in the report between Beauchamp Road, Matrville and Bunnerong Road, Phillip Bay;
- b) approves both the parallel and angled parking options to be presented to Transport for NSW;
- c) conducts community consultation on the proposal, subject to Transport for NSW technical approval; and
- d) consider an allocation of funding within the 2025-26 Operational Plan and Budget – Capital Works program of \$550,000.00 ex. GST for the completion of the project.

MOTION: (Said/Burst) CARRIED - SEE RESOLUTION.

CS51/24 Director City Services Report - Maroubra Road - Traffic Corridor Study Consultation (F2021/00206)

329/24

RESOLUTION: (Rosenfeld/Hay) that Council:

- a) note the outcomes from the community consultation processes for the Maroubra Road traffic corridor study;
- b) endorse the commencement of the design and implementation of a single lane roundabout, with raised pedestrian crossings across each of the four legs of the intersection (if design permits), at the Maroubra Road / Mons Avenue / Cooper Street intersection, in Maroubra, within the current 2024-25 works program;
- c) separate to the design and implementation of the mentioned single lane roundabout request the traffic committee to examine possible measures to ease traffic congestion on Cooper St that will result from more motorists using this road as a result of this roundabout; and
- d) note the design/implementation of the recommended treatments, at the eight other sites will be progressively undertaken, only once substantial development of the design at the priority intersection, being the Maroubra Road / Mons Avenue / Cooper Street intersection, is achieved.

MOTION: (Rosenfeld/Hay) CARRIED - SEE RESOLUTION.

CS52/24 Director City Services Report - Kensington West Kingsford Local Area Traffic Management Study (F2023/00774)

330/24

RESOLUTION: (Magner/Veitch) that

- a) the Kensington/West Kingsford Local Area Traffic Management study be released for Community Consultation by March 2025, with a further report coming back to the Council regarding the outcomes of the consultation processes; and

- b) alternatives be considered to road cushions and road humps where possible.

MOTION: (Magner/Veitch) CARRIED - SEE RESOLUTION.

AMENDMENT: (Luxford/Hay) that:

- a) the Kensington/West Kingsford Local Area Traffic Management study be released for Community Consultation by March 2025, with a further report coming back to the Council regarding the outcomes of the consultation processes;
- b) the proposed traffic lights at Todman Avenue and Kensington Road are not installed; and
- c) the Bike Lane proposed for Lenthall Street be removed and not proceeded with and that the funding from the removal of the traffic lights be directed to the reinstatement of the roundabouts at Day Avenue & Doncaster Avenue and Houston Road & Barker Street. **LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Rosenfeld	Councillor Gordon
Councillor Martin	Councillor Asgari
Councillor Said	Councillor Wilson
Councillor Burst	Councillor D'Souza
	Councillor Parker
Total (7)	Total (8)

AMENDMENT: (Hay/Luxford) that:

- a) the Kensington/West Kingsford Local Area Traffic Management study be released for Community Consultation by March 2025, with a further report coming back to the Council regarding the outcomes of the consultation processes;
- b) ask residents as part of community consultation what priority the proposed traffic lights at Todman Avenue and Kensington Road are seen to be; and
- c) alternatives be considered to road cushions and road humps where possible. **LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Rosenfeld	Councillor Gordon
Councillor Martin	Councillor Asgari
Councillor Said	Councillor Wilson
Councillor Burst	Councillor D'Souza
	Councillor Parker
Total (7)	Total (8)

CS53/24 Director City Services Report - Cycleways and Bicycle Facilities Advisory Committee - November 2024 (F2018/00158)

RESOLUTION: (Hamilton/Magner) that the Minutes of the Cycleways and Bicycle Facilities Advisory Committee Meeting held on 6 November 2024, be received, and noted.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CS54/24 Director City Services Report - Coogee Beach Amenities, Kiosk and Bus Shelter Project - Outcomes of Stage 2 Community Consultation (PROJ/10199/2021/4)

Note: A rescission motion on this matter was submitted by Crs Hamilton, Martin and Rosenfeld and will be heard at the next available Council meeting.

332/24

RESOLUTION: (Wilson/D'Souza) that Council:

- a) endorse a knock-down-rebuild approach for the Coogee Beach amenities building;
- b) request a minor revision to the concept for a new building to incorporate, where practicable, stylistic features from the existing building yet retaining all the other additional features, footprint and functionality;
- c) once in receipt of a revised concept, proceed to planning approval and documentation of the works to tender; and
- d) endorse the funding strategy for the future redevelopment of Coogee Beach amenities.

MOTION: (Wilson/D'Souza) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Willington	Councillor Hamilton
Councillor Magner	Councillor Hay
Councillor Veitch	Councillor Luxford
Councillor Gordon	Councillor Rosenfeld
Councillor Asgari	Councillor Martin
Councillor Wilson	Councillor Burst
Councillor Said	
Councillor D'Souza	
Councillor Parker	
Total (9)	Total (6)

AMENDMENT: (Asgari/Veitch) that Council:

- a) endorse the refurbishment and funding strategy of the existing facilities; and
- b) receive a report on options for the design, location and budget for a storage facility for the Coogee Surf Life Saving Club. **LOST.**

The meeting was adjourned at 9.02pm and was resumed at 9.18pm.

CS55/24 Director City Services Report - Burrows Park Master Plan Concept (PROJ/10328/2021/4)

333/24

RESOLUTION: (Hamilton/Burst) that:

- a) Council endorses the masterplan to proceed to community consultation;
- b) Council notes the masterplan for Burrows Park, along with the proposed funding and staging strategy and associated cost projections; and
- c) the outcomes of the community consultation on the masterplan be reported back to Council in 2025 for consideration.

MOTION: (Hamilton/Burst) CARRIED - SEE RESOLUTION.

CS56/24 Director City Services Report - Snape Park Indoor Sporting Facility Concept Design (PROJ/10959/2021/4)

334/24

RESOLUTION: (Luxford/Hay) that:

- a) Council endorses the Snape Park masterplan, along with its associated funding strategy and staging;
- b) Council endorses the Stage 1 Indoor Training Facility concept plan to proceed to community consultation;
- c) the outcomes of the Stage 1 consultation be reported back to Council for consideration; and
- d) Council officers will come back seeking Council's endorsement for the community consultation for Stage 2, refurbishment of amenities building and car park, in 2026.

MOTION: (Luxford/Hay) CARRIED - SEE RESOLUTION.

CS57/24 Director City Services Report - Temporary Alcohol Prohibited Areas - 2024-25 (F2005/00853)

335/24

RESOLUTION: (Hamilton/Magner) that:

- a) pursuant to s. 632A(4) of the *Local Government Act 1993*, the Randwick City Council hereby **declares** that each of the parks and reserves contained in the Schedule of Parks and Reserves attached to this Report is to be an **alcohol prohibited area** that is to operate from:
 - i) 8.00pm on Friday 20 December 2024, ceasing at 6.00am on Monday 6 January 2025, and
 - ii) from 8.00pm on Friday 24 January 2025, ceasing at 6.00am on Tuesday 28 January 2025;
- b) pursuant to s. 632A(7) of the *Local Government Act 1993*, the General Manager shall install temporary notices (signs) at each of the parks and reserves, contained in the Schedule of Parks and Reserves attached to this Report, sufficient to give effect to the declaration of the Council;
- c) Council carryout a public awareness campaign that informs the public that the consumption of alcohol at all of the City's beaches, beachside parks and reserves is prohibited as provided for by the declaration contained in clause (a); and
- d) the Eastern Beaches (Police Area Command) Commander be advised of the Council's decision accordingly.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.**Director Community & Culture Reports**

CC23/24 Director Community & Culture Report - A Multicultural Event for Randwick (F2021/00038)

336/24

RESOLUTION: (Luxford/Veitch) that Council approve:

- a) the proposal for a significant Multicultural Event to be hosted by Council following the format outlined in this Report with an approximate budget of \$262,845.00;
- b) that the Event is held in October 2025 with a budget allocation to be considered in the 2024-25 budget; and/or possibly match funded by the Multicultural NSW grants program; and
- c) that the proposed Event is held at Kensington Oval.

MOTION: (Luxford/Veitch) CARRIED UNANIMOUSLY- SEE RESOLUTION.**MOTION: (Rosenfeld/Burst) that Council approve:**

- a) the proposal for a significant Multicultural Event to be hosted by Council following the format outlined in this Report with an approximate budget of \$262,845.00;
- b) that the event is held in October 2025 with a budget allocation to be considered in the 2024-25 budget; and/or possibly match funded by the Multicultural NSW grants program;
- c) that the proposed event is held at Kensington Oval; and
- d) the event being held on a Sunday to allow those Jewish community members to attend who observe Shabbat on Saturdays.

AMENDMENT: (Luxford/Veitch) CARRIED AND BECAME THE MOTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Willington	Councillor Hamilton
Councillor Magner	Councillor Hay
Councillor Veitch	Councillor Rosenfeld
Councillor Luxford	Councillor Martin
Councillor Gordon	Councillor Burst
Councillor Asgari	
Councillor Wilson	
Councillor Said	
Councillor D'Souza	
Councillor Parker	
Total (10)	Total (5)

MOTION: (Luxford/Veitch) CARRIED UNANIMOUSLY- SEE RESOLUTION.

CC24/24 Director Community & Culture Report - Community Investment Program - October 2024 (F2020/00336)

337/24

RESOLUTION: (Hamilton/Magner) that Council:

- a) approve the Community Connect funding allocation of **\$36,930.00** to the recommended projects;
- b) approve the Community Creative funding allocation of **\$54,570.00** to the recommended projects;
- c) approve the allocation of **\$20,000.00** towards the two additional projects from the surplus Community Partnerships fund; and
- d) note the status of the Mayor's Contingency fund for 2024-25.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CC25/24 Director Community & Culture Report - Report Back - Commemoration for French Explorer, Jean-Francois de Galaup, Comte de La Perouse (F2019/01349)

338/24

RESOLUTION: (Burst/D'Souza) that Council notes that the proposal to consider a commemoration to French explorer Lapérouse will be referred to the La Perouse Museum and Headland Trust.

MOTION: (Burst/D'Souza) CARRIED - SEE RESOLUTION.

CC26/24 Director Community & Culture Report - Early Childhood Education and Care Worker Retention Payment Grant Opportunity (F2006/00726)

339/24

RESOLUTION: (Veitch/D'Souza) that Council:

- a) notes the intention to submit an application for the Early Childhood Education and Care Worker Retention Payment grant offered by the Commonwealth Department of Education; and
- b) write to the Federal Government calling on them to continue the grant funding beyond the two-year limit to ensure that early childhood education and care workers continue to receive the benefits of the pay increase.

MOTION: (Veitch/D'Souza) CARRIED - SEE RESOLUTION.

CC27/24 Director Community & Culture Report - Australia Day Celebrations with Surf Life Saving Clubs - Report Back (F2021/00020)

340/24

RESOLUTION: (Hay/Hamilton) that Council:

- a) note the outcomes of the conversations held with the four local Surf Life Saving Clubs, and not proceed with a partnered event on 26 January due to competing priorities on the public holiday;
- b) explore ongoing opportunities to support Surf Lifesaving clubs through various means, including communications and the promotion of existing programs and events via Council social media and communications channels;
- c) note the annual Randwick Council Australia Day program which includes hosting a community event at Kensington Park from 11am to 2pm on 26 January 2026 alongside the Australia Day Citizenship and Community Service Awards 9.30am – 11am, and the Culture on Country First Nations event at La Perouse from 4pm to 7pm; and
- d) request Council staff analyse ways to ensure higher numbers of attendance at the Prince Henry Centre.

MOTION: (Veitch/Willington) that Council:

- a) note the outcomes of the conversations held with the four local Surf Life Saving Clubs, and not proceed with a partnered event on 26 January due to competing priorities on the public holiday;
 - b) explore ongoing opportunities to support Surf Lifesaving clubs through various means, including communications and the promotion of existing programs and events via Council social media and communications channels; and
 - c) receive a report including options for:
 - holding Australia Day Citizenship Ceremonies and Community Service Awards within three days before or after January 26 commencing in 2026; and
 - holding these as separate events to accommodate a greater number of guests at each event.
- LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Willington	Councillor Hamilton
Councillor Magner	Councillor Hay
Councillor Veitch	Councillor Luxford
Councillor Gordon	Councillor Rosenfeld
Councillor Wilson	Councillor Martin
Councillor Said	Councillor Asgari
Councillor Parker	Councillor Burst

Councillor D'Souza

Total (7)**Total (8)****AMENDMENT: (Hay/Hamilton)** that Council:

- a) note the outcomes of the conversations held with the four local Surf Life Saving Clubs, and not proceed with a partnered event on 26 January due to competing priorities on the public holiday;
- b) explore ongoing opportunities to support Surf Lifesaving clubs through various means, including communications and the promotion of existing programs and events via Council social media and communications channels; and
- c) note the annual Randwick Council Australia Day program which includes hosting a community event at Kensington Park from 11am to 2pm on 26 January 2026 alongside the Australia Day Citizenship and Community Service Awards 9.30am – 11am, and the Culture on Country First Nations event at La Perouse from 4pm to 7pm. **LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Rosenfeld	Councillor Gordon
Councillor Martin	Councillor Asgari
Councillor Burst	Councillor Wilson
	Councillor Said
	Councillor D'Souza
	Councillor Parker
Total (6)	Total (9)

Note: In accordance with clause 17.15 of Council's Code of Meeting Practice, the following motion, which became the resolution of Council, was recommitted during discussion on the following item of Council business, in order to correct an identified imprecision in the Council's resolution.

MOTION: (Hay/Hamilton) that Council:

- a) note the outcomes of the conversations held with the four local Surf Life Saving Clubs, and not proceed with a partnered event on 26 January due to competing priorities on the public holiday;
- b) explore ongoing opportunities to support Surf Lifesaving clubs through various means, including communications and the promotion of existing programs and events via Council social media and communications channels; and
- e) note the annual Randwick Council Australia Day program which includes hosting a community event at Kensington Park from 11am to 2pm on 26 January 2026 alongside the Australia Day Citizenship and Community Service Awards 9.30am – 11am, and the Culture on Country First Nations event at La Perouse from 4pm to 7pm.
- f) Council staff analyse ways to ensure higher numbers of attendance at the PHC. **CARRIED – SEE RESOLUTION.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Magner	Councillor Veitch
Councillor Hay	
Councillor Luxford	
Councillor Gordon	
Councillor Rosenfeld	

Councillor Martin
 Councillor Asgari
 Councillor Wilson
 Councillor Said
 Councillor Burst
 Councillor D'Souza
 Councillor Parker

Total (13)

Total (2)

Director Corporate Services Reports

CO51/24 Director Corporate Services Report - 2024-25 Quarterly Progress Report (F2023/03001)

341/24

RESOLUTION: (Hamilton/Magner) that the information contained in the attached Quarterly Progress Report for the 2024-25 Operational Plan be received and noted.

MOTION: (Hamilton/Magner) – CARRIED - SEE RESOLUTION.

The meeting was adjourned at 10.06pm and was resumed at 10.17pm.

CO52/24 Director Corporate Services Report - 2023-24 Annual Report and 2021-24 State of our City Report (F2023/03001)

342/24

RESOLUTION: (Veitch/D'Souza) that:

- a) the Randwick City Council 2023-24 Annual Report (including the 2023-24 audited Financial Statements and the 2021-24 State of our City Report) be endorsed by Council;
- b) the General Manager be authorised to make any minor administrative changes to the Annual Report if required; and
- c) a copy of the Annual Report (and associated reports) be posted on Council's website and subsequent advice made to the Minister for Local Government as to the specific URL.

MOTION: (Veitch/D'Souza) CARRIED - SEE RESOLUTION.

CO53/24 Director Corporate Services Report - Code of Conduct Complaint Statistics (F2004/06569)

343/24

RESOLUTION: (Hamilton/Magner) that the Code of Conduct statistics for the period September 2023 to September 2024 be forwarded to the Office of Local Government in accordance with part 11 of the Procedures for the Administration of the Model Code of Conduct 2020.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CO54/24 Director Corporate Services Report - 2025 Council Meeting Schedule (F2004/06565)

344/24

RESOLUTION: (Hamilton/Magner) that the Council meeting schedule for the 2025 calendar year be adopted.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CO55/24 Director Corporate Services Report - Operating hours - Christmas and New Year 2024-25 (F2004/06565)

345/24 **RESOLUTION: (Hamilton/Magner)** that the proposed 2024-25 Christmas and New Year opening hours for the Administration Building, Depot, Libraries and Leisure Centre, be noted.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CO56/24 Director Corporate Services Report - Council Submission - Councillor Conduct and Meeting Practices (F2004/06569)

346/24 **RESOLUTION: (Veitch/Said)** that:

- a) the Council submission on the Office of Local Government “Councillor conduct and meeting practices” Discussion Paper be endorsed;
- b) Council oppose the proposal that OLG be given the power to issue Penalty Infringement Notices, fines, or require Councillors, mayors or members of the public to pay for costs if found to have committed a breach of the Code of Conduct; and
- c) Council oppose the proposal that Mayors be given the power to remove a Councillor’s Allowance for a month or any length of time.

MOTION: (Veitch/Said) CARRIED - SEE RESOLUTION.

CO57/24 Director Corporate Services Report - Council Submission - Local Government Remuneration Tribunal (F2004/06576)

347/24 **RESOLUTION: (Hamilton/Magner)** that the Council submission on the “Local Government Remuneration Tribunal – 2025 Review – Councillor and Mayoral Allowances’ be endorsed.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CO58/24 Director Corporate Services Report - Monthly Financial Report as at 31 October 2024 (F2021/00364)

348/24 **RESOLUTION: (Burst/Hamilton)** that the Monthly Financial Report as at 31 October 2024 be received and noted.

MOTION: (Burst/Hamilton) CARRIED - SEE RESOLUTION.

CO59/24 Director Corporate Services Report - Quarterly Budget Review - September 2024 (F2021/00364)

349/24 **RESOLUTION: (Hamilton/Magner)** that Council:

- a) receives and notes the September 2024 Quarterly Budget Review Statements (QBRs) Report; and
- b) adopts the proposed budget variations for September 2024, as detailed in the QBRs attachment to this report.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

CO60/24 Director Corporate Services Report - Update on Acquisition of 49 Cuzco Street, South Coogee (F2004/06325)

350/24

RESOLUTION: (Hamilton/Martin) that Council notes the status of the acquisition of 49 Cuzco Street, South Coogee.

MOTION: (Hamilton/Martin) CARRIED - SEE RESOLUTION.

CO61/24 Director Corporate Services Report - Monthly Investment Report - October 2024 (F2016/06527)

351/24

RESOLUTION: (Hamilton/Magner) that the Investment Report for October 2024 be received and noted.

MOTION: (Hamilton/Magner) CARRIED - SEE RESOLUTION.

Motions Pursuant to Notice

NM84/24 Motion Pursuant to Notice - Notice of Motion from Cr D'Souza - Recycling of Used Clothes and Textiles (F2004/06202)

352/24

RESOLUTION: (D'Souza/Magner) that:

- a) Council acknowledges the actions currently undertaken to reduce used clothing and textiles going into landfill including:
 - collecting clothing from households through Recycle Smart;
 - accepting clothing items at the Randwick Recycle Centre;
 - Saturday Circle and the community clothes swap; and
 - publishing local clothing charity stores on the RCC website.
- b) Council staff investigate and report back to Council on opportunities to partner with local charities to develop a program of additional ways to collect and divert used clothes and textiles from landfill.

MOTION: (D'Souza/Magner) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Willington	Councillor Luxford
Councillor Magner	
Councillor Veitch	
Councillor Hay	
Councillor Gordon	
Councillor Rosenfeld	
Councillor Martin	
Councillor Asgari	
Councillor Wilson	
Councillor Said	
Councillor Burst	
Councillor D'Souza	
Councillor Parker	
Total (13)	Total (1)

AMENDMENT: (Luxford/Hamilton) that Council acknowledges the actions currently undertaken to reduce used clothing and textiles going into landfill including:

- collecting clothing from households through Recycle Smart;
- accepting clothing items at the Randwick Recycle Centre;
- Saturday Circle and the community clothes swap; and
- publishing local clothing charity stores on the RCC website. **LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Rosenfeld	Councillor Gordon
Councillor Martin	Councillor Asgari
Councillor Said	Councillor Wilson
Councillor Burst	Councillor D'Souza
	Councillor Parker
Total (7)	Total (8)

NM86/24 Motion Pursuant to Notice - Notice of Motion from Cr Veitch - Support for Nurses and Midwives (F2012/00347)

Note: Having previously declared their interest, Crs Hay and Magner left the chamber and took no part in the debate or voting on this matter.

353/24

RESOLUTION: (Veitch/Said) that Council:

1. notes that that the Randwick LGA is home to the second largest hospital campus in New South Wales and includes the major public hospitals of Prince of Wales Hospital, The Royal Hospital for Women and the Sydney Children's Hospital Randwick;
2. acknowledges the critically important work performed by Nurses and Midwives in ensuring patients' health, care and wellbeing;
3. notes that entry level NSW nurses and midwives are the lowest paid in the country, making it challenging to attract and retain new talent, and further:
 - a. nurses and midwives are leaving NSW for better wages and conditions in QLD & VIC, where pay is between 10% to 22% higher. This exodus is leaving our hospitals understaffed and putting patient care at risk;
 - b. in real terms, NSW public sector nurses' and midwives' wages are sitting at 2008 levels;
 - c. this predominately female workforce is paid significantly lower than other male dominated industries in NSW;
4. notes that Public sector nurses and midwives in NSW are calling for justified and necessary improvements to help rebuild our public health services, and are demanding a 15% pay increase, plus superannuation, for all nurses and midwives from 1 July 2024;
5. acknowledges that nurses and midwives should not be required to trade off safe staffing levels (which is for the benefit of every resident of NSW), for their 15% pay increase; and
6. write to the NSW Premier the Hon Chris Minns MP, NSW Health Minister the Hon Ryan Park MP, the member for Coogee Dr Marjorie O'Neill MP, the member for Maroubra Michael Daley and the NSWNMA noting points 1- 5 and voicing our support for the NSWNMA (NSW Nurses and Midwives Association) campaign for a 15% pay increase, plus superannuation, for all nurses and midwives from 1 July 2024.

MOTION: (Veitch/Said) CARRIED - SEE RESOLUTION.

NM87/24 Motion Pursuant to Notice - Notice of Motion from Cr Veitch - Safeguarding Native Vegetation and Bushland Sites in the Randwick LGA (F2005/00360)

354/24

RESOLUTION: (Veitch/D'Souza) that Council:

1. recognises its commitment to restore and protect the diversity of ecosystems, and increase by at least 60%, the number of native and indigenous plantings across Randwick City by 2030 from a 2018 baseline, as detailed in the Randwick City Environment Strategy;
2. notes further its obligation to improve the connectivity of key bushland areas by planting and maintaining 14,000m² of native and indigenous ground covers, shrubs and trees starting in areas between Kamay National Park, Bunnerong Road Chifley Eastern Suburbs Banksia Scrub, Yarra Bay bushland areas and Malabar Headland National Park by 2026 and extending into additional areas of the City, as detailed in the Randwick City Environment Strategy;
3. acknowledges the importance of our bushland areas to local residents and the significant ongoing contribution made by Bushcare Volunteers to caring for them through weeding, planting, pruning and removing rubbish;
4. consult with Bushcare Volunteers and local residents, and conduct site surveys and wildlife assessments, prior to the removal or significant pruning of native vegetation and bushland sites, to minimise impacts and protect the biodiversity of these ecosystems; and
5. bring forward the review of the 1994 Malabar Beach and Foreshore Plan of Management.

MOTION: (Veitch/D'Souza) CARRIED - SEE RESOLUTION.

NM88/24 Motion Pursuant to Notice - Notice of Motion from Cr Wilson - Amendments to the Terms of Reference for the Arts and Cultural Advisory Committee (F2022/00449)

355/24

RESOLUTION: (Wilson/Luxford) that the Terms of Reference of the Arts and Cultural Advisory Committee be amended as follows (additional text is underlined):

5. Membership

Community representatives

The committee will consist of no fewer than six (6) and no more than ten (10) community representatives with expertise in the practice of the arts or in arts administration, and seven (7) Councillors. Community representatives will be sought on the basis of their specific expertise and involvement in a range of cultural practices including, but not limited to:

- Performing arts (music, dance, drama, film)
- Literature
- Visual arts
- Aboriginal arts, culture and heritage
- Arts education.

There will be (if possible) at least one (1) and no more than two (2), community representatives from each category, acknowledging that some members may represent more than one discipline.

MOTION: (Wilson/Luxford) CARRIED - SEE RESOLUTION.

Resolved: (Procedural Motion): (Gordon/D'Souza) that the meeting be extended until 12.30pm.

NM89/24 Motion Pursuant to Notice - Notice of Motion from Cr Rosenfeld - Activation of Broadarrow Reserve for Overflow Parking (F2023/00481)

MOTION: (Rosenfeld/Hamilton) that:

- a) Council requests a report to be included in the December 2024 ordinary council meeting detailing the costs of activating Broadarrow Reserve for overflow beachside parking between

- December and February on Sundays & Public Holidays where large number of visitors to Maroubra Beach are expected due to favourable weather conditions being forecast;
- b) any activation of the reserve is appropriately resourced and funded;
 - c) the activation of the reserve for overflow parking is not considered when Maroubra Beach is closed due to hazardous or dangerous surf conditions;
 - d) should we proceed with this extra overflow parking, Council will determine whether Broadarrow Reserve will be open or not on the proceeding Wednesday or Thursday and advise the community on our website;
 - e) overflow parking is not to occur on scheduled market days taking place at the reserve; and
 - f) Council also maintain overflow beachside parking for special events that occur at other times as is the current practice. **LOST.**

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Wellington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Rosenfeld	Councillor Gordon
Councillor Martin	Councillor Asgari
Councillor Said	Councillor Wilson
Councillor Burst	Councillor D'Souza
	Councillor Parker
Total (7)	Total (8)

NM90/24 Motion Pursuant to Notice - Notice of Motion from Cr Rosenfeld - Combating Anti-Semitic Graffiti (F2011/00120)

RESOLUTION: (Rosenfeld/Magner) that Council:

- a) notes:
 - a. that anti-semitic graffiti is occurring in the Randwick local government area specifically targeted at the Jewish community;
 - b. that graffiti is a criminal act of vandalism;
 - c. incidents of this occurrence have increased substantially in the last 13 months;
- b) continues to immediately remove the graffiti upon notification;
- c) provides a copy of Council's register of antisemitic graffiti (which includes the date, time, location of each incident) every six months to the NSW Police, NSW Jewish Board of Deputies and the Special Envoy to Combat Antisemitism in Australia;
- d) in conjunction with the police and other agencies, undertakes an immediate security assessment that includes but is not limited to:
 - identifying locations of vulnerability;
 - examining the suitability of installing additional and/or higher specification CCTV cameras in specific locations;
 - other security measures as identified within the security assessment; and
- e) officers prepare a report to Council with options to implement the recommendations of the security assessment, a budget and a time frame.

MOTION: (Rosenfeld/Magner) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Magner	Councillor Veitch
Councillor Hay	Councillor Luxford
Councillor Gordon	Councillor Asgari
Councillor Rosenfeld	
Councillor Martin	
Councillor Wilson	
Councillor Said	
Councillor Burst	
Councillor D'Souza	
Councillor Parker	
Total (11)	Total (4)

AMENDMENT: (Willington/D'Souza) that Council:

- a) deplores all forms of threatening racist graffiti including antisemitic, islamophobic and all forms of racist, religious and cultural vilification; and
- b) continues to immediately remove the graffiti upon notification. **LOST.**

Resolved: (Procedural Motion) (Said Burst) that addresses by Councillors for the remainder of the meeting be limited to two minutes and two speakers for and against.

NM91/24 Motion Pursuant to Notice - Notice of Motion from Cr Asgari - Pollution at Coogee Beach (F2013/00569)

357/24

RESOLUTION: (Asgari/D'Souza) that Council:

- a. note that since Urgent Business UB12/24 asked for council to write to the Labor State and Federal Governments requesting an investigation into the water quality at all Randwick beaches, responses have been received and it would appear that further investigations are ongoing, and the second part to the UB requested a full breakdown of the incident and for it to be included in the annual State of the Beaches report which we anticipate will be published in October 2025, noting that this information missed the cut off for the 2024 report; and,
- b. note that in debate of UB12/24, the expectation of a full breakdown and report is that the source and composition of the material washed ashore would be determined and made available for Council and all residents.

MOTION: (Asgari/D'Souza) CARRIED - SEE RESOLUTION.

NM92/24 Motion Pursuant to Notice - Notice of Motion from Cr Willington - Responsible Investments within Randwick City Council's Investment Policy (F2016/06527)

Note: A rescission motion on this matter was submitted by Crs Hay, Hamilton, Rosenfeld and Burst and will be heard at the next available Council meeting.

358/24

RESOLUTION: (Willington/D'Souza) that Council:

- a) notes that the Investment Policy Version 5, is due for review 28 February 2025;
- b) notes that corporate investment best practice recognises that environmental, social and governance factors (ESG) can and do have a material impact on financial investment outcomes;
- c) acknowledges that leading public sector investment authorities (such as the NSW Treasury Corporation, T Corp) explicitly recognise "managing material environmental, social and

governance (ESG) risks and opportunities, including climate change, will result in better long-term investment outcomes”; and

- d) reviews its Investment Policy to ensure it incorporates the identification, evaluation, management and monitoring of material ESG risks to deliver optimal investments for Council, consistent with investment best practice and Council’s values and strategic goals.

MOTION: (Willington/D’Souza) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Willington	Councillor Hamilton
Councillor Magner	Councillor Hay
Councillor Veitch	Councillor Luxford
Councillor Gordon	Councillor Rosenfeld
Councillor Asgari	Councillor Martin
Councillor Wilson	Councillor Said
Councillor D’Souza	Councillor Burst
Councillor Parker	
Total (8)	Total (7)

AMENDMENT: (Hay/Hamilton) that this matter be deferred for further consideration by Council. **LOST.**

NM93/24 Motion Pursuant to Notice - Notice of Motion from Cr Martin - Safekeeping of Sandstone Artwork 199 Coogee Bay Rd, Coogee (F2019/01523)

Note: This motion was withdrawn with the consent of Council.

NM94/24 Motion Pursuant to Notice - Notice of Motion from Cr Burst - Investigate Landscaping of Park Adjacent to the Matraville Community Hall (F2004/07745)

359/24

RESOLUTION: (Burst/Rosenfeld) that Council investigates the landscaping of the park next to Matraville Community Hall, including simple design options such as rockery and seating benches and the potential for a children’s playground on the Knowles Avenue sides.

MOTION: (Burst/Rosenfeld) CARRIED - SEE RESOLUTION.

RESOLVED: (Procedural Motion) (D’Souza/Burst) that the meeting be extended to 1am.

NM95/24 Motion Pursuant to Notice - Notice of Motion from Cr Luxford - Review of Bicycle Tracks (F2010/00375)

360/24

RESOLUTION: (Luxford/Rosenfeld) that:

- a) Council prepares, for the benefit of all Councillors, a report summarising Randwick’s bike plan containing the following items:
- a list of all current and planned cycleway construction projects including the results of any community consultation sessions;
 - whether any potential concerns raised over traffic parking access to businesses etc have materialised;
- b) once the report is complete, that it be brought back to Councillors at a briefing; and
- c) Council, in future concept and detailed design of cycleways, consider the lessons and feedback from the door knock of Doncaster Avenue.

MOTION: (Luxford/Rosenfeld) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Hay	Councillor Magner
Councillor Luxford	Councillor Veitch
Councillor Gordon	Councillor Asgari
Councillor Rosenfeld	
Councillor Martin	
Councillor Wilson	
Councillor Said	
Councillor Burst	
Councillor D'Souza	
Councillor Parker	
Total (11)	Total (4)

NM96/24 Motion Pursuant to Notice - Notice of Motion from Cr Luxford - Investigate Public Toilets for Kokoda Park Playground and John Calopedos Playground (F2007/00080)

361/24

RESOLUTION: (Luxford/Veitch) that Council investigates public toilets at both these sites and Wills Reserve.

MOTION: (Luxford/Veitch) CARRIED - SEE RESOLUTION.

NM97/24 Motion Pursuant to Notice - Notice of Motion from Cr Said - Report on Improving Lighting at Heffron Park Field 55 (F2004/06135)

362/24

RESOLUTION: (Said/Burst) that Council staff bring back a report with costs and viability of improving lighting on field 55 at Heffron Park.

MOTION: (Said/Burst) CARRIED - SEE RESOLUTION.

Questions with Notice

QN16/24 Question with Notice - Question with Notice from Cr D'Souza - Accessibility matting at Yarra Bay Beach (F2020/00216)

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.



Figure 1: Markup

QN17/24 Question with Notice - Question with Notice from Cr Burst - Update on Park Gym in Woomera Reserve, Little Bay (F2022/00634)

Question:

Could Council be provided with an update on the status of NM111/22 - Park Gym in Woomera Reserve Little Bay?

Response from Director City Services:

Council officers have undertaken planning for the playground upgrade and new outdoor gym. The project is now at the procurement phase.

A report regarding the outcome of a Tender process is scheduled to be included on the agenda of the December 2024 Council meeting.

Subject to Council endorsement of the recommended contractor, construction is anticipated to commence in February 2025.

QN18/24 Question with Notice - Question with Notice from Cr Veitch - Employment of Casual Staff (F2012/00347)

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
Grand Total	408

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 Shelves
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
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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
Grand Total	207	201	408

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. An 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?

Petitions

Cr Said tabled a petition from over 300 local residents opposing the removal of bollards in Curie Avenue.

The meeting was adjourned at 12.36am and was resumed at 12.39am.

Confidential Reports

The meeting moved into closed session in order to consider confidential items.

CP52/24 Confidential - Land and Environment Court Appeal - Proceedings No. 2024/00190152 (DA/208/2024, 6-10 Bowral Street, Kensington) (DA/208/2024)

This matter is considered to be confidential under Section 10A(2) (g) of the Local Government Act, as it deals with advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.

363/24

RESOLUTION: (Gordon/Rosenfeld) that Council agrees to the terms contained in the letter of offer, dated 12 November 2024 from Landmax Kensington Development Pty Ltd for DA/208/2024 at 6-10 Bowral Street, Kensington, subject to the Land and Environment Court granting approval to the development.

MOTION: (Gordon/Rosenfeld) CARRIED - SEE RESOLUTION.

The **DIVISION** was taken and the names of the Councillors voting FOR and AGAINST were as follows:

FOR	AGAINST
Councillor Hamilton	Councillor Willington
Councillor Magner	Councillor Veitch
Councillor Gordon	Councillor Hay
Councillor Rosenfeld	Councillor Luxford
Councillor Martin	Councillor Asgari
Councillor Wilson	
Councillor Said	
Councillor Burst	
Councillor D'Souza	
Councillor Parker	
Total (10)	Total (5)

CS58/24 Confidential - Blenheim House Refurbishment Project - Tender No. T2025-12 (F2024/00393)

This matter is considered to be confidential under Section 10A(2) (d) of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret. (Tender/ Procurement)

364/24

RESOLUTION: (Hay/D'Souza) that:

- in accordance with clause 178(1)(b) of the Local Government (General) Regulation 2021, Council decline to accept any of the tenders received for T2025-12 for the Blenheim House Refurbishment Project;
- in accordance with clause 178(3)(e) of the Local Government (General) Regulation 2021, enter into negotiations with Xenia Constructions (NSW) Pty Ltd with a view to entering into a contract in relation to the subject matter of the tender;
- in accordance with clause 178(4)(a) of the Local Government (General) Regulation 2021, Council's reasons for declining to invite fresh tenders or applications as referred to in section 178(3)(b)–(d) of the Local Government (General) Regulation 2021 are that the project value exceeds the nominated 24/25 Operational Plan and Budget - Capital Works allocation;
- in accordance with clause 178(4)(b) of the Local Government (General) Regulation 2021, Council's reasons for determining to enter into negotiations with Xenia Constructions (NSW) Pty Ltd are to negotiate with the contractor to reconfigure the project to be within the nominated 24/25 Operational Plan and Budget- Capital Works allocation;
- Council delegate authority to the General Manager to enter into negotiations with Xenia Constructions (NSW) Pty Ltd with a view to Council entering into a contract in relation to the subject matter of the tender and to execute all necessary documentation to give effect to this resolution; and
- the unsuccessful tenderers are notified.

g) that Councillors receive a briefing prior to the December 2024 Council meeting on the proposed staging, timeline and budget for completing the project.”

MOTION: (Hay/D'Souza) CARRIED UNANIMOUSLY - SEE RESOLUTION.

CS59/24 Confidential - Mechanical Plant Upgrade Administration Building - Tender No. T2024-32 (F2024/00206)

This matter is considered to be confidential under Section 10A(2) (d) of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret. (Tender/ Procurement)

365/24

RESOLUTION: (Burst/Luxford) that:

- a) under Regulation 178(1)(a) of the Local Government (General) Regulation 2021, and subject to contractual negotiations being finalised to the reasonable satisfaction of the General Manager, Carrier Australia Pty Ltd be accepted as the successful tenderer for T2024-32 Mechanical Plant Upgrade Administration Building Project at the tendered amount;
- b) under Section 377(1) of the Local Government Act 1993 the General Manager is authorised to execute all necessary documentation to give effect to this resolution and to approve contract payments up to the amount specified in the report; and
- c) unsuccessful tenderers are notified.

MOTION: (Burst/Luxford) CARRIED UNANIMOUSLY - SEE RESOLUTION.

CS60/24 Confidential - GPT Design and Construction Tender. No T2025-11 (F2024/00482)

This matter is considered to be confidential under Section 10A(2) (d) of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret. (Tender/ Procurement)

366/24

RESOLUTION: (D'Souza/Said) that:

- a) under Regulation 178(1)(a) of the Local Government (General) Regulation 2021, and subject to contractual negotiations being finalised to the reasonable satisfaction of the General Manager, Optimal Stormwater Pty Ltd be accepted as the successful tenderer for T2025-11 Bilga Crescent and Pearce Street GPT's (D+C) at the tendered amount;
- b) under Section 377(1) of the Local Government Act 1993 the General Manager is authorised to execute all necessary documentation to give effect to this resolution and to approve contract payments up to the amount specified in the report;
- c) additional funding be allocated to the project budget from the current 2024-25 Operational Plan and Budget – Capital Works Program, as detailed in the report; and
- d) unsuccessful tenderers are notified.

MOTION: (D'Souza/Said) CARRIED UNANIMOUSLY - SEE RESOLUTION.

CC28/24 Confidential - Provision of a Library Management System - Tender No. T2024-18 (F2023/00630)

This matter is considered to be confidential under Section 10A(2) (d) of the Local Government Act, as it deals with commercial information of a confidential nature that would, if disclosed (i) prejudice the commercial position of the person who supplied it; or (ii) confer a commercial advantage on a competitor of the Council; or (iii) reveal a trade secret.

367/24

RESOLUTION: (Luxford/Martin) that:

- a) under Regulation 178(1)(a) of the *Local Government (General) Regulation 2021*, and subject to contractual negotiations being finalised to the reasonable satisfaction of the General Manager, Innovative Interfaces Incorporated be accepted as the successful tenderer for T2024-18 for their nominated solution at the prices submitted;
- b) under Section 377(1) of the *Local Government Act 1993* the General Manager is authorised to enter into a contract on behalf of Council with Innovative Interfaces Incorporated for a period of 5 years; and
- c) the General Manager be authorised to negotiate with Innovative Interfaces Incorporated for the acquisition of ancillary products, maintenance and support costs following on from the initial term of the contract for the effective life of the Innovative Interfaces Incorporated solution in Council; and
- d) unsuccessful tenderers are notified.

MOTION: (Luxford/Martin) CARRIED UNANIMOUSLY - SEE RESOLUTION.

CC29/24 Confidential - 2025 Induction into Australian Film Walk of Fame (F2022/00266)

This matter is considered to be confidential under Section 10A(2) (a) Of the Local Government Act, as it deals with personnel matters concerning particular individuals (other than Councillors).

368/24

RESOLUTION: (Hamilton/Veitch) that Council supports the nominees to be inducted into the Australian Film Walk of Fame in Randwick in early 2025.

MOTION: (Hamilton/Veitch) CARRIED - SEE RESOLUTION.

The meeting moved back into open session.

Notice of Rescission Motions

A rescission motion on item CS54/24 - Director City Services Report - Coogee Beach Amenities, Kiosk and Bus Shelter Project - Outcomes of Stage 2 Community Consultation was submitted by Crs Hamilton, Martin and Rosenfeld and will be heard at the next available Council meeting.

A rescission motion on item NM92/24 - Notice of Motion from Cr Willington - Responsible Investments within Randwick City Council's Investment Policy was submitted by Crs Hay, Hamilton, Rosenfeld and Burst and will be heard at the next available Council meeting.

There being no further business, His Worship the Mayor, Cr D Parker, declared the meeting closed at 12.51am.

The minutes of this meeting were confirmed at the Ordinary Meeting of Randwick City Council held on Tuesday, 10 December 2024.

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CHAIRPERSON