

**ORDINARY COUNCIL MEETING
SUPPLEMENTARY BUSINESS PAPER**

MAYORAL MINUTES

TUESDAY 10 DECEMBER 2013

Administrative Centre 30 Frances Street Randwick 2031
Telephone: 02 9399 0999 or
1300 722 542 (for Sydney metropolitan area)
Fax: 02 9319 1510
general.manager@randwick.nsw.gov.au
www.randwick.nsw.gov.au



ORDINARY COUNCIL MEETING

Notice is hereby given that an Ordinary Council Meeting of the Council of the City of Randwick will be held in the Council Chamber, First Floor, 90 Avoca Street, Randwick, 30 Frances Street, Randwick, on Tuesday, 10 December 2013 at 6:00pm.

MM97/13	Passing of Nelson Mandela	1
MM98/13	AHRI Award for Talent Management and finalist for Workplace Relations	3
MM99/13	Transport Infrastructure in Randwick City	5
MM100/13	2014 Eastern Suburbs Relay for Life	7

Mayoral Minute No. MM97/13



Subject: Passing of Nelson Mandela
Folder No: F2005/00266
Author: Councillor Nash, Mayor

Introduction

It was with great sadness that the world learnt of the passing of former South African President, Mr Nelson Mandela over the weekend.

Issues

Nelson Mandela will forever be remembered as more than a political leader, he was a moral leader. He spent much of his life standing against the injustice of apartheid.

When that fight was won, he inspired us again by his capacity to forgive and reconcile his country. While the world may never see another Nelson Mandela, he has inspired countless men and women throughout the world to live more courageous and honest lives.

Nelson Mandela was one of the great figures of the last century. He is the father of modern South Africa. He brought forgiveness to a broken country and the whole world honours him at this time.

Financial impact statement

There is no direct financial impact for this matter.

Conclusion

The world mourns the passing of Nelson Mandela. On behalf of Randwick City Council and our community, I extend my condolences to Mr Mandela's family and to the people of South Africa.

Recommendation

That Council extends its condolences to Mr Mandela's family and to the people of South Africa.

Attachment/s:

Nil

MM97/13

Mayoral Minute No. MM98/13



Subject: AHRI Award for Talent Management and finalist for Workplace Relations

Folder No: F2013/06574

Author: Councillor Nash, Mayor

Introduction

The Australian Human Resources Institute (“AHRI”) Awards are one of the most prestigious human resources awards in Australia. The Awards are keenly competitive and entrants range from a variety of high performing private, and sometimes public, organisations. This year saw Randwick City Council be nominated as finalists out of two categories, being Talent Management and Workplace Relations.

Issues

Randwick Council was nominated in two categories of the Awards. The Workplace Relations application was based on the Workforce Plan and its relationship with our other plans and programs through the integrated planning framework. The second application, Talent Management, showcased Council’s range of leadership development programs.

AHRI Award for Workplace Relations (finalist)

A major challenge faced by Randwick City Council is the industry requirement to create human resources plans for a period of 10 years, with major Local Government reforms in progress. Driving staff to excellence and delivering on complex and diverse organisational objectives in this uncertain environment, requires innovation and solid workforce planning is the underpinning of this success.

Randwick City Council’s workforce strategy incorporates local and state government objectives, and regional and internal business objectives. It is well articulated across Work Health & Safety, Learning & Development and Human Resources and sets clear objectives that sit across the organisation, not just with Human Resources. It is driven by our Corporate ICARE Values and based on a model of continuous improvement.

Some of the positive impacts resulting from Randwick City Councils Workforce Strategy include:

- 15% increase in employee engagement (measured by Aon Hewitt).
- Reduced leave liability by \$375k
- 98% success for staff continuing past probation
- Increased candidate numbers by 49% over 3 years
- Reduced recruitment cost by 66%

In relation to the AHRI Award for Workplace Relations, this was won jointly by Qantas and Australia Post. Randwick Council was selected as a finalist in the category.

AHRI’s Rob Goffee Award for Talent Management (winner)

The Australian Local Government industry is currently undergoing major reforms, with changes to borders and boundaries, population and technology. Randwick City Council must ensure all managers and future leaders have the necessary leadership capabilities to lead the organisation and local community into this uncertain future.

MM98/13

Four components of the Randwick City Council Leadership Program include:

1. Corporate Leadership Cup
2. Partnership with University of Technology Sydney
3. Step Up
4. Next Step

The main objectives are the long term sustainability of the leadership team regardless of industry reforms and developing our leaders to the highest level consistent with Best Practice and Employer of Choice outcomes within the local government industry and private enterprise.

The main positive impacts resulting from Randwick City Council's leadership development programs include develop competencies in critical thinking and evaluation at the organisational, industry and broader government levels, sharing perspectives, networking and learning among colleagues and senior leadership team Successful sharing of this model with other Councils and local police

The finalists in this category included GrainCorp and Chevron Australia.

Financial impact statement

There is no direct financial impact for this matter.

Recommendation

That Council congratulates the Manager Organisational Staff Services, Josh Keech, and his team for their efforts in winning these awards.

Attachment/s:

Nil

MM98/13

Mayoral Minute No. MM99/13



Subject: Transport Infrastructure in Randwick City

Folder No: F2013/00263

Author: Councillor Nash, Mayor

Introduction

I have received numerous enquiries from local residents about Council's position on heavy rail, who are very concerned that this will bring massive high rise development into low density areas, similar to what we are seeing around Bondi Junction and Green Square, but particularly around Green Square.

Like Randwick City, Green Square is very close to the city, and about 5,700 new homes have been built in that area since 2000, bringing in close to 11,000 more residents. By 2030, Green Square is expected to attract about 20,000 new homes and 40,000 new residents.

Issues

As resolved on 26 November 2013 (MM92/13 – Mayor, Cr Nash) regarding the investigations into Urban Activation Precincts in Randwick City, I consider that appropriate planning controls for Randwick City are already reflected in the recently adopted Randwick LEP 2012.

I note that the NSW State Infrastructure Strategy (2012) recommendation for an extension of the Eastern Suburbs Railway from Bondi Junction to Randwick and Maroubra is conditional upon a definitive strategy for land use densification in the south-eastern suburbs.

While a heavy rail connection from Bondi Junction to Randwick is identified in Council's Citywide Transport Study (2003), it was based on a projected relatively low population growth consistent with recent trends, and did not identify increased density as a pre-requisite to justify this transport mode.

However, it is an inescapable fact that recent, local examples of heavy rail infrastructure has brought, and is likely to bring, high density development.

Financial impact statement

There is no direct financial impact for this matter.

Conclusion

I am concerned that without appropriate infrastructure planning those advocating for heavy rail to Randwick and Maroubra are inviting higher densities similar to what is currently occurring at Green Square. This is reinforced in Infrastructure NSW's plan that states "The existing apartment growth centre in South Sydney would also be likely to extend East in response to a rail development".

In contrast the light rail to Randwick was based on a clear feasibility study undertaken by Council and was not conditional upon allowing increased density.

MM99/13

It is important that Council makes clear to the community its position on this matter. It is important that Council makes clear to the community that the introduction of rail-based public transport to Randwick City should not be conditional upon allowing increased densities, and that the recently adopted controls in Randwick LEP 2012 are appropriate.

Recommendation

That Council:

- a) re-affirm our support for light rail;
- b) note heavy rail has the capacity to justify substantial increases in urban densities;
- c) state its position that neither light rail nor heavy rail should be conditional upon or linked to increased densities over and above that which is contained in the Randwick LEP 2012.

Attachment/s:

Nil

MM99/13

Mayoral Minute No. MM100/13



Subject: 2014 Eastern Suburbs Relay for Life
Folder No: F2009/00041
Author: Councillor Nash, Mayor

Introduction

One in every two (2) Australian men and one in every three (3) Australian women will be diagnosed with cancer in their lifetimes. In NSW last year 32,000 people were diagnosed with cancer. Currently, on average, 89 people in NSW are diagnosed with cancer every day.

Cancer Council NSW is a community funded, community focused cancer charity dedicated to the defeat of cancer. In partnership with the community, Cancer Council NSW works towards preventing cancer and reducing the impact of cancer through research, education, advocacy and the care and support of people affected by cancer.

In October 2007, Randwick City Council resolved to become a 'community partner' with Cancer Council NSW. Within this partnership Council has worked in cooperation with Cancer Council NSW on a range of activities, including:

- learning about and adopting new policies that will lead to a reduction in the incidence of cancer in the community;
- supporting Cancer Council NSW advocacy campaigns that benefit the residents of Randwick City Council;
- using Council communication channels, venues, staff and networks to disseminate Cancer Council NSW health promotion and patient support materials;
- helping the Cancer Council NSW to support patients and their families in the community by allowing use of Council venues for support group meetings and education programs; and
- supporting Cancer Council NSW efforts to raise money in the local area by leading and facilitating a three (3) Council partnership with Waverley and Woollahra Councils and with Centennial Parklands Trust in 2009 to enable the inaugural Eastern Suburbs Relay for Life event.

In 2012 a Cancer Information Centre was opened at the Prince of Wales Hospital, Randwick. It is staffed Monday to Friday by a team of volunteers who provide social support as well as information and referrals to cancer support services to patients, carers, families and friends. The information is evidence-based and remains up-to-date and accurate and this Cancer Council NSW service ensures that no one has to face a cancer diagnosis alone in Randwick City.

Issues

The Relay for Life event is the Cancer Council NSW major fundraiser. Randwick City Council, in partnership with both Waverly and Woollahra Councils, has supported and provided logistical and operational assistance for the event over the past five years. Since the inaugural event in 2009, the Eastern Suburbs Relay for Life has raised over \$870,000 towards fighting cancer in the community. All funds raised are dedicated to preventing cancer and reducing the impact of cancer and Relay for Life has proven especially effective in educating the public about cancer prevention and about the survivorship of cancer.

MM100/13

The 2014 Eastern Suburbs Relay for Life is scheduled to be held at McKay Sportsground, Centennial Parklands on 17-18 May. Community awareness of the event is crucial to fundraising success.

Council has received an application from Ms Julie Callaghan, Head of Metropolitan Network and Services, Cancer Council NSW, seeking financial support for the 2014 Eastern Suburbs Relay for Life. A donation of \$5,000 would assist with one third share of the operational expenses for both the official launch of the 2014 Eastern Suburbs Relay for Life, scheduled for March 2014 and featuring a 'Dancing with the Stars' competition as well as the hire fees associated with the use of McKay Oval in Centennial Parklands.

Financial impact statement

The proposed donation of \$5,000 to be allocated from the 2013-14 Contingency Fund.

Conclusion

Since the inaugural event in 2009, the Eastern Suburbs Relay for Life has raised over \$870,000 towards fighting cancer in the community. Council's support for events such as this is an important community service and a major aspect of the 'community partnership' that Council has formed with Cancer Council NSW.

Recommendation

That Council support the 2014 Cancer Council Eastern Suburbs Relay for Life event by:

- a) continuing to work in partnership with the Waverley and Woollahra Councils in providing Cancer Council NSW with logistical and operational assistance for the 2014 Eastern Suburbs Relay for Life;
- b) allocating \$5,000 from the 2013-14 Contingency Fund towards operational expenses for the 2014 Eastern Suburbs Relay for Life;
- c) providing media and other community information to encourage staff and the community to participate in the 2014 Eastern Suburbs Relay for Life; and that,
- d) the Mayor, or his representative be given the opportunity to address the 2014 Eastern Suburbs Relay for Life event on behalf of Council.

Attachment/s:

Nil

MM100/13