

CUMBERLAND
CITY COUNCIL

Council Meeting

Wednesday, 25 February 2026
at 6:30 PM

Cumberland City Council Chambers

Merrylands Service Centre, 16 Memorial Avenue, Merrylands

Councillor Contact Details

Granville Ward		
Clr Ola Hamed (Mayor)	0405 070 007	Ola.Hamed@cumberland.nsw.gov.au
Clr Steve Christou	0419 651 187	Steve.Christou@cumberland.nsw.gov.au
Clr Joseph Rahme	0418 995 471	Joseph.Rahme@cumberland.nsw.gov.au
Greystanes Ward		
Clr Nadima Kafrouni-Saba (Deputy Mayor)	0447 605 158	Nadima.KafrouniSaba@cumberland.nsw.gov.au
Clr Eddy Sarkis	0425 348 000	Eddy.Sarkis@cumberland.nsw.gov.au
Clr Dr Diane Colman	0400 279 200	Diane.Colman@cumberland.nsw.gov.au
Regents Park Ward		
Clr Enver Yasar	0497 428 929	Enver.Yasar@cumberland.nsw.gov.au
Clr Helen Hughes	0400 264 534	Helen.Hughes@cumberland.nsw.gov.au
Clr Steve Yang	0448 836 197	Steve.Yang@cumberland.nsw.gov.au
South Granville Ward		
Clr Paul Garrard	0414 504 504	Paul.Garrard@cumberland.nsw.gov.au
Clr Ahmed Ouf	0449 877 141	Ahmed.Ouf@cumberland.nsw.gov.au
Clr Glenn Elmore	0418 459 527	Glenn.Elmore@cumberland.nsw.gov.au
Wentworthville Ward		
Clr Michael Zaiter	0418 432 797	Michael.Zaiter@cumberland.nsw.gov.au
Clr Suman Saha	0419 546 950	Suman.Saha@cumberland.nsw.gov.au
Clr Sujan Selventhiran	0427 104 940	Sujan.Selventhiran@cumberland.nsw.gov.au

Statement of Ethical Obligations

Oath or Affirmation of Office
In taking the Oath or Affirmation of Office, each Councillor has made a commitment to undertake the duties of the office of councillor in the best interests of the people of Cumberland and Cumberland City Council and that they will faithfully and impartially carry out the functions, powers, authorities and discretions vested in them under the Local Government Act 1993 or any other Act to the best of their ability and judgment.

Conflicts of Interest
A councillor who has a conflict of interest in any matter with which the council is concerned, and who is present at a meeting of the council when the matter is being considered, must disclose the interest and the nature of the interest to the meeting as soon as practicable. Both the disclosure and the nature of the interest must be recorded in the minutes of the Council meeting where the conflict of interest arises. Councillors should ensure that they are familiar with the Code of Conduct in relation to their obligations to declare and manage conflicts of interests.

For information on Council services and facilities please visit www.cumberland.nsw.gov.au

ORDER OF BUSINESS

All Council Meetings are livestreamed via Council's website. An audio/visual recording of the meeting is published following the meeting.

1 Opening of Meeting

2 Apologies / Requests for Leave of Absence/ Requests for Attendance by Audio-Visual Link

3 Confirmation of Previous Minutes

C02/26-1 Minutes of the Ordinary Meeting of Council - 19 November 2025 6

4 Disclosures of Interest

5 Mayoral Minutes

Nil

6 Items Resolved by Exception

7 Reports to Council

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C02/26-6 Response to Notice of Motion - Commitment to Gender Equity in Cumberland 201

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C02/26-11 Quarterly Progress Report on Council's Section 355 Committee and Community Advisory Committees 706

9 Motions Pursuant to Notice

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C02/26-13 Notice of Motion - Increased Timing and Responsibility of Ranger Activity 794

C02/26-14 Notice of Motion - Indigenous Naming of Cumberland Council Wards 795

C02/26-15 Notice of Motion - Recognising Council Event Staff Performance 796

C02/26-16 Notice of Motion - Review of Social Media Policy 797

C02/26-17 Notice of Motion - Tribute to Former NSW Governor Dame Marie Bashir 798

10 Motions to Alter or Rescind Council Resolution

Nil

11 Questions with Notice

Nil

12 Closed Session Reports

C02/26-18 Tender Evaluation Report - Scheduled Plumbing Maintenance (RFx1251)

Note: Included in Closed Council in accordance with Section 10A(2)(d)(i) of the Local Government Act as the information involves commercial information of a confidential nature that would, if disclosed prejudice the commercial position of the person who supplied it.

C02/26-19 Tender Evaluation Report - Chadwick Reserve, Lidcombe - Park Upgrade (RFx1416)

Note: Included in Closed Council in accordance with Section 10A(2)(d)(i) of the Local Government Act as the information involves commercial information of a confidential nature that would, if disclosed prejudice the commercial position of the person who supplied it.

C02/26-20 Tender Evaluation Report - Lytton Street Park Upgrade (RFx1109)

Note: Included in Closed Council in accordance with Section 10A(2)(d)(i) of the Local Government Act as the information involves commercial information of a confidential nature that would, if disclosed prejudice the commercial position of the person who supplied it.

C02/26-21 Tender Evaluation Report - Regents Park Library Precinct Upgrade (RFx1438)

Note: Included in Closed Council in accordance with Section 10A(2)(d)(i) of the Local Government Act as the information involves commercial information of a confidential nature that would, if disclosed prejudice the commercial position of the person who supplied it.

13 Confidential Attachments from Open Reports

C02/26-2 Legal report

1. Litigation register

Note: Included in Closed Business Paper in accordance with Section 10A(2)(g) of the Local Government Act as the information involves advice concerning litigation, or advice as comprises a discussion of this matter, that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.

C02/26-8 Update to Council's Meeting Schedule & New Model Code of Meeting Practice Guidelines

5. GM Memo to Councillors - Optional External Engagement 2026

Note: Included in Closed Business Paper in accordance with Section 10A(2)(f) of the Local Government Act as the information involves details of systems and/or arrangements that have been implemented to protect council, councillors, staff and Council property.

14 Resolutions passed in Closed Session

15 Other Urgent \ General Matters

16 Close

Item No: C02/26-1

MINUTES OF THE ORDINARY MEETING OF COUNCIL - 19 NOVEMBER 2025

Directorate: Governance and Risk
Responsible Officer: Director Governance and Risk

RECOMMENDATION

That Council confirm the minutes of the Ordinary Meeting of Council held on 19 November 2025.

ATTACHMENTS

1. Draft Council Minutes - 19 November 2025 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-1

Attachment 1

Draft Council Minutes - 19 November 2025

CUMBERLAND CITY COUNCIL

Council Meeting
19 November 2025

Minutes of the Council Meeting 19 November 2025

Present:

Councillors

Ola Hamed (Mayor)	Councillor
Nadima Kafrouni-Saba (Deputy Mayor)	Councillor
Steve Christou	Councillor
Dr Diane Colman	Councillor
Glenn Elmore	Councillor
Paul Garrard	Councillor
Helen Hughes	Councillor
Ahmed Ouf	Councillor
Joseph Rahme	Councillor (arrived 6:04pm) (Exited 10:42pm)
Suman Saha	Councillor (via Audio-Visual)
Eddy Sarkis	Councillor (arrived 6:24pm) (Exited 11.06pm)
Sujan Selventhiran	Councillor (via Audio-Visual – joined 6:09pm)
Steve Yang	Councillor
Enver Yasar	Councillor
Michael Zaiter	Councillor (arrived 6:04pm)

Officers

Peter Fitzgerald	General Manager
Melissa Attia	Director Corporate Performance (Deputy General Manager)
Daniel Cavallo	Director Environment & Planning
Brendan Govers	Director City Services
Nicole Byrn	Director Community & Culture
Charlie Ayoub	Director Governance & Risk
Colin McFadzean	General Counsel
Carol Karaki	Manager Governance
Bianca Mourched	Coordinator Governance

The Mayor, Councillor Hamed declared the meeting open at 6:01pm.

Opening Prayer

The opening prayer was read by Reverend Joshua Donohoo from Merrylands Anglican Church.

National Anthem

At this point in the meeting the Mayor, Councillor Hamed asked all of those in attendance to stand for the playing of the Australian National Anthem.

CUMBERLAND CITY COUNCIL

Council Meeting
19 November 2025

Acknowledgement of Country

The Mayor, Councillor Hamed read the following Acknowledgement of Country prior to the National Anthem:

"I would like to acknowledge the traditional owners of this land – the Darug People, and pay my respects to their elders past, present and emerging."

Min.1051 Apologies / Requests for Leave of Absence/ Requests for Attendance by Audio-Visual Link

Motion (Zaiter/Kafrouni-Saba)

That in accordance with Clause 5.24 of the *Code of Meeting Practice*, Council approve the attendance of Councillors Selventhiran, Saha and Sarkis via Audio/Visual Link at this meeting.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Notice of Live Streaming of Council Meeting

The Mayor, Councillor Hamed advised that the Council meeting was being streamed live on Council's website and all in attendance must ensure their speech to the Council is respectful and use appropriate language.

Confirmation of Minutes

Min.1052 C11/25-215 Minutes of the Ordinary Meeting of Council - 29 October 2025

Motion (Elmore/Ouf)

That Council confirm the minutes of the Ordinary Meeting of Council held on 29 October 2025.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Declarations of Pecuniary & Non Pecuniary Conflicts of Interest

Councillor Elmore declared a Non-Significant, Pecuniary interest in relation to Item C11/25-230 TechnologyOne Contract Renewal as he owns a small number of securities in this company, purchased in 2010 prior to the administration of Cumberland City Council entering into a contract in 2017 and as such, he will leave the Chamber prior to any discussion in relation to the matter.

The Mayor, Councillor Hamed declared a Non-Significant, Non-Pecuniary interest in relation to item C11/25-224 Cumberland Local Transport Forum - Meeting of 5 November 2025 as she resides in the vicinity of traffic locations referred to in this report. She will remain in the chamber during discussion in relation to the matter.

Min.1053 Mayoral Minute - Condolences - The Late June Bullivant OAM

Motion (Hamed)

That Council:

1. Observe a minute's silence in honour of the late Mrs June Mary Bullivant OAM, recognising her extraordinary life and service to the community.
2. Send a copy of this Mayoral Minute to the Bullivant family, together with Council's heartfelt condolences.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Note: Council observed a minute of silence following the consideration of this item.

Councillor Selventhiran joined the Meeting at 6:09pm during the consideration of this item.

Min.1054 Mayoral Minute - Condolences - The Late Vanessa McNeill

Motion (Hamed)

That Council:

1. Observe a minute's silence in honour of Mrs Vanessa McNeill, recognising her distinguished service to the former Holroyd City Council and her lifelong commitment to the community; and
2. Rename the Guildford Branch Library, the Vanessa McNeill Library in her honour.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Note: Council observed a minute of silence following the consideration of this item.

Councillor Sarkis entered the Meeting at 6:24pm during the consideration of this item.

Min.1055 Mayoral Minute - National Future Focused Award for Smart Cities Leadership

Motion (Hamed)

That Council congratulate the Place and Economy Team on winning the LGITSA Future Focused Award for the SMART Cumberland Program.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Min.1056 Mayoral Minute - Keep Australia Beautiful Awards

Motion (Hamed)

That Council congratulate all staff involved in the Cool Carpark Project at Holroyd Gardens for their exceptional achievement in winning the 2025 Keep Australia Beautiful Sustainable Cities Award for Climate Change and Mitigation Adaptation.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

CUMBERLAND CITY COUNCIL

Public Forum:

Speakers on Items on the Council Meeting Agenda

Speaker	Item #	Suburb
Mr William Ng	C11/25-227 Notice of Motion – Parliamentary Inquiry into MMP (Carnarvon Golf Course)	Berala
Mrs Karen-Anne Wright	C11/25-227 Notice of Motion – Parliamentary Inquiry into MMP (Carnarvon Golf Course)	Regents Park
Mrs Derya Burr	C11/25-227 Notice of Motion – Parliamentary Inquiry into MMP (Carnarvon Golf Course)	Lidcombe
Miss Gaya Arasaratnam	C11/25-227 Notice of Motion – Parliamentary Inquiry into MMP (Carnarvon Golf Course)	Lidcombe

Councillor Christou left the Meeting at 6:35pm and returned to the Meeting at 6:38pm during Public Forum.

Councillor Selventhiran left the Meeting at 6:35pm and returned to the Meeting at 6:37pm during Public Forum.

Councillor Selventhiran left the Meeting at 6:40pm and returned to the Meeting at 6:41pm during Public Forum.

Min.1057 Alteration of Order of Business

Motion (Rahme/Colman)

That in accordance with Clause 8.2 of the *Code of Meeting Practice*, Council alter the order of business to allow item C11/25-227 Notice of Motion – Parliamentary Inquiry into MMP (Carnarvon Golf Course) to be brought forward for consideration at this time of the Meeting.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

CUMBERLAND CITY COUNCIL

Min.1058 Alteration of Order of Business

Motion (Rahme/Sarkis)

That in accordance with Clause 8.2 of the *Code of Meeting Practice*, Council alter the order of business to allow item C11/25-223 Response to Notice of Motion - The Late Luke Manassa to be brought forward for consideration following the consideration of item C11/25-227.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Min.1059 C11/25-227 Notice of Motion - Parliamentary inquiry into MMP (Carnarvon Golf Course)

Motion (Yasar/Hughes)

That Council:

1. Writes to the Secretariat and all members of Portfolio Committee No. 4 – Regional NSW seeking a parliamentary inquiry into Metropolitan Memorial Parks' Carnarvon Golf Course proposal, with hearings held by mid-2026 , at least one local hearing at Carnarvon Golf Club, and a public submissions period of 8 weeks prior to the first hearing.
2. Endorses Attachment A as Council's preferred Terms of Reference and encloses it with the request.
3. Authorises the Mayor and General Manager to finalise and send the correspondence, brief local Members, and invite neighbouring councils to support or co-sign given the regional significance.
4. Notifies the Minister for Lands and Property, the Shadow Minister for Crown Lands, and the President of the Legislative Council of this resolution and Attachment A.
5. Requests a progress report from the General Manager by February 2026, delivered within existing resources.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Councillor Selventhiran left the Meeting at 7:09pm and returned to the Meeting at 7:12pm during the consideration of this item.

Councillor Rahme left the Meeting at 7:16pm and returned to the Meeting at 7:18pm during the consideration of this item.

Councillor Ouf left the Meeting at 7:26pm and returned to the Meeting at 7:28pm during the consideration of this item.

Min.1060 C11/25-223 Response to Notice of Motion - The Late Luke Manassa

Motion (Kafrouni-Saba/Sarkis)

That Council endorse the installation of a commemorative plaque for the late Luke Manassa at the Pemulwuy Basketball Court (opposite Dirrabarri Tennis Courts), as outlined in this report.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Councillor Saha left the Meeting at 7:37pm during the consideration of this item.

Councillor Selventhiran left the Meeting at 7:37pm and returned to the Meeting at 7:39pm during the consideration of this item.

Min.1061 Items Resolved by Exception

Motion (Sarkis/Zaiter)

That Council adopt items C11/25-216, C11/25-217, C11/25-220, C11/25-222, C11/25-230, C11/25-231, C11/25-232, C11/25-233 and C11/25-234 on the Council Agenda as per the recommendations in the report.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Colman, Elmore, Garrard, Hamed, Hughes, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Councillor Saha returned to the Meeting at 7:41pm during the consideration of this item.

Councillor Christou left the Meeting at 7:40pm during the consideration of this item.

Councillor Rahme left the Meeting at 7:40pm and returned to the Meeting at 7:41pm during the consideration of this item.

Councillor Kafrouni-Saba left the Meeting at 7:41pm during the consideration of this item.

At this point in the Meeting, Councillor Christou declared a Non-Significant, Non-Pecuniary interest in relation to item C11/25-224 Cumberland Local Transport Forum - Meeting of 5 November 2025 as there are 'no stopping' signs being erected within the vicinity of his property and as such, he will not partake in the vote.

C11/25-216 Legal Report

Resolved by Exception

That the report be received.

C11/25-217 Investment Report - October 2025

Resolved by Exception

That Council receive the October 2025 Investment Report.

C11/25-220 Code of Conduct - Statistical Report 1 September 2024 to 31 August 2025

Resolved by Exception

That Council note the Statistical Report on Code of Conduct Complaints relating to Councillors and the General Manager for the period 1 September 2024 to 31 August 2025.

C11/25-222 Response to Notice of Motion - Illegal Fireworks on New Years Eve

Resolved by Exception

That Council note the report.

C11/25-230 TechnologyOne Contract Renewal

Resolved by Exception

That Council:

1. Approve an exemption to calling tenders in accordance with s.55(3)(i) of the *Local Government Act 1993*, due to the highly specialised nature of the services required, which are currently provided by Council's incumbent Corporate System provider; and
2. Accept the quotation from TechnologyOne (ABN: 84 010 487 180) to provide Corporate Systems services for a term of five (5) years; and
3. Delegate authority to the General Manager to execute the contract for $8, 091,512.00 (excl. GST) and any associated documents.

C11/25-231 Tender Evaluation Report - Duck River Reserve Playground Upgrade (RFX1366)

Resolved by Exception

That Council:

1. Accept the Tender Evaluation Panel's recommendation to award the contract to Growth Civil Landscape Pty Ltd (ABN 35 601 437 003) in accordance with Clause 178(1)(a) of the *Local Government (General) Regulation 2021*, for $3,249,030.53 (excluding GST).
2. Delegate to the General Manager the authority to execute the contract and any associated documents.

C11/25-232 Tender Evaluation Report - Girraween Park Amenities Building and Play Space Fitness Area (RFx1224)

Resolved by Exception

That Council:

1. Accept the Tender Evaluation Panel's recommendation to award the contract to 2020 Projects Pty Ltd (ABN 35 114 198 140) in accordance with Clause 178(1)(a) of the *Local Government (General) Regulation 2021*, for $5,628,576 (excluding GST).
2. Delegate to the General Manager the authority to execute the contract and any associated documents.

C11/25-233 Tender Evaluation Report - Joseph Street Precinct Upgrade (RFx1365)

Resolved by Exception

That Council:

1. Accept the Tender Evaluation Panel's recommendation to award the contract to CA&I Pty Ltd (ABN 40 158 442 436) in accordance with Clause 178(1)(a) of the *Local Government (General) Regulation 2021*, for $6,279,994 (excluding GST).

2. Delegate to the General Manager the authority to execute the contract and any associated documents.

C11/25-234 Tender Evaluation Report - Stormwater Drainage Condition Audit (RFX1262)

Resolved by Exception

That Council:

1. Accept the Tender Evaluation Panel's recommendation to award the contract to Total Drain Cleaning Services Pty Ltd (ABN: 17 130 467 346) in accordance with section 178(1)(a) of the *Local Government (General) Regulation 2021*, for $672,852.78 excluding GST.

2. Delegate to the General Manager the authority to execute the contract and any associated documents.

Min.1062 C11/25-218 Quarter 1 2025/26 Budget Review Statement

Motion (Saha/Garrard)

That Council approve the revised estimates of income and expenditure for 2025/26 contained in the Quarterly Budget Review Statement.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion: Colman, Elmore, Garrard, Hamed, Ouf, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

Councillor(s) Against the Motion: Nil.

Councillor Christou returned to the Meeting at 7:43pm during the consideration of this item.

Councillor Christou left the Meeting at 7:44pm during the consideration of this item.

Councillor Rahme left the Meeting at 7:44pm during the consideration of this item.

Councillor Hughes left the Meeting at 7:44pm during the consideration of this item.

ADJOURNMENT

7:46pm The Mayor, Councillor Hamed adjourned the meeting.

8:00pm The Mayor, Councillor Hamed resumed the meeting.

Min.1063 C11/25-219 Annual Report 2024-2025

Motion (Colman/Sarkis)

That Council receive the Annual Report 2024-2025.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Sarkis, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Councillor Hughes returned to the Meeting following the Adjournment at 8:01pm during the consideration of this item.

Councillor Kafrouni-Saba returned to the Meeting following the Adjournment at 8:01pm during the consideration of this item.

Councillor Christou returned to the Meeting following the Adjournment at 8:01pm during the consideration of this item.

Councillor Christou left the Meeting at 8:01pm and returned to the Meeting at 8:02pm during the consideration of this item.

Councillor Saha left the Meeting at 8:09pm during the consideration of this item.

Min.1064 C11/25-221 Adoption of Code of Meeting Practice and Councillor Expenses and Facilities Policy - Post Exhibition

Motion (Zaiter/Sarkis)

That Council adopt the *Draft Code of Meeting Practice* and Draft *Councillor Expenses and Facilities Policy* as attached to this report.

Amendment (Garrard/Ouf)

Insert the below:

subject to the following changes:

That:

a) Council eliminate public forum from the Code.

b) Council introduce a new concept referred to as Community Engagement.

c) Community Engagement would occur on a separate occasion to the scheduled Council Meeting, preferably on the first Monday of the Month lasting up to two hours.

d) Matters raised at the Community Engagement do not need to be associated with any Council Meeting Business Paper, and may be aligned with Council's performance in its statutory role of service delivery.

e) The Community Engagement sessions would be Chaired independently, and the General Manager make available Council staff to address community comments.

f) Councillors would be invited to be in attendance and minutes taken to record business.

g) The General Manager report to Council with an appropriate framework to allow for its operation.

The Amendment moved by Councillor Garrard and seconded by Councillor Ouf on being Put was declared **LOST**.

Councillor(s) For the Amendment:	Christou, Garrard, Hughes and Ouf.
Councillor(s) Against the Amendment:	Colman, Elmore, Hamed, Kafrouni-Saba, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Colman, Elmore, Hamed, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Christou, Garrard and Hughes.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* advising that Councillor Yasar misrepresented him. The Mayor, Councillor Hamed noted the point of order.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(e) of the *Code of Meeting Practice,* advising that Councillor Colman interjected while he was speaking. The Mayor, Councillor Hamed ruled that in accordance with 10.28 of the *Code of Meeting Practice,* that all Councillors must be heard without interruption.

Councillor Saha returned to the Meeting at 8:22pm during the consideration of this item.

Councillor Selventhiran left the Meeting at 8:32pm and returned to the Meeting at 8:36pm during the consideration of this item.

Councillor Saha left the Meeting at 8:35pm and returned to the Meeting at 8:41pm during the consideration of this item.

Min.1065 C11/25-224 Cumberland Local Transport Forum - Meeting of 5 November 2025

Note: Councillor Christou exited the Chamber at 8:42pm prior to the consideration of this item as he had declared a Non- Significant, Non-Pecuniary interest in this item. He returned to the Meeting following the consideration of this item at 9:00pm.

Motion (Colman/Ouf)

That Council:

1. Receive and note the minutes of the Cumberland Local Transport Forum held on 5 November 2025, as provided in Attachment 1.

2. Note the items considered under delegated authority by Cumberland Local Transport Forum at the 5 November 2025 meeting, as provided in Attachment 2.

3. Endorse the recommendations for items considered by the Cumberland Local Transport Forum at the 5 November 2025 meeting, as provided in Attachment 3.

Amendment (Garrard/Hughes)

Add the below to item 3:
with the exception of CLTF - 25 - 243 - Lavinia Street, South Granville - Safety Concerns where Council resolves:

That:

1. Council investigate traffic calming options in Lavinia Street, South Granville and a possible road closure.
2. Council undertake community consultation and report the results to the Cumberland Local Transport Forum. “

The Amendment moved by Councillor Garrard and seconded by Councillor Hughes on being Put was declared **LOST**.

Councillor(s) For the Amendment:	Elmore, Garrard, Hamed, Hughes and Ouf.
Councillor(s) Against the Amendment:	Colman, Kafrouni-Saba, Rahme, Saha, Sarkis, Yang, Yasar and Zaiter.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Colman, Elmore, Hamed, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Garrard and Hughes.

Councillor Selventhiran left the Meeting at 8:52pm and returned to the Meeting at 8:53pm during the consideration of this item.

Councillor Selventhiran left the Meeting at 8:56pm and returned to the Meeting at 8:58pm during the consideration of this item.

Councillor Selventhiran left the Meeting at 8:59pm during the consideration of this item.

Min.1066 C11/25-225 Notice of Motion - Provision of Australian Flags to Cumberland Residents

Motion (Rahme/Zaiter)

That Council, in recognition of the upcoming celebrations of 125 years of Federation and Australia Day:

1. Hand out free mini Australian National flags from its Customer Service Centres and other relevant touchpoints to residents to put up in house windows, shop windows and car windows until the end of January 2026, funded from the operational budget; and
2. Ensure this initiative is promoted through Council's Social Media pages and any other relevant channels.

Amendment (Ouf/Elmore)

Add 'Aboriginal and Torres Strait Islander flags' to point 1 of the Motion.

Councillor Selventhiran returned to the Meeting at 9:01pm during the consideration of this item.

Councillor Colman left the Meeting at 9:01pm and returned to the Meeting at 9:04pm during the consideration of this item.

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ADJOURNMENT

9:06pm The Mayor, Councillor Hamed adjourned the meeting.

9:35pm The Mayor, Councillor Hamed resumed the meeting.

Councillor Colman returned to the Meeting following the Adjournment at 9:37pm during the consideration of this item.

Councillor Sarkis returned to the Meeting following the Adjournment at 9:37pm during the consideration of this item.

At this point in the meeting Councillor Elmore raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* stating that Councillor Christou misrepresented him. The Mayor, Councillor Hamed asked Councillor Christou to withdraw his comment. Councillor Christou withdrew his comment.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* stating that Councillor Colman made an unfavourable remark towards him. The Mayor, Councillor Hamed did not uphold the Point of Order, clarifying that Councillor Colman was referring to an event he attended.

During debate, the Mayor, Councillor Hamed, warned Councillor Christou for raising his voice at her.

During debate, the Mayor, Councillor Hamed, warned Councillor Ouf that he would be asked to leave the Chamber if he did not cease interjecting.

During debate, the Mayor, Councillor Hamed, warned Councillor Yasar that he would be asked to leave the Chamber if he continued to interject during the debate.

During debate, the Mayor, Councillor Hamed provided Councillor Yasar with a final warning, and advised that he would be asked to leave the Chamber if he continued to interject during the debate.

Min.1067 Extension of Council Meeting

Motion (Sarkis/Kafrouni-Saba)

That Council in accordance with clause 18.2 of the *Code of Meeting Practice*, extend the meeting by 1 hour to conclude at 11:00pm, or if an item being discussed is unfinished at 11:00pm, at the conclusion of that item.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Debate on Item subsequently continued on C11/25-225.

The Amendment on being Put was declared **CARRIED**.

Councillor(s) For the Amendment:	Colman, Elmore, Garrard, Hamed, Hughes, Ouf, Saha, Selventhiran and Yasar.
Councillor(s) Against the Amendment:	Christou, Kafrouni-Saba, Rahme, Sarkis, Yang and Zaiter.

The Amendment then became the Motion as follows:

Motion (Ouf/Elmore)

That Council, in recognition of the upcoming celebrations of 125 years of Federation and Australia Day:

1. Hand out free mini Australian National flags, Aboriginal and Torres Strait Islander flags from its Customer Service Centres and other relevant touchpoints to residents to put up in house windows, shop windows and car windows until the end of January 2026, funded from the operational budget; and
2. Ensure this initiative is promoted through Council's Social Media pages and any other relevant channels.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Colman, Elmore, Garrard, Hamed, Hughes, Ouf, Saha, Selventhiran and Yasar.
Councillor(s) Against the Motion:	Christou, Kafrouni-Saba, Rahme, Sarkis, Yang and Zaiter.

At this point in the meeting Councillor Yasar raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* stating that Councillor Christou misrepresented him. The Mayor, Councillor Hamed did not uphold the Point of Order.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* stating that Councillor Yasar has repeatedly made unfavourable remarks toward him. The Mayor, Councillor Hamed did not uphold the Point of Order, requesting that Councillor Yasar remain silent.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(d) of the *Code of Meeting Practice,* stating that Councillor Ouf, was making offensive remarks in his speech. The Mayor, Councillor Hamed did not uphold the Point of Order.

Councillor Colman left the Meeting at 10:21pm and returned to the Meeting at 10:28pm during the consideration of this item.

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Min.1068 C11/25-226 Notice of Motion – Responsible Use for E-Bikes/E-Scooters

Motion (Kafrouni-Saba/Zaiter)

That Council:

1. Write to the NSW Minister for Transport seeking clarification on when the State Government intends to implement the recommendations from the February 2025 Parliamentary Inquiry into e-mobility devices and request that these reforms be urgently prioritised.
2. Develop an education pack for distribution to school principals across the Cumberland LGA, offering the assistance of Council's Road Safety or Community Engagement staff to deliver short presentations or information sessions on e-bike and e-scooter safety and responsible use.
3. Ensure Council's website is updated to include community information regarding e-bike and e-scooter safety such as:
   a) Legal requirements (such as helmet, speed, permitted areas)
   b) Risks associated with modified or converted devices
   c) Shared path and pedestrian safety expectations
   d) Relevant links to state government advice and current legislation

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Colman, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Rahme, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Councillor Saha left the Meeting at 10:29pm during the consideration of this item.

Councillor Rahme left the Meeting at 10:33pm and returned to the Meeting at 10:36pm during the consideration of this item.

Councillor Sarkis left the Meeting at 10:35pm during the consideration of this item.

Min.1069 C11/25-228 Notice of Motion - Mental Health and Wellbeing

Motion (Ouf/Kafrouni-Saba)

That Council:

1. Notes the positive outcomes achieved through the Youth Strategy and Youth Mental Health Action Plan in improving the mental health, wellbeing and resilience of young people in Cumberland.
2. Reviews existing Council programs supporting children, youth and families, with a focus on parent education to better support young people facing mental health and wellbeing challenges.

CUMBERLAND CITY COUNCIL

3. Ensures future Council youth mental health programs include workshops and resources for parents to help them understand and respond to youth mental health issues within the family unit.
4. Refer this matter to the Youth, Recreation and Sports Advisory Committee for feedback on enhancing the accessibility and cultural relevance of wellbeing initiatives.
5. Promotes all youth mental health programs through Council's communication channels, community networks and faith leaders.

The Motion on being Put was declared **CARRIED.**

Councillor(s) For the Motion:	Christou, Elmore, Garrard, Hamed, Hughes, Kafrouni-Saba, Ouf, Saha, Sarkis, Selventhiran, Yang, Yasar and Zaiter.
Councillor(s) Against the Motion:	Nil.

Councillor Saha returned to the Meeting at 10:36pm during the consideration of this item.

Councillor Rahme left the Meeting at 10:37pm and returned to the Meeting at 10:38pm during the consideration of this item.

Councillor Rahme left the Meeting at 10:39pm and returned to the Meeting at 10:41pm during the consideration of this item.

Councillor Selventhiran left the Meeting at 10:41pm and returned to the Meeting at 10:42pm during the consideration of this item.

Councillor Rahme left the Meeting at 10:42pm during the consideration of this item and did not return.

Councillor Sarkis returned to the Meeting at 10:45pm during the consideration of this item.

Councillor Colman left the Meeting at 10:48pm during the consideration of this item.

Min.1070 C11/25-229 Notice of Motion - National Anthem at Commencement of Council Meetings

Motion (Garrard/Hughes)

That Council:

1. A protocol be developed to be included in Council's *Code of Meeting Practice*, mandating the 'standing for the national anthem' when played prior to Council business for those able to.

CUMBERLAND CITY COUNCIL

Council Meeting
19 November 2025

2. The intent of the protocol is that any person(s) failing to comply with it in the Chamber will be deemed to be in breach of the Code of Meeting Practice, and may be removed from the Chamber.
3. The General Manager report back to Council the required steps to implement such a protocol within its Code of Meeting Practice, after seeking appropriate legal advice.

The Motion on being Put was declared **LOST.**

Councillor(s) For the Motion:	Christou, Garrard and Hughes.
Councillor(s) Against the Motion:	Colman, Elmore, Hamed, Kafrouni-Saba, Ouf, Saha, Selventhiran, Yang, Yasar and Zaiter.

At this point in the meeting Councillor Christou raised a Point of Order citing an alleged breach of Clause 15.11(d) of the Code of Meeting Practice, stating that Councillor Colman made an unfavourable remark toward him. The Mayor, Councillor Hamed did not uphold the Point of Order.

Councillor Colman returned to the Meeting at 10:51pm during the consideration of this item.

Councillor Sarkis left the Meeting at 11:06pm during the consideration of this item and did not return.

The Mayor, Councillor Hamed closed the meeting at 11:19pm.

Chairperson_____

Item No: C02/26-2

LEGAL REPORT

Directorate: General Manager
Responsible Officer: General Counsel
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

This report provides Council with a summary of legal proceedings in which Council is involved.

RECOMMENDATION:

That the report be received.

REPORT

This report provides Council with a summary of the status of litigation for which Council is a party to. It does not include the following types of legal proceedings:

- Proceedings that are managed by Council's insurers;
- Local Court proceedings involving an appeal against a parking fine; and
- Proceedings for the recovery of debts where those proceedings are being run by Council's external debt collection agency.

The report is current to 5 February 2026. It does not capture changes that have occurred between that date and the date the report is considered by Council.

COMMUNITY ENGAGEMENT

There are no consultation processes for Council associated with this report.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

This is an information report with the legal register of current litigation provided as a confidential attachment.

ATTACHMENTS

1. Litigation register (confidential)
   Note: Included in Closed Business Paper in accordance with Section 10A(2)(g) of the Local Government Act as the information involves advice concerning litigation, or advice as comprises a discussion of this matter, that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege.

Item No: C02/26-3

INVESTMENT REPORT - JANUARY 2026

Directorate: Corporate Performance
Responsible Officer: Chief Financial Officer
Community Strategic Plan Goal: *Delivering Sustainable Infrastructure and Services*

SUMMARY

This report provides an update on the performance and compliance of Council's investment portfolio for the month of January 2026.

RECOMMENDATION

That Council receive the January 2026 Investment Report.

REPORT

Included in this report are the following items that highlight Council's investment portfolio performance for January 2026.

Council Investments as at 31 January 2026

Council's investment portfolio has a current market value of $271,372,028 and has returned 4.89% in the last 12 months. The following table reflects Council's holding in various investment categories:

Categories	Face Value ($)	Purchase Price ($)	Current Value ($)	12 Month Return (%)
Bonds	5,400,000	5,400,000	5,541,465	4.42
Cash	22,348,888	22,348,888	22,348,888	3.76
Floating Rate Note	52,250,000	52,479,849	52,906,078	4.92
Managed Funds	14,968,945	12,000,000	14,968,945	7.54
Term Deposit	172,000,000	172,000,000	175,606,652	4.80
	266,967,833	**264,228,737**	**271,372,028**	**4.89**

Face Value = capital value to be repaid upon maturity

Purchase Price = capital value +/- premiums or discounts

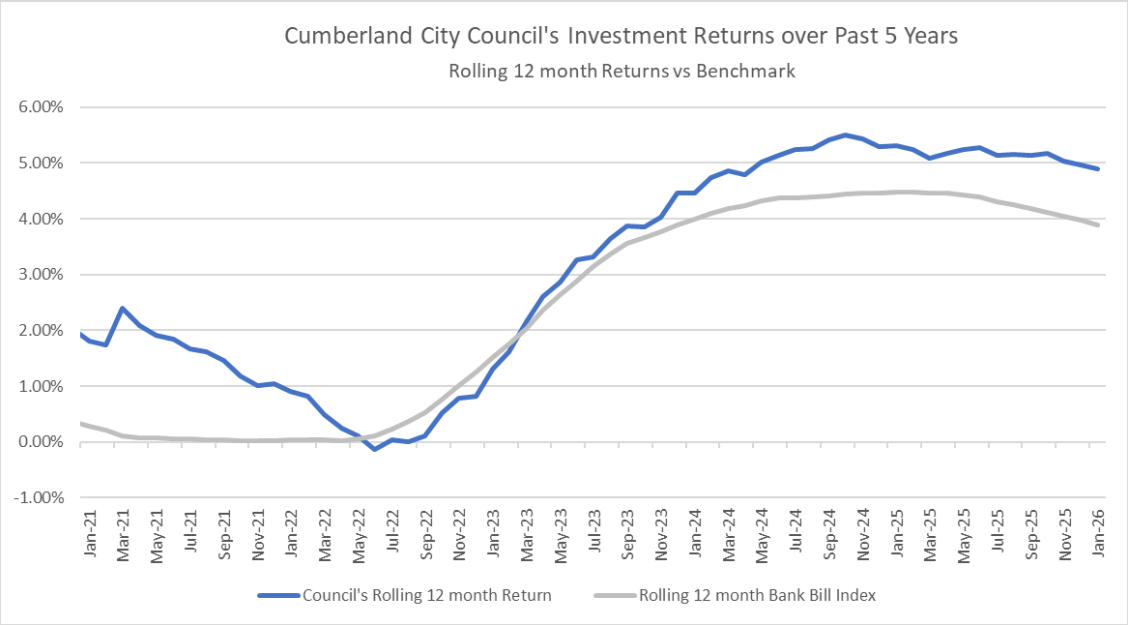
Current Value = current market value + accrued interest

Investment Portfolio Performance

Council's investment portfolio returned 0.36% (actual) for the month on a marked-to-market basis versus the bank bill index benchmark's 0.31% (actual) return. Council's managed fund investments may experience monthly volatility as financial markets undergo changes in outlook. However, such investments are expected to yield a favourable return over the long term. For the past 12 months, the investment portfolio has returned 4.96% versus the benchmark's 3.97%

As at 31 January 2026 the cumulative interest earned was $7,637,737 This is $2,152,362 higher than the year-to-date budget of $5,485,375.

The performance chart below shows Council's rolling 12 monthly return versus benchmark over the past 5 years. Each data point is the 12 month return for the stated month end:



COMMUNITY ENGAGEMENT

There are no consultation processes for Council associated with this report.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

Preservation of capital is the prime objective of the investment portfolio. Investments are placed in a manner that seeks to ensure security and safeguarding of the investment portfolio. This includes managing credit and interest rate risk within identified thresholds and parameters that is both set in Council's Investment Policy and guided by the investment advisor.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

Council hereby certifies that the investments listed within this report have been made in accordance with Section 625 of the *Local Government Act 1993*, Clause 212 of the *Local Government (General) Regulation 2021* and Council's Investment Policy.

ATTACHMENTS

1. Investment Report January 2026 ⇩
2. Investment Commentary January 2026 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-3

Attachment 1

Investment Report January 2026

CUMBERLAND CITY COUNCIL

Investment Summary Report
January 2026

PRUDENTIAL INVESTMENT SERVICES CORP

Cumberland City Council
Investment Summary Report - January 2026

CUMBERLAND CITY COUNCIL

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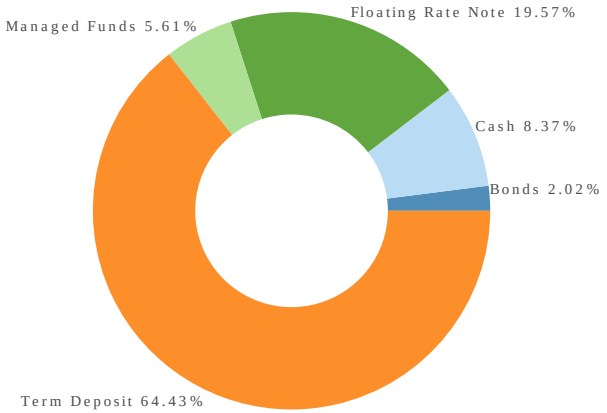
Cumberland City Council
Executive Summary - January 2026

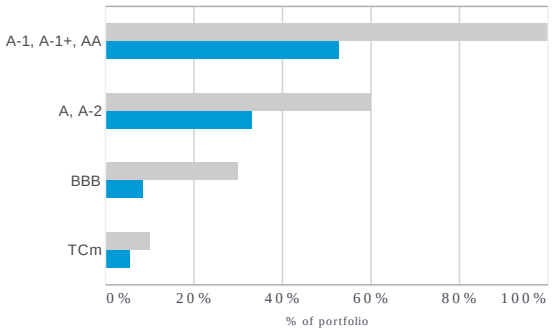
Investment Holdings

	Face Value ($)	Purchase Price ($)	Current Value ($)	12 Month Return (%)
Bonds	5,400,000	5,400,000	5,541,465	4.42
Cash	22,348,888	22,348,888	22,348,888	3.76
Floating Rate Note	52,250,000	52,479,849	52,906,078	4.92
Managed Funds	14,968,945	12,000,000	14,968,945	7.54
Term Deposit	172,000,000	172,000,000	175,606,652	4.80
	266,967,833	264,228,737	271,372,028	4.89

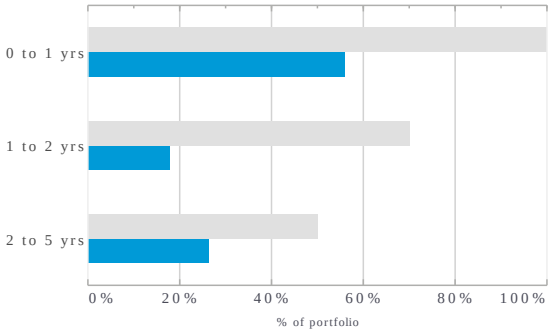


Investment Policy Compliance

Total Credit Exposure

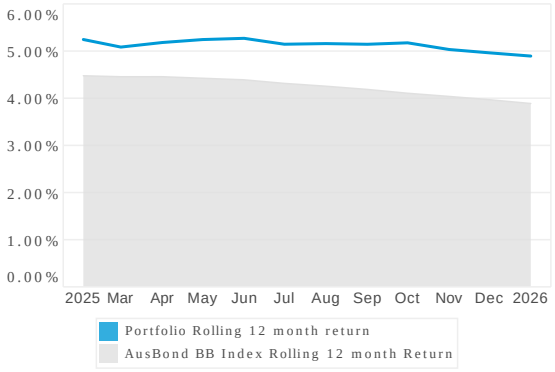


Term to Maturities



g Portfolio Exposure | g Investment Policy Limit

Investment Performance



PRUDENTIAL INVESTMENT SERVICES CORP

Cumberland City Council
Investment Holdings Report - January 2026

CUMBERLAND CITY COUNCIL

Cash Accounts

Face Value ($)	Current Rate (%)	Institution	Credit Rating	Current Value ($)	Deal No.
4,000,000.00	3.6000%	Commonwealth Bank of Australia	A-1+	4,000,000.00	533672
8,118,978.48	4.2500%	AMP Bank	A-2	8,118,978.48	546381
10,229,909.06	3.3500%	Commonwealth Bank of Australia	A-1+	10,229,909.06	250385
22,348,887.54	3.7217%			22,348,887.54	

Managed Funds

Face Value ($)	Monthly Return (%)	Institution	Credit Rating	Capital Base ($)	Current Value ($)	Deal No.	Funds Name
14,968,945.43	0.6395%	NSW T-Corp (MT)	TCm	12,000,000.00	14,968,945.43	538647	Medium Term Growth Fund
14,968,945.43	0.6395%				14,968,945.43		

Term Deposits

Purchase Date	Maturity Date	Term Days	Face Value ($)	Current Rate (%)	Institution	Credit Rating	Purchase Price ($)	Current Value ($)	Deal No.	Accrued Interest ($)	Coupon Frequency
11-Feb-25	10-Feb-26	364	4,000,000.00	4.7000%	Suncorp Bank	A-1+	4,000,000.00	4,182,849.32	545783	182,849.32	At Maturity
17-Feb-25	17-Feb-26	365	4,000,000.00	4.7700%	Westpac Group	A-1+	4,000,000.00	4,182,436.16	545795	182,436.16	At Maturity
10-Mar-25	10-Mar-26	365	4,000,000.00	4.6500%	Suncorp Bank	A-1+	4,000,000.00	4,167,145.21	545888	167,145.21	At Maturity
12-Jun-25	10-Mar-26	271	4,000,000.00	4.3400%	Suncorp Bank	A-1+	4,000,000.00	4,111,294.25	546160	111,294.25	At Maturity
3-Sep-25	8-Apr-26	217	4,000,000.00	4.1500%	Westpac Group	A-1+	4,000,000.00	4,068,673.97	546413	68,673.97	At Maturity
25-Jun-25	28-Apr-26	307	4,000,000.00	4.2700%	Suncorp Bank	A-1+	4,000,000.00	4,103,415.89	546202	103,415.89	At Maturity
6-May-25	12-May-26	371	4,000,000.00	4.2700%	Westpac Group	A-1+	4,000,000.00	4,126,813.15	546021	126,813.15	Annually
7-Oct-25	9-Jun-26	245	4,000,000.00	4.3000%	Suncorp Bank	A-1+	4,000,000.00	4,055,134.25	546656	55,134.25	At Maturity
25-Jun-25	23-Jun-26	363	4,000,000.00	4.1600%	Suncorp Bank	A-1+	4,000,000.00	4,100,751.78	546203	100,751.78	At Maturity
31-Jul-25	23-Jun-26	327	4,000,000.00	4.1800%	Westpac Group	A-1+	4,000,000.00	4,084,745.21	546295	84,745.21	Annually
20-Jul-23	21-Jul-26	1097	4,000,000.00	5.4000%	Bank of Queensland	A-2	4,000,000.00	4,115,397.26	544330	115,397.26	Annually
27-Jul-23	27-Jul-26	1096	4,000,000.00	5.4500%	AMP Bank	A-2	4,000,000.00	4,112,284.93	544341	112,284.93	Annually
31-Jul-25	28-Jul-26	362	4,000,000.00	4.1800%	Westpac Group	A-1+	4,000,000.00	4,084,745.21	546294	84,745.21	Annually
6-Aug-25	5-Aug-26	364	4,000,000.00	4.1500%	Westpac Group	A-1+	4,000,000.00	4,081,408.22	546310	81,408.22	At Maturity
6-Aug-25	12-Aug-26	371	4,000,000.00	4.1500%	Westpac Group	A-1+	4,000,000.00	4,081,408.22	546311	81,408.22	Annually

Cumberland City Council
Investment Holdings Report - January 2026

CUMBERLAND CITY COUNCIL

Purchase Date	Maturity Date	Term Days	Face Value ($)	Current Rate (%)	Institution	Credit Rating	Purchase Price ($)	Current Value ($)	Deal No.	Accrued Interest ($)	Coupon Frequency
13-Aug-25	12-Aug-26	364	4,000,000.00	4.1000%	National Australia Bank	A-1+	4,000,000.00	4,077,282.19	546333	77,282.19	At Maturity
3-Sep-25	2-Sep-26	364	4,000,000.00	4.1300%	National Australia Bank	A-1+	4,000,000.00	4,068,343.01	546411	68,343.01	At Maturity
22-Jul-25	22-Sep-26	427	4,000,000.00	4.1600%	Rabobank Australia	A-1	4,000,000.00	4,088,442.74	546278	88,442.74	Annually
3-Dec-25	6-Oct-26	307	4,000,000.00	4.4300%	Westpac Group	A-1+	4,000,000.00	4,029,128.77	546910	29,128.77	At Maturity
5-Nov-25	4-Nov-26	364	3,000,000.00	4.3500%	Westpac Group	A-1+	3,000,000.00	3,031,463.01	546791	31,463.01	At Maturity
22-Jul-25	24-Nov-26	490	4,000,000.00	4.1600%	Rabobank Australia	A-1	4,000,000.00	4,088,442.74	546279	88,442.74	Annually
3-Dec-25	2-Dec-26	364	4,000,000.00	4.4800%	Westpac Group	A-1+	4,000,000.00	4,029,457.53	546911	29,457.53	At Maturity
22-Jul-25	15-Dec-26	511	4,000,000.00	4.1600%	Rabobank Australia	A-1	4,000,000.00	4,088,442.74	546280	88,442.74	Annually
3-Sep-25	6-Jan-27	490	4,000,000.00	4.0800%	Westpac Group	A-1+	4,000,000.00	4,067,515.62	546414	67,515.62	Annually
3-Sep-25	7-Apr-27	581	4,000,000.00	4.0500%	Westpac Group	AA-	4,000,000.00	4,067,019.18	546415	67,019.18	Annually
3-Sep-25	5-May-27	609	4,000,000.00	4.0400%	Westpac Group	AA-	4,000,000.00	4,066,853.70	546416	66,853.70	Annually
3-Sep-25	9-Jun-27	644	4,000,000.00	4.0300%	Westpac Group	AA-	4,000,000.00	4,066,688.22	546417	66,688.22	Annually
3-Dec-25	6-Jul-27	580	4,000,000.00	4.5400%	Westpac Group	AA-	4,000,000.00	4,029,852.05	546912	29,852.05	Annually
5-Aug-22	4-Aug-27	1825	3,000,000.00	4.6000%	Bank of Queensland	A-	3,000,000.00	3,068,054.79	543151	68,054.79	Annually
27-Aug-25	25-Aug-27	728	4,000,000.00	3.9500%	Westpac Group	AA-	4,000,000.00	4,068,394.52	546384	68,394.52	At Maturity
31-Aug-22	30-Aug-27	1825	4,000,000.00	5.0000%	Bank of Queensland	A-	4,000,000.00	4,085,479.45	543267	85,479.45	Annually
26-Nov-24	26-Nov-27	1095	4,000,000.00	5.0100%	Rabobank Australia	A	4,000,000.00	4,036,785.75	545650	36,785.75	Annually
15-Jan-25	18-Jan-28	1098	4,000,000.00	4.8700%	Rabobank Australia	A	4,000,000.00	4,009,072.88	545737	9,072.88	Annually
28-Jun-23	28-Jun-28	1827	4,000,000.00	5.4000%	Bank of Queensland	A-	4,000,000.00	4,127,824.66	544246	127,824.66	Annually
28-Aug-24	28-Aug-28	1461	2,000,000.00	4.7000%	Rabobank Australia	A	2,000,000.00	2,040,432.88	545411	40,432.88	Annually
29-Nov-23	22-Nov-28	1820	4,000,000.00	5.5300%	Bank of Queensland	A-	4,000,000.00	4,039,391.78	544676	39,391.78	Annually
3-Dec-24	5-Dec-28	1463	4,000,000.00	5.0000%	Rabobank Australia	A	4,000,000.00	4,032,876.71	545670	32,876.71	Annually
13-Aug-25	13-Aug-29	1461	4,000,000.00	4.4500%	Rabobank Australia	A	4,000,000.00	4,083,879.45	546334	83,879.45	Annually
28-Aug-24	21-Aug-29	1819	4,000,000.00	4.8500%	Rabobank Australia	A	4,000,000.00	4,083,446.58	545410	83,446.58	Annually
28-Aug-24	28-Aug-29	1826	4,000,000.00	4.8500%	Rabobank Australia	A	4,000,000.00	4,083,446.58	545409	83,446.58	Annually
3-Sep-24	3-Sep-29	1826	4,000,000.00	5.0000%	Rabobank Australia	A	4,000,000.00	4,082,739.73	545444	82,739.73	Annually
12-Dec-24	12-Dec-29	1826	4,000,000.00	4.9500%	Rabobank Australia	A	4,000,000.00	4,027,665.75	545701	27,665.75	Annually
24-Feb-25	19-Feb-30	1821	4,000,000.00	5.1500%	Rabobank Australia	A	4,000,000.00	4,193,019.18	545812	193,019.18	Annually
13-Aug-25	13-Aug-30	1826	4,000,000.00	4.6000%	Rabobank Australia	A	4,000,000.00	4,086,706.85	546335	86,706.85	Annually

PRUDENTIAL INVESTMENT SERVICES CORP

Cumberland City Council
Investment Holdings Report - January 2026

Purchase Date	Maturity Date	Term Days	Face Value ($)	Current Rate (%)	Institution	Credit Rating	Purchase Price ($)	Current Value ($)	Deal No.	Accrued Interest ($)	Coupon Frequency
			172,000,000.00	4.5384%			172,000,000.00	175,606,652.07		3,606,652.07	

Floating Rate Notes

Purchase Date	Maturity Date	Term Days	Face Value ($)	Current Rate (%)	Security Name	Credit Rating	Purchase Price ($)	Current Value ($)	Deal No.	Accrued Interest ($)	Next Coupon Date
24-Feb-23	24-Feb-26	1096	2,250,000.00	5.1525%	RACQ Snr FRN (Feb26) BBSW+1.50%	A-2	2,250,000.00	2,272,849.43	543828	21,915.77	24-Feb-26
6-May-21	6-May-26	1826	2,000,000.00	4.2743%	BoQ Snr FRN (May26) BBSW+0.63%	A-2	2,000,000.00	2,021,364.18	541296	20,376.12	6-Feb-26
15-Sep-21	15-Sep-26	1826	4,000,000.00	4.1920%	SUN Snr FRN (Sep26) BBSW+0.48%	A-1+	4,000,000.00	4,024,051.07	541883	22,051.07	16-Mar-26
23-Jan-24	23-Oct-26	1004	1,800,000.00	5.4085%	GSB Snr FRN (Oct26) BBSW+1.60%	A-2	1,800,000.00	1,814,638.68	544802	2,400.48	23-Apr-26
27-Oct-21	27-Oct-26	1826	2,000,000.00	4.6116%	BoQ Snr FRN (Oct26) BBSW+0.80%	A-2	2,000,000.00	2,006,423.45	542003	1,263.45	28-Apr-26
17-Nov-23	17-Nov-26	1096	2,250,000.00	5.2025%	POL Snr FRN (Nov26) BBSW+1.55%	A-2	2,250,000.00	2,274,373.36	544638	24,373.36	17-Feb-26
14-Jan-22	14-Jan-27	1826	1,500,000.00	4.4358%	CBA Snr FRN (Jan27) BBSW+0.70%	A-1+	1,500,000.00	1,507,376.28	542234	3,281.28	14-Apr-26
26-Aug-24	8-Feb-27	896	2,000,000.00	5.2448%	HPC Snr FRN (Feb27) BBSW+1.60%	BBB+	2,030,420.00	2,040,773.06	545392	23,853.06	9-Feb-26
25-Feb-22	25-Feb-27	1826	3,200,000.00	4.3701%	NAB Snr FRN (Feb27) BBSW+0.72%	AA-	3,200,000.00	3,236,516.98	542353	26,052.98	25-Feb-26
27-Feb-25	5-Mar-27	736	3,000,000.00	5.2847%	RACQ Snr FRN (Mar27) BBSW+1.60%	BBB+	3,031,320.00	3,048,652.82	545830	25,192.82	5-Mar-26
21-Jun-24	21-Jun-27	1095	1,000,000.00	5.0275%	TMB Snr FRN (Jun27) BBSW+1.30%	BBB+	1,000,000.00	1,013,197.33	545187	5,647.33	23-Mar-26
13-Sep-24	13-Sep-27	1095	1,500,000.00	5.0420%	AusW Snr FRN (Sep27) BBSW+1.33%	Baa2	1,500,000.00	1,509,945.86	545466	9,945.86	13-Mar-26
14-Dec-22	14-Dec-27	1826	1,600,000.00	4.9620%	SUN Snr FRN (Dec27) BBSW+1.25%	AA-	1,600,000.00	1,630,376.59	543632	10,440.59	16-Mar-26
22-Aug-25	21-Feb-28	913	1,500,000.00	5.3535%	BOz Snr FRN (Feb28) BBSW+1.70%	BBB+	1,524,825.00	1,539,906.49	546373	15,840.49	23-Feb-26
21-Mar-25	21-Mar-28	1096	2,500,000.00	4.8775%	BEY Snr FRN (Mar28) BBSW+1.15%	BBB+	2,500,000.00	2,523,822.09	545924	13,697.09	23-Mar-26
24-Jul-25	21-Mar-28	971	2,500,000.00	4.8775%	BEY Snr FRN (Mar28) BBSW+1.15%	BBB+	2,515,600.00	2,523,822.09	546281	13,697.09	23-Mar-26
3-Oct-25	3-Oct-28	1096	2,000,000.00	4.6907%	TMB Snr FRN (Oct28) BBSW+0.95%	BBB+	2,000,000.00	2,008,539.67	546606	6,939.67	3-Apr-26
3-Nov-25	3-Nov-28	1096	1,500,000.00	4.6850%	POL Snr FRN (Nov28) BBSW+1.05%	BBB+	1,500,000.00	1,518,511.58	546766	17,328.08	3-Feb-26
22-Aug-25	14-Feb-29	1272	2,150,000.00	5.5049%	NPBS Snr FRN (Feb29) BBSW+1.85%	BBB+	2,207,964.00	2,231,645.64	546372	25,616.64	16-Feb-26
29-Aug-24	30-Apr-29	1705	3,000,000.00	5.1162%	BoQ Snr FRN (Apr29) BBSW+1.28%	A-	3,033,630.00	3,045,631.02	545417	841.02	30-Apr-26
19-Sep-24	19-Sep-29	1826	2,500,000.00	4.5775%	WBC Snr FRN (Sep29) BBSW+0.85%	AA-	2,500,000.00	2,530,847.71	545487	13,795.21	19-Mar-26
17-Mar-25	21-Jan-30	1771	3,000,000.00	4.9792%	NPBS Snr FRN (Jan30) BBSW+1.25%	BBB+	3,036,090.00	3,031,771.74	545923	4,501.74	21-Apr-26
21-May-25	21-May-30	1826	1,400,000.00	4.5835%	SUN Snr FRN (May30) BBSW+0.93%	AA-	1,400,000.00	1,422,835.99	546056	12,657.99	23-Feb-26
13-Jun-25	13-Jun-30	1826	2,100,000.00	4.6620%	ING Snr FRN (Jun30) BBSW+0.95%	A	2,100,000.00	2,128,204.78	546124	12,874.78	13-Mar-26
			52,250,000.00	4.8552%			52,479,849.00	52,906,077.89		334,583.97	

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Cumberland City Council
Investment Holdings Report - January 2026

CUMBERLAND CITY COUNCIL

Fixed Rate Bonds

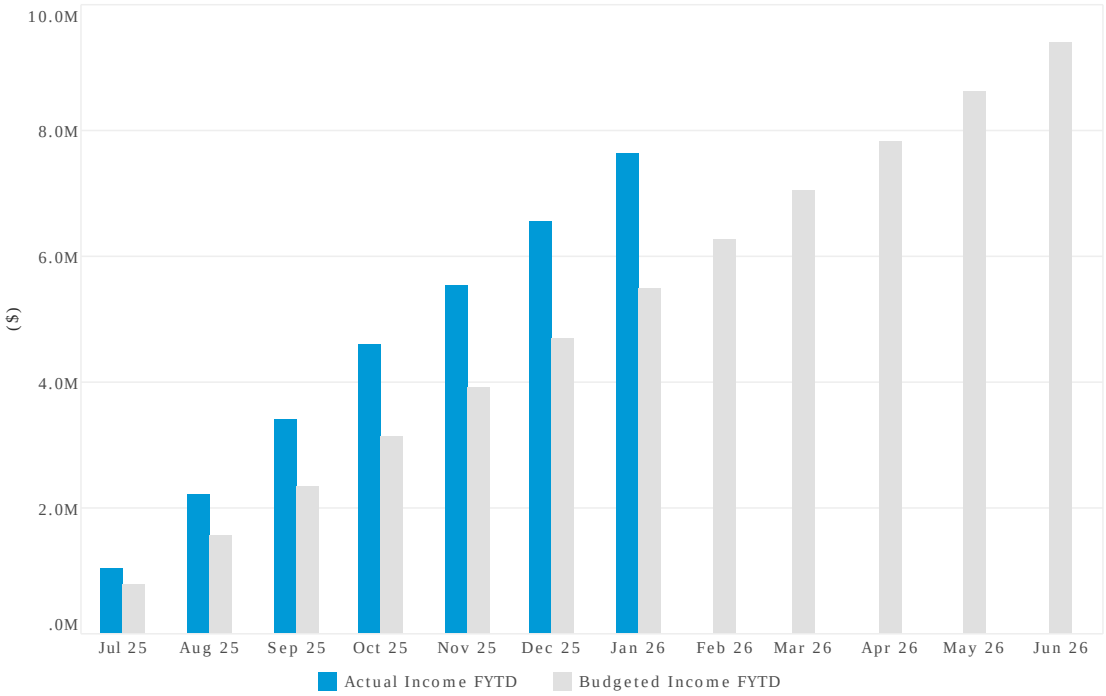
Purchase Date	Maturity Date	Term Days	Face Value ($)	Current Rate (%)	Security Name	Credit Rating	Purchase Price ($)	Current Value ($)	Deal No.	Accrued Interest ($)	Purchase Yield
14-Sep-23	14-Sep-26	1096	1,400,000.00	4.9460%	MAC Snr Bond (Sep26) 4.946%	A+	1,400,000.00	1,430,256.25	544493	26,442.08	4.9460%
29-May-25	15-Jun-28	1113	4,000,000.00	4.4000%	NT T-Corp Bond (Jun28) 4.40%	Aa3	4,000,000.00	4,111,208.79	546095	111,208.79	4.4000%
			5,400,000.00	4.5416%			5,400,000.00	5,541,465.04		137,650.87	4.5416%

PRUDENTIAL INVESTMENT SERVICES CORP

Cumberland City Council
Investment Budget Report - January 2026

Budgeted vs Actual Returns

	Monthly Income ($)	YTD Actual ($)	YTD Budgeted ($)
July 2025	1,045,227	1,045,227	783,625
August 2025	1,167,840	2,213,067	1,567,250
September 2025	1,202,526	3,415,593	2,350,875
October 2025	1,184,298	4,599,891	3,134,500
November 2025	942,556	5,542,448	3,918,125
December 2025	1,020,416	6,562,864	4,701,750
January 2026	1,074,874	7,637,737	5,485,375



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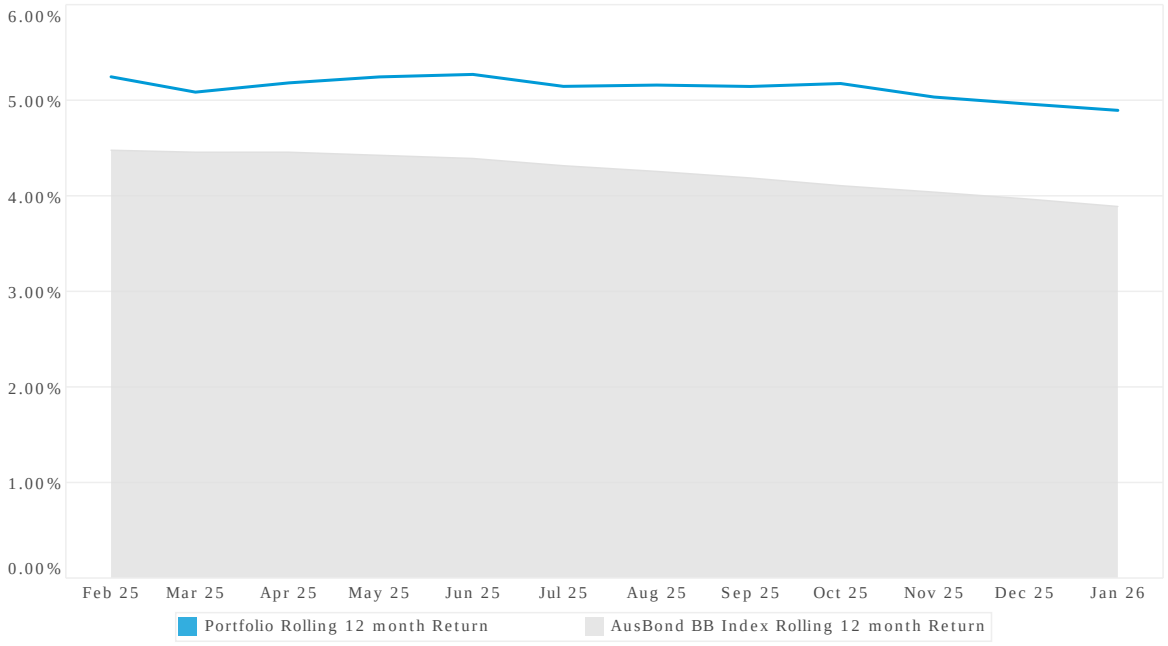
Cumberland City Council
Investment Performance Report - January 2026

CUMBERLAND CITY COUNCIL

Historical Performance Summary



Historical Performance Summary (Annualised)	1 month	3 months	6 months	FYTD	12 months
Portfolio Return (1)	4.79%	4.37%	4.74%	4.77%	4.89%
Index Return (2)	3.64%	3.67%	3.67%	3.66%	3.89%
Outperformance (3)	1.15%	0.70%	1.07%	1.11%	1.00%

Historical Performance Summary (Actual)	1 month	3 months	6 months	FYTD	12 months
Portfolio Return (1)	0.40%	1.09%	2.36%	2.78%	4.89%
Index Return (2)	0.30%	0.91%	1.83%	2.14%	3.89%
Outperformance (3)	0.10%	0.18%	0.53%	0.64%	1.00%

(1) Portfolio Return is the annualised rate of return for the portfolio for the specified period
(2) The Index Return is the Bloomberg AusBond Bank Bill Index
(3) Outperformance is the excess of the Portfolio Return over the Index Return

(1) Portfolio Return is the actual rate of return for the portfolio for the specified period
(2) The Index Return is the Bloomberg AusBond Bank Bill Index
(3) Outperformance is the excess of the Portfolio Return over the Index Return

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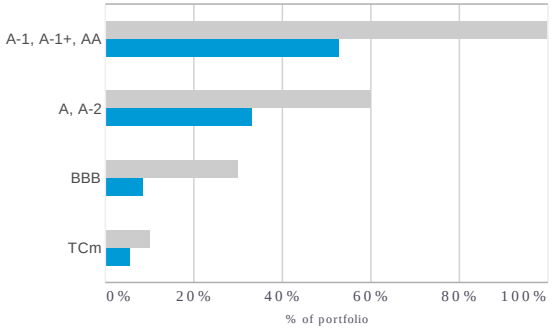
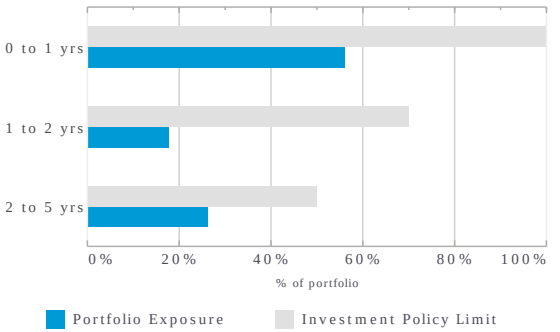
Cumberland City Council
Investment Policy Compliance Report - January 2026

CUMBERLAND CITY COUNCIL

Total Credit Exposure



Term to Maturities



Credit Rating Group		Face Value ($)		Policy Max	
Long Term	AA	32,700,000			
Short Term	A-1	13,400,000			
Short Term	A-1+	94,729,909			
		140,829,909	53%	100%	a
Long Term	A	62,100,000			
Short Term	A-2	26,418,978			
		88,518,978	33%	60%	a
Long Term	BBB	22,650,000			
		22,650,000	8%	30%	a
Short Term	TCm	14,968,945			
		14,968,945	6%	10%	a
		266,967,833			

Policy Minimum	Face Value ($)		Policy Min	
Between 0 and 0.25 years	63,567,833	24%	10%	a
Between 0.25 and 1 years	85,950,000	32%	20%	a

Policy Maximum	Face Value ($)		Policy Max	
Between 0 and 1 years	149,517,833	56%	100%	a
Between 1 and 2 years	47,300,000	18%	70%	a
Between 2 and 5 years	70,150,000	26%	50%	a
	266,967,833			

a = compliant
r = non-compliant

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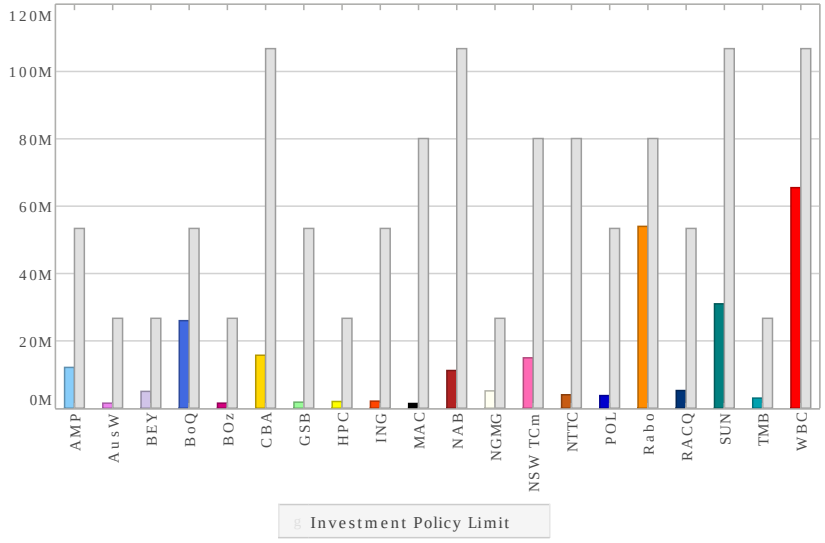
Cumberland City Council
Individual Institutional Exposures Report - January 2026

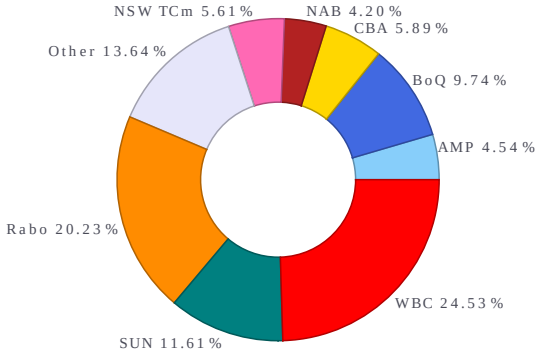
CUMBERLAND CITY COUNCIL

Individual Institutional Exposures

Parent Group	Portfolio Exposure ($)	% of portfolio
AMP Bank (A-2, BBB+)	12,118,978	5%
Auswide Bank (P-2, Baa2)	1,500,000	1%
Bank Australia (LT) (BBB+)	1,500,000	1%
Bank of Queensland (A-2, A-)	26,000,000	10%
Beyond Bank (A-2, BBB+)	5,000,000	2%
Commonwealth Bank of Australia (A-1+, AA-)	15,729,909	6%
Great Southern Bank (A-2, BBB+)	1,800,000	1%
Heritage and People's Choice (A-2, BBB+)	2,000,000	1%
ING Bank (Australia) (A-1, A)	2,100,000	1%
Macquarie Bank (A-1, A+)	1,400,000	1%
Members Banking Group (BBB+, A-2)	5,250,000	2%
National Australia Bank (AA-, A-1+)	11,200,000	4%
Newcastle Greater Mutual Group (BBB+, A-2)	5,150,000	2%
NSW T-Corp (MT) (TCm)	14,968,945	6%
NT T-Corp (Aa3)	4,000,000	1%
Police Bank Ltd (BBB+, A-2)	3,750,000	1%
Rabobank Australia (A-1, A)	54,000,000	20%
Suncorp Bank (AA-, A-1+)	31,000,000	12%
Teachers Mutual Bank (BBB+, A-2)	3,000,000	1%
Westpac Group (A-1+, AA-)	65,500,000	25%
	266,967,833	

Individual Institutional Exposure Charts





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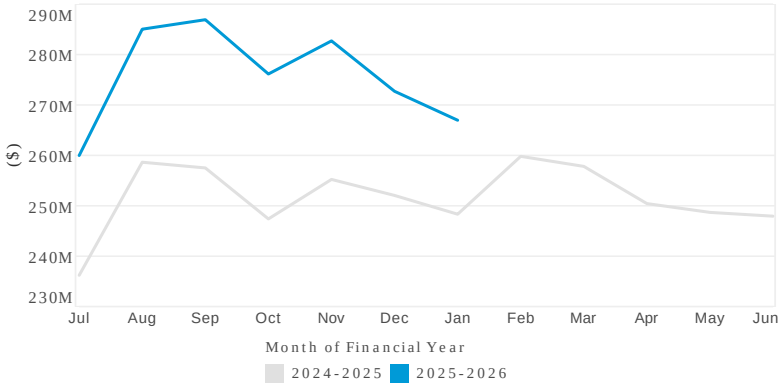
Cumberland City Council
Investment Cashflows Report - January 2026

Historical Portfolio Balance

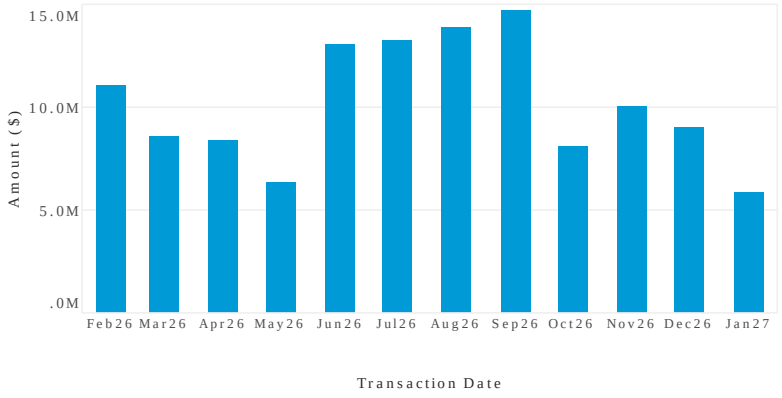


Historical Portfolio Balance

	2024-2025	2025-2026
July	236,218,824	259,975,660
August	258,641,685	285,029,797
September	257,509,028	286,911,566
October	247,398,611	276,143,442
November	255,230,243	282,706,809
December	252,052,736	272,709,888
January	248,332,491	266,967,833
February	259,807,605	
March	257,816,716	
April	250,439,608	
May	248,691,209	
June	247,940,241	

Average 12 month Portfolio Balance	266,261,698

Upcoming Cashflow Summary



Upcoming Cashflow Summary

	Amount
February-26	11,061,358
March-26	8,593,596
April-26	8,403,052
May-26	6,363,529
June-26	13,070,572
July-26	13,260,928
August-26	13,856,994
September-26	14,724,594
October-26	8,114,097
November-26	10,037,115
December-26	9,030,405
January-27	5,866,768

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DOCUMENTS ASSOCIATED WITH REPORT C02/26-3

Attachment 2

Investment Commentary January 2026

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Cumberland City Council
Economic and Investment Portfolio Commentary
January 2026

Investment Portfolio Commentary

Council's investment portfolio returned 0.40% (actual) for the month on a marked-to-market basis versus the bank bill index benchmark's 0.30% (actual) return. For the past 12 months, the investment portfolio has returned 4.89% versus the benchmark's 3.89%.

Another month of solid returns in domestic and international equity markets helped the TCorp Medium Term Growth Fund record a gain of 0.64% (actual) for the month.

During January, Council had maturities of $12m among three term deposits with original terms between 10-12 months which were yielding an average of 4.77%pa. No new investments were made during the month.

Council's rolling 12 month return continues to exceed the benchmark's return as competitive rates on new term deposit and floating rate note quarterly rate resets have provided a solid base for the portfolio. Council's exposure to the TCorp Medium Term Growth Fund has also contributed good results over the past two and a half years.

Council has a well-diversified portfolio invested among a range of term deposits, fixed and floating rate bonds from highly rated Australian ADIs as well as growth assets via holdings in the NSW TCorp Medium Term Growth Fund. It is expected that Council's portfolio will achieve above benchmark returns over the medium/long term with prudent investment selection and holding the securities for the recommended time horizons of their asset classes.

Global issues:

- In the US, latest monthly inflation came in softer than expected with core inflation remaining at 2.6%yoy. There were sharp falls in prices for household appliances and communication goods, while higher than expected gains were recorded in some components that flow through to the producer price index. This contributed to the Fed's decision to keep rates on hold in January. The market is still pricing in two rate cuts by the Fed this year.
- Elsewhere, Canadian inflation rose slightly to 2.4%yoy, the Bank of Canada kept its interest rate unchanged last month, but expectations for a rate hike are building. Latest UK inflation data was mixed but with core inflation remaining at 3.2%yoy and with weak jobs data, the Bank of England is expected to remain on a gradual rate cutting path.
- In China, GDP growth for 2025 of 5% was on target, but momentum slowed to 4.5%yoy in the December quarter. The growth was lopsided with trade accounting for a third of the increase, its highest since 1997 as exports were diverted from the US due to the Trump administration tariffs.
- Global share markets kicked off 2026 with more solid gains. US markets gained 1.5% for the month, driven by strong corporate earnings and some easing of

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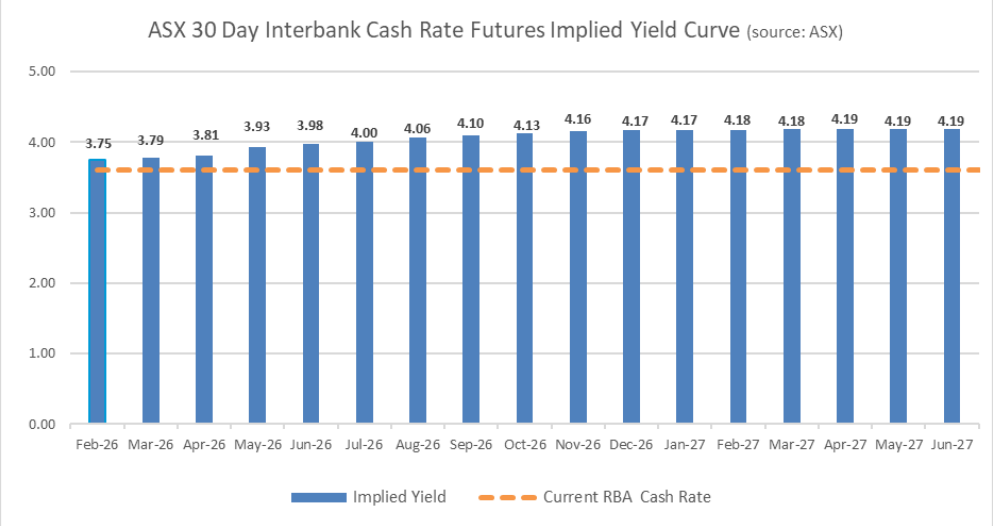
geopolitical tensions. Japanese shares surged by 4.6%, off the back of optimism that PM Takaichi will easily win an upcoming snap election giving her a firm mandate to pursue pro-stimulus policies. European shares gained over 3% and Australia's All Ords ended the month up 1.6%.

Domestic issues:

- Inflation remains above the RBA's target range of 2-3% with the latest Consumer Price Index (CPI) release showing a rise of 3.8% in the 12 months to December 2025, up + 3.4% in the 12 months to November 2025.
- Housing costs were the largest contributor to annual inflation over the past 12 months, up 5.5%. Recreation and culture (+4.4%) and food and non-alcoholic beverage costs (+3.4%) were the next biggest contributors to the rise in CPI.
- This outcome challenges the RBA's previous assessment, in November, that part of the September-quarter inflation increase was likely temporary and expected quarterly inflation to moderate in the December quarter.
- Latest jobs data showed the unemployment rate fall to 4.1% with total employment growth rising to an eight-month high, with more than 80% of the increase coming from full-time positions. However, the three-month trend still shows that underlying momentum is being driven mainly by part-time employment.

Interest rates

- Economists are looking for signs of consistent trends in the inflation data. On one hand, all key measures of inflation are above the bank's 2-3% target range. This has come on the back of a fall in unemployment to 4.1% indicating that the labour market remains tight. While on the other hand, monthly trimmed mean inflation has progressively trended lower over the 2nd half of 2025. Overall, many economists expect inflation to fall back near the target range by late 2026 with revised RBA forecasts expected to be similar.
- Meanwhile, the money market is pricing in two RBA rate hikes over the course of 2026:



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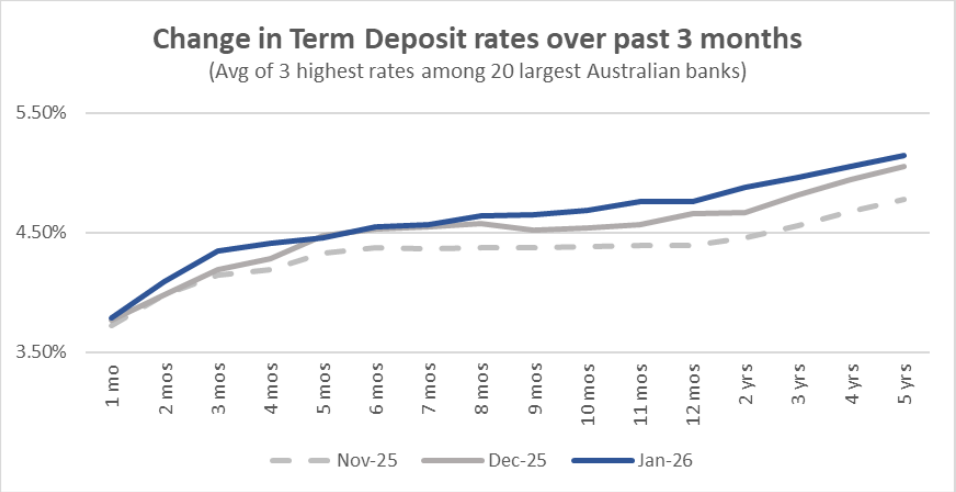
- Mirroring the rise in market rates, term deposit rates ended January inline or higher across the curve versus December month end. Six month rates were largely unchanged, but 9 to 12 month rates increased by an average of 15 basis points, to be in the 4.65-4.75% area. Long dated rates, 2-5 years, also gained an average of 15 basis points, now ranging from the mid-4.80s to 5-5.30% for 5 years:



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Item No: C02/26-4

QUARTER 2 2025/26 BUDGET REVIEW STATEMENT

Directorate: Corporate Performance
Responsible Officer: Director Corporate Performance (Deputy GM)
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

The attached Quarterly Budget Review Statement (QBRS) refers to the period ended 31 December 2025. The QBRS indicates that Council's overall financial position has remained sound.

RECOMMENDATION

That Council approve the revised estimates of income and expenditure for 2025/26 contained in the Quarterly Budget Review Statement.

REPORT

Clause 203(2) of *the Local Government (General) Regulation 2021* (the Regulation) requires that Council's Responsible Accounting Officer prepare and submit a QBRS that shows, by reference to the estimate of income and expenditure set out in the Operational Plan adopted by Council for the relevant year, a revised estimate of the income and expenditure for that year.

The QBRS, compiled for the information of Council and the community, provides a summary of Council's financial position at the end of each quarter as to its progress against both the original Operational Plan and the last revised budget, as well as any recommended revisions identified as part of the budget review process.

Quarterly Budget Review Statement

As at the end of Quarter 2, Council is forecasting a recurring budget surplus of $3.6m; this forecast assumes that realised cost savings measures continue, and that remaining income estimates are met.

There continues to be some pressures on Council expenditure due to the current high inflationary environment, particularly relating to asset maintenance costs. Any additional expenditure amounts identified in this report have been through a business case assessment to ensure accurate calculations and value for money.

Council's accounting surplus as reported in the Operational Plan has remained at a $3.6m projected surplus, excluding capital income, as per the below table.

Report	Current Budget 000s	Revised Budget 000s	Budget Movements 000s
Operating Income	258,404	260,684	2,280
Capital Income	36,658	40,218	3,560
Total Revenue	295,062	300,902	5,841
Operating Expenses	254,836	257,117	2,280
Net Operating Result from Continuing Operations	**40,225**	**43,786**	**3,560**
Net Operating Result before Capital Items	**3,568**	**3,568**	**0**

Significant material Operational Plan revisions arising in the December 2025 quarter forecast are as follows:

Major movements in the quarter one budget were due to:

- Increase in rates and annual charges income of $118k, mainly attributable to additional domestic waste services.
- Decrease in user charges of $214k, mainly attributable to development application fees and parking income.
- Increase in other revenue of $525k, related to an insurance fund dividend.
- Interest income increased by $473k, due to higher invested balance than forecast.
- Increase in operating grants totalling $1.5m, mainly related to new grant income for waste services and crime prevention.
- Increase in materials and services expenditure totalling $2.1m mainly attributable to increases in grant funded consulting costs and infrastructure restoration expenditure.
- Increase in employee costs of $186k, attributable to additional provision for staff long service leave.

The projected total capital expenditure has been increased to $115m. The following reallocations and funding adjustments have been made to the program:

- Allocation of additional s7.11 funds towards Auburn Basketball Centre, $7.0m brought forward from next financial year.
- Allocation of additional s7.11 funds towards Girraween Park New Amenities $2.6m.
- Allocation of funds towards Oxford St & Highland St Guildford, Roundabout $800k.

Cash Forecast
The projected Cash and Investments position of Council is forecast to decrease to $221.4m. Council's estimated unallocated cash balance is forecast to finish at $13.8m. The final unrestricted cash amount will be dependent on the movements Council's payables and receivables balances at 30 June 2026. Any amount above $10m in unrestricted funds will be allocated to the community and infrastructure reserves per Council's policy.

COMMUNITY ENGAGEMENT

There are no consultation processes for Council associated with this report.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

The current budget maintains Council's forecast surplus to $3.6m and an unrestricted cash balance of above $10m. It should be noted that the $3.6m operational surplus will be distributed to the external waste and stormwater reserves as required under Local Government Regulations.

Whilst budget and cash surpluses have been maintained, external pressures may continue to have ramifications for Council's income and expenditure. This will continue to be monitored and any changes to forecast will be reported to Council.

CONCLUSION

As at the end of the first quarter, Council's net operating result before capital is projected to finish the year at a surplus of $3.6m. Council is forecast to finish the 2025/26 financial year in a positive cash position. Close monitoring of Councils income is required to ensure that Council's financial positioning in the medium to longer term remains on course to be achieved.

ATTACHMENTS

1. Q2 2025-26 Quarterly Budget Review Statement ⇩
2. Q2 2025-26 Major Project Update - Guildford Pool Upgrade ⇩
3. Q2 2025-26 Major Project Update - Granville Park Play Space ⇩
4. Q2 2025-26 Major Project Update - Auburn Basketball Centre ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-4

Attachment 1

Q2 2025-26 Quarterly Budget Review Statement

Cumberland City Council

Quarterly Budget Review Statement
for the period 01/10/25 to 31/12/25

Report by responsible accounting officer

The following statement is made in accordance with Clause 203(2) of the Local Government (General) Regulations 2021:

31 December 2025

It is my opinion that the Quarterly Budget Review Statement for Cumberland City Council for the quarter ended 31/12/25 indicates that Council's projected financial position at 30/6/26 will be satisfactory at year end, having regard to the projected estimates of income and expenditure and the original budgeted income and expenditure.

Signed: Tony Chahine **date:** 9/02/2026

Responsible Accounting Officer

QBRS FINANCIAL OVERVIEW

Cumberland Council

Budget review for the quarter ended 31/12/25

DESCRIPTION		Current Year Original Budget 2025/26 $000's	Approved Changes Review Q 1 $000's	Revised Budget $000's	Recommended changes for council resolution $000's	Projected Year End (PYE) Result 2025/26 $000's	VARIANCE ORIGINAL budget v PYE 2025/26 $000's	ACTUAL YTD 2025/26 $000's
Net Operating Result before grants and contributions provided for capital purposes	General Fund	3,567	0	3,567	-0	3,567	-0	135,223
	Consolidated	3,567	-0	3,567	0	3,568	0	94,353
Operating Result from continuing operations (with capital grants and contributions) excluding depreciation, amortisation and impairment of non financial assets	**Consolidated**	**92,368**	**439**	**92,808**	**3,561**	**96,368**	**4,000**	**131,759**
Borrowings	Total borrowings	10,375	0	0	0	10,375	0	13,895
Liquidity	External restrictions	154,374	4,319	158,693	-6,211	152,482	-1,891	178,084
	Internal Allocations	53,181	1,741	54,922	242	55,163	1,983	57,553
	Unallocated	18,009	-3,708	14,300	-526	13,774	-4,235	37,073
	Total Cash, Cash Equivalents and Investments	**225,563**	**2,352**	**227,915**	**-6,495**	**221,419**	**-4,143**	**272,710**
Capital	Capital Funding	92,294	15,841	108,135	7,000	115,135	22,841	32,370
	Capital Expenditure	92,294	15,841	108,135	7,000	115,135	22,841	32,370
	Net Capital	**0**	**0**	**0**	**-0**	**-0**	**-0**	**0**

Developer Contribution		Opening Balance As at 1 July 2025 $000's	Total Cash Contributions Received As at this Q $000's	Total Interest Earned As at this Q $000's	Total Expended As at this Q $000's	Total Internal Borrowings (to)/from As at this Q $000's	Held as Restricted Asset As at this Q $000's
	Total Developer Contributions	144,703	6,061	3,222	17,070	0	136,917

Income and Expenses Budget Review Statement

Cumberland Council

Budget review for the quarter ended 31/12/2025

Consolidated Fund

Description	Previous Year Actual 2024/25 $000's	Current Year Original Budget 2025/26 $000's	Approved Changes Review Q 1 $000's	Revised Budget $000's	Recommended changes for council resolution $000's	Projected Year End (PYE) Result 2025/26 $000's	ACTUAL YTD 2025/26 $000's
INCOME							
Rates and Annual Charges	172,624	183,589	997	184,586	118	184,704	184,827
User Charges and Fees	34,537	33,857	-798	33,059	-214	32,845	17,821
Other Revenue	9,173	6,444	663	7,107	525	7,631	4,233
Grants and Contributions - Operating	16,228	17,911	1,454	19,366	1,490	20,855	8,988
Grants and Contributions - Capital	26,186	36,593	65	36,658	3,560	40,218	11,805
Interest and Investment Income	14,138	10,004	1,200	11,204	473	11,676	6,928
Other Income	4,246	2,656	270	2,926	-104	2,822	1,552
Net gain from disposal of assets		150		150	0	150	45
Total Income from continuing operations	**277,133**	**291,204**	**3,851**	**295,056**	**5,847**	**300,902**	**236,198**
EXPENSES							
Employee benefits and on-costs	95,815	99,849	1,307	101,156	186	101,342	52,236
Materials & Services	92,112	92,936	2,479	95,415	2,101	97,516	49,193
Borrowing Costs	1,044	920	79	999	-1	998	547
Other Expenses	4,371	5,131	-453	4,678	0	4,678	2,463
Net Loss from Disposal of Assets	261			0	0	0	
Total Expenses from continuing operations excluding depreciation, amortisation and impairment of non financial assets	**193,602**	**198,836**	**3,412**	**202,248**	**2,286**	**204,534**	**104,439**
Operating Result from continuing operations excluding depreciation, amortisation and impairment of non financial assets	**83,531**	**92,368**	**439**	**92,808**	**3,561**	**96,368**	**131,759**
Depreciation, amortisation and impairment of non financial assets	48,955	52,209	374	52,583	0	52,583	25,601
Operating result from continuing Operations	**34,575**	**40,160**	**65**	**40,225**	**3,561**	**43,786**	**106,157**
Net Operating Result before grants and contributions provided for capital purposes	**8,389**	**3,567**	**-0**	**3,567**	**0**	**3,568**	**94,353**

Capital Budget Review Statement

Cumberland Council

Budget review for the quarter ended 31/12/2025

Description	Previous Year Actual 2024/25 $000's	Current Year Original Budget 2025/26 $000's	Approved Changes Review Q 1 $000's	Revised Budget $000's	Recommended changes for council resolution $000's	Projected Year End (PYE) Result 2025/26 $000's	VARIANCE ORIGINAL budget v PYE 2025/26 $000's	ACTUAL YTD 2025/26 $000's
CAPITAL FUNDING								
Rates & other untied funding	28,085	34,636	-1,640	32,996	-1,961	31,036	-3,600	5,879
Capital Grants & Contributions	19,028	24,035	-1,750	22,285	7,200	29,485	5,450	10,351
Reserves - External Restrictions	2,624	30,623	17,043	47,666	1,761	49,426	18,803	13,089
Reserves - Internally Allocated	6,264	3,000	2,188	5,188	0	5,188	2,188	3,052
Total Capital Funding	**56,001**	**92,294**	**15,841**	**108,135**	**7,000**	**115,135**	**22,841**	**32,370**
CAPITAL EXPENDITURE								
New Assets	19,835	57,332	11,511	68,842	4,979	73,822	16,490	22,911
Asset Renewal	36,166	34,962	4,330	39,293	2,021	41,313	6,351	9,460
Total Capital Expenditure	**56,001**	**92,294**	**15,841**	**108,135**	**7,000**	**115,135**	**22,841**	**32,370**
Net Capital Funding - Surplus /(Deficit)	**0**	**0**	**0**	**0**	**-0**	**0**	**0**	**0**

Cash and Investments Budget Review Statement

Cumberland Council

Budget review for the quarter ended 31/12/2025

Description	Previous Year Actual 2024/25 $000's	Current Year Original Budget 2025/26 $000's	Approved Changes Review Q 1 $000's	Revised Budget $000's	Recommended changes for council resolution Q2 $000's	Projected Year End (PYE) Result 2025/26 $000's	VARIANCE ORIGINAL budget v PYE 2025/26 $000's	ACTUAL YTD 2025/26 $000's
Total Cash, Cash Equivalents & Investments	255,608	225,563	2,352	227,915	-6,495	221,419	-4,143	272,710
EXTERNALLY RESTRICTED								
Developer contributions - *General*	144,703	122,905	496	123,402	-5,326	118,076	-4,830	136,917
Domestic waste management	15,407	14,488	4,149	18,637	-10	18,627	4,139	18,035
Stormwater management	4,611	3,402	1,048	4,450	226	4,676	1,274	4,902
Other (please specify)	19,770	13,579	-1,374	12,205	-1,101	11,104	-2,475	18,230
Total Externally Restricted	**184,491**	**154,374**	**4,319**	**158,693**	**-6,211**	**152,482**	**-1,891**	**178,084**
Cash, cash equivalents & investments not subject to external restrictions	**71,117**	**71,189**	**-1,968**	**69,222**	**-284**	**68,937**	**-2,252**	**94,626**
INTERNAL ALLOCATIONS								
Employee entitlements	8,725	8,669	57	8,725	262	8,987	319	8,725
Property Reserve	7,457	7,293	63	7,357	0	7,357	63	7,383
Traffic & Transport Reserve	3,000	0	3,000	3,000	0	3,000	3,000	3,000
Childcare Reserve	2,000	0	2,000	2,000	0	2,000	2,000	2,000
Infrastructure Reserve	21,085	18,133	-1,048	17,085	0	17,085	-1,048	18,842
Community Reserve	1,127	1,031	-644	387	-20	367	-664	866
Other	17,471	18,055	-1,687	16,367	0	16,367	-1,687	16,736
Total Internally Allocated	**60,866**	**53,181**	**1,741**	**54,922**	**242**	**55,163**	**1,983**	**57,553**
Unallocated	**10,251**	**18,009**	**-3,708**	**14,300**	**-526**	**13,774**	**-4,235**	**37,073**

Developer Contributions Summary

Cumberland Council

Budget review for the quarter ended 31/12/2025

Purpose	Opening Balance	Developer Contributions Received		Interest Earned	Interest Earned	Amounts Expended	Amounts Expended	Held as Restricted Asset
		Cash	Cash					
	As at 1 July 2025	Q1	Q2	Q1	Q2	Q1	Q2	As at this Q
	$000's	$000's	$000's	$000's	$000's	$000's	$000's	$000's
Drainage	-669			-8	-8			**-685**
Traffic facilities	20,738	693	820	248	253	194	113	**22,444**
Parking	-1,654		25	-19	-19			**-1,667**
Open space	52,994	977	1,129	593	462	3,186	11,959	**41,011**
Community facilities	29,273	349	425	345	343	94	223	**30,419**
Other	27,631	124	185	319	312	393	520	**27,659**
Total S7.11 Under plans	**128,314**	**2,144**	**2,583**	**1,478**	**1,343**	**3,867**	**12,815**	**119,181**
S7.12 Levies	16,244	945	357	200	199	100	215	**17,629**
Other	146	31		2	1	14	58	**108**
Total Developer Contributions	**144,703**	**3,121**	**2,940**	**1,679**	**1,543**	**3,981**	**13,089**	**136,917**

DOCUMENTS ASSOCIATED WITH REPORT C02/26-4

Attachment 2

Q2 2025-26 Major Project Update - Guildford Pool Upgrade

Project Summary Report – Guildford Pool Upgrade

Construction Commencement Date: October 2025

Total Project Budget: $30 million

Main Contractor: Lipman

Project Status: February 2026

Project Background and Scope

The project involves demolition of existing structures including indoor and outdoor pools, buildings, plant rooms and the construction of a new swim centre facility.

The new aquatic facilities include a new outdoor six-lane 25-metre pool with ramp access and a new indoor facility featuring a new 25-metre indoor pool, dedicated swim and program area along with provisions for a future zero-depth splash park next to the outdoor pool, modern family friendly change rooms, including a dry change area and pool deck showers to both pools, Additional supporting infrastructure will include a new plant room, an external storage building, a back-of-house service area with a turning circle for delivery and logistics vehicles, and a new substation to support the aquatic facility. The main building will also include front-of-house and administration areas such as a reception, merchandising and foyer space, food and beverage areas, a multipurpose room, office administration space and general seating areas.

Project Status

The construction of the new Guildford Pool is advancing well. Previous adverse site conditions, including existing concrete footings and asbestos, have been fully addressed onsite. Bulk earthworks are complete, piling works are substantially finished with only the extension of the balance tank piles to the required reduced level remaining, the ring beam construction for the indoor pool is nearly complete, and retaining wall 2 at the southern end of the site has been fully constructed.

In the coming period, planned activities include pouring the ring beam for the indoor pool, completing the pile extensions and excavation for the indoor pool balance tank, progressing detailed excavation for the external pool to allow installation of inground services, installing services and preparing the Stage 1 slab on ground in the front portion of the main building, and pouring that initial slab section. Overall, the project is progressing steadily with major foundational and structural elements either completed or well advanced.

Budget Summary

The total project budget for the life of this project is $30m.

To date total spend on this project over its life totals $6,908,003

A breakdown of the project expenditure for 2025/26 is in the following table (note all figures exclude GST):

Project Description	Actual 31 Dec 2025	Commitments	Approved Budget	Proposed Q2 budget	Uncommitted
Guildford Pool Upgrade	$4,680,413	$23,464,536	$19,300,000	$17,300,000	$0

* Commitments will carry into 2026/27

DOCUMENTS ASSOCIATED WITH REPORT C02/26-4

Attachment 3

Q2 2025-26 Major Project Update - Granville Park Play Space

Project Summary Report – Granville Splash Park

Construction Commencement Date: June 2025

Total Project Budget (Includes Design and Negotiations): $5.5m

Main Contractor: CA&I Pty Ltd

Project Status: February 2026

Project Background and Scope

The Granville Splash Park is located within Granville Park and the project involves removal of existing play equipment and installation of new waterplay and other play equipment.

Work aspects includes the installation of a range of different play zones, water play, adventure and nature play with soft fall and mulch surfaces. The play area includes installation of traditional play equipment like rockers, slides, swings, carousel and an accessible swing. The waterplay area has a rain circle, spray tunnel, misters and water pumps. Adventure play area includes embankment climbing, sliding items, fireman's poles, climbing walls, with a triple cube climbing tower. There is a nature play balance course consists of recycled tree logs, sandstone rocks and carved animals.

The Splash Park will be serviced by two new amenity structures, one structure will include toilets and showers the other structure will house change rooms. A picnic area with seats, shelters and BBQ will be constructed as part of this project.

Project Status

As of February 2026, the Granville Splash Park project has completed site establishment and clearing, bulk earthworks, and the installation of all major underground services, including stormwater drainage, sewerage, electrical and hydraulic infrastructure. Construction of concrete footpaths and the amenities building has also been completed. The delivery of playground and water play equipment was delayed at the end of 2025 by supply chain delays and logistical international shipping constraints. Installation of playground and splash park equipment, soft fall surfacing, and landscape works are currently underway and progressing toward completion.

Anticipated project completion is scheduled for the end of February 2026.

Budget Summary

The total project budget for the life of this project is $5.5m.

A breakdown of the project expenditure for 2025/26 is in the following table (note all figures exclude GST):

Project Description	Actual 31 Dec 2025	Commitments	Approved Budget	Proposed Q2 budget	Uncommitted
Granville Park New Playground & Splash	$3,463,283	$1,195,456	$4,800,000	$4,800,000	$141,260

DOCUMENTS ASSOCIATED WITH REPORT C02/26-4

Attachment 4

Q2 2025-26 Major Project Update - Auburn Basketball Centre

Project Summary Report – Auburn Basketball Centre

Project Commencement Date: July 2025

Total Project Budget (Includes Design and Negotiations): $25 million

Main Contractor: Grindley Construction Pty Ltd

Project Status: February 2026

Project Background and Scope

The subject site known as the Auburn Basketball Centre is located in Wyatt Park precinct at Auburn. The proposed centre's footprint covers an area of approximately 3000$m^{2.}$

The project scope includes groundworks, followed by the construction of a new dedicated indoor basketball centre featuring two International Basketball Federation (FIBA) -certified basketball courts, a dedicated gym, physio and treatment spaces, players' lounge, male and female change rooms with recovery areas, large storerooms, retractable spectator seating, sports administration spaces including offices, workstations and meeting rooms, front reception and kiosk for food and beverages, and plant to service the facility.

External works include readjustments and augmentation to the existing roads/car park adjacent to the facility and landscaping new electrical sub-station.

Project Status

The Project continues to encounter inground challenges including bonded asbestos, bricks, substantial concrete, glass, bitumen, metal and soft ground requiring substantial ground remediation works.

Current site works include footings, inground services, erection of retaining walls, lift pit, and waterproofing.

Pile foundation and on-site rainwater detention tank works have been completed.

Budget Summary

The total project budget for the life of this project is $25m.

A breakdown of the project expenditure for 2025/26 is in the following table (note all figures exclude GST):

Project Description	Actual 31 Dec 2025	Commitments	Approved Budget	Proposed Q2 budget	Uncommitted
Auburn Basketball Centre	$3,112,791	$19,497,877	$8,000,000	$15,000,000	$0

* Commitments will carry into 2026/27









Item No: C02/26-5

PERFORMANCE AND PROGRESS REPORT JULY TO DECEMBER 2025

Directorate: Corporate Performance
Responsible Officer: Director Corporate Performance (Deputy GM)
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

The Operational Plan 2025-2026 identifies Council's planned actions for the year, as well as the allocated budget for the delivery of Services. These activities are in direct response to the Community Strategic Plan (CSP) 2025-2035. The CSP has four high level strategic directions, capturing the community's aspirations for Cumberland City that performance and progress will be measured against.

- Supporting a safe, healthy, creative and connected community.
- Enhancing the natural and built environment.
- Delivering sustainable, safe and accessible infrastructure and services.
- Providing transparent, accountable and strong local leadership.

The six monthly Performance and Progress Report provides an update on Council's progress in implementing the planned activities for the period July 2025 – December 2025 and is provided under Attachment 1 to this report.

RECOMMENDATION:

That the report be received.

REPORT

The Performance and Progress Report July 2025 - December 2025 provides an update to the community and Council on the progress made in fulfilling the 116 principal deliverables, committed to in the Operational Plan 2025-2026.

Performance and progress is reported against 262 actions and 218 performance indicators.

Action status:

- 95.42% of actions are 'On Track'
- 2.67% of actions are 'Completed/Target Met'
- 0.38% of actions 'Needs Attention'
- 1.53% of actions are 'On Hold'.

Performance status:

- 71.10% of performance indicators measures are 'On Track'
- 16.97% of performance indicators measures are 'Completed/Target Met'
- 10.09% of performance indicators 'Needs Attention'
- 1.83% of performance indicators are 'On Hold'

Highlights for this Reporting Period

Strategic Direction 1 - Supporting a safe, healthy, creative and connected community

- Successfully completed the Seniors Club Cumberland Project, bringing participants together to reflect on the program and recognise its role in reducing social isolation among seniors.
- Delivered and provided support to various civic events, including:
    - Antoine 'Tony' Issa Room Dedication at Granville Town Hall
    - Recognition of Renga Rajan for his appointment as Rotary District Governor
    - Several Remembrance Day Memorial Services across Cumberland.
- Launched a Civic Education Program involving five schools, delivering an immersive two-hour session designed to build student agency and deepen understanding of civic and community participation.

Strategic Direction 2 - Enhancing the natural and built environment

- Council put a submission to the Metropolitan Memorial Parks on the Carnarvon Golf Course Crown Cemetery Proposal, strongly advocating the community's voice.
- Council was nominated for the Council Crown Land Management Award for the Cumberland General Community Use Plan of Management as part of the NSW and ACT Community Achievement Awards.
- As part of the Smart Places Strategy and Action Plan, Council has:
    - Installed Smart Benches in Auburn Botanical Gardens
    - Installed lighting in Auburn, Wentworthville and Guildford.

Strategic Direction 3 - Delivering sustainable, safe and accessible infrastructure and services

- Successfully delivered numerous projects and commenced work on several major construction projects including:
    - Nemesia Street Park
    - Merrylands Park Amenity Building
    - Dirrabari Reserve Amenity Building.
- Council demonstrated excellence across the Aquatic industry by winning and/or being nominated as Finalists for various awards at the Aquatic and Recreation Institute (ARI) 2025 Awards of Excellence. Council's aquatic and leisure centres

also achieved record membership growth and delivered expanded gym, wellness and learn to swim programs for all ages and abilities.

- Continued to deliver uninterrupted domestic waste services, including garbage, recycling, garden organics and household clean ups. Council also carried out daily inspections of waste collection areas and conducted weekly safety meetings to ensure efficient and compliant management of the domestic waste collection service.

Strategic Direction 4 Providing transparent, accountable and strong local leadership

- Strengthened community outcomes through two new long term leases. At Wyatt Park, a renewed lease with Flipside will support the continued operation of the skatepark and wheeled sports facility. Council also finalised a long term lease with Sydney Marae Alliance Incorporated to establish Australia's first Māori Cultural and Education Centre at Hyland Road Reserve, creating a dedicated space for cultural learning and community connection.
- Successfully delivered 10 citizenship ceremonies with 1,799 conferees receiving citizenship. 94% of conferees received their citizenship within three months, reflecting strong process management and a consistent focus on timely service delivery.

A detailed update on Council's performance and progress during the reporting period is included as Attachment 1 to this report.

COMMUNITY ENGAGEMENT

The six monthly Performance and Progress Report July 2025-December 2025 will be placed on Council's website for public viewing.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

For the first six months, Council progressed in delivering on the commitments set out in the Operational Plan 2025-2026.

ATTACHMENTS

1. Performance and Progress Report July to December 2025 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-5

Attachment 1

Performance and Progress Report July to December 2025



CUMBERLAN
CITY COUNC

Operational Plan 2025-2026

Performance and Progress Report

July 2025 – December 2025

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

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Introduction

Welcome to Cumberland City Council's Performance and Progress Report July 2025 – December 2025. This report evaluates and reports on Council's performance relative to the commitments and principal deliverables detailed in the Delivery Program 2025-2029 and Operational Plan 2025-2026.

The Operational Plan represents Council's annual action plan, established in response to the community's priorities identified in the Cumberland Community Strategic Plan 2025-2035 (CSP) and developed through extensive community engagement. The Operational Plan also informs the community about Council's service areas, sub services and the performance measures used to assess how Council is tracking towards achieving the Community's vision for its future.

Integrated Planning and Reporting Framework

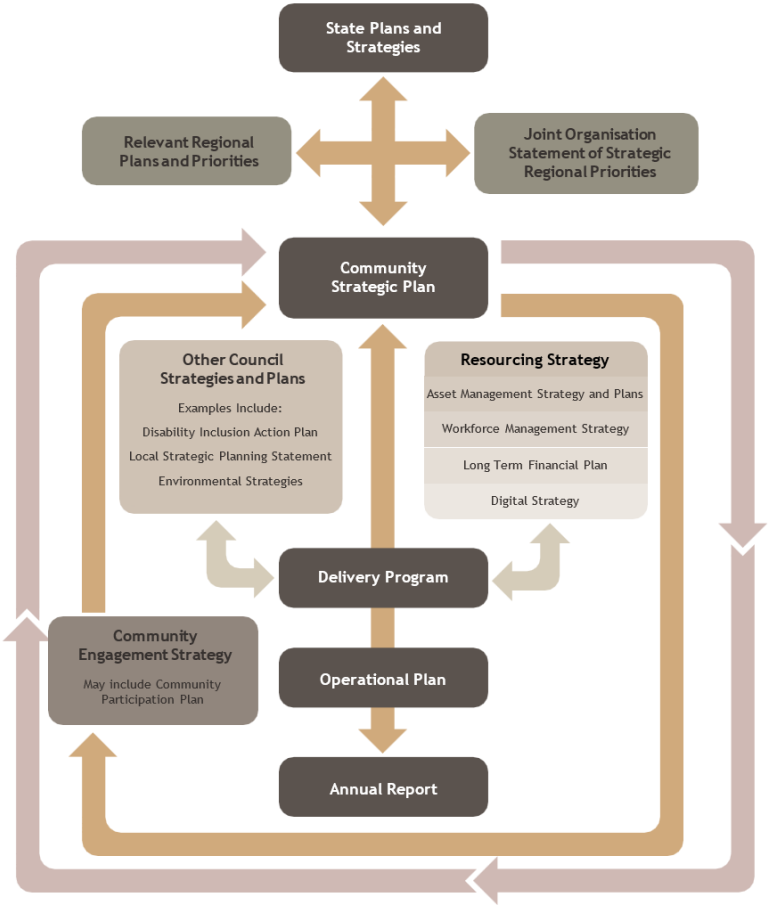
Under the *NSW Local Government Act 1993*, councils are mandated to adopt a robust approach to planning and decision making through the Integrated Planning and Reporting (IP&R) Framework.

The IP&R Framework is central to all Council plans, guiding how councils provide leadership, plan and make decisions about services and resources. The framework consists of documents designed to ensure that NSW councils are undertaking long term planning for the future of their communities and that planning is based on thorough community engagement. The framework is a cascading set of plans, strategies and reports designed to translate high level community hopes and aspirations into actionable activities for Council.

Plans within the IP&R Framework ensure that Council activities are aligned with community priorities, are sustainably resourced and all progress is measured and reported.

The IP&R Framework provides Council and the community, a clear and transparent picture of:

- Where are we now?
- Where do want to be in 10 years? The CSP sets the community vision and strategic directions.
- How do we plan to get there? The Resourcing Strategy, Delivery Program and Operational Plan provide the strategies and actions.
- How will we know when we have arrived? Six monthly, Annual and State of our City reporting provides updates on Council's performance and progress.



Foundation of our Plans

The foundation of our plans provides a strong line of sight across Cumberland's fully integrated suite of IP&R documents and reports, clearly communicating key components of the IP&R Framework. Cumberland has introduced the following icons to clearly communicate key information.

Strategic Directions

Following extensive community engagement, the Community Strategic Plan (CSP) captures what the community values most about Cumberland and conveys this through four high level Strategic Directions.

The four Strategic Directions are represented throughout this report with the following icons:

Supporting a safe, healthy, creative and connected community

Delivering sustainable, safe and accessible infrastructure and services

Enhancing the natural and built environment

Providing transparent, accountable and strong local leadership

Quadruple Bottom Line

Local government operates under four key pillars to ensure the community receives the services they expect. The Quadruple Bottom Line (QBL) is a framework to evaluate performance across four pillars.

Council is required to plan based on the QBL in an integrated way to ensure Cumberland balances community needs to create a sustainable city.

The four pillars of the QBL will be represented throughout this Operational Plan with the following icons:

Social | Environmental | Economic | Civic Leadership

Council's Role

Council is responsible for the provision of goods, services, facilities and carrying out activities appropriate to the current and future needs within its local community and of the wider public. As Cumberland faces many complex challenges that extend beyond the direct delivery of services, Council recognises that it alone cannot address all needs. Council therefore engages with other partners, such as state agencies and community groups, to deliver the long term objectives of the CSP.

The CSP identifies the role of Council in contributing to the Strategic Directions.



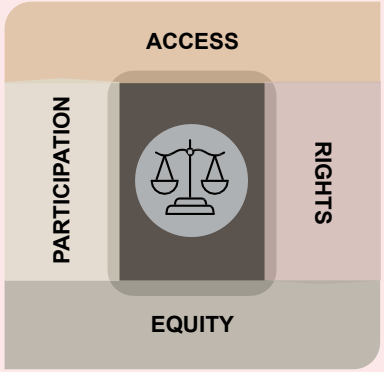
Council's role will be represented throughout this report with the above icons:

- **Deliver** direct services and facilities to meet local community needs.
- **Partner** with organisations, government agencies, businesses and other community groups to achieve shared outcomes.
- **Advocate** on behalf of our communities by giving a voice to their needs and aspirations. Council will call on other levels of government and businesses for policy and regulatory reform, as well as changes to service provision for the benefit of the city and its communities.

Social Justice Principles

Council's planning and service delivery are guided by social justice principles. These principles promote fairness in the distribution of resources, equitable access to services and inclusive participation in decision making to benefit the community.

Social Justice Principles will be represented throughout this report with the following icon.



CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

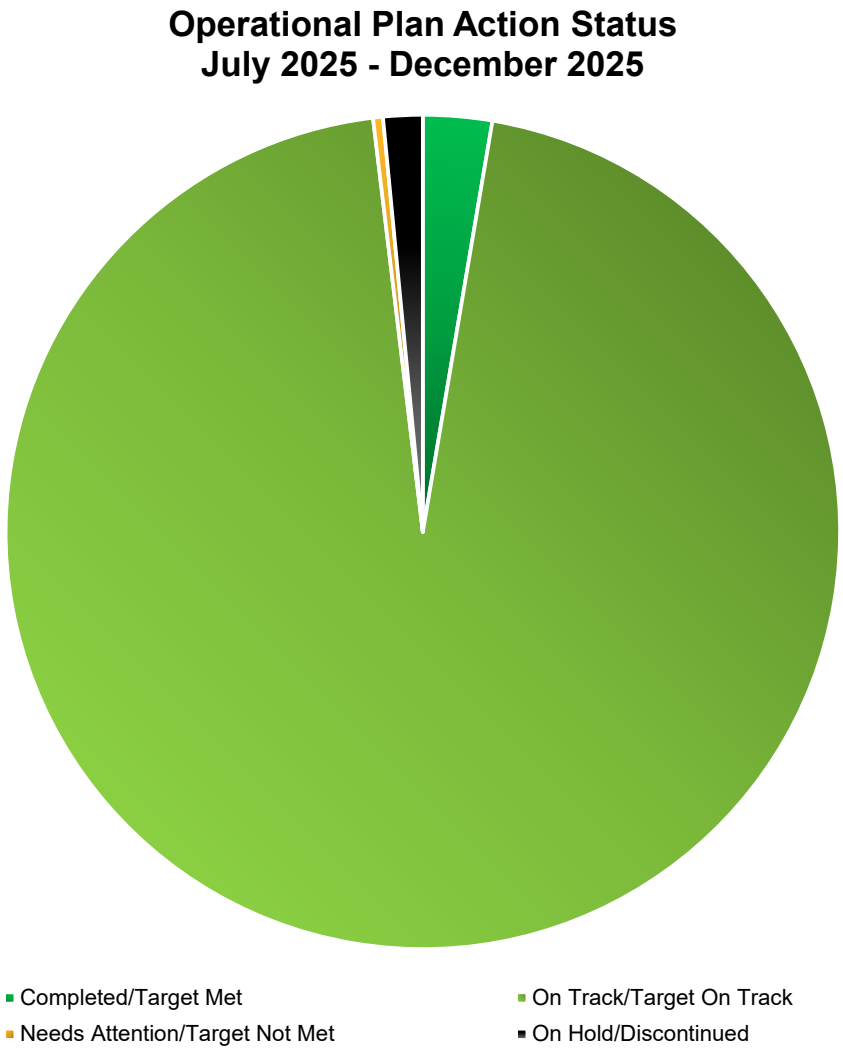
Executive Summary

The six monthly Performance and Progress Report outlines progress against 262 actions for the 116 principal deliverables detailed in the Operational Plan 2025-2026.

As of 31 December 2025:

- 95.42% of actions are 'On Track/Target On Track'
- 2.67% of actions are 'Completed/Target Met'
- 1.53% of actions are 'On Hold/Discontinued'
- 0.38% of actions are 'Needs Attention/Target Not Met.'

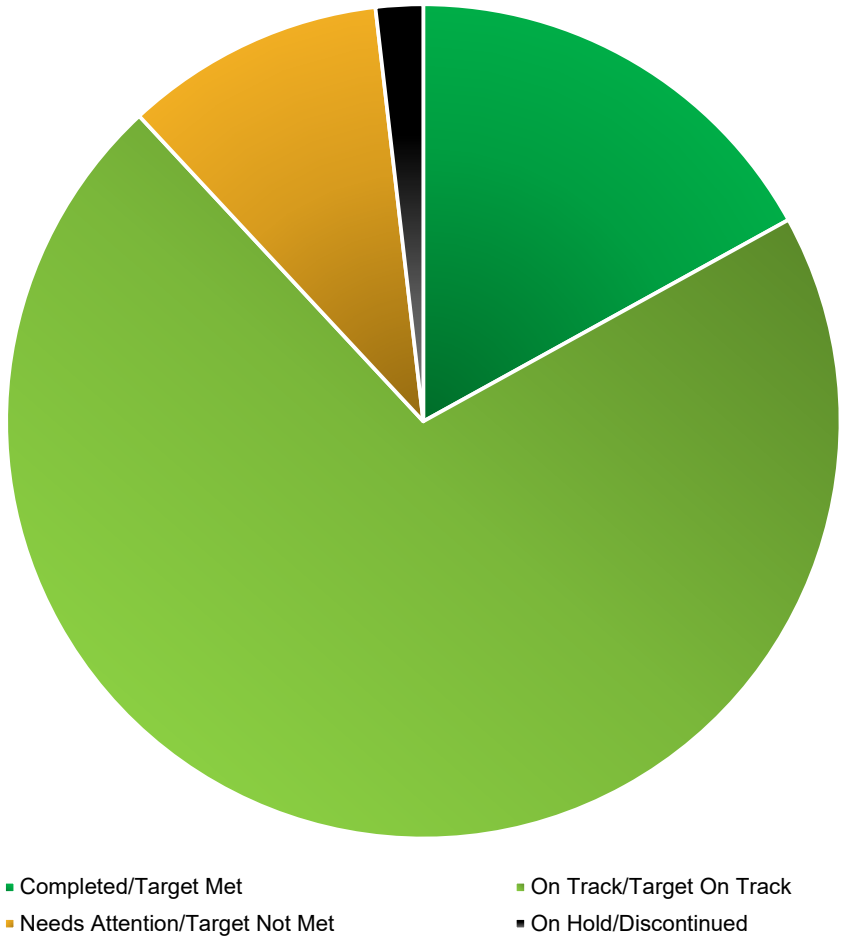
Action Status	Total
Completed/Target Met	7
On Track/Target On Track	250
Needs Attention/Target Not Met	1
On Hold/Discontinued	4



CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Operational Plan Performance Indicator Status July 2025 - December 2025



The six monthly Performance and Progress Report outlines progress against 218 performance indicators for the 116 principal deliverables detailed in the Operational Plan 2025-2026.

As of 31 December 2025:

- 71.10% of actions are 'On Track/Target On Track'
- 16.97% of actions are 'Completed/Target Met'
- 10.09% of actions are 'Needs Attention/Target Not Met'
- 1.83% of actions are 'On Hold/Discontinued.'

Performance Indicator Status	Total
Completed/Target Met	37
On Track/Target On Track	155
Needs Attention/Target Not Met	22
On Hold/Discontinued	4

Reading the Report

The Operational Plan 2025-2026 commenced on 1 July 2025 and includes 35 frontline and internal services. Performance and progress are reported by services aligned with the four Strategic Directions set in the CSP:

- Strategic Direction 1 - Supporting a safe, healthy, creative and connected community
- Strategic Direction 2 - Enhancing the natural and built environment
- Strategic Direction 3 - Delivering sustainable, safe and accessible infrastructure and services
- Strategic Direction 4 - Providing transparent, accountable and strong local leadership.

Each section of the Performance and Progress Report provides:

- Service updates – summary of overall progress, including key achievements, challenges and alignment with the Foundation of our Plans
- Progress updates – provided against the principal deliverables and actions within each sub services
- Performance indicators – methods of assessment used to review how Council is progressing towards achieving output targets.

Icons	Progress Status	Performance Indicator Status	Status Description
	**Completed**	**Target Met**	The principal deliverable has delivered on it actions (programs and projects) and performance indicator results have achieved their targets.
	**On Track**	**Target On Track**	The principal deliverable is delivering on its regular actions and performance indicator results are meeting their targets.
	**Needs Attention**	**Target Not Met**	The principal deliverable is experiencing issues or setbacks impacting timeframes and delivery. Performance indicator results are below their target, indicating they require attention.
	**On Hold**	**Discontinued**	The principal deliverable commitments and performance indicators have been temporarily postponed, deferred or cancelled.

Highlights

Strategic Direction 1 Supporting a safe, healthy, creative and connected community	Strategic Direction 2 Enhancing the natural and built environment	Strategic Direction 3 Delivering sustainable, safe and accessible infrastructure and services	Strategic Direction 4 Providing transparent, accountable and strong local leadership
Successfully completed the Seniors Club Cumberland Project, bringing participants together to reflect on the program and recognise its role in reducing social isolation among seniors.	Council put a submission to the Metropolitan Memorial Parks on the Carnarvon Golf Course Crown Cemetery Proposal, strongly advocating the community's voice.	Successfully delivered numerous projects and commenced work on several major construction projects including: • Nemesia Street Park • Merrylands Park Amenity Building • Dirrabari Reserve Amenity Building.	Implemented a Project Management Office and Framework for the first time, improving the planning, delivery and governance of Council projects.
Council delivered and provided support to various civic events, including: • Antoine 'Tony' Issa Room Dedication at Granville Town Hall • Recognition of Renga Rajan for his appointment as Rotary District Governor • Several Remembrance Day Memorial Services across Cumberland.	Council was nominated for the Council Crown Land Management Award for the Cumberland General Community Use Plan of Management as part of the NSW and ACT Community Achievement Awards.	Council demonstrated excellence across the Aquatic industry by winning and/or being nominated as Finalists for various awards at the Aquatic and Recreation Institute (ARI) 2025 Awards of Excellence. Council's aquatic and leisure centres also achieved record membership growth and delivered expanded gym, wellness and learn-to-swim programs for all ages and abilities.	Strengthened community outcomes through two new long term leases. At Wyatt Park, a renewed lease with Flipside will support the continued operation of the skatepark and wheeled sports facility. Council also finalised a long term lease with Sydney Marae Alliance Incorporated to establish Australia's first Māori Cultural and Education Centre at Hyland Road Reserve, creating a dedicated space for cultural learning and community connection.
Launched a Civic Education Program involving five schools, delivering an immersive two-hour session designed to build student agency and deepen understanding of civic and community participation.	As part of the Smart Places Strategy and Action Plan, Council has: • Installed Smart Benches in Auburn Botanical Gardens • Installed lighting in Auburn, Wentworthville and Guildford.	Continued to deliver uninterrupted domestic waste services, including garbage, recycling, garden organics and household clean-ups. Council also carried out daily inspections of waste collection areas and conducted weekly safety meetings to ensure efficient and compliant management of the domestic waste collection service.	Successfully delivered 10 citizenship ceremonies with 1,799 conferees receiving citizenship. 94% of conferees received their citizenship within three months, reflecting strong process management and a consistent focus on timely service delivery.



STRATEGIC DIRECTION 1

Supporting a safe, healthy, creative and connected community

Arts and Culture
Children and Youth Development
Community Development
Education and Care
Events
Libraries
Seniors and Disability

In 2035, Cumberland will be a vibrant community that celebrates diversity, culture and values inclusivity. It is a safe place to live, where learning thrives, creativity is encouraged and everybody feels they belong.

Strategic Direction

Strategic Direction

Strategic Direction

FOUNDATION OF OUR PLANS

COUNCIL'S ROLE

Deliver | *Partner* | Advocate

OBJECTIVE 1.1 Our community is resilient, cohesive, creative and supports inclusion, access and diversity

- 1.1.1 Encourage and support participation in children and youth services
- 1.1.2 Embed culture and creativity in everyday life, providing access to cultural events, arts and activities
- 1.1.3 Provide and promote resources, services and programs that celebrates the diversity in our community

OBJECTIVE 1.2 We have a safe, healthy and connected community

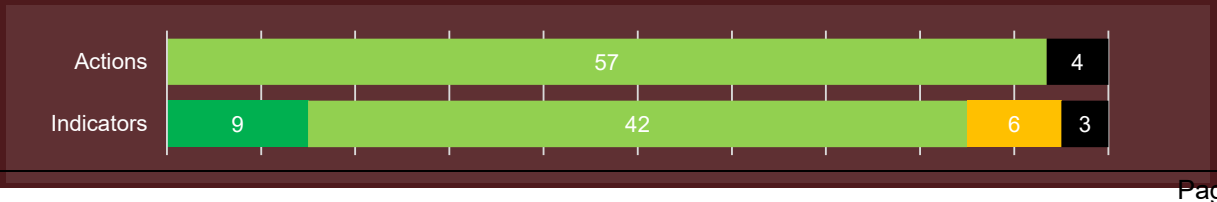
- 1.2.1 Provide access to crime prevention and community safety initiatives
- 1.2.2 Deliver accessible health and wellness programs and initiatives
- 1.2.3 Provide access to services and information to support health, wellbeing and address homelessness

OBJECTIVE 1.3 Our community is empowered with knowledge, support and capacity building

- 1.3.1 Ensure high quality education and care services are available
- 1.3.2 Provide education and recreation activities through high quality and accessible library services and programs
- 1.3.3 Provide access to employment and capacity building pathways and opportunities

OUR PERFORMANCE BY STRATEGIC DIRECTION

Council's progress against the Delivery Program and Operational Plan contributed to the overall achievement in the effectiveness in delivering key services related to Strategic Direction 1.



CUMBERLAND CITY COUNCIL

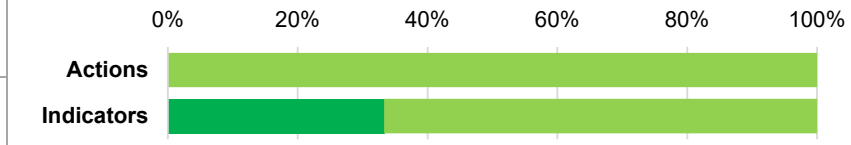
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Arts and Culture

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	1	**Principal Deliverables**	3
Actions	4	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attentipon		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council's Diwali and Mental Health Month Community Arts Program, led by artist Rupa Parthasarathy, promoted mindfulness through traditional cultural art workshops, culminating in an art installation in Friend Park, Wentworthville for Council's Diwali Street Festival. 97% of participants reported being satisfied or very satisfied with Council's Arts Programs, based on 110 evaluation surveys completed by 470 program participants.	Deliver Partner Advocate

Responsible Officer – Senior Coordinator, Arts and Culture

Sub Service – Arts Programs

CSP Objective 1.1
Our community is resilient, cohesive, creative and supports inclusion, access and diversity

Principal Deliverable	Actions	Status	Progress Update
Assist with the planning and implementation of Public Art	Provide guidance to commissioners of public art in the application of best practice principles to planning, commissioning, implementing and maintaining public art		Council provided strategic advice and guidance to ensure alignment with local priorities and best practice. This included: • Joseph Street Precinct Public Art Plan developed through engagement with Western Sydney artists and key community stakeholders, preparing five new public art projects by eight artists to activate Lidcombe's Joseph Street Precinct Upgrade • Regents Park Precinct Public Art Murals delivered two new murals by prolific Australian muralist Sophi Odling as part of Regents Park Library Precinct upgrades in collaboration with Transport for NSW's reVITALise Program. These new murals embed placemaking, vibrancy and community connection in Regents Park public spaces.
CSP Strategy 1.1.2 Embed culture and creativity in everyday life, providing access to cultural events, arts and activities			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Arts and Culture **Sub Service – Arts Programs**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver Artist in Residence Program	Deliver an expression of interest for applications and engage successful applicants for the Artist in Residence Program		Council promoted an Expression of Interest in October and November 2025 for the Artist in Residence Program for 2026. Engagement activities included outreach to Western Sydney artist networks and cultural organisations to encourage applications and broaden participation. Seven submissions were received, with five artists recommended for inclusion in the 2026 Artist in Residence Program.
	Promote the Artist in Residence Program and engage artist and non-artist communities to encourage involvement		The Artist in Residence Program involved five artists in residence working across Council's two key cultural facilities, the Peacock Gallery and Granville Centre Art Gallery. Program promotion was delivered through Council's website, social media channels and community networks, attracting participation of over 90 community members with Artists presenting 10 free programs to the community and open studio programs. The Program initiative continued to strengthen connections between artists and local audiences, supporting inclusive access to arts and culture.
CSP Strategy 1.1.2 Embed culture and creativity in everyday life, providing access to cultural events, arts and activities			
Deliver Major Arts Programs	Facilitate and evaluate annual art programs and activities at Council's arts and cultural facilities		Council delivered a diverse program of arts activities, including: • Art Lab - A monthly creative workshop series held on the first Saturday of each month from July to December, delivering seven workshops at Granville Centre Art Gallery. • School Holiday Workshops - Six workshops delivered across July and October school holidays, engaging families and young people in hands on art experiences. • Sydney Seniors Learning Society Exhibition - Presented at Granville Centre Art Gallery, showcasing artworks by over 130 senior artists ranging from beginners to experienced practitioners. • Moon Festival Cultural Event Program - The event held at Guilfoyle Park, Regents Park on Saturday, 11 October 2025, featured a live mural painting by award winning muralist Christina Huynh, interactive activities for families, and an outdoor screening of Sing 2. Programs were promoted through Council's website, social media and community networks, supporting inclusive participation and cultural engagement across Cumberland.
CSP Strategy 1.1.2 Embed culture and creativity in everyday life, providing access to cultural events, arts and activities			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Arts and Culture					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Assist with the planning and implementation of Public Art *CSP Strategy 1.1.2*	Percentage of public art advice requests actioned	100%	100%		Council completed two Public Art Projects and one Development Application Public Art Plan review.
Deliver Artist in Residence Program *CSP Strategy 1.1.2*	Number of Artist in Residence Programs and activities	3	10		The presentation of a series of open studios by artist Pheany Ban at Peacock Gallery resulted in increased activities.
Deliver Major Arts programs *CSP Strategy 1.1.2*	Number of Major Arts Programs delivered annually	4	4		The presentation of the Moon Festival cultural event resulted in increased Arts and Culture program activity.

CUMBERLAND CITY COUNCIL

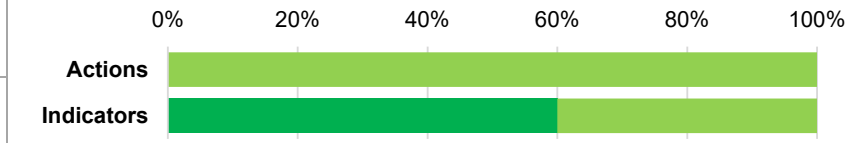
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Children and Youth Development

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	2	**Principal Deliverables**	3
Actions	5	**Performance Indicators**	5



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights

56 schools were involved in the delivery of the 2025 Pursuit of Excellence Award Program recognising one student per school in Cumberland for their outstanding achievements in the areas of school spirit, personal excellence, friendship and peer support.

Council launched a Civic Education Program with five schools taking part in the initiative, which offered an immersive two-hour program aimed at building agency and a deeper understanding of civic and community participation.

Council hosted a Faith Leaders Forum as an opportunity to share information and foster networking within the faith communities. 22 local faith leaders and faith representatives attended the in person forum to learn more about a range of local services designed to support Cumberland's faith communities, with a focus on youth.

Council delivered a digital safety webinar with 18 local children and youth professionals. The webinar covered risks associated with using online platforms and how sector professionals can support children and young people's online safety.

Foundation of our Plan Icons

Deliver
Partner
Advocate

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Children and Youth Development **Sub Service – Children's Development**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access, and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Improving the lives of children and their families	Develop the Cumberland Children's and Families Strategy 2026-2030		The Draft Cumberland Children's and Families Strategy 2026–2030 was placed on public exhibition for community feedback between Monday, 27 October 2025 to Monday, 24 November 2025, receiving one submission. The final Cumberland Children's and Families Strategy 2026–2030 is on track to be presented to Council for adoption.
	Facilitate children and families' events and programs		School holiday programs, focusing on health and wellbeing and building the skills and capacity of children with 741 participants attending. Seven nature play sessions, involving learning about the environment and experiencing nature, were delivered at Bush School with 276 participants. 10 members of the Cumberland Child and Family Network completed a full day beginner Key Word Sign training session, which Council coordinated in response to an identified need among local children's professionals. Council hosted the 2025 Family Christmas Fair for approximately 500 attendees. The event featured performances from Merrylands Public School, the Riverland Choir and the Holroyd City Brass Band, alongside a range of children's entertainment and free activities. 301 community members participated in the free photo opportunity with Santa.
CSP Strategy 1.1.1 Encourage and support participation in children and youth services			
Maintain Council as a Child Safe Organisation	Facilitate targeted child protection initiatives and provide ongoing education		Council collaborated with the Cumberland Child Protection Interagency to celebrate National Child Protection Week with a Schools Breakfast at Hilltop Road Public School. Approximately 700 students and their families were invited to the event, which featured an art competition and protective behaviour education sessions. Council hosted the 2025 Local Government Child Protection Forum with support from the Local Government Child Safe Working Reference Group, including Local Government NSW (LGNSW). The forum welcomed 182 participants who heard from speakers including NSW Advocate for Children and Young People, representatives from the Reportable Conduct and Child Safe Teams at the Office of the Children's Guardian and presenters from the Office of Sport. Council celebrated Children's Week with Cumberland Safe Kids Day at Auburn Centre for Community. 158 children and their families participated in activities focused on emotional literacy and body safety. Local services facilitated information stalls and pop-up activities promoting key safety messages. Council held three Child Protection Team meetings and supported two Cumberland Child Protection Interagency meetings.
CSP Strategy 1.1.1 Encourage and support participation in children and youth services			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Children and Youth Development **Sub Service – Youth Development**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access, and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Supporting better outcomes for young people making Cumberland a vibrant place of opportunity where all young people are supported to learn, be safe, belong, work and connect.	Implement Year Four actions from Cumberland Youth Strategy 2022-2026: ➢ Identify and activate welcoming places for young people in Cumberland City, including community centres and parks. ➢ Identify and enable partnership and funding opportunities for youth-led activities and grassroots youth initiatives. ➢ Facilitate the inclusion of young people in the dialogue and development of the broader Cumberland City identity through collaboration across Council.		Progress on the Cumberland Youth Strategy Year 4 actions, include: • Activation of Council community centres, parks, and other youth friendly spaces such as skate parks, sporting courts and the Granville Centre Gallery • Youth sector training including working with young people from refugee backgrounds and young people with disability, promoting responsiveness and inclusion • Delivery of a youth-led initiative, with the Youth for Youth group planning and coordinating a children's activity at the Family Christmas Fair • Reviewing and updating the Children and Youth Participation Framework to strengthen youth inclusion across Council. The Youth, Recreation and Sports Advisory Committee was formed • Planning a coordinated response to growing concerns about environmental and societal change affecting young people • Review, update and enhance the Child Protection Framework for staff and representatives. • Working on confidence and capacity building initiatives to support young people entering employment, including a self-discovery art workshop, a legal rights workshop and public speaking workshops • Planning to utilise Council's advocacy role to improve affordable living for young people.
	Facilitate youth events and programs		147 attendees participated in youth school holiday programs focused on health, wellbeing, confidence, and skill building. Targeted youth workshops were delivered in identified areas of need, including cultural identity, in-person social skills, and art programs. During Homelessness Week, Council partnered with Vinnies Youth to deliver a workshop for 20 young people, deepening their understanding of homelessness, its causes, and local impacts. Council's Youth Employment and Skills Expo, delivered with Asuria Youth Employment Service, engaged 375 young people. The event featured over 40 interactive stalls, six hands on workshops and immersive experiences. Attendees accessed recruitment support and connected with local employers, training providers and youth services. Council partnered with Impowerfull Inc. to deliver the Clean Up Country Program at Campbell Hill Pioneer Reserve and Auburn Botanic Gardens, with involvement from Proud Dharug representative Andrew Johnson. Young people participated in targeted litter collection, cultural storytelling, traditional knowledge sharing and hands on action. The Cumberland Youth Interagency met three times, averaging 30 attendees representing youth services across Cumberland. The interagency also completed a sector survey, receiving 27 responses.
CSP Strategy 1.1.1 Encourage and support participation in children and youth services			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Children and Youth Development					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Improving the lives of children and their families *CSP Strategy 1.1.1*	Number of children and families' events, programs or actions	12	31	✓	Multiple activities were undertaken as part of the events and programs delivered.
Maintain Council as a Child Safe Organisation *CSP Strategy 1.1.1*	Number of targeted child protection actions within Council	12	21	✓	Actions are higher than target due to the large number of internal information sessions undertaken.
	Number of Child Protection team meetings	6	3	⧗	Held three Child Protection Team meetings and supported two Cumberland Child Protection Interagency meetings.
Supporting better outcomes for young people making Cumberland a vibrant place of opportunity where all young people are supported to learn, be safe, belong, work and connect *CSP Strategy 1.1.1*	Number of actions completed annually within the Cumberland Youth Strategy	6	3	⧗	Youth friendly places, child protection framework and youth inclusion.
	Number of youth events and programs	12	25	✓	Multiple activities were undertaken as part of the events and programs delivered.

CUMBERLAND CITY COUNCIL

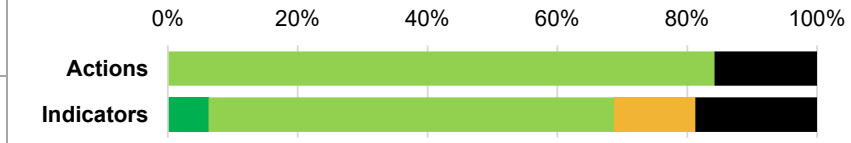
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Community Development

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	6	**Principal Deliverables**	6
Actions	19	**Performance Indicators**	16



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights

Council combined all community sector inter-agencies into one end of year networking session. Homeless services, Youth, Domestic and Family Violence and generalist community services came together to network and hear from industry leaders about how best to serve the Cumberland community.

In collaboration with NSW Police, Council ran a successful Community Family Safety Day, designed to connect community with the Police through fun activities, displays and demonstrations.

Council facilitated the Community Services Employment Expo, attended by approximately 150 potential job seekers. The Expo gave community members an opportunity to get practical tips for improving resumes, hear about being interview ready and engage with community services actively recruiting.

Foundation of our Plan Icons

Deliver
Partner
Advocate

Responsible Officer – Manager, Community Development

Sub Service – Aboriginal Engagement

CSP Objective 1.1
Our community is resilient, cohesive, creative and supports inclusion, access and diversity

Principal Deliverable	Actions	Status	Progress Update
Connect the Cumberland community with Aboriginal histories and culture	Develop Council's Reconciliation Action Plan (RAP) 2026-2028		Reconciliation Australia gave endorsement of the final draft of the RAP. The document is currently in design stage.
	Facilitate Aboriginal education and engagement programs, activities and events in the community		NAIDOC Week Program delivered at Central Gardens, attended by 350 people.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Community Development **Sub Service – Aboriginal Engagement**			**CSP Objective 1.1** **Our community is resilient, cohesive, creative and supports inclusion, access and diversity**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Connect the Cumberland community with Aboriginal histories and culture	Convene the Aboriginal and Torres Strait Islander Consultative Committee (ATSICC) Meetings		The ATSIC Committee was reinstated with the first meeting held in November 2025.
CSP Strategy 1.1.3 Provide and promote resources, services and programs that celebrates the diversity in our community			

Responsible Officer – Manager, Community Development **Sub Service – Capacity Building Programs**			**CSP Objective 1.3** **Our community is empowered with knowledge, support and capacity building**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Collaborate with the community sector to build a resilient Cumberland	Facilitate partnerships and collaborations with the community sector		Collaborations include: • NSW Health Auburn Diabetes Forum • Local Government R U OK Multicultural Consultation • Community Services Employment Expo • Automated External Defibrillator (AED) Health Information session with the Heart Foundation.
	Facilitate capacity building programs for the community sector and residents		Capacity Building programs include: • Newly Arrived Seminars • Cumberland Community Exchange Network Meetings • Community Services Employment Expo.
	Develop and implement the Cumberland Gender Equity Strategy 2026-2030		The first draft of the Gender Equity Strategy has been reviewed and is currently in design phase.
	Convene the Culturally and Linguistically Diverse (CALD) Committee Meetings		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.
CSP Strategy 1.3.3 Provide access to employment and capacity building pathways and opportunities			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Community Development **Sub Service – Community Grants**			**CSP Objective 1.3** **Our community is empowered with knowledge, support and capacity building**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Support the community sector through grants facilitation and delivery	Support the delivery of ClubGrants		Council partnered with the local Clubs, assisting to promote, assess and fund 89 applications to the value of $2,047,598.
	Facilitate and deliver Council's Community Grants programs		Round 1 of Cumberland Community Grants was delivered with 35 successful applicants, allocating $205,162.
	Deliver information sessions for potential applicants to create successful grant recipients		Council continued to offer capacity building opportunities to potential grant recipients, with an online information session held in August 2025, attended by nine community organisations. 11 community groups attended one on one advisory sessions and 25 attended a grant writing workshop delivered by a registered training organisation.
CSP Strategy 1.3.3 Provide access to employment and capacity building pathways and opportunities			

Responsible Officer – Manager, Community Development **Sub Service – Crime Prevention and Community Safety Programs**			**CSP Objective 1.2** **We have a safe, healthy and connected community**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Develop and implement crime prevention and community safety initiatives, programs and activities in Cumberland	Develop the Community Safety and Crime Prevention Plan 2026-2030		This Plan is in the final stages of development with an anticipated delivery of April 2026.
	Coordinate and maintain a partnership with NSW Police through the provision of CCTV		The continued partnership with NSW Police has informed the location of many of the cameras in Council's CCTV Program. Movement of cameras is determined by community need and Police in areas of high criminal activity. Council has worked closely with Police on public safety campaigns, including the New Years Eve initiative in Parks across Cumberland.
	Convene the Community Safety and Crime Prevention Committee Meetings		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.
CSP Strategy 1.2.1 Provide access to crime prevention and community safety initiatives			

Responsible Officer – Manager, Community Development **Sub Service – Domestic and Family Violence (DFV) Initiatives**			CSP Objective 1.2 We have a safe, healthy and connected community
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver the Cumberland Domestic and Family Violence Action Plan	Implement Year Three of the Cumberland Domestic and Family Violence Action Plan 2023-2025: ➢ Promote awareness amongst community to understand the effects of domestic and family violence on individuals and the community ➢ Collect more data and statistics not currently accounted for to drive increased funding for services in Cumberland ➢ Cumberland DV Sector work together to share resources ➢ Increase expertise of DV workers in Cumberland ➢ Increase in resources and support available to DFV Organisations in Cumberland ➢ Cumberland DFV Sector is supported to apply for both Council and external funding opportunities ➢ Maximise funding coming into Cumberland.		Council facilitated: • the DFV 16 Days of Activism March, attended by approximately 90 community members and the Domestic and Family Violence (DFV) sector • the annual DFV Information Forum, attended by over 100 members of the community sector • Coercive Control training for the sector in new coercive control laws. Council's Community Grants Program expanded its funding streams to include Community Safety and DFV, encouraging grants supporting vulnerable communities. Council utilised available statistics to apply for and receive a community safety grant, aimed at increasing amenity in city centres. All grant applicants were supported with information sessions and one on one advisory desks.
	Support the delivery of the Domestic and Family Violence Hub		Two additional services commenced outreach at the DFV Hub with the following services utilising the Hub: • Cultural Diversity Network Incorporated (CDNI) • Parramatta Women's Shelter • Women's Domestic Violence Court Advocacy Service (WDVCAS) • Matru Chaya • Western Sydney Legal Centre • Centre for Women's Economic Safety • SAGE Community Services • Kids First • Immigrant Women's Speak Out.
	Convene the Cumberland DFV Community of Practice meeting		Council's Community of Practice (CoP) meets bi-monthly and is an opportunity for the sector to network and gain information from industry leaders. The CoP met three times and heard from organisations such as 4 Voices, Gamble Aware and Anglicare. The group collaborated on the 16 Days of Activism March in November 2025.
CSP Strategy 1.2.1 Provide access to crime prevention and community safety initiatives			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Community Development **Sub Service – Homelessness**			CSP Objective 1.2 We have a safe, healthy and connected community
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver the Cumberland Homelessness Action Plan	Implement Year Two of the Cumberland Homelessness Action Plan 2024–2027: ➢ Engage and respond to local issues to improve outreach, being aware of the unique and diverse needs of those at risk of homelessness across Cumberland ➢ Build understanding on the narrative around homelessness and advocate for improved responses in this area ➢ Address the barriers to support services and housing faced by people seeking asylum ➢ Advocate to increase the supply of affordable housing in Cumberland and collaborate with housing providers to address demand.		Council conducted a social media campaign during Homelessness Week, with a focus on changing the narrative on common homelessness myths. Council acknowledged Anti-Poverty Week with workshops on energy literacy and financial literacy held in community languages, attended by 11 community members. Continued delivery of the Wellbeing Project, Council's Homelessness Outreach Program. Additional services have joined the Project to provide outreach. Council continues to respond to community concern in relation to homelessness and has maintained a relationship with Homes NSW.
	Build capacity and support of the local homelessness sector		Council has implemented the Homelessness Working Group, which is made up of services active in the Homelessness sector. The aim of the working group is to collaborate on programs, projects and initiatives to remove duplication and provide a wraparound approach.
	Convene the Homelessness Advisory Committee Meetings		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.
CSP Strategy 1.2.3 Provide access to services and information to support health, wellbeing and address homelessness			

Performance Updates – Community Development

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Connect the Cumberland community with Aboriginal histories and culture *CSP Strategy 1.1.3*	Number of internal awareness raising initiatives	2	0		Delays in the development of the Reconciliation Action Plan has resulted in minimal programming in relation to First Nations activities.
	Number of community education initiatives	4	1		NAIDOC Week was acknowledged with a community activity.
	Number of ATSICC meetings held	4	1		Official Council Committees were reinstated with first meeting held in November 2025.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Community Development					
Principal Deliverable	**Performance Indicator**	**Target**	**Result Jul - Dec 25**	**Status**	**Comments**
Collaborate with the community sector to build a resilient Cumberland *CSP Strategy 1.3.3*	Number of Networking opportunities provided to the sector	4	4		Networking opportunities provided: • The Cumberland Community Exchange Network Meetings • Auburn Diabetes Forum • R U OK Local Government Workshop.
	Number of Capacity Building programs offered to the community	4	5		Capacity Building Programs include: • Four Newly Arrived Seminars • One Automated External Defibrillator (AED) Information session – Heart Foundation.
	Number of Cumberland Gender Equity Strategy action items commenced	4	0		Strategy is on track to go to the Council Meeting in February 2026.
	Number of CALD Committee meetings convened	4	0		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.
Support the community sector through grants facilitation and delivery *CSP Strategy 1.3.3*	Number of group information sessions held	3	2		Held one general information session and one external run workshop on successful grant writing.
	Number of one-on-one advisory desk sessions	12	11		Advisory desks were held in Council libraries making them more accessible.
	Percentage of available funds allocated	≥90%	41%		With $205,162 allocated to grants, 41% of the total available allocation has been awarded in Round 1.
Develop and implement crime prevention and community safety initiatives, programs and activities in Cumberland *CSP Strategy 1.2.1*	Number of community awareness raising campaigns	4	2		Awareness campaigns delivered: • Community Safety Day • Community Safety audit in Wentworthville.
	Number of Community Safety and Crime Prevention Committee meetings held	4	0		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.
Deliver the Cumberland Domestic and Family Violence Action Plan *CSP Strategy 1.2.1*	Number of community awareness raising campaigns	4	1		16 Days of Activism March
	Number of Cumberland DFV Community of Practice meetings held	4	3		An additional meeting was scheduled to plan for the 16 Days of Activism March
Deliver the Cumberland Homelessness Action Plan *CSP Strategy 1.2.3*	Number of Homelessness awareness raising campaigns	4	3		Campaigns included: • Homelessness Week Initiative • Wellbeing Project • Community Services Employment Expo.
	Number of Homelessness Advisory Committee meetings held	4	0		This Committee has been replaced with the Community Wellbeing and Inclusion Committee.

CUMBERLAND CITY COUNCIL

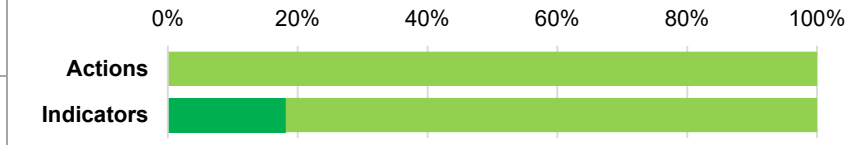
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Education and Care

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	3	**Principal Deliverables**	4
Actions	7	**Performance Indicators**	11



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Several changes to the National Law were introduced and came into effect for NSW on 1 September 2025. Holroyd Children's Centre Gumnut Grove undertook Assessment and Rating in December and achieved a result of 'Meeting' the National Quality Standard. Education and Care commenced a re-branding project with the aim of increasing community awareness of Cumberland City Council as a trusted approved provider of education and care in the community.	Deliver Partner Advocate

Responsible Officer – Coordinators, Education and Care

Sub Service – Long Day Care (LDC)

CSP Objective 1.3
Our community is empowered with knowledge, support and capacity building

Principal Deliverable	Actions	Status	Progress Update
Provide services that ensure all children aged 0-5 have access to high quality programs, which builds a foundation for lifelong learning and growth	Provide seven Long Day Care Services catering for children aged 0-5 years operating from 7:00am to 6:00pm, 50 weeks a year		Council undertook a re-branding project to establish a sub brand for the education and care services.
CSP Strategy 1.3.1 Ensure high quality education and care services are available			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinators, Education and Care **Sub Service – Out of School Hours (OOSH)**			CSP Objective 1.3 Our community is empowered with knowledge, support and capacity building
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide services that ensure all children aged 5-12 have access to high quality programs in leisure based settings	Provide five before and after school care Out of School Hours (OOSH) services catering for children 5-12 years, during school terms: ➢ Before School Care: 7:00am to 9:00am (Ringrose commences at 6:30am) ➢ After School Care: 3:00pm to 6:00pm.		Council partnered with Ultimate Soccer to deliver a multisport program at Guildford West OOSH and Sherwood Grange OOSH.
	Facilitate two school holiday programs (Sherwood Grange OOSH and Ringrose OOSH) operating from 7:00am to 6:00pm		School Holiday Programs were offered in all school holiday periods at Sherwood Grange OOSH and Ringrose OOSH.
CSP Strategy 1.3.1 Ensure high quality education and care services are available			

Responsible Officer – Coordinators, Education and Care **Sub Service – Education and Care Support**			CSP Objective 1.3 Our community is empowered with knowledge, support and capacity building
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide a scheme for Family Day Care educators to be registered with	Undertake fortnightly monitoring of educators for compliance and service delivery		All Family Day Care educators received a visit twice a month by Council. In addition, a number of remote support calls were made to educators.
	Undertake annual re-registration of educators		15 Family Day Care educators have been re-registered with Cumberland City Family Day Care.
CSP Strategy 1.3.1 Ensure high quality education and care services are available			
Sustainable services which have high occupancy levels and are compliant with Family Assistance Law	Facilitate enrolment and intake of all children into education and care services		Education and Care facilitated the enrolment of new children across our 13 education and care services
	Undertake weekly submissions per service of child attendances and absences		Weekly attendances of all enrolled children to the Family Assistance Office were undertaken.
CSP Strategy 1.3.1 Ensure high quality education and care services are available			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Education and Care					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide services that ensure all children aged 0-5 have access to high quality programs, which builds a foundation for lifelong learning and growth *CSP Strategy 1.3.1*	1,730 Long Day Care places offered per week	100%	100%		Council's Long Day Care services provided 42,904 places.
	Number of Long Day Care sessions of provided	1,649	868		
Provide services that ensure all children aged 5-12 have access to high quality programs in leisure based settings *CSP Strategy 1.3.1*	900 approved places for Before School Care offered per week	100%	100%		18,000 places were offered to the community over 20 weeks.
	Number of Before School Care sessions provided annually	985	980		An additional pupil free day occurred in Term 4, resulting in each OOSH service operating one less day in December.
	1,425 approved places for After School Care offered per week	100%	100%		28,500 places were offered to the community over 20 weeks.
	Number of After School Care sessions provided annually	985	980		An additional pupil free day occurred in Term 4 which resulted in each OOSH service operating one less day in December.
	Number of School Holiday Program sessions provided annually	95	41		An additional day of the School Holiday Program was delivered on the day of the additional Pupil Free Day in December.
Provide a scheme for Family Day Care educators to be registered with *CSP Strategy 1.3.1*	Number of registered Family Day Care educators	≤25	15		
	Fortnightly compliance visits per educator	2	30		Fortnightly support and compliance visits were conducted for each educator. In December, a targeted focus was on supporting educators with their compliance with all the new changes to the National Law.
Sustainable services which have high occupancy levels and are compliant with Family Assistance Law *CSP Strategy 1.3.1*	Occupancy rates for centre based care services • Long Day Care (LDC) • Before School Care (BSC) • After School Care (ASC)	 ≥85% ≥50% ≥75%	 LDC: 82% BSC: 64% ASC: 83%		
	Number of LDC related submissions to Child Care Subsidy System	350	350		

CUMBERLAND CITY COUNCIL

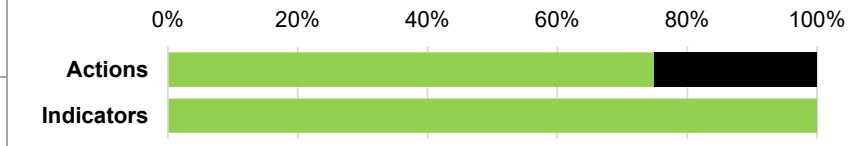
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Events

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	1	**Principal Deliverables**	1
Actions	4	**Performance Indicators**	1



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council successfully planned and delivered a diverse calendar of civic, cultural and community events across Cumberland. The Diwali Street Festival was delivered over two days in November 2025 making it the largest Diwali celebration to be held. The festival was proudly funded by NSW Government - Multicultural NSW 'Stronger Together Grant'.	Deliver Partner Advocate

Responsible Officer – Senior Coordinator, Events

Sub Service – Events

CSP Objective 1.1
Our community is resilient, cohesive, creative and supports inclusion, access and diversity

Principal Deliverable	Actions	Status	Progress Update
Deliver Council's annual events program and promote Council's Events Calendar	Facilitate and evaluate Council's annual Major Events Calendar		Council delivered three major events to just over 110,000 residents and visitors, including: • Sydney Cherry Blossom Festival held in August 2025 attracting 75,101 visitors • Diwali Street Festival held in November 2025 attracting 32,262 visitors • Christmas in the Gardens held in December 2025 attracting 2,225 visitors.
	Plan and implement civic events and engagements		Council delivered and provided support to various civic events, including: • Antoine 'Tony' Issa Room Dedication at Granville Town Hall • Recognition of Renga Rajan for his appointment as Rotary District Governor • Several Remembrance Day Memorial Services across Cumberland.
	Coordinate and facilitate community consultation for Council Events		The first Arts, Culture and Events Advisory Committee was held in November 2025 with Committee members providing input on Council's Major Events Program.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Events **Sub Service – Events**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver Council's annual events program and promote Council's Events Calendar	Develop Council's Events Strategy		Council has discontinued the development of the Events Strategy. A Draft Council Events Policy is currently under review.
CSP Strategy 1.1.2 Embed culture and creativity in everyday life, providing access to cultural events, arts and activities			

Performance Updates – Events					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Deliver Council's annual events program and promote Council's Events Calendar *CSP Strategy 1.1.2*	Number of events delivered annually	8	3		

CUMBERLAND CITY COUNCIL

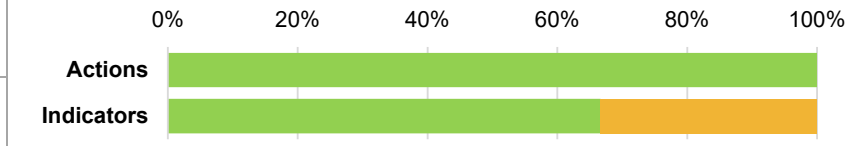
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Libraries

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	1	**Principal Deliverables**	3
Actions	9	**Performance Indicators**	9



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Libraries received a Participant Appreciation Certificate from Western Sydney Local Health District during September Library Health Month, recognising contributions to community health and wellbeing, and certificates of participation from the Australian Taxation Office for delivering the Tax Help programs.	Deliver Partner Advocate

Responsible Officer – Senior Coordinator, Library Services

Sub Service – Library Operations

CSP Objective 1.3
Our community is empowered with knowledge, support and capacity building

Principal Deliverable	Actions	Status	Progress Update
Implement and promote inclusive programs, events and activities for the community	Provide opportunities to work in partnerships with community groups, government agencies and internal stakeholders		To ensure broad participation across age groups and community needs, programs, events and activities included cultural celebrations, legal and health information sessions, digital literacy programs, school holiday activities and targeted community workshops. Council provided key partnerships to strengthening service reach and community impact with Multicultural Legal Services, NDIS partners, Speech Pathology Australia, Western Sydney Local Health District, Australian Taxation Office, Telstra (Tech Savvy Seniors). Royal Life Saving Society and Bunnings.
	Provide programs and resources to assist customers develop digital literacy skills		Libraries continued to offer diverse digital literacy programs and one-on-one support, including Tech Savvy Seniors (Mandarin), Digital Dabbler workshops, Stay Smart Online sessions, Canva classes and Coding programs for children.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Library Services **Sub Service – Library Operations**			**CSP Objective 1.3** **Our community is empowered with knowledge, support and capacity building**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Implement and promote inclusive programs, events and activities for the community	Support the library to serve as a community hub, providing events and activities for social connectedness and support local initiatives		Events and activities supporting social connectedness included Storytime, English conversation classes, Book Clubs (including Turkish and Persian-speaking women's book clubs), Chess and Creative Writing Clubs, Knitting groups, School Holiday Activities, Family History Research Group, DIY workshops and Author talks supporting local writers. Libraries supported local initiatives through partnerships delivering health workshops, legal and tax help sessions, parent pathways programs, September Health Month activities and cultural celebrations including Tamil Heritage Week.
	Provide spaces, educational activities and reading initiatives for children and youth		Educational activities and reading initiatives included Storytime, Early Literacy sessions, 1,000 Books Before Kindergarten, Reading Buddies, Book Week, Coding and STEM programs, Swim Safe Storytime, School Holiday activities, and Young Writers Award.
	Create and implement diverse and inclusive library programming		Library programs shaped by community feedback and partnerships to ensure accessibility and relevance included Bilingual Storytime, International Mother Language Day, Author Talks, Persian Women's Book Club, Youth programs and Technology Support for Seniors.
CSP Strategy 1.3.2 Provide education and recreation activities through high quality and accessible library services and programs			
Empower the community through recreation, education and social connectedness	Implement Year Two actions of the Library Strategy 2024–2027: ➢ Review existing programs, design and deliver new library programs based on community needs, incorporating feedback on content and methods of delivery. ➢ Review of library spaces which include study, meeting and working spaces to include more tables, chairs and power where available. ➢ Allocate budgets to collections that are relevant to our community. ➢ Continue to work with local historical societies by providing assistance for enquiries and digitisation projects as required.		Tiny Tales a combination of Baby Rhyme Time and Toddler Time was trialled at Guildford and Regents Park Libraries in December 2025. Attendees reported positive feedback noting improved engagement and high satisfaction with the new format. In response to the feedback, Storytime Kits were refreshed to support consistent program delivery and improve the customer experience. These updates reduced preparation time, while maintaining high engagement. Quiet study spaces with power points and USB charging ports were created at Auburn and Merrylands libraries to support HSC students and other patrons using their own devices. The Toy Library expansion at Granville and Lidcombe Libraries was completed in July 2025, including the installation of new shelving to accommodate larger collections. Libraries continued to support local historical societies by responding to enquiries and promoting local history activities. Work also continued on digitising the Local Oral History collection, supported by volunteers and delivered in partnership with the NSW State Library's Amplify platform.
CSP Strategy 1.3.2 Provide education and recreation activities through high quality and accessible library services and programs			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Library Services **Sub Service – Library Operations**			CSP Objective 1.3 Our community is empowered with knowledge, support and capacity building
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide accessible resources and assist the community with library systems	Develop and manage the maintenance of library collections		Libraries regularly reviewed physical and digital collections in response to borrowing data and feedback.
	Support the community using computers and online resources		Council has ongoing technology improvements, including upgrades to printing software and investigations into enhancements to the Library Management System.
	Develop the Library Technology Plan		All public computers were reviewed and upgraded from Windows 10 to Windows 11. New TV display screens were also installed at Auburn and Guildford Libraries.
CSP Strategy 1.3.2 Provide education and recreation activities through high quality and accessible library services and programs			

Performance Updates – Libraries

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Empower the community through recreation, education and social connectedness *CSP Strategy 1.3.2*	Number of library visitations	620,000	360,522		
	Number of loans	570,000	247,896		Usage has declined slightly. Council is increasing displays and promoting this during programs.
	Number of new annual library memberships	10,200	5,496		
Implement and promote inclusive programs, events and activities for the community *CSP Strategy 1.3.2*	Number of programs run in partnerships with stakeholders	1,100	643		
	Number of children and youth programs and activities	1,200	582		
	Number of programs delivering inclusivity and cohesion	400	236		
	Number of digital literacy programs	110	74		
Provide accessible resources and assist the community with library systems *CSP Strategy 1.3.2*	Number of Public PCs utilised in libraries	62,000	28,582		Public PC access is declining as more people utilise their own devices and available Wi-Fi.
	Number of devices utilising public Wi-Fi	120,000	61,452		

CUMBERLAND CITY COUNCIL

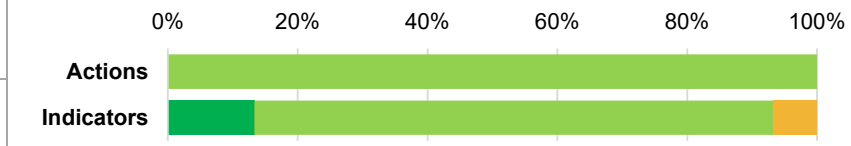
Performance and Progress Report 2025-2026: July 2025 – December 2025

COMMUNITY AND CULTURE

Seniors and Disability

Strategic Direction 1
Supporting a safe, healthy, creative and connected community

Sub Services	5	**Principal Deliverables**	7
Actions	13	**Performance Indicators**	15



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council successfully completed the Seniors Club Cumberland Project and celebrated by bringing all participants together to connect, reflect and acknowledge the project's success in addressing social isolation among seniors within the community. The project reached maximum capacity with 100 seniors participating.	Deliver *Partner* Advocate

Responsible Officer – Senior Coordinator, Seniors and Disability Services

Sub Service – National Disability Insurance Scheme (NDIS) Programs

CSP Objective 1.2
We have a safe, healthy and connected community

Principal Deliverable	Actions	Status	Progress Update
Offer quality services and programs to enhance the quality of life of people with disability and provide opportunities to connect with their community and remain independent	Plan, facilitate and deliver a range of programs and services under the National Disability Insurance Scheme (NDIS)		247 programs and services were provided including wellness programs, community outings, leisure programs, skill building programs, meals and shopping. 42 customers accessed these programs and services totalling 106 meals, 4,470 hours of group programs and 26 hours of shopping services.
CSP Strategy 1.2.2 Deliver accessible health and wellness programs and initiatives			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Nutrition Services**			CSP Objective 1.2 Our community is resilient, cohesive, creative and supports inclusion, access and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide access to and deliver a variety of nutritious, well-balanced meals to seniors, people with disability and carers	Provide and deliver meals under the Commonwealth Home Support Programme (CHSP)		110 senior residents accessed home delivered meals and centre-based meals under the Commonwealth Home Support Programme (CHSP). A new menu was developed based on responses from a customer survey and implemented in July 2025. The menu includes 10 new main meals and seven new desserts. 769 meals were delivered to senior residents' homes for the Christmas period including a special Christmas meal. In addition, 112 free desserts were provided.
CSP Strategy 1.2.2 Deliver accessible health and wellness programs and initiatives			

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Seniors and Disability Initiatives**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enhance the health and wellbeing of seniors, people with disability and their carers through celebration of events and education sessions to improve quality of life	Plan and deliver events, information and education sessions for seniors, people with disability and their carers		A total of 14 special events were delivered to celebrate significant occasions including NAIDOC Week, Dementia Action Week, Active Ageing Week, Carers Week, International Day of People with Disability, Seniors Christmas Concerts, Drumming Workshops and Fitness Classes. In addition, there were bus trips to Sydney Zoo, Warragamba Dam and a guided tour of Western Sydney Airport. Four information sessions were delivered covering topics of Dementia Awareness, Accessing My Aged Care and Falls and Stroke. 21 programs were held as part of the Seniors Club Cumberland Project. There are currently 100 attendees that have participated in activities such as volunteer information and opportunities, indoor cultural games, tree planting, theme days and Service NSW information sessions.
	Maintain electronic and postal distribution lists for seniors, people with disabilities and their carers to ensure residents are kept informed and up-to-date with relevant information		Council maintains postal and electronic mailing lists for seniors, people with disability and carers in the community ensuring they receive information about upcoming events and information sessions. In addition to receiving information, the mailing list shares important Council information including Local Citizen of the Year, Mayoral Awards, 16 Days of Activism March and Family Christmas Fair. These distribution lists are promoted at all events directed to seniors and people with disability to increase awareness and accessibility to join.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Seniors and Disability Initiatives**			CSP Objective 1.1 Our community is resilient, cohesive, creative and supports inclusion, access and diversity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enhance the health and wellbeing of seniors, people with disability and their carers through celebration of events and education sessions to improve quality of life	Promote available services and process onboarding for eligible residents to access Commonwealth Home Support Programme (CHSP) and National Disability Insurance Scheme (NDIS)		A 'Stay Active, Stay Healthy, Stay Connected' campaign was undertaken to promote and raise community awareness on the programs and services available to seniors and people with disability in the community. 818 referrals were received for Commonwealth Home Support Programme (CHSP) and National Disability Insurance Scheme (NDIS) services. 57 new customers commenced accessing services.
CSP Strategy 1.1.3 Provide and promote resources, services and programs that celebrates the diversity in our community			

Implement the actions and strategies outlined in Council's Disability Inclusion Action Plan (DIAP) 2022-2026 to ensure people with disability have full and equal access to facilities, programs, services and information	Implement actions from the Disability Inclusion Action Plan 2022–2026 and develop Council's annual report		Council's Progress Report for Year 3 of the Disability Inclusion Action Plan 2022-2026 was successfully submitted to Department of Communities and Justice on 20 November 2025.
			
			Of the DIAP's 55 actions, 21 actions are complete and 24 actions are on track. Key highlights include:
			• Obtaining Disability Confident Recruiter status in September 2025 through Australian Disability Network (ADN).
			• Renewing membership with the Hidden Disabilities Sunflower organisation in September 2025.
			• Delivering the Lifestyle and Leisure Links Program supporting the connection of people with disability and the local community through the Community Garden and Home Delivered Meals Program.
			• Assessment of equitable access of Council's sport and community buildings.
			• Delivering the Wellbeing Art Program at the Granville Centre Art Gallery, supporting inclusive participation for people experiencing mental health challenges and providing engagement opportunities for carers.
			• Welcoming 24 volunteers who identified as having a disability between September 2024 to September 2025, with 15 volunteers continuing in Council's Volunteer Program.
			• Incorporating access and inclusion features into upgrades of recreational facilities, including:
			  ○ Central Park (Botanica) Community Garden, Lidcombe
			  ○ Chiswick Park, Auburn
			  ○ Marrong Reserve, Pemulwuy
			  ○ Pemulwuy Lake
			  ○ Warali Wali Trail, Guildford West
			  ○ Canal Road Park, Greystanes
			  ○ Leawarra Reserve
			  ○ Kibo Reserve, Berala
			  ○ Munro Street Reserve, Greystanes
			  ○ Whyman Park, Greystanes
			  ○ Kulgun Park, Auburn
			  ○ Norman Park, Lidcombe.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Seniors and Disability Initiatives**			**CSP Objective 1.1** **Our community is resilient, cohesive, creative and supports inclusion, access and diversity**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Implement the actions and strategies outlined in Council's Disability Inclusion Action Plan (DIAP) 2022- 2026 to ensure people with disability have full and equal access to facilities, programs, services and information	Convene Council's Access Committee and Council's Staff Disability Inclusion Action Plan (DIAP) Steering Committee		The new Community Wellbeing and Inclusion Advisory Committee has been formed, the first meeting was held in November 2025. Two Disability Inclusion Action Plan (DIAP) Steering Committee meetings were held.
CSP Strategy 1.1.3 Provide and promote resources, services and programs that celebrates the diversity in our community			

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Social Inclusion Programs**			**CSP Objective 1.2** **We have a safe, healthy and connected community**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Empower and educate seniors and carers about health and wellbeing while providing opportunities to connect with their community and remain independent	Plan and deliver ongoing wellbeing programs and individualised services under the Commonwealth Home Support Programme (CHSP)		The Social Inclusion Program delivered 123 wellness programs, 23 social outings and one short holiday program. The activities and locations of trips offered were designed based on feedback from a customer planning day, post program evaluation surveys and the annual customer survey. 100 Over 55's Health programs have been provided with 188 senior residents participating.
	Provide opportunities for seniors and carers to give feedback and input to the services offered and future directions		One customer planning day was held in November 2025 to gather suggestions for new programs and feedback on previous programs. This feedback informed the development of the upcoming Lifestyle and Leisure Links Program, which supports NDIS participants aged 18-64 years through fun social, physical and skill-building activities. Council also completed post program and service evaluations with 30 customers to inform the direction of future programs and services for Seniors.
CSP Strategy 1.2.2 Deliver accessible health and wellness programs and initiatives			
Improve access and availability of accessible transport to the community and its residents	Offer accessible and safe transport options to access services and programs		Provided accessible transport to wellness programs, social outings, events and leisure programs for seniors and people with disability. Council provides information on and referrals to, providers of community transport for seniors and people with disability.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Social Inclusion Programs**			**CSP Objective 1.2** **We have a safe, healthy and connected community**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Improve access and availability of accessible transport to the community and its residents	Provide and promote accessible bus hire options to the community		Council continues to offer and promote the availability of an accessible bus for hire to community groups, community organisations and private uses in the Cumberland community. The accessible bus has been utilised on 101 occasions. Council's accessible bus was fitted with new promotional signage in August 2025, showcasing that the vehicle is available for hire.
CSP Strategy 1.2.3 Provide access to services and information to support health, wellbeing and address homelessness			

Responsible Officer – Senior Coordinator, Seniors and Disability Services **Sub Service – Volunteer Program**			**CSP Objective 1.3** **Our community is empowered with knowledge, support and capacity building**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide residents the opportunity to give back to their community or enhance their pathways to employment through Council's Volunteer Program	Manage Council's volunteers including recruitment, retention, training, policies and procedures and hold information session on opportunities		Volunteers' opportunities included: • 49 volunteers participated in Professional Boundaries and Disability Awareness Training • Two volunteer meetings were held with 60 volunteers attending • Five information sessions were held at Seniors Club Cumberland for programs promoting volunteer opportunities to active seniors in the community • Two information stalls were held at Cherry Blossom Festival 2025 promoting volunteer opportunities within Council • One volunteer presentation was provided to employment agency MTC Future Ready in Auburn • Volunteer opportunities were promoted at one employment expo held in Granville.
	Hold recognition events, information sessions and promotional activities for Council's Volunteer Program		Council celebrated International Volunteers Day by hosting a Gift of Time event which included lunch, entertainment and an appreciation gift, 65 volunteers attended. Volunteers attended the 2025 NSW Volunteer of the Year Awards, where Council's Volunteer team were recognised in the categories of Volunteer Team of the Year, Adult Volunteer of the Year and Senior Volunteer of the Year. Individuals were also acknowledged for reaching service milestones of 5,10, 15 and 20 years in their volunteer roles.
CSP Strategy 1.3.3 Provide access to employment and capacity building pathways and opportunities			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Seniors and Disability					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Offer quality services and programs to enhance the quality of life of people with disability and provide opportunities to connect with their community and remain independent *CSP Strategy 1.2.2*	Number of programs and services delivered annually	450	247		
Provide access to and deliver a variety of nutritious, well-balanced meals to seniors, people with disability and carers *CSP Strategy 1.2.2*	Number of meals delivered annually	37,961	14,939		
Enhance the health and wellbeing of seniors, people with disability and their carers through celebration of events and education sessions to improve quality of life *CSP Strategy 1.1.3*	Number of attendees at events and education sessions	1,000	672		
	Number of people registered to the distribution list	200	551		An increase has been realised following the option to join either the electronic or postal mail list during the registration process. The ability for residents to join the distribution list remains open.
	Number of customers accessing CHSP and NDIS Programs and Services	337	404		
Implement the actions and strategies outlined in Council's Disability Inclusion Action Plan (DIAP) 2022- 2026 to ensure people with disability have full and equal access to facilities, programs, services and information *CSP Strategy 1.1.3*	Percentage of Year Four actions items completed	100%	38%		24 actions remain on track for completion.
	Number of meetings	4	2		

Performance and Progress Icons — Completed/Target Met; On Track/Target On Track; Needs Attention/Target Not Met; On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Seniors and Disability					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Empower and educate seniors and carers about health and wellbeing while providing opportunities to connect with their community and remain independent *CSP Strategy 1.2.2*	Number of hours for social support group	24,206	15,983		
	Number of hours for social support individuals	5,721	4,087		
	Number of wellness and social programs	240	147		
	Number of Over 55's health programs	150	100		
Improve access and availability of accessible transport to the community and its residents *CSP Strategy 1.2.3*	Number of bus trips	6,318	3,681		
	Number of community hire occurrences annually	52	9		This figure includes hire by external organisations only, it does not include occurrences where internal use for a community organisation or activity has occurred.
Provide residents the opportunity to give back to their community or enhance their pathways to employment through Council's Volunteer Program *CSP Strategy 1.3.3*	Number of volunteers	150	205		This was the peak number of volunteers during July 2025 – December 2025.
	Number of events, sessions and activities	10	10		July 2025 – December 2025 is a peak period for these activities.

STRATEGIC DIRECTION 2

Enhancing the natural and built environment

Development Management
Environment Programs
Infrastructure Planning and Design
Place and Economy
Strategic Planning

In 2035, Cumberland will be a liveable city enjoying natural offerings and diverse housing opportunities, leveraging its rich natural, built and cultural assets. Cumberland will maintain its local character and strong identity through heritage preservation and diverse economic offerings. Its amenity will be bolstered by people-centric infrastructure provisions, open space and public domain improvements, supported by leading environmental practices and strategies.

Strategi Directio
Strategi Directio
Strategi Directio

FOUNDATION OF OUR PLANS

COUNCIL'S ROLE

Deliver | *Partner* | Advocate

OBJECTIVE 2.1 We celebrate our diverse built and natural environments

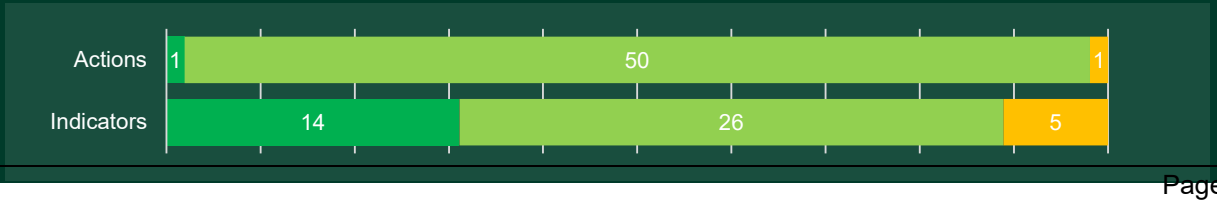
- 2.1.1 Prepare land use plans and controls that support population growth, provide diverse housing and employment options and value our local character and heritage
- 2.1.2 Care for our natural environment to support a resilient and sustainable city
- 2.1.3 Facilitate planning activities through development management and environmental services and programs

OBJECTIVE 2.2 We have places and spaces that are vibrant, accessible and encourage economic prosperity

- 2.2.1 Cultivate an environment where businesses and communities can flourish
- 2.2.2 Improve access and convenience through traffic and transport initiatives
- 2.2.3 Local infrastructure is designed to be sustainable, safe and fit for purpose

OUR PERFORMANCE BY STRATEGIC DIRECTION

Council's progress against the Delivery Program and Operational Plan contributed to the overall achievement in the effectiveness in delivering key services related to Strategic Direction 2.



CUMBERLAND CITY COUNCIL

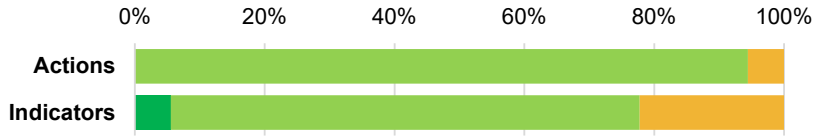
Performance and Progress Report 2025-2026: July 2025 – December 2025

ENVIRONMENT AND PLANNING

Development Management

Strategic Direction 2
Enhancing the natural and built environment

Sub Services	6	**Principal Deliverables**	6
Actions	18	**Performance Indicators**	18



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council continued providing a high level of service to the Cumberland community, progressing building, development and engineering assessments, development programs and planning agreements, certificates and proposals.	Deliver Partner Advocate

Responsible Officer – Coordinator, Building Assessment

Sub Service – Building Assessment

CSP Objective 2.1
We celebrate our diverse built and natural environments

Principal Deliverable	Actions	Status	Progress Update
Provide building assessment services	Assess and determine building applications in accordance with legislative and Council requirements. These include: ➢ Building Applications ➢ Construction Certificates ➢ Complying Development Certificates ➢ Occupation Certificates ➢ Section 68 Applications ➢ Building Information Certificates (BIC).		Council assessed and determined the following certificates: • Three construction certificates • One complying development certificate • Four occupation certificates • 155 Section 68 applications • 45 building information certificates.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Fast Track Development Assessment, Coordinator, Planning Operations, Coordinator, Major Development Assessment **Sub Service – Development Assessment**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide development assessment services	Conduct planning panel meetings once a month (excluding January)		The Cumberland Local Planning Panel was convened five times in August, September, October, November and December. Changes in legislation have affected the volume of applications received, reducing the number of planning panel meetings required.
	Undertake assessment and determination of development applications, tree applications and subdivision certificates		Council determined: • 439 development applications • 181 tree applications • 129 subdivision certifications. Council has been ensuring that it responds to NSW Government initiatives and any legislative changes including meeting the average determination timeframes for development applications.
	Provide high level planning advice, undertake and deliver process improvements		High level planning advice was provided to customers across 54 pre-lodgement meetings that were undertaken.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Responsible Officer – Coordinator, Development Compliance **Sub Service – Development Programs**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake inspections and regulatory enforcement actions	Investigate and inspect: ➢ Unauthorised building work ➢ Unauthorised land use ➢ Development not in accordance with consent ➢ Unauthorised tree removals ➢ Unsafe buildings.		Council investigated and resolved 1,512 customer enquiries which included enforcement actions resulting in 175 Notices and 88 Orders being issued.
	Assess Annual Fire Safety Statements		Council received and assessed 2,375 annual fire safety statements.
	Investigate fire related complaints		Council is actively inspecting buildings to ensure compliance with relevant fire safety requirements.
	Assess and investigate swimming pool enquiries and review regulatory policies and procedures		Council investigated 54 swimming pool safety related enquiries. Council continuously reviews all regulatory policies and procedures to align with any changes in legislation.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Responsible Officer – Coordinator, Engineering Services **Sub Service – Engineering Assessment**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide engineering assessment services	Assess, determine and provide technical advice on the following applications in accordance with legislative and Council requirements. These include: ➢ Section 68 Applications ➢ Section 138 Applications ➢ Driveway Applications ➢ Engineering Compliance Certificate.		Council assessed and determined the following applications: • 149 engineering certificates • 229 driveway applications.
	Manage delivery of annual Traffic Program		Council completed detailed designs for eight traffic infrastructure projects. • Raised thresholds at Railway Parade near Cockthorpe Road and Helena Street, Auburn. • Roundabout at Newman Street at Cambridge Street, Merrylands. • Raised thresholds at Amy Street and Kingsland Road, Regents Park. • Roundabout at Oxford Street at Highland Street, Guildford. • Roundabout at Guildford Road at Robertson Street, Guildford. • Roundabout at Alfred Street at Birmingham Street, Merrylands. • Roundabout at Rawson Road and Rowley Street. • Intersection treatment at Bridge Road, Westmead. Council is progressing with a further nine detailed designs for traffic infrastructure projects.
	Process National Heavy Vehicle Regulator (NHVR) applications		Council assessed and determined 1,119 NHVR applications
	Process and issue residential parking permits		Council processed and issued 170 parking permit requests.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Responsible Officer – Coordinator, Planning Systems **Sub Service – Local Infrastructure Contribution Plan Administration**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enable the delivery of local infrastructure	Deliver ongoing administration and financial management of the Local Infrastructure Contribution Plans applicable to Development Approvals and Complying Development Certificates		Council delivered ongoing administration and financial management of the Local Infrastructure Contribution Plans applicable to: • 403 development applications • 312 construction certificates • 499 occupation certificates • 562 complying development certificates.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Planning Systems **Sub Service – Local Infrastructure Contribution Plan Administration**			**CSP Objective 2.1** **We celebrate our diverse built and natural environments**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enable the delivery of local infrastructure	Audit and acquit Agreements (VPA), Works in Kind Agreements (WIKA) and associated bonds		Compliance of Voluntary Planning Agreements was monitored for the following sites: • 25 South Parade, Auburn • 106-128 Woodpark Road, Smithfield • 4-12 Railway Street, Lidcombe.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Responsible Officer – Coordinator, Planning Systems **Sub Service – Planning Agreements, Certificates and Proposals**			**CSP Objective 2.1** **We celebrate our diverse built and natural environments**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enable the issuing of Planning Agreements, Certificates and Proposals	Enable the delivery of public benefit provision. These include: ➢ Processing letters of offer for Planning Agreements for review and assessment ➢ Reviewing and negotiating public benefit outcomes within planning agreements ➢ Finalising and executing Planning Agreements ➢ Negotiating and implementing Works in Kind Agreements (WIKA).		Two letters of offer were processed, receiving Council's endorsement for the following sites: • 3 Centenary Road, Merrylands • 89-96 Station Road, Wentworthville. One Voluntary Planning Agreement was processed and received Council's endorsement for the following site: • 25 Hampden Road, South Wentworthville.
	Prepare and issue planning certificates		Council prepared and issued 3,353 planning certificates.
	Prepare and issue flood advice letters		Council prepared and issued 282 flood advice letters.

Responsible Officer – Coordinator, Planning Systems **Sub Service – Planning Agreements, Certificates and Proposals**			**CSP Objective 2.1** **We celebrate our diverse built and natural environments**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enable the issuing of Planning Agreements, Certificates and Proposals	Enable development works under proponent-led Planning Proposals. These include: ➢ Undertaking pre-lodgement meetings for scoping proposals ➢ Reviewing and processing Planning Proposal applications ➢ Assessing site-specific and proponent-led Planning Proposals ➢ Amend relevant Council instruments such as Local Environmental Plans (LEPs) and Development Control Plans (DCPs).		Council undertook a pre-lodgement meeting for the following scoping proposal: • 32 Marian Street, Guildford. Council progressed the following Council-led Planning Proposal: • Cumberland Open Space Planning Proposal.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Performance Updates – Development Management

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Provide building assessment services *CSP Strategy 2.1.3*	Percentage of all building related applications completed within 30 calendar days	≥90%	83%		Council determined 163 building related applications out of 196 applications received. Some applications were not determined within the target period due to delays in receiving required information for the application.
	Percentage of Building Information Certificate (BIC) applications completed within 90 calendar days	≥90%	81%		Council determined 45 BIC applications out of 55 applications received. Some applications were not determined within the target period due to delays in receiving required information for the application.
Provide development assessment services *CSP Strategy 2.1.3*	Number of Planning Panel meetings held annually	11	5		The number of meetings held were reduced due to fewer applications being reported.
	Development Application median processing time in days	<86	80		439 applications were determined.
Undertake inspections and regulatory enforcement actions *CSP Strategy 2.1.3*	Percentage of regulatory investigations initiated within 30 calendar days	≥90%	100%		1,480 investigations were completed within 30 working days.
	Percentage of submitted Annual Fire Safety Statement assessments completed within 10 calendar days	≥90%	96%		2,328 statements were assessed within 10 days.
	Percentage of swimming pool assessments completed within 10 calendar days	≥90%	98%		53 assessments were completed within 10 calendar days.

Performance and Progress Icons — Completed/Target Met; On Track/Target On Track; Needs Attention/Target Not Met; On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Development Management					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide engineering assessment services *CSP Strategy 2.1.3*	Percentage of engineering certificates completed within 30 calendar days	≥90%	99%		147 applications completed within 30 calendar days.
	Percentage of driveway applications completed within 21 calendar days	≥90%	83%		191 applications completed within 30 calendar days. Some applications were not completed within the target period due to delays in receiving required information.
	Percentage of Road Occupancy Licence applications determined within 21 calendar days.	≥90%	95%		219 applications completed within 21 calendar days.
	Percentage of National Heavy Vehicle Regulator applications completed within 30 calendar days	≥90%	99%		1,107 applications completed within 30 calendar days.
	Percentage of residential parking permits processed and issued within 10 calendar days	≥90%	98%		166 applications processed and issued within 10 calendar days.
Enable the delivery of local infrastructure *CSP Strategy 2.1.3*	Notify assessed value of Local Infrastructure Contributions for Development Application (DA) and Complying Development Certificate (CDC) within five calendar days	≥90%	100%		403 DAs and 562 CDCs have been notified with the assessed value of Local Infrastructure Contributions within five working days.
Enable the issuing of Planning Agreements, Certificates and Proposals *CSP Strategy 2.1.3*	Percentage of compliant Planning Agreements	100%	100%		
	Issuance of Planning Certificates within 5 calendar days	≥90%	100%		3,353 Planning Certificates were issued within five calendar days.
	Issuance of Flood Advice Letters within 10 calendar days	≥90%	100%		282 processed on time within 10 calendar days.
	Percentage of standard Planning Proposals assessed within 95 working days	≥80%	N/A		Standard Planning Proposal Applications are monitored for receipt. Nil applications received.
	Percentage of complex Planning Proposals assessed within 120 working days	≥80%	100%		One Council-led Planning Proposal assessed.

CUMBERLAND CITY COUNCIL

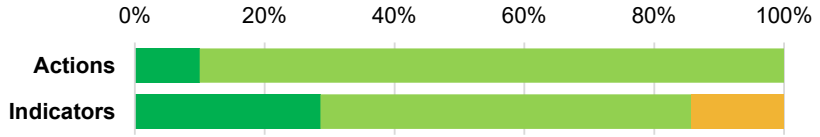
Performance and Progress Report 2025-2026: July 2025 – December 2025

ENVIRONMENT AND PLANNING

Environment Programs

Strategic Direction 2
Enhancing the natural and built environment

Sub Services	3	**Principal Deliverables**	3
Actions	10	**Performance Indicators**	7



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council delivered a high level of customer service and professionalism while conducting inspection programs ensuring the safety and health of the Cumberland community.	Deliver Partner Advocate

Responsible Officer – Coordinator, Environmental Health

Sub Service – Environmental Health

CSP Objective 2.1
We celebrate our diverse built and natural environments

Principal Deliverable	Actions	Status	Progress Update
Ensure compliance with food safety and public health requirements within the community	Undertake environmental health inspections programs. These include: ➢ Food Safety Program ➢ Skin Penetration Program ➢ Cooling Tower Program.		Inspections undertaken include: • 578 food premises • 41 cooling tower premises • seven skin penetration premises.
	Complete Development Application (DA) referrals		199 Development Application referrals were completed.
	Implement food seminars and prepare the Annual Food Report to NSW Food Authority		A food safety seminar was held in December 2025.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Environmental Health **Sub Service – Environmental Health**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Ensure compliance with food safety and public health requirements within the community	Investigate health and environmental complaints and undertake enforcement actions, related to: ➢ Noise related complaints ➢ Food borne illnesses ➢ Water pollution ➢ Air pollution ➢ Skin Penetration complaints ➢ Legionella outbreaks ➢ Asbestos ➢ Contaminated lands.		Council investigated and resolved 1,059 customer enquiries.
CSP Strategy 2.1.3 Facilitate planning activities through development management and environmental services and programs			

Responsible Officer – Senior Coordinator, Environment and Resource Recovery **Sub Service – Environmental Management**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Facilitate and promote Environmental initiatives	Organise, deliver and event manage the annual School Sustainability Expo		Council delivered the annual Schools Sustainability Expo, with 600 students attending across two days. Students took part in workshops on biodiversity, recycling, Aboriginal culture, and inclusive sports, building awareness and practical skills in sustainability.
	Develop, manage and coordinate environmental projects and programs		Council delivered the following Environmental Program initiatives: • 10 additional residents have joined and received native beehives as part of the Native Bee Program • The Native Bird Program hosted a bird information walk for residents in October 2025 • Council distributed 1,000 native plants to residents as part of the Native Plant Giveaway in October 2025 • 10 Good for the Hood webinar sessions were delivered, covering biodiversity, energy efficiency, composting, and reducing food and water waste.
CSP Strategy 2.1.2 Care for our natural environment to support a resilient and sustainable city			

Responsible Officer – Senior Coordinator, Environment and Resource Recovery **Sub Service – Resource Recovery**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Facilitate and promote resource recovery initiatives	Implement the Bin Inspection Program of household recycling and organics bins for contamination		Council inspected 5,808 household recycling, waste and organics bins. The Bin Inspection Program consisted of ongoing kerbside visual audits, waste compositional audits and FOGO trial audits.
	Continue investigation of Food Organic and Garden Organics (FOGO) best practices for Single Unit Dwellings (SUD) and Multiple Unit Dwellings (MUD)		Council continues to investigate and plan for the implementation of Food Organic and Garden Organics (FOGO) best practices for Single Unit Dwellings (SUD) and Multiple Unit Dwellings (MUD).
	Commence project planning for Stage 2 trial of Food Organic and Garden Organics (FOGO) collection service		In September, planning for FOGO Stage 2 trial commenced with 300 households participating in a trial between 3 November 2025 to 30 January 2026.
	Develop, manage and coordinate resource recovery projects and programs		Council delivered a range of waste, recycling, and litter prevention initiatives aimed at supporting responsible disposal, improving community awareness, and reducing environmental impacts across Cumberland. • In September, the Kitchen2Gardens Program distributed 1,000 compost bags to 800 households, encouraging residents to divert food and garden organics from landfill. • October 2025 saw strong community participation in Council's Chemical CleanOut, with 268 cars attending the drive-through event to safely dispose of problematic household chemicals. • During Asbestos Awareness Month in November 2025, Council provided five free household inspections to educate residents on asbestos safety and delivered a community workshop attended by 16 participants. • The Mobile Problem Waste Collection service recorded 1,624 household bookings, collecting 40 tonnes of e-waste and chemical waste for safe processing. • As part of National Recycling Week, Council hosted a clothing and toy swap in Merrylands, attracting 12 attendees and promoting reuse and circular economy behaviours. • Illegal dumping remained a key focus, with 884 investigations undertaken across identified hotspots. Implementation of the Litter Prevention Strategy and Action Plan continued throughout the period. Key achievements included: • finalising processes to capture litter data and associated costs • drafting a public place bin style guideline • progressing the Clean Cumberland Campaign • supporting two community litter events in partnership with Clean Up Country.
CSP Strategy 2.1.2 Care for our natural environment to support a resilient and sustainable city			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Environment Programs					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Ensure compliance with food safety and public health requirements within the community *CSP Strategy 2.1.3*	Percentage of food safety surveillance inspections completed annually	100%	49%		Council completed 578 food premises inspections.
	Percentage of skin penetration inspections completed annually	100%	9%		Council inspected seven premises. The remainder of the Program will be conducted in the next six months.
	Percentage of cooling tower inspections completed annually	100%	30%		Council has inspected 41 Cooling Towers. The remainder of the Program will be completed within the next six months, during the warmer season.
Facilitate and promote Environmental initiatives *CSP Strategy 2.1.2*	Number of environmental management events and workshops	10	13		A total of 13 environmental workshops were delivered.
Facilitate and promote resource recovery initiatives *CSP Strategy 2.1.2*	Number of bin inspections annually	≥10,000	5,808		A total of 5,808 bin inspections were completed.
	Number of households registered and participating in the FOGO Stage 2 Trial	≥1,000	300		Council has undertaken extensive engagement activities to encourage participation, including doorknocking approximately 3,000 households, distributing 10,000 flyers, and attending three Council events to promote the trial and sign up participants; however, registrations have been below target.
	Number of resource recovery events and workshops	10	15		15 resource recovery workshops and sessions were delivered, supporting community education on waste reduction, recycling, and sustainable resource use.

CUMBERLAND CITY COUNCIL

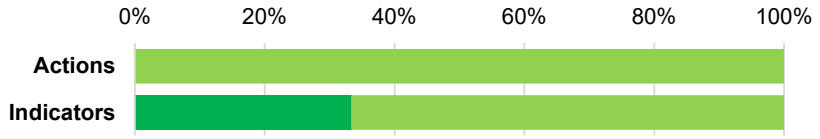
Performance and Progress Report 2025-2026: July 2025 – December 2025

ENVIRONMENT AND PLANNING

Infrastructure Planning and Design

Strategic Direction 2
Enhancing the natural and built environment

Sub Services	3	**Principal Deliverables**	3
Actions	8	**Performance Indicators**	9



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council was nominated for the Council Crown Land Management Award for the Cumberland General Community Use Plan of Management as part of the NSW and ACT Community Achievement Awards. Council was successful in obtaining $1.3 million in Blackspot Grants for the upcoming 2025-2026 Program and applied for another seven projects for 2026-2027.	Deliver Partner Advocate

Responsible Officer – Coordinator, Public Spaces Planning, Coordinator Public Spaces Design

Sub Service – Public Spaces and Community Facilities

CSP Objective 2.2
We have places and spaces that are vibrant, accessible and encourage economic prosperity

Principal Deliverable	Actions	Status	Progress Update
Develop initiatives to improve Cumberland's public spaces and community facilities that responds to community needs	Investigate and complete concept and detailed designs within Council's annual capital delivery programs		Planning and design projects are in progress, including community engagement on proposed designs.
	Develop and maintain all Plans of Management and undertake priority actions		The draft Cumberland Natural Areas Plan of Management was endorsed by Council for Crown Land submission and public exhibition. The development of the harmonised Parks Plan of Management is underway.

Responsible Officer – Coordinator, Public Spaces Planning, Coordinator Public Spaces Design **Sub Service – Public Spaces and Community Facilities**			**CSP Objective 2.2** **We have places and spaces that are vibrant, accessible and encourage economic prosperity**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Develop initiatives to improve Cumberland's public spaces and community facilities that responds to community needs	Progress actions from the Open Space and Recreation Strategy and Community Facilities Strategy		As part of the Open Space and Recreation Strategy, Council has: • progressed the harmonisation of the existing Plans of Management • collaborated with NSW Schools Infrastructure for opportunities for Shared Spaces • completed accessibility audit of Open Space and Recreation facilities • identified existing and emerging grant and funding opportunities. As part of the Community Facilities Strategy, Council has: • investigated planning opportunities for the Wentworthville and Lidcombe Community Hubs • continued participation with the Community Sport and Recreation Committee • advocated for better open space and recreation outcomes through presenting at a seminar on synthetic fields.
CSP Strategy 2.2.3 Local infrastructure is designed to be sustainable, safe and fit for purpose			

Responsible Officer – Coordinator, Engineering Services **Sub Service – Stormwater and Flood Management**			**CSP Objective 2.2** **We have places and spaces that are vibrant, accessible and encourage economic prosperity**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Develop initiatives to improve Cumberland's stormwater and flood management infrastructure	Provide advice on flood related matters and facilitate the Floodplain Risk Management Committee		Council re-established the Flood Risk Management Committee and held its inception meeting in November 2025. Council has engaged consultants to plan and commence both the Haslams Creek Flood Study and Western Catchments Flood Study.
	Manage and deliver the Duck River and Creek Overland Flood Study		The Duck River, Duck Creek and A'Becketts Creek Flood Study is on track, with the draft study anticipated for completion in 2026.
Develop initiatives to improve Cumberland's stormwater and flood management infrastructure	Investigate, survey and complete concept and detailed designs within Council's annual capital delivery programs		Council has completed two detailed designs for footpath and drainage at: • Mona Street, Auburn • Nowra Street, Merrylands.
CSP Strategy 2.2.3 Local infrastructure is designed to be sustainable, safe and fit for purpose			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Engineering Services **Sub Service – Traffic and Transport**			CSP Objective 2.2 We have places and spaces that are vibrant, accessible and encourage economic prosperity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Develop initiatives to improve Cumberland's traffic and transport infrastructure that responds to road safety and community needs	Address road safety concerns by investigating and proposing improvements to the Cumberland Local Traffic Committee (CLTC) before reporting to Council		The Cumberland Local Transport Forum (formerly Cumberland Local Traffic Committee) investigated 112 items across two meetings, partnering with NSW Police and Transport for NSW to address traffic and transport related issues raised by our community to improve road safety.
	Investigate, survey and complete concept and detailed designs within Council's annual capital delivery programs		Eight major designs were completed and are to be implemented following measures agreed by Council and the Local Transport Forum to improve road safety for our community.
CSP Strategy 2.2.2 Improve access and convenience through traffic and transport initiatives			

Performance Updates – Infrastructure Planning and Design					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Develop initiatives to improve Cumberland's public spaces and community facilities that responds to community needs *CSP Strategy 2.2.3*	Number of actions from strategies completed annually	1	4		
	Number of grant submissions annually	2	3		Applications made to: • NSW Government - Major and Local Community Infrastructure Program • NSW Government - Play Our Way Program • NSW Office of Sport Project Support Program 2025-2026 – 2026-2027.
	Percentage of public spaces and community facilities designs progressed annually	≥80%	76%		Designs are complete for 14 of the 20 specific projects identified in the Public Spaces/High Street Program, and designs for eight out of nine projects are complete in the Buildings Program.
	Number of Plans of Management completed/ updated annually	1	0		The development of the harmonised Parks Plan of Management is underway.
Develop initiatives to improve Cumberland's stormwater and flood management infrastructure *CSP Strategy 2.2.3*	Number of Flood Risk Management Committee meetings held annually	2	1		One meeting held in November 2025.
	Percentage of stormwater and flood management designs progressed annually	≥80%	66%		Two of three designs have been completed.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Infrastructure Planning and Design					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Develop initiatives to improve Cumberland's traffic and transport infrastructure that responds to road safety and community needs *CSP Strategy 2.2.2*	Five Cumberland Traffic Committee meetings held annually	100%	40%		Two meetings of the Cumberland Local Transport Forum (formerly Cumberland Local Traffic Committee) were held in August 2025 and November 2025.
	Number of grant submissions annually	2	3		Grants for the Blackspot, Get NSW Active and Safer Roads Program have been submitted.
	Percentage of traffic and transport designs progressed annually	≥80%	100%		Eight traffic and transport designs were completed.

CUMBERLAND CITY COUNCIL

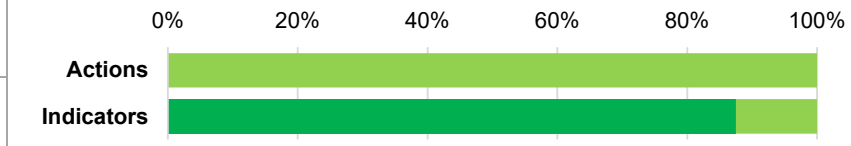
Performance and Progress Report 2025-2026: July 2025 – December 2025

ENVIRONMENT AND PLANNING

Place and Economy

Strategic Direction 2
Enhancing the natural and built environment

Sub Services	2	**Principal Deliverables**	2
Actions	8	**Performance Indicators**	8



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has successfully delivered a range of Smart Places initiatives, alongside key economic development programs. Three state government grants are progressing to further strengthen our impact and support ongoing innovation across the community.	Deliver Partner Advocate

Responsible Officer – Coordinator, Economic Development

Sub Service – Economic Development

CSP Objective 2.2
We have places and spaces that are vibrant, accessible and encourage economic prosperity

Principal Deliverable	Actions	Status	Progress Update
Support residents and businesses with programs and services aimed at improving Cumberland's economic climate	Provide support services for external business including facilitating partnerships with government and educational institutions		Council has conducted the following initiatives for local businesses: • delivered a Bidding for Government Contracts Workshop with Local Government Training Academy • partnered with At Work Australia to deliver the First Steps to Success Program • partnered with the Greater Cumberland Chamber of Commerce to deliver the 2025 Small Business Month Event, Bite into Business • partnered with the Greater Cumberland Chamber of Commerce to attend the 12th Annual Global Business Meet with the World Tamil Business Chamber • delivered the Masterclass for Job Seekers Program.
	Support businesses and community organisations to implement and promote inclusive practices through membership with the Zero Barriers project		Council has continued advocacy for the Zero Barriers Program.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Economic Development **Sub Service – Economic Development**			CSP Objective 2.2 We have places and spaces that are vibrant, accessible and encourage economic prosperity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Support residents and businesses with programs and services aimed at improving Cumberland's economic climate	Develop and implement Economic Development plans and strategies		Council has continued delivery of the NSW Community Improvement District Grant for Guildford Town Centre.
	Create campaign around town centre promotion		Council has delivered the following campaigns: • Keep Cumberland Clean Campaign – working with businesses to promote cleanliness in the town centres to liven our public spaces • GoDrivin' Program – a digital platform to educate on our heritage institutions and drive local tourism.
CSP Strategy 2.2.1 Cultivate an environment where businesses and communities can flourish			

Responsible Officer – Coordinator, Place Development **Sub Service – Place Development**			CSP Objective 2.2 We have places and spaces that are vibrant, accessible and encourage economic prosperity
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Support residents and businesses with programs and services aimed at improving the amenity and vitality of town centres and precincts in Cumberland	Capture data around use of public spaces and places and provide suggestions on upgrades		Council delivered a publicly accessible Dashboard that provides insight into pedestrian movement in Guildford Town Centre. Council has generated urban heat maps in Auburn plaza, Holroyd Gardens and Kingsway carpark to assist with the planning for public infrastructure upgrades.
	Implement actions of the Smart Places Strategy and Action Plan		As part of the Smart Places Strategy and Action Plan, Council has: • installed Smart Benches in Auburn Botanical Gardens • installed lighting in Auburn, Wentworthville and Guildford.
	Investigate opportunities to support and enhance Cumberland's night-time economy		Council commenced the delivery of a Community Improvement District in Guildford Town Centre, whereby partnership with local businesses, Greater Cumberland Chamber of Commerce and other stakeholders are leveraged to create infrastructure and economic vitality opportunities for the town centre. Council is in the planning stages for its investigations into the potential of introducing Special Entertainment Precincts within the Cumberland area, aligned with NSW Government policy.
	Support tactical public domain improvements to improve places, aligned with strategic plans and grant programs		The following tactical upgrades were implemented: • installation of a parklet in Guildford • seating and tables installations in Auburn Town Centre • lighting installations in Friend Park, Wentworthville, Merrylands Road, Merrylands and Memorial Avenue, near Merrylands Civic Square.
CSP Strategy 2.2.1 Cultivate an environment where businesses and communities can flourish			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Place and Economy					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Support residents and businesses with programs and services aimed at improving Cumberland's economic climate *CSP Strategy 2.2.1*	Satisfaction result achieved from the business survey	>85%	95%	✓	A survey was conducted in October 2025 on the satisfaction on Council's program delivery and business support to its local businesses.
	Number of relevant economic initiatives conducted	3	5	✓	
	Number of businesses engaged with	50	135	✓	135 businesses engaged during the town centre audits and planning and engineering engagements.
	Number of town centre economic analyses completed	3	3	✓	Town centre economic analysis reports were developed for: • Guildford East • Joseph Street, Lidcombe • Greystanes local shops.
	Number of campaigns deployed	3	2	⧗	
Support residents and businesses with programs and services aimed at improving the amenity and vitality of town centres and precincts in Cumberland *CSP Strategy 2.2.1*	Number of audits of town centres conducted	5	10	✓	
	Percentage of Strategy actions completed annually	≥80%	90%	✓	90% of actions have been progressed including ongoing actions.
	Number of tactical place upgrades	5	5	✓	Five tactical place upgrades completed.

CUMBERLAND CITY COUNCIL

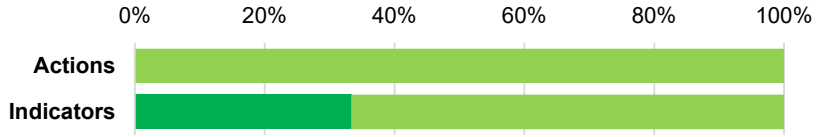
Performance and Progress Report 2025-2026: July 2025 – December 2025

ENVIRONMENT AND PLANNING

Strategic Planning

Strategic Direction 2
Enhancing the natural and built environment

Sub Services	1	**Principal Deliverables**	1
Actions	8	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council put a submission to the Metropolitan Memorial Parks on the Carnarvon Golf Course Crown Cemetery Proposal, strongly advocating the community's voice.	Deliver Partner Advocate

Responsible Officer – Coordinator, Urban Strategy and Planning

Sub Service – Strategic Planning

CSP Objective 2.1
We celebrate our diverse built and natural environments

Principal Deliverable	Actions	Status	Progress Update
Facilitate long term planning of Cumberland for the benefit of existing and future communities	Liaise with government bodies on proposed planning, legislative and regulatory changes		Council has attended workshops on Industrial Lands reform, advocating Council's position.
	Progress the Westmead South Master Plan		Westmead South Planning Proposal has been selected as a State Significant Planning Proposal, with this process to be led by the State. Although Council will no longer lead this process and any rezoning decisions will be made by the NSW Government, Council continues advocating for the Cumberland community to the NSW Government.
	Progress the Woodville Road Corridor Strategy		Council endorsed the Draft Woodville Road Corridor Planning Proposal, including Draft Woodville Road Corridor Strategy, Development Control Plan and Affordable Housing Contributions Scheme. It is now with the Department of Planning, Housing and Infrastructure for finalisation.
	Progress the Granville Master Plan		Preparation of the Granville Master Plan is underway.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Urban Strategy and Planning **Sub Service – Strategic Planning**			CSP Objective 2.1 We celebrate our diverse built and natural environments
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Facilitate long term planning of Cumberland for the benefit of existing and future communities	Develop urban and land use planning strategies that respond to the long term needs of our community		Council continues to progress the current master plans and associated planning proposals identified in the endorsed Strategic Planning Work Program.
	Review and progress housekeeping amendments to the Local Environmental Plans (LEP) and Development Control Plans (DCP), as required		Council has started the review process of the current LEP and DCP and is to report back to Council for further consideration.
	Undertake the Heritage Rebates and Awards Program, including community engagement, application reviews and judging with the Heritage Committee		Preparation of the Heritage Rebate and Awards programs are underway with delivery expected in 2026.
	Ensure meeting schedule for Heritage Committee meetings are compliant		Council has formed the new Heritage Advisory Committee in August 2025 with the first Committee meetings held in November 2025, in accordance with the Terms of Reference.
CSP Strategy 2.1.1 Prepare land use plans and controls that support population growth, provide diverse housing and employment options and value our local character and heritage			

Performance Updates – Strategic Planning					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Facilitate long term planning of Cumberland for the benefit of existing and future communities *CSP Strategy 2.1.1*	Percentage of Strategy actions completed annually	≥80%	85%		Both the draft Woodville Road Corridor Strategy and draft Westmead South Master Plan Strategy have identified short term (0-2 years) actions. 85% of the short-term actions in both draft Strategies have been completed.
	Percentage of Masterplans progressed annually	≥80%	100%		Council is progressing with two master plans: • Woodville Road Corridor Strategy • Granville Master Plan.
	Number of Heritage Committee meetings held annually	3	1		The first Heritage Advisory Committee was held in November 2025.



STRATEGIC DIRECTION 3

Delivering sustainable, safe and accessible infrastructure and services

Aquatics and Leisure
Asset Management and Asset System Support
Buildings Maintenance
Capital Works and Assets Renewal
City Maintenance
Depots
Open Spaces
Ranger Services
Venues
Waste Services

In 2035, Cumberland will have sustainably managed infrastructure assets and services that contribute positively to quality of life. Our infrastructure will meet our targets for a city that is safe, secure, clean, compliant, accessible and well connected to our wider region.

Strategic Directio
Strategic Directio
Strategic Directio

FOUNDATION OF OUR PLANS

COUNCIL'S ROLE

Deliver | *Partner* | Advocate

OBJECTIVE 3.1 We have public spaces and recreational assets that are welcoming, liveable and promote pride in the ar

- 3.1.1 Provide equitable access to open green spaces
- 3.1.2 Ensure our valued recreational spaces and venues are fit for purpose and encourage active lifestyles
- 3.1.3 Provide safe, accessible and welcoming recreational initiatives, programs and services

OBJECTIVE 3.2 We have a clean and safe environment to live, work and play

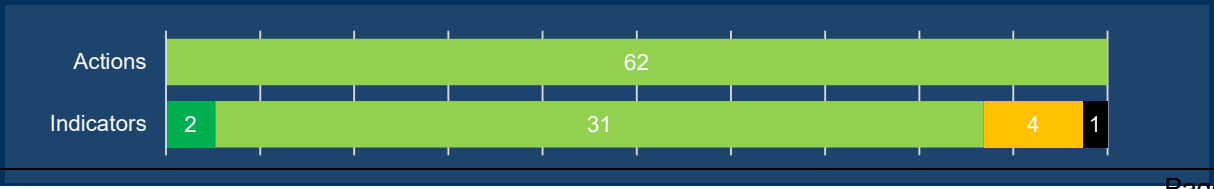
- 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland
- 3.2.2 Embed community pride in the cleanliness and upkeep of our valued public spaces and streetscapes
- 3.2.3 Provide access to sustainable waste services that keep our community clean and tidy

OBJECTIVE 3.3 Our community infrastructure assets are well planned, delivered and maintained

- 3.3.1 Plan and deliver accessible, safe and high quality infrastructure and services
- 3.3.2 Maintain and renew Council's infrastructure network and assets

OUR PERFORMANCE BY STRATEGIC DIRECTION

Council's progress against the Delivery Program and Operational Plan contributed to the overall achievement in the effectiveness in delivering key services related to Strategic Direction 3.



CUMBERLAND CITY COUNCIL

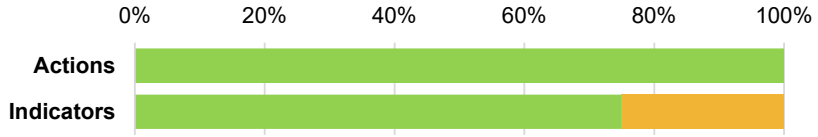
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Aquatics and Leisure

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	3
Actions	6	**Performance Indicators**	4



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council provided safe, welcoming and accessible aquatic and leisure facilities, programs and services achieving record membership growth, delivery of increased and enhanced gym and wellness programs and services across multiple venues. In addition to continued water safety and awareness through the tuition of steady volumes of learn to swim enrolments across all ages and abilities. Aquatics and Leisure demonstrated excellence across the Aquatic industry by winning and being nominated as Finalists for various awards at the Aquatic and Recreation Institute (ARI) 2025 Awards of Excellence.	Deliver Partner Advocate

Responsible Officer – Manager, Aquatics and Leisure

Sub Service – Aquatic Centres and Gyms

CSP Objective 3.1
We have public spaces and recreational assets that are welcoming, liveable and promote pride in the area

Principal Deliverable	Actions	Status	Progress Update
Deliver safe and presentable facilities that encourage and increase active participation opportunities for the community	Provide clean, accessible and welcoming aquatic and leisure facilities that are presentable, well maintained and modern		Council continued to deliver both reactive and preventative maintenance across all Aquatic Centre facilities in line with Council's Swimming Pool Renewal Program and Capital Works Program. The Guildford Swim Centre Modernisation Project is continuing to progress with the construction phase currently underway.
CSP Strategy 3.1.2 Ensure our valued recreational spaces and venues are fit for purpose and encourage active lifestyles			
Deliver a Learn to Swim Program that increases water safety awareness to our community	Deliver a thriving, year-round infants, pre-school and school age Swim and Survive Learn to Swim Program		Infants, pre-school and school age Swim and Survive Learn to Swim Program averaged 791 enrolments per month, in conjunction with an average of 1,034 enrolments across the entire Learn to Swim Program.
	Deliver a thriving, year-round teenage and adult Learn to Swim Program		Teenage and adult Learn to Swim Program averaged 235 enrolments per month.

Performance and Progress Icons — Completed/Target Met — On Track/Target On Track — Needs Attention/Target Not Met — On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Aquatics and Leisure **Sub Service – Aquatic Centres and Gyms**			CSP Objective 3.1 We have public spaces and recreational assets that are welcoming, liveable and promote pride in the area
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver a Learn to Swim Program that increases water safety awareness to our community	Provide a clear pathway for our participants from our Learn to Swim programs through to our junior squad and aged swimming programs		An average of 46 enrolments per month was achieved.
CSP Strategy 3.1.3 Provide safe, accessible and welcoming recreational initiatives, programs and services			
Deliver aquatic and fitness based programs and services that promote and enhance the health and wellbeing of the community	Provide enhanced opportunities for the community to enjoy recreational swimming, lap swimming, swim carnivals, venue hire and aqua aerobics programs within our venues		Council managed Aquatic Centres hosted: • 89,929 recreational and lap swimming attendees • 22 school swimming programs • 23 swimming carnivals. Council managed Aqua Aerobics Program delivered 243 classes with 1,991 attendees.
	Deliver safe, welcoming and professionally guided gym and wellness programs for the community		Council managed Gyms hosted 3,994 gym visit attendees and 3,544 Wellness class attendees.
CSP Strategy 3.1.3 Provide safe, accessible and welcoming recreational initiatives, programs and services			

Performance Updates – Aquatics and Leisure					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Deliver safe and presentable facilities that encourage and increase active participation opportunities for the community *CSP Strategy 3.1.2*	Percentage of completed monthly Aquatic Centre inspections and audits	≥85%	100%		Six individual monthly facility audits and inspections were completed across all Council managed Aquatic Centres.
Deliver a Learn to Swim Program that increases water safety awareness to our community *CSP Strategy 3.1.3*	Percentage capacity of Swim School enrolments	≥80%	73.88%		Council managed Learn to Swim Programs hosted 21,255 attendances with a monthly average of 1,034 enrolments utilising the program. The closure of Guildford Swim Centre in line with the Guildford Swim Centre Modernisation project that is currently underway has continued to have a significant impact on the Learn to Swim programs and available enrolment capacity.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Aquatics and Leisure					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Deliver aquatic and fitness based programs and services that promote and enhance the health and wellbeing of the community *CSP Strategy 3.1.3*	Percentage increase in participation/memberships across all sites (Aquatic Centres)	≥5%	6.32%		Council managed Aquatic Centres and Gyms hosted 134,105 total attendees, inclusive of lap and recreational swimming, learn to swim program and gym and wellness attendances.
	Percentage increase in participation/memberships (Gyms)	≥5%	20.71%		Across all membership categories, 217 new memberships were acquired. The net member movement across Council managed Gym memberships resulted in an additional 52 members.

CUMBERLAND CITY COUNCIL

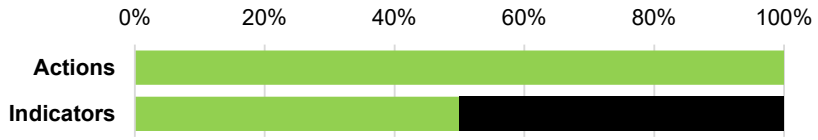
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Asset Management and Asset System Support

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	1
Actions	8	**Performance Indicators**	2



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Improvements towards asset management best practice continued to be achieved through alignment between Council's Asset Framework, asset management systems and the Asset Management Strategy.	Deliver Partner Advocate

Responsible Officer – Manager, City Assets and Construction

Sub Service – Asset Management Planning and Project Control

CSP Objective 3.3
Our community infrastructure assets are well planned, delivered and maintained

Principal Deliverable	Actions	Status	Progress Update
Deliver Asset Management and Street Lighting programs	Develop and update Asset Management plans and long term renewal plans for all assets		Preliminary work has commenced with reviewing Asset Management plans and long term renewal plans for all assets.
	Undertake asset condition audits		CCTV survey of targeted stormwater assets is proceeding to assess asset condition.
	Undertake bridge inspections		Bridges with Condition 4 (poor, requiring significant renewal or substantial maintenance) have been inspected and added to the Bridge Inspection Program.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, City Assets and Construction **Sub Service – Asset Management Planning and Project Control**			**CSP Objective 3.3** **Our community infrastructure assets are well planned, delivered and maintained**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver Asset Management and Street Lighting programs	Undertake Dam Safety Audits: ➢ The CSIRO Retarding Basin (NSW Government declared Dam) is managed safely. All risk assessment and Safety Management Systems are reported to Dam Safety NSW.		Safety management ongoing. Preliminary assessment will commence in February 2026.
	Undertake night safety audits in relation to street lighting level for high profile CBD areas		Council undertakes night safety audits in response to any issues identified.
	Assess and resolve new street lighting requests		115 requests for street lighting have been investigated and addressed.
	Maintain an Asset Register and its Geographic Information System (GIS) representation		As projects are completed, the Asset Register is updated.
	Develop Capital Works Ward Reports		Capital Works Ward Report for July-December 2025 is in progress in is due for publication in February 2026.
CSP Strategy 3.3.1 Plan and deliver accessible, safe and high quality infrastructure and services			

Performance Updates – Asset Management and Asset System Support					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Deliver Asset Management and Street Lighting programs *CSP Strategy 3.3.1*	Percentage of street lighting requests assessed and referred to electricity agency within 14 working days	95%	100%		115 requests were addressed and referred to electricity agencies within 14 working days.
	Complete condition audit for transport asset class by 30 June 2026	100%	0%		Minor asset audit deferred for future years. Council will replace the condition audit with the stormwater assets.

CUMBERLAND CITY COUNCIL

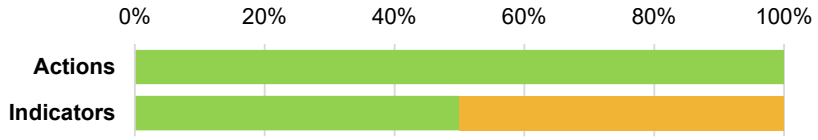
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Buildings Maintenance

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	2
Actions	2	**Performance Indicators**	2



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
AI server and associated cameras have been relocated and integrated with existing systems at the Granville Swim Centre, enhancing lifeguard safety measures and improving response times during life threatening incidents. To improve maintenance response times, the QR code initiative is planned for expansion across all public amenities.	Deliver Partner Advocate

Responsible Officer – Manager, Buildings and Depot

Sub Service – Buildings Maintenance and Compliance

CSP Objective 3.3
Our community infrastructure assets are well planned, delivered and maintained

Principal Deliverable	Actions	Status	Progress Update
Undertake reactive maintenance when required to ensure the safety of the hirer and community members	Undertake reactive maintenance and compliance works to Council-owned and operated building assets for: ➢ Plumbing ➢ Electrical ➢ Heating, ventilation, and air conditioning (HVAC) ➢ Fire ➢ Vertical transport.		All ongoing reactive maintenance and compliance works have been undertaken within request timeframes.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

CUMBERLAND CITY COUNCIL

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Responsible Officer – Manager, Buildings and Depot **Sub Service – Buildings Maintenance and Compliance**			**CSP Objective 3.3** **Our community infrastructure assets are well planned, delivered and maintained**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake rolling scheduled preventative maintenance to ensure the safety of the hirer and community members	Deliver scheduled preventive maintenance and compliance works to Council-owned and operated building assets for: ➢ Plumbing ➢ Electrical ➢ Heating, ventilation, and air conditioning (HVAC) ➢ Fire ➢ Vertical transport.		Regular scheduled maintenance continues to provide safe, clean, compliant and functional facilities to the community. Council meets regularly with contractors to ensure that agreed service levels are consistently maintained across all Council buildings.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

Performance Updates – Buildings Maintenance					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Undertake reactive maintenance when required to ensure the safety of the hirer and community members *CSP Strategy 3.3.2*	Percentage of reactive requests completed within 10 working days	≥90%	87.57%		Monthly average of 367 reactive requests completed in addition to the ongoing scheduled works. Volume of reactive requests increased by 5% when compared to January to June 2025.
Undertake rolling scheduled preventative maintenance to ensure the safety of the hirer and community members *CSP Strategy 3.3.2*	Number of registered complaints against Council's buildings annually	<24	20		

CUMBERLAND CITY COUNCIL

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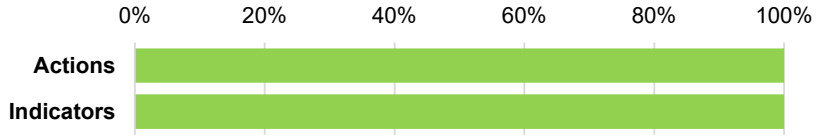
CITY SERVICES

Capital Works and Assets Renewal

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	2
Actions	2	**Performance Indicators**	2



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has successfully delivered numerous projects and commenced work on several major construction projects: • Nemesia Street Park • Merrylands Park Amenity Building • Dirrabari Reserve Amenity Building. Council commenced work on some major construction projects, including: • Guildford Swim Centre Modernisation • Auburn Basketball Centre at Wyatt Park • Progress Park reconstruction of three sports fields • Granville Park New Playground.	Deliver Partner Advocate

Responsible Officer – Manager, City Assets and Construction

Sub Service – Capital Works and Assets Renewal Programs

CSP Objective 3.3
Our community infrastructure assets are well planned, delivered and maintained

Principal Deliverable	Actions	Status	Progress Update
Deliver capital renewals in accordance with the Renewal Program	Deliver annual renewals programs for: ➢ Buildings ➢ Parks and Recreation ➢ Transport ➢ Stormwater Drainage.		16 Footpath renewal projects completed. 11 Road renewal projects completed. 10 Open Space renewal projects completed. Two Building renewal projects completed.
CSP Strategy 3.3.1 Plan and deliver accessible, safe and high quality infrastructure and services			

CUMBERLAND CITY COUNCIL

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Responsible Officer – Manager, City Assets and Construction **Sub Service – Capital Works and Assets Renewal Programs**			**CSP Objective 3.3** **Our community infrastructure assets are well planned, delivered and maintained**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake new construction works in accordance with the approved Capital Works Program	Undertake new construction works outlined in Council's approved Capital Works Program for design		Eight new Open space projects completed including one Major project Four new Building projects completed. Four Traffic Facilities completed. Three new Footpath projects completed.
CSP Strategy 3.3.1 Plan and deliver accessible, safe and high quality infrastructure and services			

Performance Updates – Capital Works and Assets Renewal					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Deliver capital renewals in accordance with the Renewal Program *CSP Strategy 3.3.1*	Percentage of Renewal Program completed	≥90%	21%		39 completed of 188 projects.
Undertake new construction works in accordance with the approved Capital Works Program *CSP Strategy 3.3.1*	Percentage of Capital Works Program completed	≥90%	28%		19 completed of 68 projects.

CUMBERLAND CITY COUNCIL

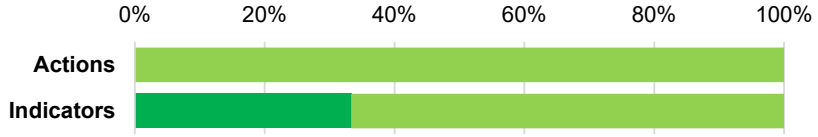
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

City Maintenance

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	3	**Principal Deliverables**	3
Actions	9	**Performance Indicators**	6



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council provided a clean and safe environment, with a focus on maintaining clean town centres, litter collection in streets and parks, verge mowing, garden maintenance and public tree management. Street sweeping has been maintained with additional resources committed to this service during times of peak leaf fall.	Deliver Partner Advocate

Responsible Officer – Manager, City Maintenance

Sub Service – Cleansing

CSP Objective 3.2
We have a clean and safe environment to live, work and play

Principal Deliverable	Actions	Status	Progress Update
Maintain a clean community for people to enjoy public spaces	Undertake ongoing cleansing programs across Cumberland's public domain areas and town centres, including: ➢ mechanical street sweeping ➢ litter patrol ➢ graffiti removal ➢ gross pollutant trap cleaning and maintenance ➢ creek and culvert cleaning ➢ minor dump collection.		Council has continued to provide a clean and safe environment through the provision of scheduled and reactive services including: • continuing to implement night shift town centre cleaning supported by day shift maintenance • completing scheduled and reactive litter patrols • maintaining scheduled sweeping with additional resources committed during periods of peak leaf fall • continuing to address both service requests and proactive graffiti removal • gross pollutant trap cleaning and inspections were carried out according to schedule • assessing creeks according to schedule and maintenance works undertaken where required • identifying and collecting dumped rubbish in Council's public assets.

CSP Strategy 3.2.2 Embed community pride in the cleanliness and upkeep of our valued public spaces and streetscapes

Responsible Officer – Manager, City Maintenance **Sub Service – Public Infrastructure**			CSP Objective 3.3 Our community infrastructure assets are well planned, delivered and maintained
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Maintain Council's infrastructure network to improve the overall life of our asset network	Deliver a Footpath Repair Program		Council completed 625 footpath related works requests, continually identifying defects on footpath assets and conducting audits where necessary.
	Deliver the Road Maintenance Program: ➢ complete annual road audit ➢ undertake repairs identified in the audit ➢ replace faded or missing line markings ➢ repair damaged fencing and guardrails.		The Road Maintenance Program continued to identify areas of heavy patching and complete road works as required.
	Undertake Stormwater drainage pit and lintel repairs		Scheduled and reactive inspections and services have been undertaken accordingly.
	Reinstate damaged street signs		Council continues to action requests and identify areas that require additional services as a part of the routine schedules with 658 sign related works completed.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

Responsible Officer – Manager, City Maintenance **Sub Service – Streetscapes**			CSP Objective 3.3 Our community infrastructure assets are well planned, delivered and maintained
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Maintain the Environmental corridors and amenities across Cumberland	Deliver Streetscape Maintenance Program		Ongoing garden bed planting and mulching has been undertaken.
	Undertake public tree maintenance		Council completed 1,775 public tree maintenance requests as part of ongoing public tree maintenance activities.
	Deliver Verge Mowing (Nature Strip) Assistance Program		As part of Council's Verge Mowing (Nature Strip) Assistance Program, Council has mowed 1,370 nature strips across 236 properties and maintained the service within the required schedule frequency.
	Deliver Laneway Maintenance Program		Council is servicing laneways through weed spraying, litter collection and cleaning to ensure laneways remain safe and compliant.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – City Maintenance					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Maintain a clean community for people to enjoy public spaces *CSP Strategy 3.2.2*	Number of kilometres of streets swept annually	60,000	50,318.70	On Track/Target On Track	Council has eight sweeper trucks sweeping 50,318.70 kilometres of roads in Cumberland.
Maintain Council's infrastructure network to improve the overall life of our asset network *CSP Strategy 3.3.2*	Number of days to respond to pothole requests	≤3	3.07	On Track/Target On Track	1,125 potholes were repaired.
	Number of footpath repairs annually	600	625	Completed/Target Met	625 footpath repairs were completed with an average completion of 15 days.
	Number of street signs repaired annually	850	658	On Track/Target On Track	658 signage repairs were completed with an average completion of three days.
Maintain the environmental corridors and amenities across Cumberland *CSP Strategy 3.3.2*	Number of trees maintained annually	1,300	1,775	Completed/Target Met	1,775 tree inspections were completed. Of the trees inspected, 1,433 (80.73%) required pruning only, 199 (11.21%) were removed and 143 (8.05%) warrant monitoring.
	Percentage of verges mowed annually, as part of the Program	100%	100%	On Track/Target On Track	1,370 nature strips have been mowed as part of the Verge Mowing Hardship program with an average completion time of 25 days.

CUMBERLAND CITY COUNCIL

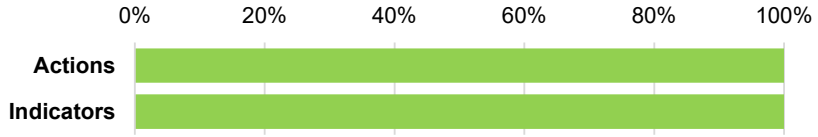
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Depots

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	2
Actions	3	**Performance Indicators**	2



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
The current transition to leased assets is reducing reactive maintenance and enabling planning to begin on the reallocation of resources toward scheduled maintenance. This shift is expected to minimise repair delays and strengthen the fleets capacity to support Council's operational teams.	Deliver Partner Advocate

Responsible Officer – Manager, Buildings and Depot

Sub Service – Depot Operations

CSP Objective 3.3
Our community infrastructure assets are well planned, delivered and maintained

Principal Deliverable	Actions	Status	Progress Update
Undertake maintenance, procurement, leasing and disposal of vehicles, plant, equipment and staff Personal Protection Equipment (PPE) for the internal operation of frontline services	Ensure frontline services and associated operations meet the required safety and compliance standards, including plant and vehicle registration and inspections		Asset renewal continues to meet the required safety and compliance standards in line with operational needs.
	Ensure frontline services and associated operations meet the required safety standards for PPE and material storage		Council continues to ensure the effective provision of personal protective equipment and the secure storage of essential materials for internal operations, strengthening their capacity to deliver high quality services to the community.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			
Manufacture, maintain and advise frontline services regarding safety and compliance signage	Produce signage for road safety compliance and awareness and Council events		The Signshop provides support through proactive internal engagement and high quality service delivery, enhancing Council's ability to inform and serve the community effectively.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

Performance and Progress Icons — Completed/Target Met — On Track/Target On Track — Needs Attention/Target Not Met — On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Depots					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Undertake maintenance, procurement, leasing and disposal of vehicles, plant, equipment and staff Personal Protection Equipment (PPE) for the internal operation of frontline services *CSP Strategy 3.3.2*	Percentage of reactive works orders completed within 10 working days	≥90%	97.34%		A monthly average of 77 reactive requests were completed on time.
Manufacture, maintain and advise frontline services regarding safety and compliance signage *CSP Strategy 3.3.2*	Percentage of signage requests completed within 15 working days	≥90%	100%		224 signage requests were completed within the required timeframes with a monthly average of 37 requests.

CUMBERLAND CITY COUNCIL

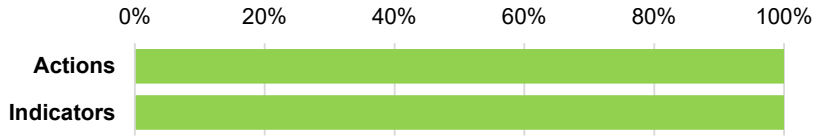
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Open Spaces

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	3	**Principal Deliverables**	5
Actions	11	**Performance Indicators**	7



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has maintained all open space areas to a high standard and in line with service cycle requirements. Works include sports field renovations, upgrades to golf course and fauna parks, in addition to general maintenance of passive parks, bushland areas and playground infrastructure. The high standards and upgrades have resulted in high usage rates across our golf courses, sportsgrounds, recreational assets and community gardens.	Deliver Partner Advocate

Responsible Officer – Manager, City Open Spaces

Sub Service – Golf Courses

CSP Objective 3.1
We have public spaces and recreational assets that are welcoming, liveable and promote pride in the area

Principal Deliverable	Actions	Status	Progress Update
Undertake works to maintain and facilitate the use of Council's golf courses	Undertake scheduled works to ensure compliant, safe and functional golf courses		Scheduled works of Council's golf courses ensure they remain compliant, safe and functional. This includes seasonal renovation works to greens, tees and surrounding areas.
	Undertake reactive works to ensure compliant, safe and functional golf courses		All reactive work requests have been finalised ensuring courses remain both safe and functional.
	Maintain golf course condition		The condition of both golf courses continues to improve with drainage works to the 5th tee at Woodville in addition to tee and green renovations across both courses.

CSP Strategy 3.1.2 Ensure our valued recreational spaces and venues are fit for purpose and encourage active lifestyles

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, City Open Spaces **Sub Service – Premium Facilities**			**CSP Objective 3.1** **We have public spaces and recreational assets that are welcoming, liveable and promote pride in the area**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake scheduled works to ensure compliant, safe and functional premium facilities	Undertake scheduled servicing maintenance at Premium Facilities		All scheduled servicing for Council's premium facilities have been achieved, including event preparation and the successful transplant of a mature Japanese Maple tree into the Auburn Botanic Gardens.
	Maintain the high quality of nature reserves and gardens		Maintenance of nature reserves and gardens continues, with multiple Australian natives being planted throughout for National Tree Day as well as upgrades to animal enclosures at the Fauna Parks.
CSP Strategy 3.1.1 Provide equitable access to open green spaces			

Responsible Officer – Manager, City Open Spaces **Sub Service – Open Space Maintenance**			**CSP Objective 3.3** **Our community infrastructure assets are well planned, delivered and maintained**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake routine inspections and maintenance repairs to playgrounds	Undertake playground inspections		1,300 playground inspections were undertaken.
	Complete scheduled servicing		Scheduled maintenance works to playgrounds were completed on time and in line with routine inspections.
	Undertake reactive works		Reactive works continued across Council's playgrounds following routine inspections.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			
Facilitate the use of Council's sporting and recreation venues	Engage, coordinate and support recreation and sport to maintain high levels of use across Councils recreational assets		Council's sporting and recreation venues are regularly used, with a usage rate of 94%.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			
Undertake scheduled and reactive maintenance works to ensure compliant, safe and functional open spaces	Deliver compliant, safe and high–quality open spaces including bushland, parks and sports fields: ➢ Scheduled servicing ➢ Reactive servicing ➢ Sports field maintenance ➢ Bushland and Riparian care ➢ Manage bushfire prone areas.		All Open Space areas including sports fields, passive and bushland areas have been maintained in line with scheduled servicing requirements, ensuring they are compliant, safe and of high quality.

CUMBERLAND CITY COUNCIL

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Responsible Officer – Manager, City Open Spaces **Sub Service – Open Space Maintenance**			CSP Objective 3.3 Our community infrastructure assets are well planned, delivered and maintained
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake scheduled and reactive maintenance works to ensure compliant, safe and functional open spaces	Enhance quality of nature reserves and gardens		Community gardens continue to be maintained to a high standard and remain highly popular across all sites. Council opened Botanica Community Garden at Regents Park.
CSP Strategy 3.3.2 Maintain and renew Council's infrastructure network and assets			

Performance Updates – Open Spaces					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Undertake works to maintain and facilitate the use of Council's golf courses *CSP Strategy 3.1.2*	Number of attendees across Council's golf courses annually	>60,000	31,413		31,413 people attended Council's golf courses.
Undertake scheduled works to ensure compliant, safe and functional premium facilities *CSP Strategy 3.1.1*	Percentage of scheduled Premium Parks maintenance works completed	>90%	100%		92 scheduled premium park works were completed on time.
Undertake routine inspections and maintenance repairs to playgrounds *CSP Strategy 3.3.2*	Number of playground inspections completed annually	2,712	1,300		1,300 playground inspections completed.
Facilitate the use of Council's sporting and recreation venues *CSP Strategy 3.3.2*	Percentage of asset booking during key seasonal periods	>90%	94%		264 sporting venues booked.

Performance Updates – Open Spaces					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Undertake scheduled and reactive maintenance works to ensure compliant, safe and functional open spaces *CSP Strategy 3.3.2*	Percentage of scheduled bushland maintenance works completed	>90%	97%		109 scheduled bushland maintenance works were completed on time.
	Percentage of scheduled parks maintenance works completed	>90%	95.5%		4,061 scheduled park works completed on time.
	Percentage of reactive maintenance works completed	>90%	92%		1,100 reactive works completed on time.

CUMBERLAND CITY COUNCIL

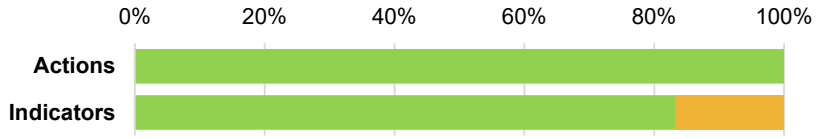
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Ranger Services

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	2	**Principal Deliverables**	5
Actions	11	**Performance Indicators**	6



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Implementation of the *Fines Amendment (Parking Fines) Bill 2024* commenced 1 July 2025 introducing special provisions in relation to the issuing of penalty infringement notices for all parking offences, including amended statutory reporting requirements.	Deliver Partner Advocate

Responsible Officer – Manager, Waste and Ranger Services

Sub Service – Ranger Services and Management of Companion Animals

CSP Objective 3.2
We have a clean and safe environment to live, work and play

Principal Deliverable	Actions	Status	Progress Update
Facilitate management and regulation of companion animals	Conduct patrols and collect stray and escaped companion animals, return to their owner or rehome from Council's animal holding facility		Council collected 270 stray and escaped companion animals, with 263 being returned to their owner, re-homed or transferred to Council's animal impoundment facility.
CSP Strategy 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland			
Provide environmental compliance across Cumberland City	Investigate private property or land that is overgrown with vegetation and take action to return it to a safe condition		182 properties that were overgrown with vegetation were investigated and actioned.
	Investigate illegally dumped rubbish		Council Rangers investigated 71 reports of illegally dumped rubbish including 35 reports of dumped asbestos.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Waste and Ranger Services **Sub Service – Ranger Services and Management of Companion Animals**			CSP Objective 3.2 We have a clean and safe environment to live, work and play
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide environmental compliance across Cumberland City	Monitor building sites for out of hours operations and ensure erosion and sediment controls are in place		Council responded to 73 building site complaints. These complaints most often relate to construction work occurring outside approved hours.
	Patrol parks and open space to manage their correct use		Patrols of Council's parks and recreational open spaces were conducted as per agreed schedules.
CSP Strategy 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland			
Implement regulation of heavy / long vehicles on local load limited roads	Monitor local load limited roads to ensure road safety and the protection of Council's roadway infrastructure assets		48 patrols for heavy/oversized trucks on load limited roads have been conducted.
CSP Strategy 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland			
Implement regulation of unattended property in public spaces	Investigate and action the removal of abandoned vehicles from roadways		Council investigated and actioned 2,404 instances of abandoned vehicles.
	Investigate and action the removal of unattended items in public spaces		237 banners/posters and 1,484 shopping trolleys were impounded from public spaces.
CSP Strategy 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland			

Responsible Officer – Manager, Waste and Ranger Services **Sub Service – Parking Services**			CSP Objective 3.2 We have a clean and safe environment to live, work and play
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Facilitate management of parking compliance, safety and amenity in town centres, school zones, Council carparks and residential streets	Patrol parking zones within commercial and residential areas		Parking patrols for all commercial and residential zones have been completed on a regular basis, with 4,641 illegal parking reports actioned.
	Enforce parking restrictions to maintain safe and accessible parking for road users		Council issued 12,133 fines and 421 warnings for parking offences. 1,172 fines were issued to heavy vehicles for heavy/long vehicle stopping for longer than one hour.
	Undertake daily patrols of school zones during school terms		During school terms, Council conducted 280 patrols in school zones to ensure safety of school children.
CSP Strategy 3.2.1 Local laws and regulations are monitored and enforced for the benefit of all people in Cumberland			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Ranger Services					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Facilitate management and regulation of companion animals *CSP Strategy 3.2.1*	Percentage of companion animals returned to their owner or re-homed	≥95%	97.41%		Council had limitations to rehoming unclaimed companion animals due to high volume of stray and surrendered animals that are being held in Council's impoundment facilities.
Provide environmental compliance across Cumberland City *CSP Strategy 3.2.1*	Percentage of all regulatory actions completed within five working days	≥90%	87.54%		5,766 regulatory based customer requests were received with 5,048 requests completed within five working days. 718 requests took longer to resolve due to the complexity of the matters involved, and legislative requirements that influence completion timeframes.
Implement regulation of heavy / long vehicles on local load limited roads *CSP Strategy 3.2.1*	Number of Patrols of load limited roads undertaken annually	96	48		48 patrols (50%) of the annual scheduled patrols completed.
Implement regulation of unattended property in public spaces *CSP Strategy 3.2.1*	Percentage of abandoned vehicles actions resolved within 28 working days	≥90%	94.33%		2,404 reports of abandoned vehicles were received, with 2,267 reports actioned within 28 working days.
Facilitate management of parking compliance, safety and amenity in town centres, school zones, Council carparks and residential streets *CSP Strategy 3.2.1*	Percentage of parking related complaints attended to within three working days	≥90%	96.98%		4,501 parking related complaints were completed within three working days. 3.02% of parking related complaints required ongoing monitoring over an extended time to resolve the illegal parking issue.
	Number of patrols undertaken in school zones per week during school terms	10	14		280 school zone patrols were conducted across Term 3 and Term 4 of 2025 the school year.

CUMBERLAND CITY COUNCIL

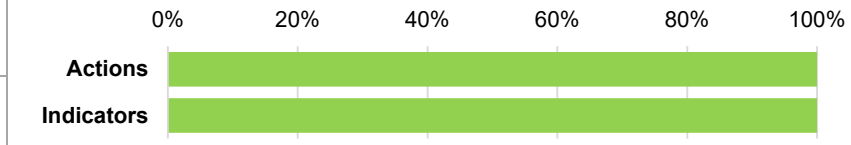
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Venues

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	1	**Principal Deliverables**	1
Actions	2	**Performance Indicators**	1



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council's premium venues are consistently patronised, with the larger venues experiencing high demand. These modern venues are equipped to successfully support and facilitate larger scale events.	Deliver Partner Advocate

Responsible Officer – Manager, Holroyd Centre

Sub Service – Venue Management

CSP Objective 3.1
We have public spaces and recreational assets that are welcoming, liveable and promote pride in the area

Principal Deliverable	Actions	Status	Progress Update
Deliver premium bookable spaces and facilities	Facilitate Premium Venue bookings including: ➢ venue and room hire ➢ seating and venue preparation.		Higher than expected utilisation has been achieved with 2,646 bookings received across premium venues.
	Undertake food preparations for Meals on Wheels		New menus have been created and are currently in production. All menus are now reviewed by dieticians to ensure nutritional compliance. This service remains popular with approximately 420 meals prepared per week for Meals on Wheels.
CSP Strategy 3.1.2 Ensure our valued recreational spaces and venues are fit for purpose and encourage active lifestyles			

Performance Updates – Venues					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Deliver premium bookable spaces and facilities *CSP Strategy 3.1.2*	Number of individual bookings	>4,200	2,646		Premium venue bookings: • Granville Centre (indoor) - 1,220 • Granville Centre (outdoor - futsal) - 797 • The Holroyd Centre - 413 • Eric Tweedale Stadium function room - 216.

CUMBERLAND CITY COUNCIL

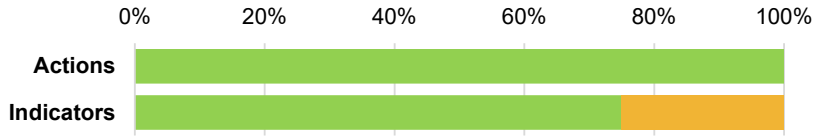
Performance and Progress Report 2025-2026: July 2025 – December 2025

CITY SERVICES

Waste Services

Strategic Direction 3
Delivering sustainable, safe and accessible infrastructure and services

Sub Services	3	**Principal Deliverables**	5
Actions	8	**Performance Indicators**	6



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council delivered domestic waste services for the collection of garbage, recyclable and organic waste bins; the removal of booked household kerb-side cleanups and weekly bulky waste collections from multi-unit dwellings. Additionally, Council delivered daily collection of parks and street litter bins, the removal of illegally dumped rubbish from public spaces and provided commercial waste services to Council buildings and businesses within Cumberland.	Deliver Partner Advocate

Responsible Officer – Manager, Waste and Ranger Services

Sub Service – Domestic Waste Services

CSP Objective 3.2
We have a clean and safe environment to live, work and play

Principal Deliverable	Actions	Status	Progress Update
Facilitate management and collection of all domestic general, recycling and organic waste bins	Manage Council's contract for collection of domestic waste, recyclables and organic services		Council continues to deliver uninterrupted domestic waste collections of garbage, recycling, garden organic and household clean-up services. These services have included the collection of: • 2,270,324 garbage waste bins resulting in a monthly average of 5,548.9 tonnes • 1,102,154 recycling waste bins resulting in a monthly average of 788.3 tonnes • 434,096 organic waste bins resulting in a monthly average of 453.2 tonnes. Council conducted daily inspections of waste collection areas and conducted weekly safety meetings to ensure efficient compliant management of the domestic waste collection service.
	Provision of new and replacement bins for residential waste collections		Council has delivered 664 new or additional waste bins to residents. 100% of all bin deliveries were within five business days.

CSP Strategy 3.2.3 Provide access to sustainable waste services that keep our community clean and tidy

Responsible Officer – Manager, Waste and Ranger Services **Sub Service – Domestic Waste Services**			CSP Objective 3.2 We have a clean and safe environment to live, work and play
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide basement and booked kerbside bulky household waste cleanup services	Collection of booked household kerbside clean-ups		Council delivered 26,615 booked household kerb-side cleanups and 1,644 booked problem waste clean-ups. Monthly average tonnages for booked household kerbside clean-ups was 685.5 tonnes.
	Collection of basement clean-up services for multiunit dwellings		Council delivered onsite removal services of bulky household waste from 33 multi-unit dwellings completing 211 services per month.
CSP Strategy 3.2.3 Provide access to sustainable waste services that keep our community clean and tidy			

Responsible Officer – Manager, Waste and Ranger Services **Sub Service – Street and Park Waste Services**			CSP Objective 3.2 We have a clean and safe environment to live, work and play
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake collection of illegally dumped waste from public spaces	Collection of reported illegally dumped rubbish from public spaces next business day		5,591 reports of illegally dumped rubbish have been collected with an average of 65.46 tonnes of dumped waste collected per month. 71 illegal dumping reports were referred and investigated by Council's Rangers. An additional 4,769 collections from residential streets of illegally dumped rubbish were completed from patrols of residential streets. 10,227 kgs of illegally dumped hazardous waste items were collected.
Undertake collection of public place street and park litter bins	Service street and park waste litter bins across Cumberland City based on agreed service levels		Council provided daily waste collection for 1,142 street and parks litter bins, ensuring bins are emptied on schedule to ensure availability for litter disposal.
CSP Strategy 3.2.3 Provide access to sustainable waste services that keep our community clean and tidy			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Waste and Ranger Services **Sub Service – Commercial Waste Services**			CSP Objective 3.2 We have a clean and safe environment to live, work and play
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Undertake collection of commercial waste services for Council buildings, business customers and special community events	Undertake efficient collection services of commercial waste		Council delivered a commercial waste service to all Council buildings and 481 businesses within Cumberland.
	Provision of new and replacement bins for commercial waste collections		100% of all new and replacement bin deliveries for commercial services were within five business days.
CSP Strategy 3.2.3 Provide access to sustainable waste services that keep our community clean and tidy			

Performance Updates – Waste Services

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Facilitate management and collection of all domestic general, recycling and organic waste bins *CSP Strategy 3.2.3*	Percentage of missed domestic waste service collections	≤0.1%	0.02%		925 domestic waste services were not collected on the scheduled collection day.
	Percentage of new/ replacement bins provided within five business days of request	≥97%	100%		664 bins supplied for new/additional waste services. 5,084 bins supplied for existing services where bins were damaged or lost.
Provide basement and booked kerbside bulky household waste cleanup services *CSP Strategy 3.2.3*	Percentage of kerbside clean-up services on the day of booking	≥98%	99.60%		106 kerbside clean-ups were not collected on the scheduled collection day.
Undertake collection of illegally dumped waste from public spaces *CSP Strategy 3.2.3*	Percentage decrease in resident reported incidents compared to the previous year	≥5%	5.55%		60.25% of all reports of illegal dumping were submitted by residents, down from 65.80% for the same period in 2024-2025.
Undertake collection of public place street and park litter bins *CSP Strategy 3.2.3*	Number of complaints for missed street litter bin collections annually	<12	16		16 reports for full/overflowing street litter bins were received; all were emptied and collected on the daily schedule.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Waste Services					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Undertake collection of commercial waste services for Council buildings, business customers and special community events *CSP Strategy 3.2.3*	Number of complaints for missed commercial bin collections annually	<12	1		

STRATEGIC DIRECTION 4

Providing transparent, accountable and strong local leadership

Accounting
Audit, Safety and Risk
Bookings and Community Centres
Business Improvement
Corporate Strategy, Planning and Performance
Councillor and Executive Support
Customer Service
Governance and Procurement
Human Resources
Information Technology
Property Services
Rates

In 2035, Cumberland will have strong leadership and fit for purpose governance that uses long term planning based on community engagement to drive positive change within the local community. There will be trust and accountability to and from the community and its leadership fostered by high quality communications and collective decision making.

Strategi Directio
Strategi Directio
Strategi Directio

FOUNDATION OF OUR PLANS

COUNCIL'S ROLE

Deliver | *Partner*

OBJECTIVE 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

- 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and servic
- 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability
- 4.1.3 Attract and retain local talent to position Council as an employer of choice

OBJECTIVE 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety

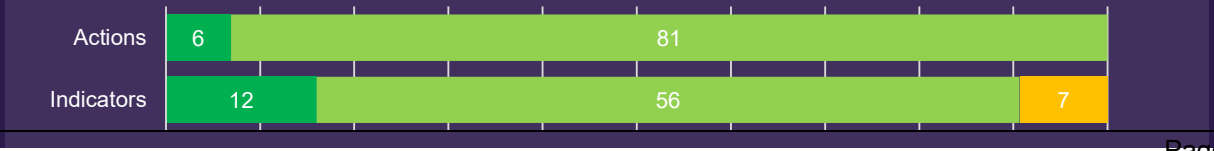
- 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews
- 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices
- 4.2.3 Foster a culture of wellbeing, learning and safety

OBJECTIVE 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council

- 4.3.1 Effectively communicate and engage with the community about services, programs and offerings
- 4.3.2 Empower community involvement in decision making initiatives to drive a collaborative approach for long term planning
- 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements
- 4.3.4 Provide equitable access to information and data to help make informed decisions

OUR PERFORMANCE BY STRATEGIC DIRECTION

Council's progress against the Delivery Program and Operational Plan contributed to the overall achievement in the effectiveness in delivering key services related to Strategic Direction 4.



CUMBERLAND CITY COUNCIL

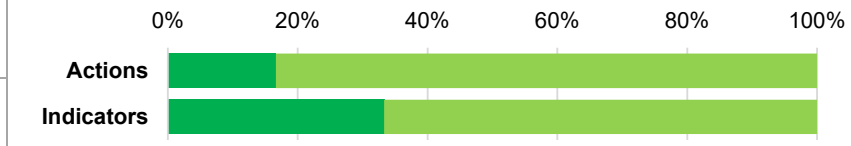
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Accounting

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	3	**Principal Deliverables**	6
Actions	6	**Performance Indicators**	6



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has maintained a strong budget surplus and is on target to meet the approved budgeted results for 2025-2026. Council received a clean audit clearance and remains in a relatively strong financial position.	Deliver Partner Advocate

Responsible Officer – Manager, Finance

Sub Service – Budget Support

CSP Objective 4.1
We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

Principal Deliverable	Actions	Status	Progress Update
Provide accurate and timely financial support to the organisation	Complete monthly and annual reporting, including end of financial year statements		Council is on track to meet the approved 2025-2026 budget and maintain a strong financial position. The first quarterly budget review was approved in November 2025 and maintained a surplus position. Any surplus funds at year end will be available for Council to reinvest into infrastructure/community priorities endorsed by the elected Council.

CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Manager, Finance **Sub Service – Payroll**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Ensure staff are paid accurately and on time, and in accordance with relevant legislations	Staff are paid fortnightly and in accordance with Award requirements		All payroll payment and reporting requirements were met during the period.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			

Responsible Officer – Manager, Finance **Sub Service – Financial Reporting and Accounting**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Paying suppliers on time to ensure goods, services, infrastructure and projects are not delayed	Approved supplier invoices paid within 14 days of invoice date		Supplier payments continue to be made in accordance with agreed supplier terms.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			
Ensure fees and charges and annual budget are correctly implemented and charged	Council fees and charges are adopted by Council prior to 1 July 2026 and are applied to all Council receipting and charges for the financial year		Council's Fees and Charges for 2025-2026 were adopted in June 2025 and applied from 1 July 2025.
CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability			
Maximising investment return for community services and infrastructure	Generate returns on Council investments above the bank bill index benchmark		Council's investment performance exceeded both the bank bill index benchmark and Council's approved budget. Investment listings and results have been reported to Council each month as required. All Council investments have been placed in line with Policy.
CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability			
Provide transactional accuracy, reporting and financial legislative compliance	Annual financial statements and quarterly budget reviews endorsed by Council within required timeframes per calendar of compliance		Council submitted its annual financial statements in October 2025, in line with the statutory deadline. The first quarterly budget review was approved in November 2025 and maintained a surplus position.
CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Accounting					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide accurate and timely financial support to the organisation *CSP Strategy 4.1.2*	Annual Financial Statements submitted to the Office of Local Government by 31 October 2025	100%	100%		Council submitted its annual financial statements in October 2025, in line with the statutory deadline.
Ensure staff are paid accurately and on time, and in accordance with relevant legislations *CSP Strategy 4.1.1*	Accurate fortnightly pays completed	100%	100%		All payroll payment and reporting requirements were met.
Paying suppliers on time to ensure goods, services, infrastructure and projects are not delayed *CSP Strategy 4.1.1*	Payment date against invoice date	>95%	100%		10,823 invoices processed within agreed supplier terms.
Ensure fees and charges and annual budget are correctly implemented and charged *CSP Strategy 4.1.2*	Endorsed fees and charges are published on Council's website and applied to all transactions during financial year	100%	100%		
Maximising investment return for community services and infrastructure *CSP Strategy 4.1.2*	Percentage of investments return generated against the bank bill index	>0%	0.99%		For the past 12 months, the investment portfolio has returned 4.96% versus the bank bill benchmark's 3.97%.
Provide transactional accuracy, reporting and financial legislative compliance *CSP Strategy 4.1.2*	Annual financial statements and quarterly budget reviews endorsed by Council	100%	100%		Annual financial statements were lodged with the Office of Local Government in October 2025 following Council endorsement. The first quarter budget review was lodged with the Office of Local Government in November 2025 following Council endorsement.

CUMBERLAND CITY COUNCIL

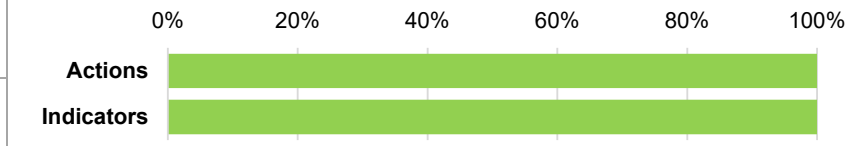
Performance and Progress Report 2025-2026: July 2025 – December 2025

GOVERNANCE AND RISK

Audit, Safety and Risk

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	3	**Principal Deliverables**	5
Actions	9	**Performance Indicators**	5



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
The rollout of a new online insurance claim form enables residents to submit claims directly for Council assessment, contributing to more consistent risk practices and streamlined customer facing processes. The 2025 Safety Day engaged more than 250 staff, showcasing wellbeing initiatives, delivering health screenings, and celebrating safety leadership across the organisation. Council now operates 74 publicly accessible Automated External Defibrillator (AEDs), the highest number in NSW, supported by community training partnerships with the Heart Foundation. Phase One of Council's Health Monitoring Program was completed, achieving full compliance with the new SafeWork NSW Silica Register requirements. SafeWork NSW introduced the register on 1 October 2025, requiring Council to record all workers engaged in high risk crystalline silica processing that may pose a health and safety risk in the workplace.	Deliver Partner Advocate

Responsible Officer – Coordinator, Internal Audit and Risk

Sub Service – Enterprise Risk Management and Business Continuity

CSP Objective 4.2
We make progressive decisions, building a culture of sustainable innovation, excellence and safety

Principal Deliverable	Actions	Status	Progress Update
Operate Council's Audit, Risk and Improvement Committee (ARIC) in accordance with the Office of Local Government Guidelines and legislation	Identify and actively monitor high-priority risks affecting Council operations		The Audit, Risk and Improvement Committee (ARIC) monitored high priority risks impacting operations, coordinated comprehensive reporting from risk owners and ensured clear escalation pathways for emerging issues.
	Quarterly tracking of the ARIC Responsibility Plan		Quarterly tracking of the ARIC Responsibility Plan was completed, with progress validated across all action areas, continuous improvement opportunities identified.

CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews

Responsible Officer – Coordinator, Internal Audit and Risk **Sub Service – Enterprise Risk Management and Business Continuity**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Ensure an effective Enterprise Risk Management Program is embedded, and Business Continuity Planning is undertaken and tested periodically	Regularly assess and manage strategic and operational risks to keep them relevant and reflective of the current risk landscape impacting Council		Council strengthened its Enterprise Risk Management (ERM) Program by consistently assessing and updating strategic and operational risks to ensure they remained accurate, relevant and reflective of the evolving internal and external risk environment.
	Provide ARIC with Quarterly Risk Management reports, recommendations and actionable feedback on identified risks		Two ARIC meetings convened delivering guidance on statutory obligations, internal controls and organisational risk maturity, ensuring transparent and accountable governance.
	Evaluate the effectiveness of Council's Business Continuity Planning (BCP), including: ➢ training staff in BCP responsibilities ➢ completing desktop exercises		Council advanced its Business Continuity Planning (BCP) by delivering targeted staff training and conducting scheduled desktop exercises. These activities tested critical response procedures, validated continuity strategies and identified opportunities for improvement.
CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews			

Responsible Officer – Coordinator, Internal Audit and Risk **Sub Service – Internal Audit**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Complete the Internal Audit (IA) Plan as reported to the Audit, Risk and Improvement Committee (ARIC)	Execute and monitor Internal Audits as outlined in Council's Strategic Internal Audit Plan		Council progressed delivery of the Strategic Internal Audit Plan by executing scheduled audits, monitoring implementation of recommendations and ensuring audit activities remained aligned with organisational priorities and emerging risks. Regular updates were prepared for the Audit, Risk and Improvement Committee (ARIC), enabling the Committee to maintain oversight, provide guidance and ensure internal audit outcomes continued to strengthen governance, compliance and service excellence across Council operations.
CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews			

Responsible Officer – Senior Coordinator, Work, Health and Safety **Sub Service – Work, Health and Safety**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Embed a Work, Health and Safety Management System and have a robust return to work program in place	Continue to embed the Work, Health and Safety Management System		Council's safety capability was strengthened through a coordinated program of training and system improvements. Key initiatives included emergency management reviews following recent drills, practical training for newly appointed fire wardens and workshops to improve the quality and consistency of risk assessments in line with Council procedures.
	Review and update policies and procedures		Procedures reviewed in consultation with the WHS Committee and formally adopted, include: • Management of Psychological Hazards at Work • Volunteer Management • Workplace Aggression and Violence • Working with Silica • Infection Control • Managing the Risk of Falls • Confined Space • Isolation and Tagging • Hazardous Manual Tasks • Traffic Management • Outdoor Work Environment • Construction Safety • Personal Protective Equipment (PPE) • WHS Roles and Responsibilities • Plant and Equipment • Managing WHS Risk • Incident Reporting and Investigation • WHS Audit Procedure. These updates strengthen Council's WHS Management System and ensure alignment with contemporary legislative and industry requirements.
CSP Strategy 4.2.3 Foster a culture of wellbeing, learning and safety			
Convene and promote a highly effective Work Health and Safety Committee in accordance with legislation	Convene the Work, Health and Safety committee in accordance with statutory requirements to provide guidance and oversight		The WHS Committee met monthly as required, providing a structured forum for consultation, issue resolution and oversight of key safety initiatives. The Committee played a central role in reviewing and endorsing updated WHS procedures.
CSP Strategy 4.2.3 Foster a culture of wellbeing, learning and safety			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Audit, Safety and Risk					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Operate Council's Audit, Risk and Improvement Committee (ARIC) in accordance with the Office of Local Government Guidelines and legislation *CSP Strategy 4.2.1*	Percentage attendance of ARIC members to provide consistent oversight and timely action as well as meeting the ARIC Responsibility Plan	≥90%	100%		The ARIC met twice in August and November.
Ensure an effective Enterprise Risk Management Program is embedded, and Business Continuity Planning is undertaken and tested periodically *CSP Strategy 4.2.1*	Percentage of registered risk reviews completed and reported to ARIC	≥90%	100%		Four Operational Risk Registers were reviewed and provided to the ARIC members.
Complete the Internal Audit (IA) Plan as reported to the Audit, Risk and Improvement Committee (ARIC) *CSP Strategy 4.2.1*	Complete Internal Audits in accordance with the ARIC adopted Audit Program	≥90%	90%		Four audits were finalised with three reported to the ARIC. The fourth audit will be reported to the February 2026 meeting.
Embed a Work, Health and Safety Management System and have a robust return to work program in place *CSP Strategy 4.2.3*	Percentage of policies and procedures are reviewed prior to their due date	≥90%	100%		
Convene and promote a highly effective Work Health and Safety Committee in accordance with legislation *CSP Strategy 4.2.3*	Percentage reduction in workplace injuries and incidents linked to identified hazards	>80%	100%		

CUMBERLAND CITY COUNCIL

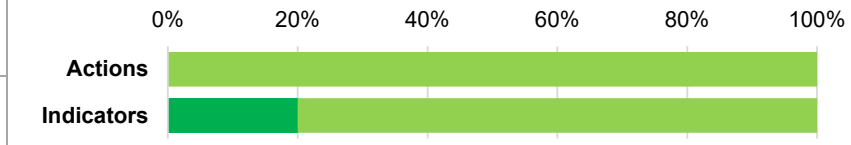
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Bookings and Community Centres

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	1	**Principal Deliverables**	3
Actions	4	**Performance Indicators**	5



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has continued to deliver community programs that provide residents with opportunities to connect, learn and participate in activities that reflect community interests. Improvements to booking processes have streamlined filming and event applications approvals to ensure these are completed within required timeframes.	Deliver Partner Advocate

Responsible Officer – Coordinator, Bookings and Community Centres

Sub Service – Bookings and Community Centres

CSP Objective 4.3
We are well informed, engaged and included in decision making and long term planning and have easy access to Council

Principal Deliverable	Actions	Status	Progress Update
Manage bookings administration and enquiries	Process bookings for Council's bookable spaces including community centres, halls, open spaces and tennis courts		Council introduced measures to streamline booking processes for community centres, halls, open spaces and tennis courts. The provision of timely updates and clear communication minimises disruptions and supports greater participation in local programs and events.
CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Bookings and Community Centres **Sub Service – Bookings and Community Centres**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Enhance community centre operations and programs	Manage staffed community centres and oversee community centre operations		Council maintained safe and well-presented community centres by coordinating essential repairs and providing timely updates to hirers.
	Facilitate community programs that reflect the community's diverse interests and needs		Council delivered 74 community programs across a broad range of areas tailored to community interests, including: • school holiday activities • cooking workshops • Zumba sessions • sewing classes • English language programs. In collaboration with local organisations, these initiatives were designed to be accessible, relevant and supportive of community health, wellbeing and inclusion. Consistent positive feedback indicates that these programs contribute to creating welcoming environments that encourage participation and strengthen community connections.
CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements			
Manage filming and events applications	Manage a streamlined assessment and permit issuance process for filming applications and for event applications		Council processed 11 filming applications and 32 community event applications. Council improved the permit process for filming and events by introducing more efficient approval pathways, with enhanced coordination across departments.
CSP Strategy 4.3.4 Provide equitable access to information and data to help make informed decisions			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Bookings and Community Centres					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Manage bookings administration and enquiries *CSP Strategy 4.3.3*	Percentage of online bookings processed and confirmed within 10 days	100%	97.6%		Council processed 10,544 online bookings for community spaces and tennis courts, with 10,288 confirmed within 10 days. Council is actively reviewing its processes to improve efficiency and reduce wait times for residents.
	Percentage of booking enquiries responded to within 48 hours	100%	99.6%		Council responded to 4,832 booking enquiries, with 4,815 answered within 48 hours. Council is actively reviewing its processes to improve efficiency and reduce wait times for residents.
Enhance community centre operations and programs *CSP Strategy 4.3.3*	Number of Community Centre programs delivered annually	64	74		
Manage filming and events applications *CSP Strategy 4.3.4*	Percentage of filming applications assessed and approved within 10 days	100%	100%		11 filming applications were assessed and approved within 10 days.
	Percentage of event applications assessed and approved within 20 days	100%	100%		32 event applications were assessed and approved within 20 days.

CUMBERLAND CITY COUNCIL

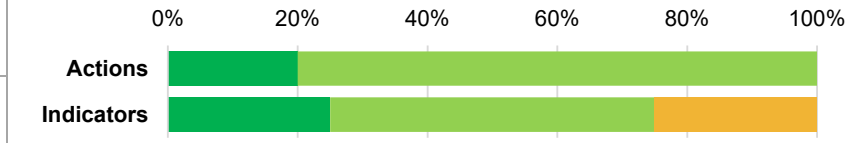
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Business Improvement

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	1	**Principal Deliverables**	3
Actions	10	**Performance Indicators**	4



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has implemented a Project Management Office and Framework for the first time, improving the planning, delivery and governance of Council projects.	Deliver Partner Advocate

Responsible Officer – Coordinator, Business Improvement and PMO

Sub Service – Improvement and Implementation

CSP Objective 4.2
We make progressive decisions, building a culture of sustainable innovation, excellence and safety

Principal Deliverable	Actions	Status	Progress Update
Deliver a Project Management Office	Develop and implement a Project Management Framework		Council has implemented a Project Management Office (PMO) alongside a new Project Management Framework and support system, to streamline Council's project management capabilities with robust and sustainable practices.
	Develop Project Management Office (PMO) policy and procedure documents		Council's implementation of the PMO is supported by policy, system support guidelines and procedure improvements.
CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews			
Deliver and implement business improvement solutions	Undertake Business Process Management (BPM) training and implementation		Council has delivered BPM support, focusing on building organisational capacity through training and supported process mapping exercises.
	Undertake process reviews		Delivered on request and across the organisation. There has been a focus on implementation of previous reviews.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Business Improvement and PMO **Sub Service – Improvement and Implementation**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver and implement business improvement solutions	Implement improvement actions and manage and monitor progress		Council has progressed its implementation of review recommendations in the following areas: • Duty Planning • Annual Fire Safety Statement.
	Provide Council wide corporate systems training		Council continues to provide systems training to all new starters within two weeks of commencing employment.
	Triage, assess and implement improvement projects		Council has progressed existing projects as required.
	Undertake and analyse internal service satisfaction survey data and present outcomes		An internal service satisfaction survey was undertaken for the Procurement service. This survey has informed the Procurement Service Review.
CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews			
Deliver and implement Council's Continuous Service Improvement (CSI) Program	Undertake service reviews in line with Council's approved schedule and present key findings		Council finalised a Service Review of the Procurement service in December 2025. The findings and report will be presented to management in January 2026.
	Implement an improvement action plan and manage and monitor progress		Council has tracked and progressed improvement action plans from historical service reviews.
CSP Strategy 4.2.1 Drive and implement continuous service excellence and business improvement through robust work practices and reviews			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Business Improvement					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Deliver a Project Management Office *Strategy 4.2.1*	Percentage completion in the development and implementation of the Project Management Framework	100%	100%		
Deliver and implement business improvement solutions *Strategy 4.2.1*	Number of BPM process maps completed	24	12		
	Percentage of staff trained on corporate systems within the first two weeks at Council	90%	85%		11 of 13 staff were trained across Council's corporate systems within two weeks of commencement.
Deliver and implement Council's Continuous Service Improvement (CSI) Program *Strategy 4.2.1*	Percentage of improvement actions implemented within 12 months of review	80%	50%		

CUMBERLAND CITY COUNCIL

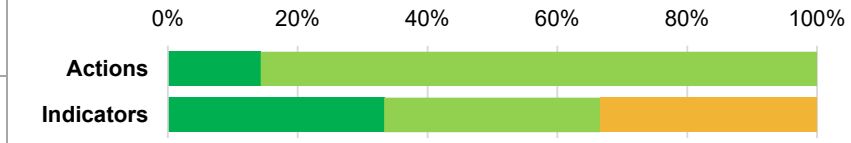
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Corporate Strategy, Planning and Performance

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	1	**Principal Deliverables**	3
Actions	14	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council's Annual Report 2024-2025 was published in November 2025, highlighting and celebrating the many achievements of the Council and community.	Deliver Partner Advocate

Responsible Officer – Coordinator, Corporate Planning and Performance

Sub Service – Corporate Strategy, Planning and Performance

CSP Objective 4.3
We are well informed, engaged and included in decision making and long term planning and have easy access to Council

Principal Deliverable	Actions	Status	Progress Update
Initiate and develop planning documents, engagement and consultation	Develop Annual Operational Plan (OP) 2026-2027		Development of the Annual Operational Plan (OP) 2026-2027 has commenced and will be publicly exhibited for community feedback. The Plan outlines Council's service actions, major capital projects and financial information for the year ahead.
	Undertake Community Wellbeing Survey		Planning for the upcoming Community Wellbeing Survey has commenced and is scheduled for completion by June 2026. The survey will assess Council's performance in achieving the vision and strategic directions of the Community Strategic Plan (CSP) 2025-2035.
CSP Strategy 4.3.2 Empower community involvement in decision making initiatives to drive a collaborative approach for long term planning			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Corporate Planning and Performance **Sub Service – Corporate Strategy, Planning and Performance**			**CSP Objective 4.3** **We are well informed, engaged and included in decision making and long term planning and have easy access to Council**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Prepare and publish reporting documents	Finalise Performance and Progress Report 2024-2025		Council's Performance and Progress Report January 2025 – June 2025 was finalised and published on Council's website in September 2025.
	Develop and finalise Annual Report 2024-2025		Council's Annual Report was published in November 2025. The report provides an update on Council's activities for the year and serves as a central reference point for the community, other agencies, local businesses, and prospective employees. It also offers readers the opportunity to engage with Council's performance and achievements.
	Develop Performance and Progress Reports 2025-2026		Development of the Performance and Progress Report for July 2025 – December 2025 has commenced and is scheduled to be published on Council's website in February 2026.
	Plan and develop Annual Report 2025-2026		Planning for the Annual Report 2025-2026 has commenced with development of the Report scheduled to commence in June 2026.
	Manage Council's Corporate Planning and Reporting Framework and administration of reporting systems		Council is continuously reviewing and improving its reporting and planning methodology to ensure ongoing enhancement and robust processes.
	Implement Year 2 Corporate Planning and Reporting Strategy actions		The actions for year two of the Corporate Planning and Reporting Strategy are on track for completion by June 2026.
CSP Strategy 4.3.2 Empower community involvement in decision making initiatives to drive a collaborative approach for long term planning			
Coordinate and manage internal performance	Development of detailed service plans to optimise the delivery of services to the community including the creation of a Master Corporate Plan		Service Planning for 2026-2027 was completed in December 2025. Information from these plans will be reflected in the Operational Plan 2026-2027 and Master Corporate Plan.
	Maintain Service Planning Guidelines		The Service Planning Guidelines have been updated to correlate with the current service planning process. These guidelines are provided to businesses to ensure that Services are strategically aligned and coordinated.
	Implement Year 2 Performance Indicator and Reporting Strategy Actions		Actions for year two of the Performance Indicator and Reporting Strategy are nearing completion. Planning and development of year three actions will commence in May 2025, ensuring continuous improvement in performance measurement and reporting.
	Administer Council's Performance Indicator and Reporting framework, performance reporting systems and register of all performance indicators		The Master Performance Indicator Register is maintained and updated, with a review of Council's indicators coinciding with Service Planning and Operational Plan development.
	Coordinate the Quarterly Performance Review (QPR) Program		The Quarterly Performance Review Program (QPR) provides Council leadership oversight on the internal performance of Council through robust financial, workforce, safety and customer experience performance data. QPR meetings were held in August 2025 and November 2025, providing businesses with a forum to explain results and identify improvement opportunities with the Senior Leadership team.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Corporate Planning and Performance **Sub Service – Corporate Strategy, Planning and Performance**			**CSP Objective 4.3** **We are well informed, engaged and included in decision making and long term planning and have easy access to Council**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Coordinate and manage internal performance	Prepare and facilitate the Improving Performance and Culture (IPC) workshops		Two Improving Performance and Culture (IPC) workshops were held in August 2025 and November 2025, providing an opportunity for emerging leaders from across the organisation to reflect on corporate performance results, brainstorm pain points, and collaborate on innovative solutions that can be implemented.
CSP Strategy 4.3.4 Provide equitable access to information and data to help make informed decisions			

Performance Updates – Corporate Strategy, Planning and Performance

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Initiate and develop planning documents, engagement and consultation *CSP Strategy 4.3.2*	Conduct Community Wellbeing Survey	100%	50%		Planning for the Wellbeing Survey has commenced with the Survey scheduled for March 2026.
Prepare and publish reporting documents *CSP Strategy 4.3.2*	Reporting documents to be prepared and published in accordance with legislative requirements	100%	100%		
Coordinate and manage internal performance *CSP Strategy 4.3.4*	Percentage of internal Corporate Performance Indicator results meeting targets	≥75%	52%		Council is meeting 13 of its 25 internal corporate performance indicators. These results are monitored as part of Council's Quarterly Performance Review Program.

CUMBERLAND CITY COUNCIL

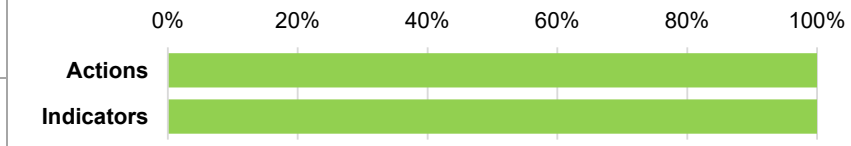
Performance and Progress Report 2025-2026: July 2025 – December 2025

GOVERNANCE AND RISK

Councillor and Executive Support

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	2	**Principal Deliverables**	2
Actions	2	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
High level secretariat support was delivered to key Council committees, including the timely preparation, coordination, and facilitation of meetings.	Deliver Partner Advocate

Responsible Officer – Coordinator, Governance

Sub Service – Committee Support and Civic Governance

CSP Objective 4.1
We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

Principal Deliverable	Actions	Status	Progress Update
Deliver high level Council and committee secretariat support to key Council committees	Produce business papers and take live minutes at Council and Committee meetings		Comprehensive preparation of business papers and delivery of live minute taking for Council and Committee meetings has been successfully completed, ensuring robust governance, procedural integrity, and high quality support for decision making processes.

CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Supervisor, Executive Support **Sub Service – Executive Support**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide executive support to the Mayor and Councillors in accordance with Policy	Provide a high standard of executive support to the Mayor and Councillors in accordance with Councillor Expenses and Facilities Policy		Executive support for Mayor and Councillors has been delivered in accordance with the provisions of the Councillor Expenses and Facilities Policy.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			

Performance Updates – Councillor and Executive Support					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Deliver high-level Council and committee secretariat support to key Council committees *CSP Strategy 4.1.1*	All business papers and meeting minutes published on time in accordance with the adopted Code of Meeting Practice	100%	100%		All business papers and meeting minutes were published within required timeframes.
	All Council meetings livestreamed to the public	100%	100%		All Council meetings were livestreamed to the public.
Provide executive support to the Mayor and Councillors in accordance with Policy *CSP Strategy 4.1.1*	Support provided in accordance with Councillor Expenses and Facilities Policy	100%	100%		

CUMBERLAND CITY COUNCIL

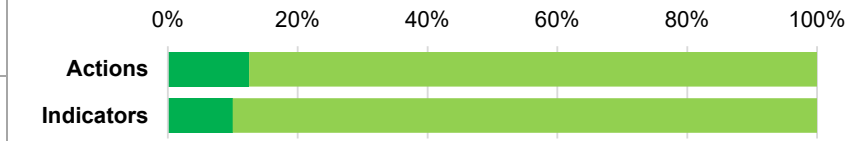
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Customer Service

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	3	**Principal Deliverables**	4
Actions	8	**Performance Indicators**	10



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council continued to provide accessible customer service across multiple channels, including face-to-face, phone, email and webchat. Development of a new Customer Experience Strategy has commenced to guide future improvements, ensuring services remain responsive and aligned with community needs.	Deliver Partner Advocate

Responsible Officer – Coordinator, Complaints and Feedback

Sub Service – Complaints and Feedback

CSP Objective 4.3
We are well informed, engaged and included in decision making and long term planning and have easy access to Council

Principal Deliverable	Actions	Status	Progress Update
Manage Council's complaints and compliments	Register all compliments, complaints and feedback in accordance with Council's Compliments and Complaints Management Policy		Council recorded 281 complaints and 201 compliments, ensuring all feedback was documented and managed effectively.
	Address and resolve Tier 1 complaints within 15 days per policy		Council resolved 276 of 281 Tier 1 complaints within 15 working days, representing an improvement on the previous period.

CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Customer Service **Sub Service – Customer Experience**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Deliver timely, accurate and friendly customer services	Provide customer service (internal and external) through face-to-face interactions, over the phone, via email and webchat		Council continued to provide customer service through face-to-face interactions, phone, email, and webchat, ensuring residents and businesses could access support.
CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements			
Undertake customer engagement and consultation	Develop and implement a Customer Experience Strategy		Council commenced development of a Customer Experience Strategy to enhance community engagement and guide improvements aimed at delivering better experiences for residents. Initial work included researching community needs and analysing demographics to ensure future services are tailored and accessible.
	Conduct the biennial Customer Satisfaction Survey		Council finalised the 2025 Customer Satisfaction Survey report in August 2025. The survey involved interviews with 377 residents, with results showing that 86% were satisfied with Council's overall performance. Respondents reported high satisfaction across key areas, including: • accessibility • ease of doing business with Council • availability of contact channels and service sites • overall quality and responsiveness of services.
	Conduct the annual customer service benchmarking program and produce reports		The annual Customer Service Benchmarking Program will commence in January 2026 and is due for completion before the end of the financial year.
CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements			

Responsible Officer – Coordinator, Records Management **Sub Service – Records Management**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Manage Council records including digitisation	Ensure daily hard copy and electronic mail are registered and assigned to relevant officers for action within specified service level timeframes		Council ensured all hard copy and electronic correspondence was recorded and allocated to the appropriate officers within required timeframes.
	Implement a system to digitise files upon request, ensuring easy accessibility and retrieval for future use		Council provided file digitisation services on request, ensuring records were easily accessible and retrievable, improving access to information and supporting efficient service delivery.
CSP Strategy 4.3.4 Provide equitable access to information and data to help make informed decisions			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Customer Service					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Manage Council's complaints and compliments *CSP Strategy 4.3.3*	Percentage of Tier 1 Complaints Acknowledged within three days	95%	99%		Council acknowledged 280 of 281 complaints within three working days.
	Percentage of Tier 1 Complaints resolved within 15 days	95%	98.2%		Council resolved 276 of 281 Tier 1 complaints within 15 working days.
Deliver timely, accurate and friendly customer services *CSP Strategy 4.3.3*	Percentage of customer calls answered in 60 seconds	≥80%	85%		Council received 74,504 calls, with 85% answered within 60 seconds.
	Percentage of customer service counter enquiries attended to within three minutes	≥80%	84%		Council welcomed 12,810 visitors to Customer Service Centres, with 84% served within three minutes.
	Percentage of customer contact average wait time is less than 30 seconds	100%	100%		The average call wait time was approximately 28 seconds.
	Percentage of abandoned calls	≤4%	2%		Council received 74,504 calls, with only 1,715 abandoned.
	Percentage of Webchats answered within 30 seconds of being received	≥80%	99%		Council received 3,872 webchats, with 99% answered within 30 seconds.
Undertake customer engagement and consultation *CSP Strategy 4.3.3*	Number of completed Customer Satisfaction Survey programs	1	1		The 2025 Customer Satisfaction Survey was finalised in August 2025.
Manage Council records including digitisation *CSP Strategy 4.3.4*	Percentage of correspondence registered within eight business hours	100%	100%		Council registered 35,030 received correspondences and emails on time.
	Percentage of internal record requests requiring offsite retrieval within five working days	≥95%	98%		Council processed 535 file requests, retrieving 98% within five working days.

CUMBERLAND CITY COUNCIL

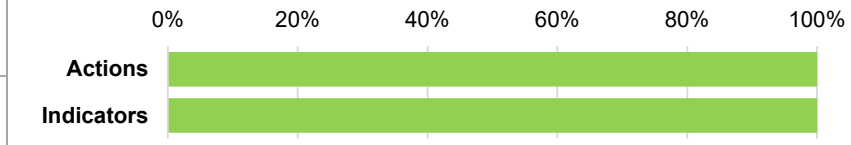
Performance and Progress Report 2025-2026: July 2025 – December 2025

GOVERNANCE AND RISK

Governance and Procurement

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	4	**Principal Deliverables**	4
Actions	5	**Performance Indicators**	5



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council successfully delivered 10 citizenship ceremonies with 1,799 conferees receiving citizenship. 94% of conferees received their citizenship within three months, reflecting strong process management and a consistent focus on timely service delivery.	Deliver Partner Advocate

Responsible Officer – Coordinator, Governance

Sub Service – Citizenship Ceremonies

CSP Objective 4.3
We are well informed, engaged and included in decision making and long term planning and have easy access to Council

Principal Deliverable	Actions	Status	Progress Update
Deliver high quality Citizenship ceremonies within efficient scheduling and wait times for approved applicants	Plan and implement citizenship ceremonies		High quality citizenship ceremonies were delivered in a timely and well-coordinated manner. Efficient scheduling and strong administrative processes ensured approved applicants progressed through the ceremony process with minimal delays and a positive overall experience.

CSP Strategy 4.3.3 Deliver excellence in customer service and provide easy access to community centres and civic engagements

Responsible Officer – Coordinator, Governance **Sub Service – Corporate Governance**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Driving a strong governance culture throughout Council's operations and ongoing training	Ensure staff are regularly trained on the Code of Conduct and other key governance topics to ensure a positive ethical culture throughout Council		Code of Conduct training is delivered to all staff annually, with new employees receiving this training as part of their induction. Council also maintained regular communication with staff regarding governance requirements and reporting obligations, including matters related to secondary employment and gifts and benefits.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			

Responsible Officer – Coordinator, Governance **Sub Service – Government Information Public Access (GIPA)**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Facilitate access to Council records through open access release or via incoming request applications in accordance with the *GIPA Act 2009*	Determine Informal and Formal GIPA applications		881 GIPA applications were managed, comprising both formal and informal requests. All applications were processed in line with legislative requirements, ensuring timely access to information and supporting transparency across Council operations.
CSP Strategy 4.3.4 Provide equitable access to information and data to help make informed decisions			

Responsible Officer – Senior Coordinator, Procurement and Contracts **Sub Service – Procurement**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide end to end procurement services ensuring compliance with legislative requirements	Ensure all tender and quotation processes over $20,000 are centrally led by Procurement		All quotation/tender processes over $20,000 have been centrally led for the organisation strictly following Local Government Regulations and Council's Procurement and Contract Management procedures.
	Deliver robust tender processes with all matters reported to Council which exceed the financial delegation of the General Manager		Seven matters exceeding the financial delegation of the General Manager were reported to Council.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Governance and Procurement					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Deliver high quality Citizenship ceremonies within efficient scheduling and wait times for approved applicants *CSP Strategy 4.3.3*	Percentage of conferees receiving citizenship within three months of being approved by the Department of Home Affairs	≥80%	94%		
Driving a strong governance culture throughout Council's operations and ongoing training *CSP Strategy 4.1.1*	Code of Conduct and Governance topics refresher training to be held annually	100%	100%		
Facilitate access to Council records through open access release or via incoming request applications in accordance with the *GIPA Act 2009* *CSP Strategy 4.3.4*	GIPA applications to be determined within 20 working days	≥90%	100%		Five formal applications and 876 informal requests were processed.
Provide end to end procurement services ensuring compliance with legislative requirements *CSP Strategy 4.1.1*	Procurement to lead all tender and quotation processes above $20,000	100%	100%		144 tenders and quotations valued above $20,000 were processed.
	Provide four reports annually to Council's Audit, Risk and Improvement Committee detailing performance of procurement and any non-compliances across Council	100%	50%		Reports for the period July to September 2025 were submitted to both Audit, Risk and Improvement Committee meetings held in August and November 2025.

CUMBERLAND CITY COUNCIL

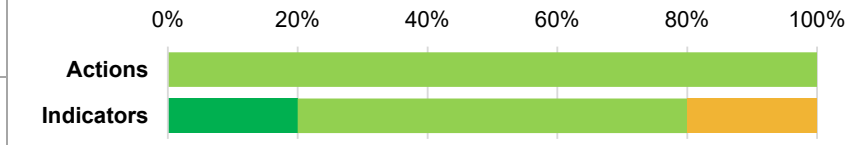
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Human Resources

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	2	**Principal Deliverables**	3
Actions	6	**Performance Indicators**	5



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council was recognised as a Disability Confident Recruiter in September 2025, highlighting Council's dedication to creating accessible and inclusive recruitment processes for people with disability. The status signifies Council's ongoing commitment to breaking down barriers and ensuring fairness and equal opportunity for all candidates. Council was successful in its application to secure grant funding from round three of the NSW State Government Fresh Start Program, for three additional apprenticeship positions, with the successful applicants in 2026.	Deliver Partner Advocate

Responsible Officer – Coordinator, Human Resources

Sub Service – Human Resources Support

CSP Objective 4.1
We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

Principal Deliverable	Actions	Status	Progress Update
Manage Council's employment lifecycle	Ensure all approved roles are advertised		Council advertised all approved roles in accordance with the Local Government (State) Award.
	Complete the Disability Confident Recruiter Program		Council achieved the status of Disability Confident Recruiter in September 2025. This is now promoted on Council's job advertisement pages and communication.
CSP Strategy 4.1.3 Attract and retain local talent to position Council as an employer of choice			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Human Resources **Sub Service – Human Resources Support**			**CSP Objective 4.1** **We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide generalist Human Resources support to the organisation	Develop an action plan in response to Council's 2024 Culture and Engagement Survey		The Culture and Engagement Survey Action Plan has been developed and implemented. Three priority strategies and initiatives have been completed: • Achievement of the Disability Confident Recruiter status • Implementation of Council's performance development systems • Delivery of the first initiative from Council's Women's Empowerment Group.
	Develop and implement of Council's Corporate Social Responsibilities Program		The Corporate Social Responsibilities (CSR) Guideline has been endorsed and Council is in the process of creating a program.
CSP Strategy 4.1.3 Attract and retain local talent to position Council as an employer of choice			

Responsible Officer – Coordinator, Organisation Development **Sub Service – Learning and Organisational Development**			**CSP Objective 4.2** **We make progressive decisions, building a culture of sustainable innovation, excellence and safety**
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Ensure that Council takes an active approach in staff development	Allocate and ensure completion of all mandatory training required in positions		All mandatory training has been delivered.
	Deliver staff events and initiatives		Staff events and initiatives delivered include: • Connect and Celebrate Cumberland and R U OK? Day events • International Men's Day • Three Lunch and Learn sessions on disability awareness, child protection, and perimenopause and menopause.
CSP Strategy 4.2.3 Foster a culture of wellbeing, learning and safety			

Performance Updates – Human Resources					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** **Jul - Dec 25**	**Status**	**Comments**
Manage Council's employment lifecycle *CSP Strategy 4.1.3*	Average time in weeks to fill a vacant position, from date of advertisement to date of offer	6	7.54 weeks		There was an increase in the average time to fill vacant positions due to the volume of applications submitted for the positions advertised.
	Number of participants trained to improve the access and inclusion of candidates with a disability	≥10	22		Council arranged for the most frequent hiring managers to undertake this training to ensure confidence in the Disability Confident Recruiter (DCR) processes.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Human Resources					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide generalist Human Resources support to the organisation *CSP Strategy 4.1.3*	Number of strategies and initiatives delivered to address action plan	4	3		
Ensure that Council takes an active approach in staff development *CSP Strategy 4.2.3*	Mandatory training completed within allocated timeframe	100%	98.5%		Council delivered one mandatory e-Learning module with a 98.5% completion rate.
	Number of staff events and initiatives delivered	4	5		Following recommendations from the Diversity Equity and Inclusion Committee and outcomes of the Culture and Engagement Survey action plan, Council has revamped its Lunch and Learn Program to offer more diverse and inclusive learning and awareness opportunities for staff.

CUMBERLAND CITY COUNCIL

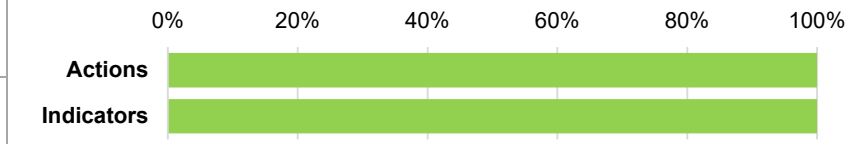
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Information Technology

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	2	**Principal Deliverables**	5
Actions	12	**Performance Indicators**	10



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council delivered key improvements to strengthen technology, enhance security, and simplify digital services. Online services always remained available, supported by reliable infrastructure and robust cybersecurity measures to protect community data. Data accuracy was improved, and new tools were introduced, including dashboards and an interactive Ward Map, while AI solutions were explored to enable smarter services. Council also invested in staff training and governance to ensure technology decisions deliver long-term value for the community.	Deliver Partner Advocate

Responsible Officer – Senior Coordinator, Information Systems and Coordinator, GIS and Corporate Data

Sub Service – Information Systems and Data

CSP Objective 4.2
We make progressive decisions, building a culture of sustainable innovation, excellence and safety

Principal Deliverable	Actions	Status	Progress Update
Corporate Systems and Geographic Information Systems (GIS) upgrades	Plan and execute annual upgrades for corporate systems and GIS		No major system upgrades have been applied. Council's next corporate systems upgrade is being planned for April 2026 to ensure technology remains reliable and continues to support efficient service delivery for the community.
CSP Strategy 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices			
Ensure eServices are available to the community 24 hours a day, 7 days a week	Conduct daily system health checks to monitor uptime		Council ensured online services were always available to the community. Daily system checks were conducted to maintain uninterrupted access.
CSP Strategy 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices			

Responsible Officer – Senior Coordinator, Information Systems and Coordinator, GIS and Corporate Data **Sub Service – Information Systems and Data**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Review of all Regulatory System Processes	Perform periodic audits of regulatory system processes		Council improved regulatory system monitoring by introducing automated checks across key applications. These checks run multiple times daily to ensure processes function correctly and any issues are addressed immediately.
	Implement necessary updates to maintain connection in the Planning Portal		Council maintained a reliable connection between its systems and the NSW Planning Portal, ensuring uninterrupted access for planning applications and related services.
CSP Strategy 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices			

Responsible Officer – Senior Coordinator, Technology Services **Sub Service – Technology Services**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide a sustainable, secure computer network infrastructure	Update hardware and devices in line with policy		Council continues to replace outdated hardware to ensure systems remain secure and capable of receiving critical updates.
	Monitoring and tracking of Wide Area Network (WAN) uptime		Council continues to monitor its network to maintain reliable connectivity, achieving an uptime of over 99.5%. Any issues were promptly identified and resolved, ensuring residents and businesses could access Council's online services without interruption.
	Notification of non-urgent outages		Council ensured transparency during non-urgent outages by adhering to governance protocols and providing timely notifications.
	Implement regular security patches and vulnerability assessments		Council carried out regular security updates to maintain system safety and compliance. Monthly reviews ensured all non-urgent patches were applied promptly, while critical updates were implemented immediately to address vulnerabilities.
	Implement Year 1 actions from Digital Strategy		Council progressed Year 1 actions from the Digital Strategy, including: • establishment of an IT Steering Group to guide technology decisions, ensuring alignment with strategic goals and value for the community • Strengthening Cybersecurity through stricter controls for third-party access, including formal approvals and enhanced verification steps • Feasibility assessments for artificial intelligence projects with funding secured for trials commencing in early 2026 to improve efficiency and service delivery.
CSP Strategy 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Senior Coordinator, Technology Services **Sub Service – Technology Services**			CSP Objective 4.2 We make progressive decisions, building a culture of sustainable innovation, excellence and safety
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide Service Desk support	Resolve service desk requests within target response time		Council successfully processed 2,963 service requests during the period, achieving an average resolution time of 4 hours and 26 minutes.
	Perform bi-annual asset checks across all locations		Council completed comprehensive asset audits across all locations to ensure accurate records of technology equipment and compliance with organisational standards.
	Establish a ticket escalation process for complex or urgent requests		Council introduced an automated process to escalate complex or urgent technology requests, ensuring issues are routed to the appropriate area quickly. This improvement reduces resolution times and enhances service delivery for critical issues.
CSP Strategy 4.2.2 Ensure sustainability through innovative, efficient and effective technology practices			

Performance Updates – Information Technology

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Corporate Systems and Geographic Information Systems (GIS) upgrades *CSP Strategy 4.2.2*	Percentage of upgrades/ outages for Business Systems or GIS are notified 10 business days prior	100%	100%		There were no planned upgrades during this period.
Ensure eServices are available to the community 24 hours a day, 7 days a week *CSP Strategy 4.2.2*	Percentage of Digital Services and Online Availability 24/7	100%	100%		6,123 certificates were lodged, 1,580 requests were received, 15,457 secure ePayments were processed and the Development Assessment tracker/property search was accessed 142,956.
Review of all Regulatory System Processes *CSP Strategy 4.2.2*	Regulatory applications in Planning Portal remain connected	100%	100%		Council's regulatory application systems in the NSW Planning Portal remained fully connected.
Provide a sustainable, secure computer network infrastructure *CSP Strategy 4.2.2*	Currency of hardware for Firewalls, Switches, Mobile and Computer devices	100%	100%		Council maintained secure and up-to-date network hardware, replacing approximately 300 laptops to ensure performance and scheduling upgrades for 120 mobile devices.
	WAN uptime availability	≥99.5%	99.5%		
	Percentage of non-urgent outages notified 10 business days prior	100%	100%		
	Percentage of devices patched per security assessment	100%	100%		

Performance and Progress Icons — Completed/Target Met; On Track/Target On Track; Needs Attention/Target Not Met; On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Information Technology					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide Service Desk support *CSP Strategy 4.2.2*	Resolution of Service Desk requests within SLA	100%	100%		Council resolved 2,963 Service Desk requests during the period, achieving an average resolution time of 4 hours and 26 minutes.
	Percentage of assets checked every six months	100%	100%		
	Percentage of escalated tickets resolved within SLA	100%	100%		

CUMBERLAND CITY COUNCIL

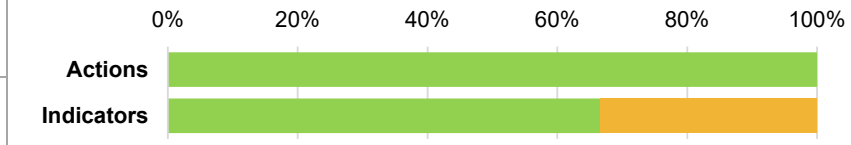
Performance and Progress Report 2025-2026: July 2025 – December 2025

GOVERNANCE AND RISK

Property Services

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	2	**Principal Deliverables**	3
Actions	3	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council has strengthened community outcomes through two significant long term lease agreements. At Wyatt Park, Council has entered its second long term lease with Flipside, enabling the continued operation of the skatepark and wheeled sports facility. This agreement supports ongoing activation of this valued recreational space. Council also finalised a long term agreement with Sydney Marae Alliance Incorporated to establish the first Māori Cultural and Education Centre of its kind in Australia at Hyland Road Reserve. The Centre will provide a dedicated space for cultural celebration and learning, enhancing cultural diversity and community connection within Cumberland.	Deliver Partner Advocate

Responsible Officer – Coordinator, Property Transactions

Sub Service – Property Transactions

CSP Objective 4.1
We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

Principal Deliverable	Actions	Status	Progress Update
Ensure Council operates its Property Committee as a mechanism of governance and oversight for key property matters	Ensure the Property Committee is duly informed and actively involved in the oversight, progression and timely completion of key property transactions and projects, as well as convened per the Committee's Terms of Reference		The Property Committee convened twice, receiving and reviewing several key reports, including the GoGet CarShare trial in Council carparks, billboard advertising commercial opportunities, town centre strategy considerations, lease renewals and requests for property acquisition.
CSP Strategy 4.1.1 Build public trust in local leadership and embed a culture of governance and probity in Council's processes and services			

Responsible Officer – Coordinator, Property Transactions **Sub Service – Property Transactions**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Progress and maximise property transactions to provide optimum outcomes for Council	Ensure increased revenue generated from property transactions (sales and other dealings) by identifying high-value opportunities and executing transactions strategically in accordance with the Property Policy		Council continued to actively review and manage its property portfolio to identify and progress high value transaction opportunities with all key property projects reported to the Cumberland Property Committee for endorsement. Council is now in the final stages of a major property sale in Merrylands, representing a significant milestone in the strategic management of Council's property assets and holding the potential to deliver substantial benefits for the community.
CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability			

Responsible Officer – Coordinator, Property Transactions **Sub Service – Property Management and Leasing**			CSP Objective 4.1 We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Ensure that Council properties are consistently utilised and are effectively managed	Ensure increased lease coverage for all leasable Council properties		Council is effectively managing its lease portfolio to ensure stable occupancy and deliver value to the community. Expiring leases have been actively renegotiated in line with market conditions, legislation, and Council's property strategy. For vacant or new properties, Council has undertaken appropriate processes to identify opportunities that enhance community benefit and generate revenue, keeping the portfolio aligned with long term priorities.
CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Property Services					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Ensure Council operates its Property Committee as a mechanism of governance and oversight for key property matters *CSP Strategy 4.1.1*	Number of Property Committee meetings convened	5	2		
Progress and maximise property transactions to provide optimum outcomes for Council *CSP Strategy 4.1.2*	Year to year increase in revenue resulting from property transactions	≥10%	-11.8%		This result appears to be below target due to the end of year result last year including a number of one off (non-recurring) payments which improved the financial position. If these one-off payments were removed, leasing income has in fact increased on last year's result. There are also short-term vacant properties within the leasing portfolio that are in the process of being leased. The result is expected to improve further as new agreements are finalised and as Council confirms the future use and strategic direction for the relevant assets.
Ensure that Council properties are consistently utilised and are effectively managed *CSP Strategy 4.1.2*	Percentage of current lease/licence agreements within the Property Portfolio (active and not expired)	≥80%	55%		55% of agreements within the Property Portfolio are currently under an active lease or licence, with a further 30% progressing through negotiation. 11 new leases were finalised and five tenancies vacated. Council decisions on property matters must always be guided by long term strategy. In some cases, leases cannot be renewed or are only offered on a short term basis while broader planning and asset management considerations are worked through.

CUMBERLAND CITY COUNCIL

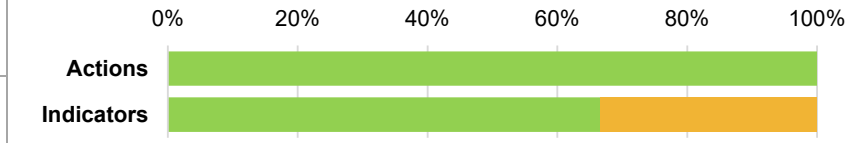
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Rates

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	1	**Principal Deliverables**	1
Actions	1	**Performance Indicators**	3



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council implemented an SMS reminder service for customers. In September and December, Council messaged reminders to customers with outstanding accounts, to reduce the number of overdue rate notices issued.	Deliver Partner Advocate

Responsible Officer – Team Leader, Rates

Sub Service – Rates

CSP Objective 4.1
We are proud to be served by a sustainable, responsible and transparent organisation, underpinned by good governance

Principal Deliverable	Actions	Status	Progress Update
Levy and collection of rates and charges	Levy rates through detailed rates modelling and distribute rates notices on time, in line with statutory requirements		All Rates notices have been issued as per s.562 of the *Local Government Act 1993*, in accordance with statutory requirements.

CSP Strategy 4.1.2 Operate in a financially responsible manner to deliver services and facilities that offer value for money and create economic growth ensuring long term sustainability

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Rates					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Levy and collection of rates and charges *CSP Strategy 4.1.2*	Correct income generation as modelled	100%	100%		Council rating revenue generation and levying aligned with Council budget.
	Issue rates notices one month before due	100%	100%		Rates and charges notices were issued in July 2025.
	Percentage of rates and charges outstanding	<6%	8.8%		Customers continue to face pressures on income from the current high cost of living affecting their ability to pay for services. Council's SMS reminder service aims to reduce the number of rates that are overdue.

CUMBERLAND CITY COUNCIL

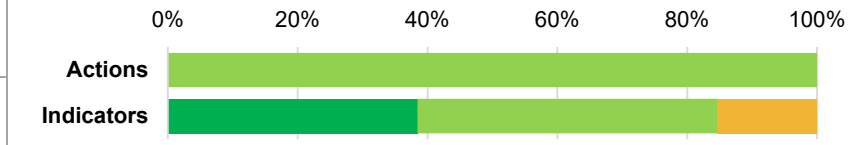
Performance and Progress Report 2025-2026: July 2025 – December 2025

CORPORATE PERFORMANCE

Strategic Communications and Engagement

Strategic Direction 4
Providing transparent, accountable and strong local leadership

Sub Services	3	**Principal Deliverables**	3
Actions	7	**Performance Indicators**	13



Actions Status		Indicator Status
Completed		Target Met
On Track		Target On Track
Needs Attention		Target Not Met
On Hold		Discontinued

Service Highlights	Foundation of our Plan Icons
Council achieved positive media visibility through various communication efforts that resulted in 194 published articles in the Daily Telegraph, Channel 7, Channel 9, 2GB, Channel 10, OzArab and ABC Radio. Council's Instagram page has achieved a 22.3% increase in followers and the revamped eNews a 6.8% increase in followers. This growth is attributed to availability of engaging video content that showcases major projects, programs, major events and important infrastructure upgrades for the community.	Deliver Partner Advocate

Responsible Officer – Coordinator, Community Engagement and Communications

Sub Service – Community Engagement

CSP Objective 4.3
We are well informed, engaged and included in decision making and long term planning and have easy access to Council

Principal Deliverable	Actions	Status	Progress Update
Provide engaging, inclusive and timely community engagement opportunities	Continually review, improve and deliver Council's Community Engagement Framework to ensure participation by people with disability and their carers in all public participation programs including the development and delivery of Council plans and strategies		All online consultation web pages published on the engagement portal met Web Content Accessibility (WCAG)2 Guidelines, with increased accessibility of key Council documents.

Responsible Officer – Coordinator, Community Engagement and Communications **Sub Service – Community Engagement**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide engaging, inclusive and timely community engagement opportunities	Deliver community consultations and maintain visibility across five wards through pop-up sessions and two-way engagement		Two-way engagement on Council's projects and consultations with the community was achieved through various methods of engagement including Have Your Say portal, with eight online community consultations published and 17 parks and playspace upgrades. Online Community Consultations: • Carnarvon Golf course petition • Draft Code of Meeting Practice 2025 • Cumberland City Advisory Committees – Expressions of Interest 2025 • Shaping the Future of Education and Care in Cumberland • Cumberland Open Space Planning Proposal • Guildford Town Centre Community Improvement District (CID) • 25 Hampden Road, South Wentworthville – Voluntary Planning Agreement • Campbell Hill Pioneer Reserve – Pump Track Consultation. Park and Playspace Upgrades: • Martin Crescent Park – Playspace Upgrade • Chamberlain Park • Vale Street Park • Excelsior Street Park • John Knowles Park Upgrade • Kootingal Street Reserve • King Park • Merrylands Park • Moore Park • Oxford Street Park • Pemulwuy Park • Pemulwuy Playspace • Young Park • Daisy Street Park • Darling Street Park • Greystanes Park • Greystanes Playspace. Council regularly promoted online engagement opportunities on social media and Cumberland's digital fortnightly newsletter. In addition, printed material included prominently displayed QR codes to ensure easy access to the online portal and user convenience. Ongoing support was provided to residents using the Have Your Say engagement portal.
CSP Strategy 4.3.2 Empower community involvement in decision making initiatives to drive a collaborative approach for long term planning			

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Communications Strategy and Engagement **Sub Service – Marketing and Promotions**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Effectively promote Council's events, services and programs	Publish news, services and events in digital and print channels to residents free of charge		The promotion of Council run programs, events and services available to residents have been advertised on Council's website, social media channels and in Council's fortnightly and monthly printed and online newsletters.
	Manage Council's website to ensure residents are kept up to date with relevant information and services		The website provides residents with timely updates on key information and services, reaching 367,371 active users.
	Display street flag banners in town centres to celebrate national and cultural holidays		Council's Street Flag Banner Program displayed five flags within four rotations, featuring major national and cultural events celebrated in Cumberland City. This included: • The Sydney Cherry Blossom Festival • Moon Festival • Diwali • Remembrance Day • Christmas.
CSP Strategy 4.3.1 Effectively communicate and engage with the community about services, programs and offerings			

Responsible Officer – Coordinator, Communications Services **Sub Service – Media and Communications**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide quality and accessible information	Deliver regular information to Council's social media platforms to keep residents informed of programs, services and events		Council delivered regular information to the community through its various social media channels, publishing 707 posts. Best Performing Instagram posts: 1. Diwali lighting competition –29,238 reach 2. Bite into Business (Video)– 13,536 reach 3. Bite into Business (Static Tile) – 7055 reach. Best Performing Facebook Posts: 1. Motorcycle riders – 58,095 reach 2. Diwali lighting competition – 54,838 reach 3. Cumberland Safe Kids Day – 45,465 reach. Best Performing LinkedIn Posts: 1. Smart Cumberland award - 5,332 impressions 2. Auburn Basketball Centre video – 4,639 impressions 3. Extraordinary Meeting – new Deputy Mayor – 3,930 impressions.

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Responsible Officer – Coordinator, Communications Services **Sub Service – Media and Communications**			CSP Objective 4.3 We are well informed, engaged and included in decision making and long term planning and have easy access to Council
Principal Deliverable	**Actions**	**Status**	**Progress Update**
Provide quality and accessible information	Produce and distribute official statements and media releases to provide information to the media for public release		Council responded to 26 media enquiries and initiated 12 media releases.
CSP Strategy 4.3.1 Effectively communicate and engage with the community about services, programs and offerings			

Performance Updates – Strategic Communications and Engagement

Principal Deliverable	Performance Indicator	Target	Result Jul - Dec 25	Status	Comments
Provide engaging, inclusive and timely community engagement opportunities *CSP Strategy 4.3.2*	Number of major engagement projects delivered annually	10	26		
	Number of Engagement sessions held annually	30	0		Council is continuing to focus on online community engagement sessions.
	Percentage increase in engagement subscriptions and views on Council's engagement portal from previous year	≥5%	>8.74%		Council's community engagement portal achieved a steady increase of subscribers.
Effectively promote Council's events, services and programs *CSP Strategy 4.3.1*	Number of eNews published annually	24	13		Council's eNews subscriber base grew by 6.8%, increasing from 5,742 to 6,133 followers.
	Number of monthly News advertisements published per year	11	6		
	Average website engagement time (in seconds)	>45	52		
	Number of events added to the website annually	>120	124		Council has added 124 community submitted events, and 528 Council events to the website.
	Website Uptime	> 99%	69.87%		The website experienced 30% downtime with intermittent service interruptions. Factors affecting performance have been identified and work is actively underway to resolve.
	Website page views	>1,000,000	1,037,440		Website views remained stable and above target demonstrating its ongoing value as a key information hub for customers and residents.
	Number of street flag banner rotations	13	4		Five flags were displayed over four rotations, celebrating national and cultural holidays.

Performance and Progress Icons — Completed/Target Met; On Track/Target On Track; Needs Attention/Target Not Met; On Hold/Discontinued

CUMBERLAND CITY COUNCIL

Performance and Progress Report 2025-2026: July 2025 – December 2025

Performance Updates – Strategic Communications and Engagement					
Principal Deliverable	**Performance Indicator**	**Target**	**Result** Jul - Dec 25	**Status**	**Comments**
Provide quality and accessible information *CSP Strategy 4.3.1*	Social media posted daily on Facebook and Instagram	>95%	100%		Council increased its social media presence through its various social media channels.
	Percentage of positive Council media coverage	>80%	97.98%		Four issues were negatively represented in the media with a further 194 receiving positive coverage.
	Percentage increase in Social Media followers and e-news subscribers annually	10%	9.76%		On each of Council's social media platforms: • Instagram followers increased by 22.3%, from 8,759 to 10,716 followers • LinkedIn followers increased by 8.32%, from 7,608 to 8,241 followers • Facebook followers increased by 1.65%, from 38,231 to 38,862 followers • eNews subscribers increased by 6.8%, from 5,742 to 6133 followers.

Item No: C02/26-6

RESPONSE TO NOTICE OF MOTION - COMMITMENT TO GENDER EQUITY IN CUMBERLAND

Directorate: Community and Culture
Responsible Officer: Director Community and Culture
Community Strategic Plan Goal: *Supporting Community Health, Safety and Wellbeing*

SUMMARY

This report provides a response to the Notice of Motion – Commitment to Gender Equity in Cumberland resolved at the Ordinary Meeting of Council on 6 March 2024 (Min.676, C03/24-480). Cumberland's *Draft Gender Equity Strategy 2026 – 2030* was developed as per the Notice of Motion and establishes a clear direction for Council to work towards gender equity through leadership, partnership and capacity building.

RECOMMENDATION

That Council place the *Draft Gender Equity Strategy 2026 – 2030* on public exhibition for a period of 28 days, with a report to be provided back to Council following the conclusion of the exhibition period.

REPORT

At the Ordinary Meeting of Council held on 6 March 2024, Council considered the Notice of Motion – Commitment to Gender Equity in Cumberland, and resolved (Min.676, C03/24-480):

That Council:

1. *Recognises that gender equity is critical to enabling residents to live rewarding, safe, healthy and socially connected lives.*

2. *Develops a strategy to achieve gender equity in Cumberland where all residents are treated with respect and have equal opportunities, decision-making power and responsibilities, regardless of their gender. The gender equity strategy should promote:*

    a) *Leadership to ensure:*

        i. *Council as a workplace provides equitable opportunities for all employees and maintains an organisational culture which supports gender equity and respect.*

        ii. *decision making, resource allocation, planning, policy and service delivery addresses gender inequalities.*

    b) *Partnership with community and other levels of government to ensure equitable opportunities, decision-making power and responsibilities, regardless of gender.*

c) *Economic security regardless of gender during working life and retirement.*

d) *Capacity building to build community safety and respect*

3. *Integrates the gender equity strategy into Council's planning and reporting framework to ensure priorities are included in Councils projects and programs.*

4. *Allocate funding for the preparation of the Strategy through the Community Reserve.*

The *Draft Gender Equity Strategy 2026-2030* was developed through evidence-based research, including a Cumberland specific review undertaken by CRED Consulting. The Draft Strategy establishes five key priority areas, each with aims, strategies and actions, to work towards achieving gender equity.

The Draft Strategy demonstrates Council's recognition and commitment to gender equity through community education, leading by example and fostering relationships within the community sector.

Five key areas for growth were identified through community consultation, and collaboration with academic bodies, such as The Centre for Western Sydney, who provided localised demographic data that informed the following:

1. Education – improving gender equity outcomes by strengthening service coordination and delivery, increasing access to essential resources and support systems.

2. Employment – expanding economic opportunities and promoting the sustainable advancement of gender equity through targeted capacity building and inclusive workforce participation.

3. Heath & Wellbeing – promoting and protecting the health, wellbeing and safety of women through inclusive, responsive and community driven initiatives.

4. Social Cohesion – strengthening community belonging by fostering connection, understanding and meaningful interactions within the community.

5. Whole of Organisation Approach – cultivating an organisational culture that actively promotes gender equity by identifying and addressing systemic barriers and embedding a culture of inclusion.

A total of 11 strategies and 35 actions have been developed under each of these five priority areas, to be carried out over a period of four years.

Implementation of the Draft Strategy has been incorporated into Council's *Operational Plan*. Planning for key action items are currently underway and a detailed evaluation process to support the implementation of the Draft Strategy will also be undertaken. Progress against the Strategy will be reported to Council as part of Council's Corporate Planning and Reporting Framework.

COMMUNITY ENGAGEMENT

The development of the Draft Strategy was informed through an extensive consultation and data gathering process which included:

- Utilising the data gathered in Gender Equity in Cumberland City Study by CRED Consulting.
- Consulting the Centre for Western Sydney in relation to their Unlocking Women's Potential: Labour Force Participation in Western Sydney Study.
- Conducting an internal survey completed by 520 Council employees.
- Conducting interviews, workshops and consultations with approximately 70 Cumberland community sector organisations.
- Facilitated focus groups with local parents.
- Conducting face to face surveys with community members at Council run events, programs and activities.

Once endorsed the Draft Strategy will be placed on 28 days of public exhibition to enable further community, sector and stakeholder feedback.

Council intends to seek feedback in the following ways:

- The Draft Strategy will be made available on the Council website, 'Have Your Say' community engagement site and at Council libraries, staffed community centres and Council's customer service centres.
- Promotion of the public exhibition period via Council's social media channels, printed and digital media.
- The Draft Strategy will also be distributed through community networks, including at relevant advisory committee and interagency meetings.
- The Draft Strategy will be presented at upcoming networking events to the community sector and stakeholders who contributed to the initial document.

POLICY IMPLICATIONS

Actions in the Draft Strategy are in line with Council's *Access and Equity Policy*.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

The *Draft Gender Equity Strategy 2026 – 2030* provides a targeted, evidence based strategic framework to guide the planning and delivery of services, programs, and initiatives promoting gender equity across Cumberland. It outlines Council's leadership role in providing a best practice model for community in relation to providing equitable workplaces.

A key focus throughout the development of the Draft Strategy has been fostering and strengthening community partnerships to better the outcomes of the Cumberland community.

In implementing this Strategy, Council's role will be to lead, support and strengthen the important work and initiatives of the local community sector and build the capacity of community in relation to gender equity, with a focus on rights and financial stability.

This report recommends that the *Draft Gender Equity Strategy 2026 – 2030* be placed on public exhibition for a period of 28 days for consultation with the community.

ATTACHMENTS

1. DRAFT Cumberland Gender Equity Strategy 2026 - 2030 ⇩
2. Cred Consulting - Gender Equity in Cumberland Study ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-6

Attachment 1

DRAFT Cumberland Gender Equity Strategy 2026 - 2030



CUMBERLAND CITY COUNCIL

Gender Equity Strategy

2026-2030

CLICK TO START



Acknowledgement of Traditional Custodians

Cumberland City Council acknowledges the Darug Nation and People as Traditional Custodians of the land on which the Cumberland Local Government Area (LGA) is situated and pays respect to Aboriginal Elders past, present and future.

We acknowledge Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia.

Cumberland City Council also acknowledges other Aboriginal and Torres Strait Islander Peoples living in the Cumberland Local Government Area and reaffirms that we will work closely with all Aboriginal and Torres Strait Islander communities to advance reconciliation within the area.

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Message from the Mayor



Cumberland is at its best when every person has the opportunity to thrive. Yet we know that gender inequality continues to shape people's experiences — from unequal access to leadership roles to the persistent gender pay gap that affects women across Australia.

Our community deserves better.

Promoting gender equity in Cumberland will strengthen the health and wellbeing of individuals, families and the wider community. It is an essential part of creating a fair, safe and welcoming place for everyone, no matter their background. When people of all genders have equal opportunities to participate at home, at work, in community life and in leadership, our social and cultural connections grow stronger. Improving gender equity also brings important economic benefits, helping local businesses, our community, and the broader economy to thrive.

This Gender Equity Strategy reflects our commitment to creating a fairer, safer, and more inclusive Cumberland, where people of all genders can participate fully in work, family, and civic life. By addressing the barriers that hold people back and championing equal opportunity, we strengthen not only individuals but the entire community.

Together, we can build a future where equity is not an aspiration but a lived reality for everyone.



General Manager's Commitment

Local Government has evolved from large bureaucratic organisations that focus on delivering roads, rates, and rubbish. While these services are still central to our core service delivery model, Local Government in broad terms deals with more contemporary emerging policy issues such as immigration, homelessness, international affairs, and cultural events.

To deliver theses services and implement complex policy, diversity and gender equity must be embraced by the very organisation which delivers these services for and on behalf of the community. In the simplest of terms, one gender must not make decisions for the whole.

Gender equity is a community issue, a leadership issue, and a fairness issue. Our whole organisation thrives when all voices are considered equal.

Embracing this principle and committing to implementing strategies such as this will ensure that Cumberland City Council is a direct reflection of the community it serves.



Welcome
Belong
Succeed

Why a Gender Equity Strategy?

Purpose and Scope

The Cumberland Gender Equity Strategy provides a clear direction for Council over the next four years to improve outcomes for women and girls across the local government area of Cumberland. It is underpinned by the principal belief that all residents, regardless of gender, should be treated with respect and have equal access to opportunities in all aspects of life.

While gender encompasses a range of identities – including being a man, woman, non- binary, gender fluid or a combination of these – the Cumberland Gender Equity Strategy focuses specifically on the experiences of women and girls living and working in Cumberland. It seeks to identify and address barriers that exist in accessing opportunities, decision-making power and career progression.

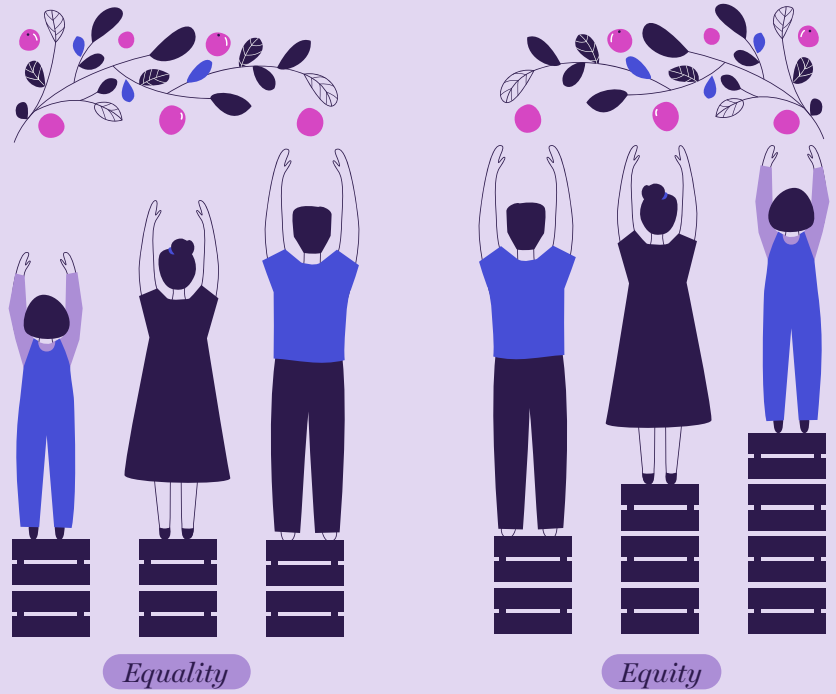
Strategic Priorities

To promote leadership and accountability in achieving gender equity, the Strategy focuses on the following key priorities:

- Supporting economic security for all, regardless of gender, throughout their working lives and into retirement.
- Ensuring Council, as an employer, provides equal opportunities for all employees and fosters an organisational culture that supports gender equity and respect.
- Empowering the community to foster safety, respect, and inclusion.
- Embedding gender equity principles into decision making, resource allocation, planning, policy and service delivery to address and eliminate gender inequalities.
- Embedding the Gender Equity Strategy into Council's planning and reporting frameworks to ensure its priorities are reflected in projects and programs.

What we mean by gender equity

Gender equity refers to the provision of fairness and justice regardless of gender, ensuring everyone has equal opportunities, resources and rights. It involves recognising and addressing different needs, preferences, and interests of all genders to achieve fairness in outcomes. It means that some people might be given extra resources and opportunity to achieve equal outcomes with others.



Guiding Principles

In developing the Gender Equity Strategy, Council is guided by a set of foundational principles that reflect our commitment to creating an inclusive, respectful, and equitable environment for all. These principles shape our approach, inform our actions, and ensure accountability across our organisation.

1. Human Rights

Council recognises gender equity as a fundamental human right. The Strategy is grounded in the principles of fairness, dignity, and equal opportunity, ensuring that all individuals, regardless of gender can participate fully and safely in our community.

2. Intersectionality

Council acknowledges that gender does not exist in isolation. Council's approach considers how gender intersects with other aspects of identity such as culture to understand and address experiences of disadvantage or discrimination.

3. Evidence-Based Practice

Council's Strategy is informed by current research, data, and lived experience. The organisation commits to using evidence to identify gaps, measure progress, and continuously improve.

4. Accountability and Transparency

Council is committed to embedding gender equity into policies, practices, and culture. This includes setting measurable goals, reporting on progress, and ensuring accountability at all levels.

5. Collaboration and Co-Design

Council values the voices of community, staff, and stakeholders. The Strategy is shaped through inclusive consultation and co-design processes that ensure diverse perspectives are heard and respected.

6. Systemic Change

Rather than focusing solely on individual behaviour, the Strategy aims to address the structural and cultural drivers of gender inequity by prioritising prevention and education.

Legislation and Policy Drivers For Gender Equity

From international agencies to national and state governments, gender equity has become a focus for policy development and action across international, national and state levels as seen below:

LEVEL	POLICIES, STRATEGIES AND LEGISLATION
International	• United Nations Sustainable Development Goals - SDG 5: Gender equality - SDG 8: Decent work and economic growth - SDG 10: Reduced inequalities • UN Convention on the Elimination of All Forms of Discrimination Against Women • (1979) – ratified by Australia in 1983
Australia	• Fair Work Act 2009 (Cth) • Sex Discrimination Act 1984 (Cth) • Workplace Gender Equality Act 2012 (Cth) • Workplace Gender Equality (Gender Equality Standards) Instrument 2023 • Workplace Gender Equality (Matters in relation to Gender Equality Indicators)Instrument 2023 • Disability Discrimination Act 1992 (Cth) • Age Discrimination Act 2004 (Cth) • Racial Discrimination Act 1975 (Cth) • Working for Women: A Strategy for Gender Equality 2024
NSW	• Anti-Discrimination Act 1977 and Amendments (NSW) • Local Government Act 1993 (NSW) • Carers Recognition Act 2010 (NSW) • NSW Women's Strategy 2023-2026 • NSW Women's Health Framework • NSW LGBTIQ+ Health Strategy 2022-2027 • Her Sport Her Way 2019-2023 • Multicultural NSW Strategic Plan • NSW Domestic and Family Violence Plan 2022-2027 • Women in Trades Strategy: Trade Pathways Program 2021-2024

Cumberland Key Research Findings



LANGUAGE

74%
speak a language other than English at home

14%
express they do not speak English well or not at all

Around **150**
different languages are spoken

TOP LANGUAGES

14%	7%	4%	4%	3%
Arabic	Mandarin	Nepali	Cantonese	Tamil

CULTURAL DIVERSITY

53%
of populations born overseas

9%	7%	5%	4%	3%
India	China	Lebanon	Nepal	Afghanistan

REFUGEES AND PEOPLE SEEKING ASYLUM

Cumberland has the highest number of people seeking asylum in NSW. Over the past 25 years, over 20,000 refugees have settled in the Cumberland area.

EDUCATION

58%
of people aged over 15 years have completed Year 12 or equivalent

DISABILITY

5.8%
12,503
of residents reported needing help in their day to day lives due to severe or profound disability

CARERS

11.2%
19,249
carers provide unpaid assistance to a person with a disability, long term illness or old age

Women and Girls in Cumberland

Cumberland is home to over 113,000 women and girls and this number is expected to grow to over 161,000 by 2046, representing an increase of approximately 47,000 women and girls.

About 28,000 of the new residents will be of working age, ranging from young adults starting their careers to those nearing retirement. This means Cumberland will have more working-aged women, creating a strong opportunity to boost women's participation in the workforce. *(source: ABS Census, 2021)*



EDUCATION

61%
have completed Year 12

43%
of them do not have formal qualifications

EMPLOYMENT

45%
earn low incomes (less than $500 per week) compared to men

5%
earn a higher income (more than $2,000 per week) than men.

49%
work full time

36%
work part time

UNPAID DOMESTIC WORK / CARER:

Women do significantly more unpaid work than men, including childcare, domestic work and caring for people with disability, health conditions or old age.

27% of women over 15 years of age did more than 15 hours of housework each week compared to 9% of men

26.7% of women over 15 years of age provided unpaid care to children. Of these 24,286 women, 3,617 were caring for children other than their own.

7.9% of women engage in formal volunteer roles compared to 6.5% men

HEALTH

Women are more likely to require assistance due to disability or other long-term health conditions than men. 22% of the population reported at least one long-term health condition.

Top health conditions for women living in Cumberland are:

7.1% Arthritis

6.8% Asthma

5.2% Mental Health

5.1% Diabetes

Barriers to Gender Equity in Cumberland based on Community Feedback

Gender Norms & Cultural Expectations

"Social expectations and cultural norms restrict women's career choices and advancement."

Lack of Workplace Flexibility

"Limited access to flexible work arrangements and remote options."

Childcare & Family Responsibilities

"High childcare costs and caregiving duties create barriers to workforce participation."

Limited Access to Skills & Qualifications

"Cost, time, and language barriers prevent women from upskilling or meeting job requirements."

Safety & Transport Challenges

"Concerns about personal safety and lack of transport options reduce employment opportunities."

What Informed this Strategy?

This Gender Equity Strategy was informed by community voices, evidence-based research, workforce data, legislative frameworks and Council's organisational policies and guiding strategies. It recognises the broader social and economic benefits of advancing equity and inclusion. Developed through a commitment to ethical and inclusive engagement, the Strategy reflects Council's ambition to lead local government advocacy for gender equity. This Strategy was designed to respond to the unique diversity and evolving needs of the Cumberland community.

Council Policies & Strategies:

Council has a range of workplace policies that supports diversity, equality and inclusion through the employee lifecycle, providing frameworks, guidance, building safe and respectful workplaces.

- Access & Equity Policy
- Affordable Housing Strategy
- Career Break Guideline
- Child Protection Policy
- Children and Families Strategy 2019 – 2023
- Community Engagement Policy
- Community Engagement Strategy
- Community Facilities Strategy 2019 – 2029
- Community Safety and Crime Prevention Plan 2019 – 2029
- Disability Inclusion Action Plan (DIAP)
- Domestic and Family Violence Action Plan 2023 – 2025
- Equal Employment Opportunity Management Plan
- Flexible Work Arrangements Policy
- Guiding Principles for our Education and Care Services
- Leave Policy
- Recruitment and Selection Policy
- Reconciliation Action Plan (RAP)
- Smart Places Strategy
- Cumberland City Youth Strategy 2022 – 2026

External Resources:

Cred Consulting. (2024) Gender Equity in Cumberland City Study
[Unpublished report]. Cumberland City Council

NSW Government. (2023). NSW Women's Strategy 2023–2026
Retrieved from: https://www.nsw.gov.au/departments-and-agencies/women-nsw/nsw-womens-strategy-2023-2026

Australian Government. (2024). Working for Women: A Strategy for Gender Equality
Retrieved from: https://www.pmc.gov.au/office-women/working-women-strategy-gender-equality

Workplace Gender Equality Agency. (2024). Gender Pay Gap Data Explorer
Retrieved from: https://www.wgea.gov.au/Data-Explorer

NSW Government. (2024). Gender Equality Action Plans – NSW Treasury, Department of Customer Service, NSW Health, DCJ, Department of Education.
Retrieved from: NSW Gender Equality Action Plans | NSW Government

Western Sydney University & Thrive Refugee Enterprise. (2024). Enhancing Women Refugee Entrepreneurship: Identifying Barriers and Support Mechanisms
Retrieved from: https://www.thriverefugeeenterprise.org.au/s/Enhancing-Women-Refugee-Entrepreneurship_Concise-Copy-v2-1-1.pdf

Unlocking Women's Potential: Labour Force Participation in Western Sydney. / Itaoui, Rhonda; Smith, Angela; Huppatz, Kate E. Penrith, N.S.W.: Western Sydney University, 2024. 142 p.

Spotlight on legislation: Workplace Gender Equality Act 2012

The Workplace Gender Equality Agency (WGEA) WGEA is a Commonwealth government agency established by the *Workplace Gender Equality Act 2012 (the Act)*.

The purpose of the Act and its two Legislative Instruments, the Workplace Gender Equality (Gender Equality Standards) Instrument 2023 and the Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2023, is to:

- promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace
- support employers to remove barriers to the full and equal participation of women in the workforce
- promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities)
- foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace
- improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace.

The Workplace Gender Equality Act 2012 (Australia) requires employers with 100 or more employees to report annually against six gender equality indicators. These include:

- GE1: gender composition of the workforce
- GE2: gender composition of governing bodies of relevant employers
- GE3: equal remuneration between women and men
- GE4: availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- GE5: consultation with employees on issues concerning gender equality in the workplace
- GE6: sexual harassment, harassment on the ground of sex or discrimination.

Spotlight on legislation: Local Government Act 1993 No. 30

The purposes of this Act are as follows:

- to provide the legal framework for the system of local government for New South Wales,
- to set out the responsibilities and powers of councils, Councillors and other persons and bodies that constitute the system of local government,
- to provide for governing bodies of councils that are democratically elected,
- to facilitate engagement with the local community by councils, Councillors and other persons and bodies that constitute the system of local government,
- to provide for a system of local government that is accountable to the community and that is sustainable, flexible and effective.

The objects under Part 4: Section 344 are:

- to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital or domestic status and disability in councils, and
- to promote equal employment opportunity for women, members of racial minorities and persons with disabilities in councils.

Engaging Community

Council's Gender Equity Strategy is grounded in the Core Values, Code of Ethics and Spectrum created by the International Association for Public Participation (IAP2). Council is committed to ensuring transparent, inclusive and ethical engagement. Through the phases of planning, Council's approach explored genuine opportunities for influence and participation at varying levels, ranging from informing stakeholders about gender data, consulting around solutions, involving underrepresented communities in share decision processes to collaborating and empowering champions to advance gender equity in Cumberland.

Engagement activities were tailored to identify and understand the experiences of women and girls living or working in Cumberland to assess whether equal opportunities, decision making powers and responsibilities exists in entering, staying and advancing in the workforce.

Who was Consulted

- People who live, work, study or visit Cumberland
- Diversity, Equity and Inclusion Internal Council Committee
- Children, young people, students, families, retirees and mature aged residents
- Culturally diverse and vulnerable communities
- Service Providers, not-for-profit, non-government and government organisations
- Voluntary groups



How the Community was Engaged

To shape our Gender Equity Strategy, Council used a variety of engagement methods. These approaches ensured that diverse voices across Cumberland were heard, from community leaders and residents to service providers and council volunteers and staff. By combining creative visioning exercises with surveys, conversations, and interactive activities, meaningful insights were gathered that directly informed the Strategy.

- Survey method: Council staff were asked to complete a series of questions to understand the demographics, diversity and inclusion of the organisation. The Engagement Survey was completed by 520 employees and provided valuable anonymous and deidentified data.
- Focused conversation method: Consultation with community sector stakeholders, social enterprises, government and non-government services attended by 15 professionals working in the Cumberland area. Discussions were around designing programs with the objective to empower women, build skills and employment pathways.
- Full circle method: Consultation with Community Sector professionals at the CCEN (Cumberland Community Exchange Network) attended by 54 professionals
- Dotmocracy method: Inviting community residents at the Back to Guildford Festival to share their thoughts on community priorities by adding dots to collective actions recognising priorities for the area. 146 community residents participated in the activity.
- Focused group method: Local women who live work or volunteer in the Cumberland LGA attended a focus group, the 15 attendees were Cumberland residents, school parents and Council volunteers.
- Affinity method: At Cumberland's International Women's Day, 91 participants were invited to respond to key questions by writing their thoughts on sticky notes. This collective input was then grouped to identify common themes and shared priorities.

Community Voices and Insights

"Sometimes there is NO progression. In 11 years, I've had 1 promotion."

Cumberland Volunteer

"There is stereotyping and assumptions – for example a brown woman doesn't know Aussie culture – and it's determined that you won't fit into the work culture during interviews before even entering the role."

Cumberland Resident

"In places like Westmead, there are huge waiting lists for after school care which means you need to find a job that allows you to drop and pick your child."

Cumberland Resident

"When work is not flexible, you have to choose between being a parent and working."

Local Parent

"It's hard to find job skills development or trainings other than English classes in the Cumberland area."

Cumberland Resident

"Even if you get a job you love, it's always the women's responsibility to take care of your child, when they are sick or attend extra-curricular activities."

Cumberland Resident



"Council events are a great opportunity for residents to meet different services. During refugee week, I found out about carer gateway programs, and I had no idea it existed for me."

Cumberland Resident



"Break in careers from maternity leave punishes women for taking that time off. You pay for it because it is so difficult finding a job after that break."

Local Parent

"Executive level roles do not come with flexible work arrangements so it excludes many from leadership opportunities."

Local Professional

"Programs where women support women. We understand each other and are naturally drawn to a mentor at work who we can connect with that has gone through similar experiences."

Cumberland Resident

"There's no one to help or support me to go for an interview."

Local Parent

"Nobody discriminates based on being a woman, but it's factors around the job that limit you from applying to certain roles. As a woman, you have to coordinate and consider so many factors before even applying for a job."

Cumberland Resident

"Unless you are in a mentorship program, it's hard to find someone to guide you and encourage you to apply for opportunities to advance."

Cumberland Resident

"You are hired into more low-level roles like administration or cleaning because employers profile you culturally, assuming that those from certain hardworking cultures have stronger work ethics and you end up working twice as hard as coworkers."

Cumberland Resident



"Some industries like IT, you can't come back after a long break because you are not skilled anymore."

Local Parent

"Your physical appearance is a barrier. You may be the only Muslim person wearing a hijab. The way you dress has to fit with your "work culture", which can be challenging if you are more conservative or don't have access to buy more fashionable clothes."

Cumberland Resident



ACTION PLAN



PRIORITY AREA 1: Education

PRIORITY AREA 1: Education

Aim:
To improve outcomes for women by strengthening service coordination, enhancing service delivery, and increasing access to essential resources and support systems.

Strategy	Action
1.1 Improve access to information and local services.	1.1a Collaborate with local service providers to distribute information and raise awareness about equal pay rights, the gender pay gap, family support services, education and care options and other relevant resources in language. 1.1b Strengthen community knowledge and understanding by challenging harmful gender norms and promoting respectful, inclusive attitudes and behaviours among men. 1.1c Provide free or low-cost training designed to equip women with the relevant skills to enter, remain and thrive in the workforce. 1.1d Support language and vocational training initiatives that empower women from culturally and racially marginalised communities, enhancing their social and economic participation.
1.2 Empower women through specialised industry support to bridge training gaps.	1.2a Expand pathways for women to establish their own businesses by leveraging existing skills and fostering economic independence through tailored entrepreneurial support. 1.2b Deliver targeted programs and resources for women pursuing careers in specialised industries where significant gaps exist such as information technology, chemistry, engineering and aviation. 1.2c Develop structured mentorship initiatives connecting aspiring entrepreneurs with experienced business leaders to provide guidance, support and professional networking opportunities. 1.2d Collaborate with education pathways to inspire and support young women in exploring and pursuing careers in specialised and traditionally underrepresented fields. 1.2e Promote and enhance the participation, retention and advancement of women and girls in STEM education and career pathways through inclusive programs and targeted outreach.



PRIORITY AREA 2: Employment

PRIORITY AREA 2: Employment

Aim:
To expand economic opportunities and promote sustainable advancement of women through targeted support, capacity building and inclusive workforce participation

Strategy	Action
2.1 Foster innovative partnerships among local services and government bodies to improve the outcomes of women from culturally and racially marginalized communities.	2.1a Enhance women's participation in employment programs to connect them with relevant career resources. 2.1b Promote the economic empowerment of refugee women by identifying and supporting entrepreneurship opportunities that build on existing skills and foster financial independence.
2.2 Strengthen financial literacy through accessible and evidence-based initiatives that build women's financial confidence, capability and long-term economic independence.	2.2a Collaborate with local service providers to deliver comprehensive financial literacy programs covering budgeting, saving, investing and retirement planning. 2.2b Integrate digital tools and platforms to improve access to financial literacy resources, including online modules, mobile apps and virtual sessions.
2.3 Enhance women's workforce readiness and career progression through skills development, mentoring, and employment support.	2.3a Design and promote training programs aligned with high-demand industries to equip women with relevant skills. 2.3b Identify opportunities for women to participate in mentorships, internships, and apprenticeships that support career progression and industry exposure. 2.3c Provide practical employment support including resume development, interview preparation and job search strategies tailored to individual needs.



PRIORITY AREA 3: Health & Wellbeing

PRIORITY AREA 3: Health & Wellbeing

Aim:
To promote and protect the health, wellbeing and safety of women through inclusive, responsive and community driven initiatives

Strategy	Action
3.1 Strengthen community health programs to improve access to information.	3.1a Enhance access to health screenings, preventative care and educational resources collaboratively with local service providers. 3.1b Deliver culturally responsive health programs that address the needs of women from culturally and racially marginalised communities. 3.1c Support school based programs that foster gender equality, respect for women, and encourage healthy relationships among young men.
3.2 Create safe, inclusive and empowering environments that strengthen community connection and a sense of belonging.	3.2a Provide practical self-defense and safety training designed to build confidence and enhance safety. 3.2b Implement initiatives that improve safety in public spaces through inclusive urban design principles, improved lighting, and community education. 3.2c Develop and promote campaigns that celebrate, strengthen and amplify the visibility and contributions of women across the community.



PRIORITY AREA 4: Social Cohesion

PRIORITY AREA 4: Social Cohesion

Aim:
To strengthen community belonging by fostering connection, understanding and meaningful interactions within the community.

Strategy	Action
4.1 Address and challenge cultural biases and attitudes that exist within the community	4.1a Facilitate intercultural dialogue and to build empathy and foster mutual understanding. 4.1b Deliver community education campaigns promoting cultural awareness, using storytelling, local media and social platforms to challenge stereotypes and misconceptions. 4.1c Support schools to access programs addressing unconscious bias, racism, and discrimination. 4.1d Celebrate and amplify the contributions of women, recognizing their role in driving social, cultural and economic change.



PRIORITY AREA 5:
Whole Organisation Approach

PRIORITY AREA 5: Whole of Organisation Approach

Aim:
To cultivate an organisational culture that actively promotes gender equity by identifying and addressing systemic barriers and embedding a culture of inclusion.

Strategy	Action
5.1 Integrate Gender Equity into organisational systems and decision making	5.1a Identify and consider gender impacts when planning, designing, monitoring and evaluating Council policies, programs, assets and services to ensure equitable outcomes. 5.1b Deliver and promote workplace training to increase staff understanding of gender bias, the gender pay gap and unconscious bias. 5.1c Promote access to existing workplace supports and entitlements especially policies around carers leave, parental leave and flexible work arrangements to build a more informed and equitable work culture. 5.1d Develop an internal Diversity, Equity and Inclusion Committee, reflective of lived experiences, to amplify underrepresented voices and identify gaps in policy and practice.
5.2 Cultivate Career Development Pathways	5.2a Establish an internal women's mentorship initiative to inform workplace development, support career advancement and foster the opportunities for emerging female leaders. 5.2b Reduce barriers for women participating in targeted leadership development programs equipping them with skills, confidence and networks needed to pursue senior and executive roles. 5.2c Collaborate with external organisations, industry specialists and educational institutions to provide women with access to professional development opportunities, scholarships and industry recognised certifications.
5.3 Support Women's Health and Wellbeing	5.3a Review and enhance work environments to ensure they are inclusive of neurodivergent needs, fostering opportunities for connection, mentorship and belonging. 5.3b Provide information that promotes the awareness of women's health needs across all life stages including menstrual health, pregnancy, perimenopause, and menopause.

Council plays a key role in advancing gender equity on the ground.

Council must support equal employment opportunities for women and foster workplaces that are inclusive and free from discrimination. Yet the responsibility for Council goes well beyond the organisation. As the most accessible tier of government, Council is in a powerful position to build awareness of gender equity, design inclusive spaces and services, collaborate with local partners, and champion residents and the wider community.

Council's Workforce:

There is a total of 1,040 staff at Council. There is a higher proportion of women staff, representing 53.4% of employees.

53% Female	47% Male	0.1% Non-binary

Male employees are twice as likely to apply for and receive promotions at Council. Of those reported, 65% are men and 35% are women.

35% Female	65% Male

66% of employees using formal flexible work options are women, compared to 34% who are men.

66% Female	34% Male

75%

of employees agree that discrimination is not tolerated at Council and staff treat each other with respect.

Most employees, including 69% of women and non-binary employees agree that Council provides sufficient flexible work arrangements to meet their needs.

50%

of women agree there are enough opportunities to progress their career working at Council.



Carers Leave

9,873 hours of carers leave taken in the 2024-2025 financial year.

52% Female	48% Male

Parental Leave

16 applications - Male applicants are eligible for 2-week concurrent parental leave.

10 Female	6 Male

Working Arrangements

Female employees are more likely to use formal flexible working arrangements at Council. Employee data shows a higher proportion of female employees in casual and part time permanent roles, this may be due to caring responsibilities.

Full time Staff

42% Female	58% Male

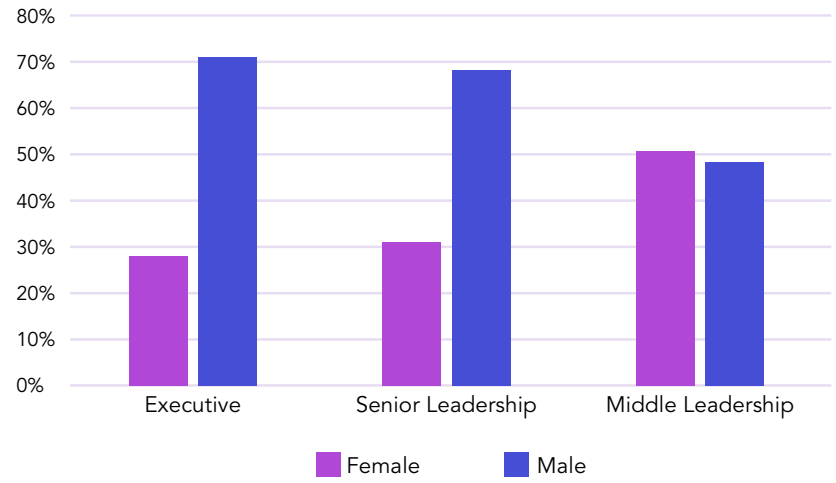
Part Time Staff

85% Female	15% Male

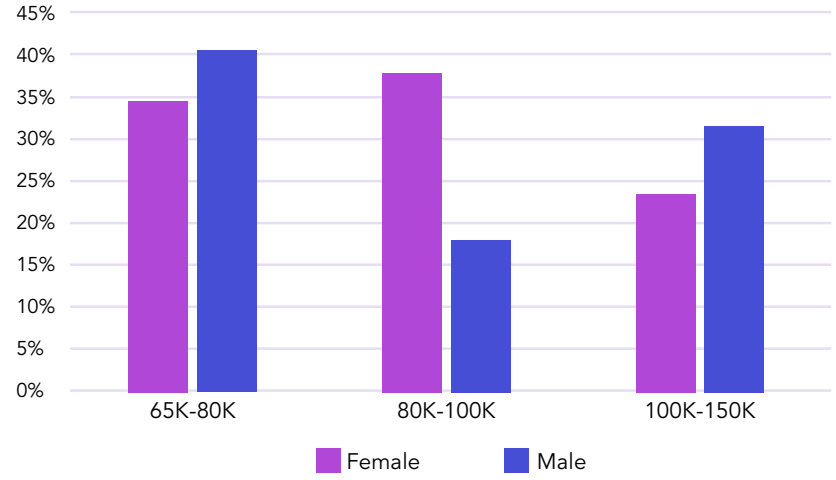
Casual Staff

62% Female	38% Male

Staffing Level by Gender



Remuneration by Gender



An Organisational Lens on the Gender Pay Gap

Women and girls often face systemic barriers when entering and advancing in the workforce. These challenges could include biases in hiring practices, limited access to certain industries, pay gaps, workplace discrimination, and inflexible work arrangements. These issues affect women and other racially marginalised groups.



Defining the Average Gender Pay Gap:

The average gender pay gap is a good measure of the collective difference in the salaries of a group. As the average is skewed by high and low salaries, it will show if earnings are particularly concentrated for one gender, for example, more men in higher earning positions.

The WGEA calculates Council's average gender pay gap is 4.6%

Defining the Median Gender Pay Gap:

The median is not skewed by high or low salaries. This means it gives a good picture of typical earnings that exist within an organisation.

At Council, the median for female staff is 10.9%, with a $46.38 female median to $41.84 male median. This is largely due the majority of outdoor workers being male, with a lower pay rate for this type of work.

Overall, at Council, a higher proportion of males are at the top end of the pay scale, of the staff earning over $150k annually 72% are males. Conversely, 63% of male staff earn under $65k annually.

The WGEA calculates Council's median gender pay gap at 10.9%.

The main disparity across the organisation occurs in leadership positions with higher proportions of men in both executive and senior leadership, while middle leadership appears proportionate.

More men than women have applied for and received promotions at Council. Of those promoted, 65% are men and 35% are women. This disparity may be influenced by several intersecting factors:

- **Confidence:** Research shows that women are often less likely to put themselves forward for promotions unless they meet all criteria while men may apply even if they only meet some.
- **Flexible work:** Women may be more likely to work in part time or flexible roles, due to caring responsibilities which can limit visibility and access to leadership pathways.
- **Caring responsibilities:** Women do significantly more unpaid work than men, including childcare, domestic work and caring for family with disability, health conditions or old age.
- **Health & Wellbeing:** Gendered health factors such as reproductive health, mental load and burnout can affect women's capacity to purse higher responsibilities.

Implementing, Monitoring and Evaluating the Strategy

The Gender Equity Strategy actions will be incorporated into Council's Delivery Program and Operation Plan.

Progress on the implementation of the actions will be regularly monitored and reported as part of Council's annual reporting. At the end of the Strategy term, 2026 - 2030 the Strategy will be evaluated against the projected outcomes identified in the following table. These outcomes will act as performance indicators.

Priorities	Outcome Measurements	Data Sources
EDUCATION Strengthening service delivery, and increasing access to essential support systems	• Increased collaboration between local services & stakeholders to deliver coordinated education initiatives • Increased number of women engaged in education and career development through coordinated initiatives • Establishing more innovative partnerships that lead to increased participation of women in career development opportunities	Community Satisfaction Survey Council Data Sector Data
EMPLOYMENT Promoting targeted support, capacity building and inclusive workforce participation	• Increased number of partnerships established with local services and community organisations • Higher levels of participation by women in education, employment and support initiatives • Maintain high satisfaction ratings among participants as measured through feedback and evaluation tools • Demonstrated increase in confidence and improved financial literacy	Council Data Economic Profile Data
HEALTH AND WELLBEING Advancing women's access to health, wellbeing and safety through inclusive and responsive initiatives	• Increased number of women accessing health screenings • Improvement in perceived safety in public spaces as reported through community feedback • Participation rates of women and girls in sports and recreation programs • Strengthened support pathways resulting in increased referrals to services	Council Data Community Satisfaction Survey
SOCIAL COHESION Addressing systemic challenges that exist from cultural attitudes, stigmas and bias	• Positive shifts in community attitudes reporting increased cultural awareness around gender bias • Increased number of schools and service providers implementing anti-bias education • Increased visibility and recognition of local women's contributions across diverse sectors	Council Data Community Satisfaction Survey
WHOLE OF ORGANISATION APPROACH Demonstrating a sustained commitment to equity through practices that positively influence organisational culture.	• Increased staff awareness reported through the completion of workplace training • Implementation of updated workplace policies to advance an equitable work culture • Increased number of women stepping into leadership roles across the organisation • Enhanced work environments to support neurodivergent and physiological needs	Council Survey

CUMBERLAND
CITY COUNCIL

DRAFT Gender Equity Strategy 2025-2035

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DOCUMENTS ASSOCIATED WITH REPORT C02/26-6

Attachment 2

Cred Consulting - Gender Equity in Cumberland Study

Cred CONSULTING

Gender Equity in Cumberland City Study

Cumberland City Council

December 2024



Report title: Gender Equity in Cumberland City Study

Client: Cumberland City Council

Version: Final

Date: 5 December 2024

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Cred Consulting acknowledges the Traditional Custodians of the lands on which we operate.

We pay our respects to the Traditional Owners, Ancestors and Elders past and present.

We recognise the strength, resilience and contributions of First Nations Peoples, and the eternal and spiritual connection held in the lands, skies and waters, through cultural practices and beliefs.

Our team is proud to live, learn and thrive in the place we now call Australia, and recognise sovereignty has never been ceded by First Nations Peoples of this continent.

As embedded in our values, we are committed to building connected, healthy and resilient communities and creating purposeful outcomes that reflect our deep appreciation for the peoples and cultures that make us who we are and shape where we are going - together as one.

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Executive summary

In March 2024, Cumberland City Council (Council) resolved to develop a strategy to achieve gender equity in Cumberland City where all residents are treated with respect and have equal opportunities, decision-making power and responsibilities, regardless of their gender. Council engaged Cred Consulting to prepare this Gender Equity in Cumberland City Study (this Study) as a foundational step toward developing the Gender Equity Strategy.

While gender can encompass a range of identities - including being a man, woman, nonbinary, gender fluid, or a combination of these - this Study focuses specifically on gender equity for women and girls. The Study examines the experiences of women and girls living in Cumberland City, as well as women working within Council, to assess whether equal opportunities, decision-making power, and responsibilities exist in entering, staying, and growing in the workforce.

It outlines systemic challenges, highlights existing policies and initiatives, and proposes opportunities to advance equity. The findings emphasise the importance of embedding gender equity principles into policies, fostering collaboration, and empowering women through targeted interventions.

The case for change

Gender roles, stereotypes, and societal expectations continue to constrain opportunities throughout life, limiting access to education, employment, and leadership. Despite laws enshrining equal rights regardless of gender, inequality and discrimination persist across society and the economy. This Study highlights significant barriers faced by women and girls in entering, staying, and advancing in the workforce in Cumberland City:

Growing number of women and girls who will live in Cumberland City

Cumberland City is home to over 113,000 women and girls, making up about half the total population. This number is expected to grow to over 161,000 by 2046, representing an increase of approximately 47,000 women and girls.

Notably, 28,000 of this growth will occur within workforce-age groups, spanning young professionals to pre-retirees. This demonstrates a significant and growing proportion of working-aged women in Cumberland City, presenting a critical opportunity to improve workforce participation.

Lower representation of women in the local workforce

According to data from economic.id, currently, only 41% of local workers in Cumberland City are women, compared to 47% to 48% across Greater Sydney and NSW. This disparity suggests structural barriers within the local economy that inhibit women's participation. Addressing these barriers is essential to unlocking the full economic and social potential of the region's growing population.

Cultural and societal barriers

Cultural expectations significantly shape women's workforce experiences. Consultations highlight that many women feel pressured or have societal expectations to prioritise family responsibilities over professional aspirations.

It also highlighted that societal norms often assign caregiving roles to women, restricting their ability to pursue full-time employment or career advancement. Participants spoke of the challenges of balancing cultural expectations, particularly for migrant women, with the desire to achieve financial independence. One community member noted that limited access to affordable childcare often makes returning to work financially unviable.

Persistent pay gaps and advancing in the workforce

Women in Cumberland City face entrenched barriers that limit their participation and advancement in the workforce. Current census data reveals that 45% of women earn low incomes compared to 31% of men, and women are more likely to work part-time or in casual roles. These trends are compounded by the disproportionate burden of unpaid care work, with 26.7% of women providing unpaid childcare compared to 19.1% of men.

Despite national and state strategies aimed at empowering women, including the NSW Women's Strategy 2023–2026, cultural stigmas around women in leadership and gender stereotypes persist. These barriers not only limit career opportunities but also reinforce pay inequities.

For example, data from Council's workforce shows that only 30% of positions earning over $150,000 per year occupied by women. This is further compounded by data that men are twice as likely to receive promotions as women. Such disparities reflect a need for targeted interventions to dismantle systemic biases and foster an inclusive workplace culture.

Violence against women, sexual harassment, and public space safety

Violence against women remains a pervasive issue, with domestic and family violence (DFV) significantly impacting women's ability to participate fully in the workforce and community life. Women from cultural and linguistically diverse backgrounds face compounded barriers, including cultural stigmas and limited access to support services. Consultations highlighted that many women feel isolated and unable to seek help due to these barriers, with one participant noting "domestic violence remains a taboo subject in many cultural groups."

Sexual harassment in the workplace further limits women's career progression and sense of safety, as nearly 40% of women in NSW have experienced workplace harassment in the past five years. Stakeholders also emphasised concerns about safety in public spaces, particularly at night, with inadequate lighting and isolated areas exacerbating these fears. For example, one participant stated, "Being on public transport at night feels unsafe."

National and state strategies, such as the *National Plan to End Violence Against Women and Children 2022-2032* and the *NSW Sexual Violence Plan 2022-2027*, provide frameworks for prevention, early intervention, and support. However, the data reinforces persistent challenges: women experiencing violence often struggle with employment retention, financial insecurity, and social isolation, further entrenching inequality.

How Cumberland City is already supporting and promoting gender equity

Strong representation of women in Council workforce and leadership roles

Council has made notable strides in promoting gender equity within its workforce through comprehensive policies and initiatives. Women comprise 53.4% of Council's total workforce, with a significant proportion occupying higher-grade positions (Grade 10 and above), classified as professional, specialist, or executive roles. This reflects a relatively strong representation of women in leadership and decision-making positions, setting a benchmark for gender equity within the organisation.

Council internal policies and initiatives

Council has implemented several progressive policies to create a supportive and inclusive work environment. These include:

- Flexible Work Arrangements Policy and Job Share Procedure policies enable employees to balance professional and personal responsibilities, catering to the diverse needs of the workforce.
- Family and Domestic Violence Policy provides critical support for employees experiencing domestic violence, including access to leave and workplace accommodations.
- Learning and Development Procedure (2024) and Performance Development System Procedure pathways are designed to enhance career growth and ensure equitable access to professional development opportunities.
- Bullying and Harassment Guidelines (July 2023) aim to foster a safe and respectful workplace culture, prioritising the psychological and physical well-being of employees.

Women working in Council highlight an inclusive and gender-equitable workplace culture

Findings from a recent Council staff survey reinforce the positive impact of these Council initiatives. Most women reported feeling that the workplace was inclusive, with 75% agreeing that staff treat each other with respect, and 86% affirming that discrimination is not tolerated. Moreover, most women expressed that their gender does not influence how they are treated or how work is assigned. These sentiments reflect a culture of fairness and equality.

Targeted programs in the wider community

In the broader community, numerous programs are contributing to gender equity and empowerment. These initiatives, often tailored to the needs of specific groups, complement Council's efforts and highlight opportunities for collaboration. Most notable programs are:

- STARTTS (Service for the Treatment and Rehabilitation of Torture and Trauma Survivors) provides culturally sensitive empowerment programs, including skills training and support for women from refugee and migrant backgrounds.
- TAFE NSW through programs like "Women in Business" equips women with entrepreneurial and technical skills, enabling them to enter or advance in the workforce.
- The NSW Government's Her Way Grant Program align with the Council's vision of fostering equity. These programs improve safety for women and girls in public spaces, addressing barriers like the fear of harassment, particularly at night, which impacts their mobility and access to opportunities.

How Cumberland City can strengthen gender equity into the future

The following key opportunities have emerged through this Study, either directly identified by the community and stakeholders or as potential solutions to address identified challenges. These opportunities are presented for Council's consideration in developing the Gender Equity Strategy:

Enhancing gender equity within Council

- Establish mentorship initiatives to support women's career progression, focusing on leadership pathways and upskilling opportunities.
- Expand and promote existing flexible work arrangements, such as remote work, job sharing, and phased retirement options.
- Provide unconscious bias and gender equity training for staff and leadership to address biases in hiring, promotions, and team dynamics.
- Strengthen family-friendly policies, such as paid parental leave and childcare support, to better accommodate the needs of working parents.
- Conduct regular gender pay gap analyses and reviews of promotion data to address disparities.
- Establish a Women's Advisory Group or Council-led advocacy network to identify community-specific barriers and drive solutions.

Collaborating with external organisations

- Partner with community organisations to provide resources and programs addressing gender-specific needs.
- Partner with local business networks to support women entrepreneurs through grants, business planning workshops, and networking events.
- Support local initiatives aimed at empowering migrant and culturally diverse women, including language and skills training.
- Collaborate with local schools, religious institutions, and cultural groups to promote gender equity awareness, challenging traditional norms and stereotypes. Host public forums and events to discuss and raise awareness of gender equity issues in the community.
- Work with TAFE NSW, Navitas, and other education providers to offer free or subsidised skills training tailored to women, especially in high-demand industries like IT, construction, and healthcare.
- Facilitate job fairs and employment workshops, connecting women with potential employers and career mentors.
- Collaborate with other Government agencies and community groups to improve the safety and inclusivity of public spaces for women and girls. Promote and fund programs like the Safer Cities: Her Way initiative to enhance safety perceptions.

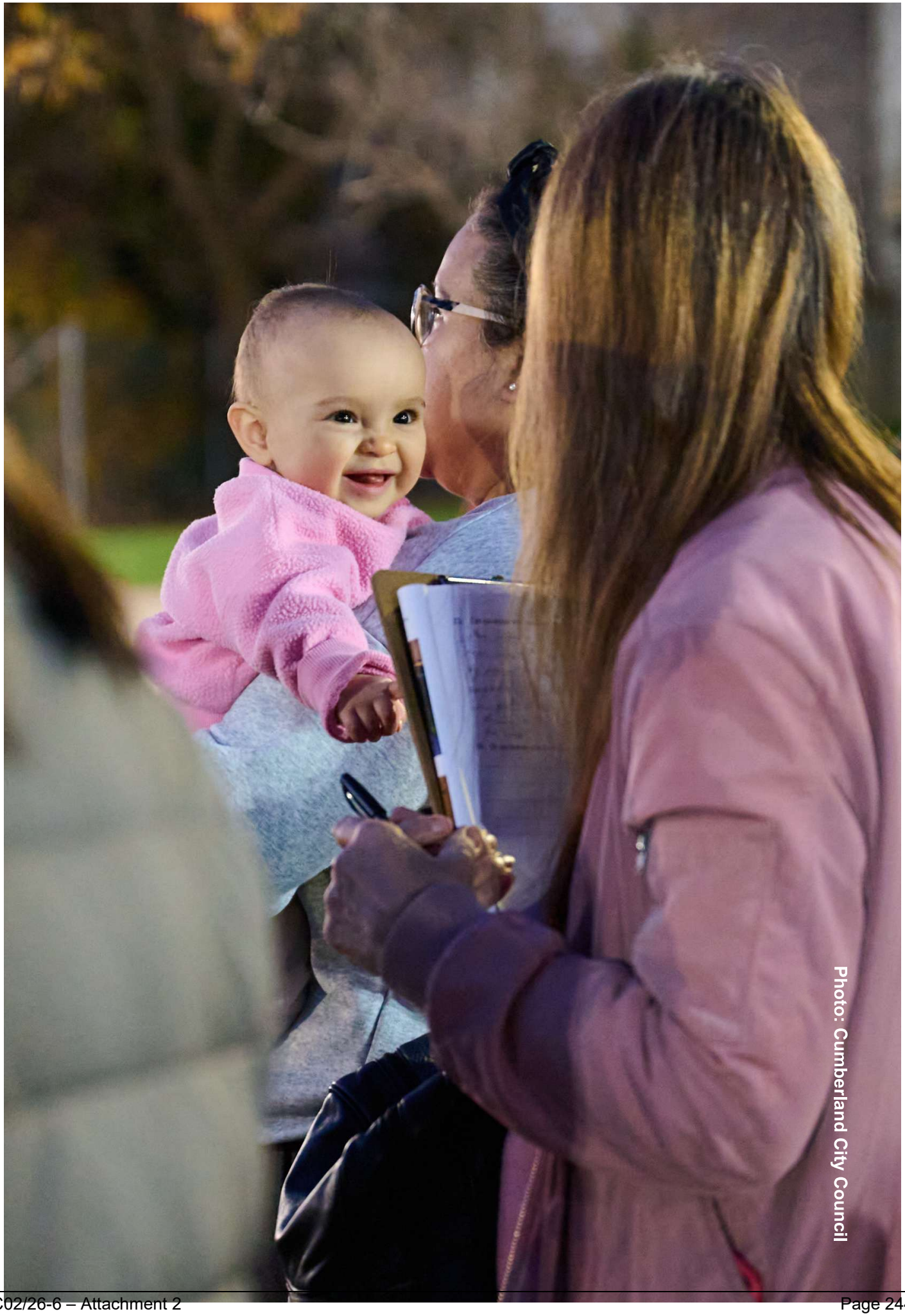


Photo: Cumberland City Council

1. Introduction

1.1 Background

In March 2024, Cumberland City Council (Council) resolved to develop a strategy to achieve gender equity in Cumberland City where all residents are treated with respect and have equal opportunities, decision-making power and responsibilities, regardless of their gender.

This strategy would promote leadership and accountability in achieving gender equity by focusing on:

- Ensuring Council, as an employer, provides equal opportunities for all employees and fosters an organisational culture that supports gender equity and respect.
- Supporting economic security for all, regardless of gender, throughout their working lives and into retirement.
- Empowering the community to foster safety, respect, and inclusion.
- Embedding gender equity principles into decision-making, resource allocation, planning, policy, and service delivery to address and eliminate gender inequalities.
- Embedding the Gender Equity Strategy into Council's planning and reporting frameworks to ensure its priorities are reflected in projects and programs.

1.2 Purpose

Council engaged Cred Consulting to undertake this Gender Equity in Cumberland City Study (the Study) as a foundational step toward developing the Gender Equity Strategy.

The Study examines the experiences of women and girls living in Cumberland City, as well as women working within Council, to assess whether equal opportunities, decision-making power, and responsibilities exist in entering, staying, and growing in the workforce.

What we mean by gender equity

Gender equity refers to the provision of fairness and justice to achieve gender equality. It recognises that each person has different circumstances and allocates resources and opportunities that are required to reach equal rights and opportunities outcomes. It means that some people might be given extra resources and opportunity to achieve equal outcomes with others.

While "gender" can encompass a range of identities - including being a man, woman, nonbinary, gender fluid, or a combination of these - this Study focuses specifically on gender equity for women and girls.

For further details and terminology, please refer to the glossary and key definitions in Appendix 1.

This Study:

- Provides an understanding of gender equity in this context and its importance.
- Reviews national and local policies, and identifies relevant legislation, policy and obligations, and strategic themes relating to gender equity.
- Provides a community profile of women and girls in the Cumberland City, highlighting key findings such as areas of interest or potential vulnerabilities that either support or hinder gender equity.
- Provides key findings from consultation with community and stakeholders around the experience of women and girls in entering and staying in the workforce, and opportunities for gender equity in Cumberland City.
- Reviews Council's workplace policies, strategies and initiatives through a gender equity lens and summarises findings from staff consultation and HR data.

1.3 Study approach

The information presented in this Study draws on primary and secondary research including:

- **Desktop research**:
  - Strategic context review, including legislation, policy and obligations relating to gender equity
  - Population and demographic analysis
  - Best practice case studies.

- **Workplace audit**:
  - Analysis of Cumberland City council HR data as at 30 June 2024
  - Review of internal Cumberland City Council workplace policies and procedures.

- **Consultation with community and stakeholders**:
  - Confidential online survey to Cumberland City Council employees (520 participants)
  - Focus group with Community Hubs school parents on 25 September 2024 (3 participants)
  - Focus group with Council volunteers on 26 September 2024 (5 participants)
  - Meeting with the Cumberland Community Exchange Network (CCEN) on 1 October 2024 (54 participants)
  - Focus group with internal Cumberland City Council employees on 25 September 2024 (5 participants)

Please note: Focus group agendas and survey questions were developed in collaboration by Cred Consulting and Council. Gender equity survey questions were included as part of a broader Council-wide survey, with relevant findings extracted and provided for analysis. Similarly, all focus groups were recruited and facilitated by Council, with findings provided to Cred for analysis.



Photo: FancyBoy Photography ©

2. The broader policy landscape

2.1 Key national and state-wide statistics

Women and girls often face systemic barriers when entering and advancing in the workforce. These challenges could include biases in hiring practices, limited access to certain industries, pay gaps, workplace discrimination, and inflexible work arrangements. These issues disproportionately affect women and other marginalised groups. Some key statistics highlighting these challenges:

Gender pay gap: there has been progress, but there's still a long way to go

- The national gender pay gap, based on full-time average weekly earnings, is 12% ($238 per week). Although this is a record low, women would need to work an additional 44 days a year to earn the same as men[1].
- In 2024, Australia ranked 26th globally for gender equality, compared to 43rd in the 2023 Status of Women Report Card Report Card[2].
- For every $1 on average a man makes, women earn 78c. Over the course of a year, that difference adds up to $26,393[3].

Sexual harassment: there remains a persistent gender disparity, particularly in the workplace

- Women are more likely to experience sexual harassment in the workplace. In 2018, nearly 40% of women in NSW reported experiencing sexual harassment at work in the past five years, compared to 26% of men[4].
- 26% of women who recently experienced sexual harassment experienced it at work[5].
- 40% of workplace leaders are unaware of their legal obligations to prevent workplace sexual harassment[6].
- Only 76% of leaders know that workplace sexual harassment is illegal under current Australian law[7].

Health and wellbeing: work plays an important role in good quality of life

- From 2011 to 2021, the number of women aged 55 to 74 seeking support from homelessness services increased by 55%[8]. In many instances, this is due to lower salaries or time taken out of the formal workforce to focus on caring responsibilities, translating to low savings and superannuation balances at retirement age.

[1] Australian Government. 2024. Status of Women Report Card.
[2] Australian Government. 2024. Status of Women Report Card.
[3] Workplace Gender Equality Agency (WGEA). 2024. Gender pay gap data. Australian Government
[4] NSW Government. 2023. NSW Women's Strategy 2023-2026.
[5] Australian Government. 2024. Status of Women Report Card.
[6] Our Watch. 2024. Workplace Sexual Harassment.
[7] Our Watch. 2024. Workplace Sexual Harassment.
[8] Australian Institute of Health and Welfare. 2022. Specialist homelessness services annual report 2022-23.

- In 2021, almost 1 in 3 Australian women (32%) aged 15 to 34 were diagnosed with depression and/or anxiety[9]. Work is a key setting to improve and support mental health [10].
- 32% of women and 48% of men participate in sport at least once a week, showing a significant gender gap in regular physical activity[11]. Physical exercise is important for improving health and wellbeing.
- Menopause is a gender- and age-equity issue and remains one of the last "unspoken" issues in workplaces. A 2021 study with 700 Victorian women found 83% of women experiencing menopause were affected at work, but only 70% would feel comfortable speaking with their manager about it[12].

These statistics reinforce the critical need for systemic changes to ensure equitable opportunities, workplace safety, and support for health and wellbeing, empowering women to thrive in the workforce and beyond.

2.2 Legislation and policy drivers for gender equity

From international agencies to national and state governments, gender equity is the subject for

Gender equity has become a focal point for policy development and action across international, national, and state levels. This includes conventions, legislation, strategies and programs, as listed in Table 1.

At the international level, the United Nations' Sustainable Development Goals (SDGs) emphasise gender equality and equal rights in the workplace as a global priority.

At the national level, the Australian Government has implemented legislation aimed at promoting gender equality, fair work practices, and protecting people from discrimination based on age, gender, race, and sex. *Working for Women: A Strategy for Gender Equality 2024* outlines the Australian Government's vision for gender equality – 'an Australia where people are safe, treated with respect, have choices, and have access to resources and equal outcomes no matter their gender.'

The NSW Government has also passed legislation and developed targeted strategies to combat discrimination. These include frameworks that support women and girls in sports, the workforce, regional communities, financial and housing security, and overall health and wellbeing.

So, what does this mean for councils? Local governments play a key role in advancing gender equity on the ground. The *Local Government Act 1993 No. 30* mandates that councils promote equal employment opportunities for women and creates inclusive and discrimination-free workplaces. However, their role extends far beyond internal operations. As the government body closest to the community, councils are also uniquely positioned to increase community understanding about gender equity, create inclusive places and programs, form partnerships, and advocate for change.

The following summarises key themes emerging from legislation and policies.

[9] Australian Institute of Health and Welfare. 2024. Prevalence and impact of mental illness 2024.
[10] Beyond Blue. 2024. Work and mental health.
[11] Australian Sports Commission. 2023. AusPlay: National Sport and Physical Activity Participation Report, October 2023. Clearinghouse for Sport.
[12] Australian Menopause Society. 2022. Menopause and the workplace.

Increasing women's economic opportunity and advancement

Despite increases in workforce participation in recent decades, women continue to bear the majority of unpaid care work. Gender stereotypes and social expectations contribute to the unequal distribution of caring responsibilities in families, including childcare and domestic duties. Recognising this, various strategies and actions are being implemented across agencies to increase women's participation in the workforce and ensure equal opportunities in the workplace.

Legislative measures such as the *Fair Work Act 2009* (Cth) and the *Workplace Gender Equality Act 2012* (Cth) support women in the workplace. One of the priority areas in the Australian Government's *Working for Women: A Strategy for Gender Equality* is 'Unpaid and Paid Care', which focuses on balancing unpaid work, closing the gender pay gap, and closing the retirement income gender gap. The *NSW Women's Strategy 2023-2026* complements these national efforts by strengthening actions to increase women's opportunities in the workplace, better manage transition between career and life stages, and to support women entrepreneurs and business owners.

Creating welcoming and safe public spaces for women and girls

Efforts are being made to make our public spaces more inclusive and welcoming for women and girls. The *NSW Public Spaces Charter* emphasises that public spaces should be inclusive of all people, regardless of gender, age, sexuality, race, ethnicity, religion, cultural background, socioeconomic status or ability. Principle 8, 'Safe and secure', focuses on creating places where everyone feels safe to access and use public space at any time of day. An example of this commitment is the NSW Government's Safer Cities: Her Way Grant Program, which aims to improve perceptions of safety for women, girls and gender diverse people when walking or moving to, through and within public spaces and transport hubs.

Supporting quality health and wellbeing

Women and girls have different health and wellbeing needs and experiences to men and boys. In NSW, there are strategies and frameworks in place to support women and girls in achieving their physical, emotional, social, and economic potential. This includes the *NSW Women's Health Framework* and *NSW LGBTIQ+ Health Strategy*. The former recognises the close relationship between people's health and their living and working conditions, known as the social determinants of health. This means that factors such as social inclusion, housing security, access to open space, or active transport, are factors that influence wellbeing.

Ending violence against women

Rates of violence against women in Australia have remained alarmingly high in recent decades, despite increased national efforts to address the issue. Domestic and family violence has serious and lasting effects on women's physical and mental health, and it significantly impacts their ability to work and long-term financial security. The Australian Human Rights Commission (AHRC) identifies domestic and family violence as a workplace issue, indicating that women who experience domestic and family violence are more likely to have difficulty retaining their job, being productive at work and earn lower incomes[13].

In 2022, the Australian Government launched the *National Plan to End Violence Against Women and Children 2022-2032*. This plan focuses on a coordinated approach to address violence and is being implemented in partnership with state and territory governments. Other actions include providing

[13] Australian Human Rights Commission. 2016. Fact sheet: Domestic and family violence – a workplace issue, a discrimination issue.

financial and other supports to those experiencing family and domestic violence, expanding access to crisis and transitional housing for women and children affected by violence, supporting older women at risk of homelessness, and improving prevention and early intervention strategies, especially with young people.

The NSW Government is also taking steps to tackle domestic, family and sexual violence. This includes the introduction of affirmative consent laws, increasing education and awareness around violence against women, and funding domestic and family violence services. Key strategies to address domestic violence and promote healthy relationships are outlined in the *NSW Domestic and Family Violence Plan 2022-2027* and the *NSW Sexual Violence Plan 2022-2027*.

Increasing participation in sports and recreation

Across agencies, efforts are being made to build a stronger sport sector where women and girls are valued, recognised and have equal choices and opportunities to lead and participate. The NSW Government *Her Sport Her Way Strategy* focuses on reducing participation barriers, investing in sports infrastructure and women's sports, and fostering inclusive sporting cultures. This Strategy is supported by the Her Sport Her Way Grant Program, which helps sporting organisations create and implement new initiatives to increase the participation of women and girls in sport.

A review conducted by the NSW Government on women and girls' participation in sports and recreation highlights the multifaceted benefits of engaging in organised sports and active recreation. These benefits extend beyond physical health, contributing significantly to overall wellbeing. Additionally, the review finds that that regular physical activity can improve workplace productivity.

Working in partnership to empower women and girls in all aspects of life

The *NSW Women's Strategy 2023-2026* highlights the importance of collaboration and partnership approaches, including with local governments, businesses, service providers and non-profit organisations. The Strategy states that local governments across NSW deliver services to local women and play a critical role in cohesive and resilient communities.

Table 1 Policies, strategies and legislation relating to gender equity

Level	Policies, strategies and legislation
International	• United Nations Sustainable Development Goals – SDG 5: Gender equality – SDG 8: Decent work and economic growth – SDG 10: Reduced inequalities • UN Convention on the Elimination of All Forms of Discrimination Against Women (1979) – ratified by Australia in 1983
Australia	• *Fair Work Act 2009 (Cth)* • *Sex Discrimination Act 1984 (Cth)* • *Workplace Gender Equality Act 2012 (Cth)* • *Workplace Gender Equality (Gender Equality Standards) Instrument 2023* • *Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2023* • *Disability Discrimination Act 1992 (Cth)*

	• *Age Discrimination Act 2004 (Cth)* • *Racial Discrimination Act 1975 (Cth)* • Working for Women: A Strategy for Gender Equality 2024
NSW	• *Anti-Discrimination Act 1977 and Amendments (NSW)* • *Local Government Act 1993 (NSW)* • *Carers Recognition Act 2010 (NSW)* • NSW Women's Strategy 2023-2026 • NSW Women's Health Framework • NSW LGBTIQ+ Health Strategy 2022-2027 • Her Sport Her Way 2019-2023 • Multicultural NSW Strategic Plan • NSW Domestic and Family Violence Plan 2022-2027 • Women in Trades Strategy: Trade Pathways Program 2021-2024

2.3 Existing Council policies and strategies that support gender equity

Council has a range of workplace policies that supports diversity, equality and inclusion through the employee lifecycle, providing frameworks, guidance, building safe and respectful workplaces.

The policies and tools that support this work include:

- Bullying and Harassment Guidelines July 2023
- Career Break Guideline 2020
- Corporate Uniform Guidelines
- Family and Domestic Violence Policy
- Flexible Work Arrangements Policy
- Job Share Procedure
- Learning and Development Procedure 2024
- Leave Policy
- Parental Leave Guideline
- Performance Development System Procedure
- Phased Retirement Guidelines
- Recruitment and Selection Policy
- Succession Plan Procedure
- Working from Home Procedure 2023.

Additionally, Council has public-facing policies, strategies and plans that promote equal access and equity:

- Access and Equity Policy 2019

- Child Protection Policy
- Code of Conduct
- Community Engagement and Participation Strategy
- Community Engagement Policy
- Equal Employment Opportunity Management Plan
- Disability Inclusion Action Plan
- Community Facilities Strategy 2019-2029
- Youth Strategy 2022-2026.



Spotlight on legislation: *Local Government Act 1993 No. 30*

The purposes of this Act are as follows:

- to provide the legal framework for the system of local government for New South Wales,
- to set out the responsibilities and powers of councils, Councillors and other persons and bodies that constitute the system of local government,
- to provide for governing bodies of councils that are democratically elected,
- to facilitate engagement with the local community by councils, Councillors and other persons and bodies that constitute the system of local government,
- to provide for a system of local government that is accountable to the community and that is sustainable, flexible and effective.

The objects under Part 4: Section 344 are:

- to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital or domestic status and disability in councils, and
- to promote equal employment opportunity for women, members of racial minorities and persons with disabilities in councils.



Spotlight on legislation: *Workplace Gender Equality Act 2012*

The Workplace Gender Equality Agency (WGEA) WGEA is a Commonwealth government agency established by the *Workplace Gender Equality Act 2012* (the Act).

The purpose of the Act and its *two Legislative Instruments,* the *Workplace Gender Equality (Gender Equality Standards) Instrument 2023* and the *Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2023,* is to:

- promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace
- support employers to remove barriers to the full and equal participation of women in the workforce
- promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities)
- foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace
- improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace.

The *Workplace Gender Equality Act 2012* (Australia) requires employers with 100 or more employees to report annually against six gender equality indicators. These include:

- GE1: gender composition of the workforce
- GE2: gender composition of governing bodies of relevant employers
- GE3: equal remuneration between women and men
- GE4: availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- GE5: consultation with employees on issues concerning gender equality in the workplace
- GE6: sexual harassment, harassment on the ground of sex or discrimination



Photo: Cumberland City Council

3. Women and girls in Cumberland City

This chapter provides a community profile of women and girls in the Cumberland City.

3.1 Community profile

This section highlights the key population and demographic characteristics of the Cumberland City community, focusing on women and girls. All data is based on the Australian Bureau of Statistics (ABS) 2021 Census, as detailed in Appendix 2. Where applicable, the data is compared to the Greater Sydney average. Please note that although the ABS uses the terms 'females' and 'males', this Study uses 'women' and 'men' for consistency purposes.

Growing number of women and girls who will live in Cumberland City

- Cumberland City is home to over 113,000 women and girls, making up about half the total population. This number is expected to grow to over 161,000 by 2046, representing an increase of approximately 47,000 women and girls.
- Notably, 28,000 of this growth will occur within workforce-age groups, spanning young professionals to pre-retirees. This demonstrates a significant and growing proportion of working-aged women in Cumberland City, presenting a critical opportunity to improve workforce participation.

Cultural diversity is high in Cumberland City, with more than 90 languages spoken across the LGA and people practising a range of religions

- Cumberland City is highly culturally diverse, with 53% of the population born overseas. This is significantly higher than the Greater Sydney average of 39%. Of this diverse community, approximately 48% are women and girls, meaning that out of the 113,000 women and girls in Cumberland City, 60,100 were born overseas. The top countries of birth are India (9%), China (7%), Lebanon (5%), Nepal (4%), and Afghanistan (3%).
- Additionally, 74% of residents speak a language other than English at home. Applying the same 48% estimate, this represents around 73,679 women and girls. Around 90 different languages are spoken in Cumberland City, with the top being Arabic (14%), Mandarin (7%), Nepali (4%), Cantonese (4%), Tamil (3%).
- There is a higher proportion of recent arrivals to Australia in Cumberland City compared to the Greater Sydney average of 19%. In 2021, 25% of Cumberland's overseas-born population arrived between 2016 and 2021.
- Most Cumberland City residents are religious. This is higher in Cumberland City (76%) compared to Greater Sydney (63%). The largest religion group is Islam (23%), followed by Catholicism (21%) and Hinduism (12%).

Women living in Cumberland City are less likely to have qualifications than those living in other areas of Greater Sydney

- In Cumberland City, an equal ratio of men and women (61%) have completed Year 12 or an equivalent qualification.

- A higher proportion of women in Cumberland City do not have formal qualifications (43%) compared to the Greater Sydney average (35%).

Women are 14% more likely to earn a low income than males

- In Cumberland City, a higher proportion of women (45%) earn low incomes (less than $500 per week) compared to men (31%). Similarly, a smaller proportion of women (5%) earn high incomes (more than $2,000 per week) than men (10%).
- In 2021, 38,645 women in Cumberland City were employed, with 49% working full-time and 36% working part-time. However, the labour force participation rate for women in Cumberland City was lower (45.9%) compared to the Greater Sydney average of 56.5%.
- On average, women work less hours per week than men in Cumberland City. For example, in 2021, 24.6% of employed women were working more than 40 hours per week compared to 38.3% of working men. At the same time, employed women were 10% more likely to work part-time than men.

In Cumberland City, women do significantly more unpaid work than men, including for childcare, domestic work, and caring for people with disability, health conditions or of old age

- More than 56% of women do domestic work on a weekly basis. This is higher than men, at 46%. On average, women spend more hours doing housework each week than men. For example, 27% of women aged 15+ did more than 15 hours of housework each week, while just 9% of men did.
- In 2021, 10,612 women carers were providing unpaid assistance to a person with disability, long term illness or old age. This represents 11.6% of Cumberland City's women aged 15+, almost double in comparison to men (7.7%).
- In 2021, 24,286 women provided unpaid care to children, representing 26.7% of women aged 15+, compared to 19.1% of men. Of these, 3,617 women were caring for children other than their own.
- Volunteer work participation is higher among women (7.9%) than men (6.5%), with an overall participation rate of 7.2%. Although both sexes contribute, women engage slightly more in formal volunteer roles compared to men.

Women are more likely to require assistance due to disability or other long-term health conditions than men

- There is a higher proportion of people with disability in Cumberland City (6%) than the Greater Sydney average (5%). There is a higher rate of need for assistance in women (6.7%) than men (5.3%) in Cumberland City.
- In Cumberland City, 22% of the population report at least one long-term health condition. This is lower than the Greater Sydney average of 27.5%. The top health conditions for women living Cumberland City are arthritis (7.1%) asthma (6.8%), mental health condition (5.2%) and diabetes (5.1%). For men, it's diabetes (5.5%), asthma (4.3%), arthritis (3.4%) and mental health condition (3.3%).



Photo: Cumberland City Council

4. Community and stakeholder insights

From September to October 2024, Council completed focus groups with community residents and stakeholders in Cumberland City, including:

- Focus group with internal Council staff (5 participants)
- Focus group with internal Council volunteers (5 participants)
- Focus group with Community Hubs school parents (3 participants)
- Meeting with the Cumberland Community Exchange Network (CCEN) (55 participants across 26 community sector services)

In total, 68 people participated in the consultation. Key findings are summarised by theme below. See Appendix 1 for lines of questioning.

4.1 Barriers women in Cumberland City face to entering and staying in the workforce

Gender norms and cultural expectations

Social expectations and gender stereotypes were identified as significant barriers to women entering or staying in the workforce, particularly in relation to family commitments and the expectation that women will be primary carers. Cultural and religious norms, along with traditional beliefs about women's roles further exacerbates these challenges in some instances. For example, one parent described the difficulty of reconciling cultural expectations of being a "good mother" with pursuing a career.

Participants also noted that growing up within traditional gender constructs often influences women to be less career-driven than men. These norms are accompanied by the expectation that men should earn more than women, further perpetuating pay inequities and limiting women's career opportunities.

"Even if you get a job you love, it's always the women's responsibility to take care of the child when they are sick or attend extracurricular activities." – Parent (Community Hub focus group participant)

"Nobody discriminates based on your sex but it's life factors that limit you from applying to roles. You have to coordinate so many factors and consider everything twice more than males before you even apply for a role." – Parent (Community Hub focus group participant)

"Your physical appearance is a barrier. You may be the only Muslim person wearing a hijab. The way you dress has to fit with the "work culture", which can be challenging if you are more conservative or don't have equitable access to buy more fashionable clothes". – Council volunteer (focus group participant)

Lack of workplace flexibility

Participants noted that although there are work opportunities for women in Cumberland City and surrounds, women are more likely to apply for jobs with flexible arrangements. Some of the key challenges they discussed include:

- **Inflexible working conditions:** Limited working from home options can limit opportunities for women. One community member commented that asking for flexibility can scare employers off.
- **Maternity leave:** Women in part time or casual roles often face challenges in accessing paid parental leave.
- **Carer responsibilities:** Many women are primary carers, including for people with disability or chronic illness, requiring flexible arrangements or additional time off work.
- **School and childcare hours:** For some women, the lack of after-school care in high-density areas, along with limited family support for school pickups and drop-offs, creates significant barriers to managing work and care responsibilities.

Council participants noted that while opportunities are generally equal and open to all, there may be subconscious bias, with women predominantly applying for administrative, support, or caring roles.

"When work isn't flexible, you have to choose between being a parent and working." – Parent (Community Hub focus group participant)

"There's definitely a higher number of women that look for jobs with flexible arrangements." – Council employee (Internal focus group participant)

"In places like Westmead, there are huge waiting lists for after school care which means you need to find a job that allows you to drop and pick up your child." – Parent (Community Hub focus group participant)

Biased workplace culture and processes

Across all focus groups, participants highlighted internal workplace cultures, processes, and gaps in knowledge about workers' rights as key barriers to job retention and career progression. Some of the key challenges discussed include:

- **Lack of mentorship and leadership opportunities:** Generally, there's a lack of mentorship programs for women, and fewer women in leadership roles, limiting career development opportunities.
- **Gender bias and stereotyping:** Women, especially women of colour or younger women, are often perceived as inexperienced or less capable, requiring more effort to prove themselves. Stereotypes also suggest women are less career-driven and more suited to caring roles.
- **Limited understanding of workers' rights:** Council staff noted that many women lack knowledge of their rights and the regulations that protect them in the workplace, which can affect women's ability to address workplace challenges.
- **Unconscious bias in hiring**: Some managers may favour female candidates they feel are more agreeable, share similar cultural backgrounds with, or exhibit traditionally feminine traits, rather than focusing on qualifications and experience.
- **Gender bias in job interviews:** According to council volunteers, women are often asked questions in interviews that would not be asked to candidates, such as, "How do you manage school drop-offs?"
- **Male-dominated networks:** Some participants spoke about a "boys' club" culture, with men being preferred in some roles. We also heard that women may not have the same access to informal social networks as men, meaning they're unable to build the connections necessary for career growth.

"Unless you are in a mentorship program, it's hard to find someone to guide and encourage you to apply for opportunities to advance." – Council employee (Internal focus group participant)

"There can be no progression. In 11 years, I've had 1 promotion." – Council volunteer (focus group participant)

"There is stereotyping and assumptions – for example a brown woman doesn't know Aussie culture – and it's determined that you won't fit in during interviews before even entering the role." – Council volunteer (focus group participant)

Maternity leave impacts

Community Hubs participants indicated that taking maternity leave and caring for young children limits career progression. For example, one parent described the difficulty of taking maternity leave in fast-changing fields, such as IT or medicine, where maternity leave often requires women to update their skills before returning to work, creating an additional barrier to workforce re-entry.

In addition, participants spoke about the long-term financial impacts of extended maternity leave or career breaks, including loss of income, slower salary growth, and reduced retirement savings

"I would have progressed further if I didn't have kids" – Parent (Community Hub focus group participant)

"Some industries like IT – you can't come back after a long break because you are not skilled." – Parent (Community Hub focus group participant)

"Break in carers from maternity leave punishes women for taking that time off. You pay for it because it is so difficult finding a job after that break." – Parent (Community Hub focus group participant)

Experience of domestic and family violence

Both community sector participants and Community Hubs participants raised domestic and family violence (DFV) as a significant barrier for women in Cumberland City entering and staying in the workforce. One participant said that talking about domestic violence remains a taboo subject in many cultural groups, and that there is need to talk more about DFV and offer supports. Participants said that DFV and other sexual abuse leads to social isolation, leaving women without the resources or networks they need to rebuild their lives and careers.

Lack of self-belief

Community sector participants said that lack of self-belief is a major barrier to women's autonomy and their ability to enter the workforce, particularly for women who have experienced or are currently experiencing abuse or domestic violence. Community sector participants explained that trauma significantly impacts on confidence and self-belief. They noted that women with low self-belief are also less likely to advocate for themselves, further reinforcing the need for systemic support and change.

Additionally, Council volunteers noted that women often tend to underestimate their abilities and are more likely to apply for positions that they're overqualified for.

Lack of appropriate employment skills and qualifications

All participants indicated that not having the appropriate skills and qualifications is a significant barrier to entering the workforce, particularly for migrant women. Some key challenges identified include:

- **Cost of upskilling:** The high costs or financial burden of upskilling and time commitment required for courses can lead to a significant loss of income over an extended period.
- **Digital access:** Some women have limited access to technology or IT skills required to access upskilling opportunities.
- **Lack of** employment **skills support:** Many women feel unsupported in navigating job interviews and the application process, leaving them at a disadvantage.
- **Inadequate recruitment agencies and employment support services:** Council volunteers reported that these services are providing the bare minimum in assistance despite receiving substantial government funding to deliver their services.

For migrant women, these challenges are compounded by the need to:

- **Language proficiency**: Limited English language skills can restrict job opportunities and workplace integration.
- **Recognition of overseas qualifications:** Many migrant women must requalify in Australia, incurring significant costs and time to obtain local credentials. This means many migrant women in this position end up working in lower skilled roles.
- **Visa restrictions:** Employment options can be further limited by visa conditions, adding an additional layer of complexity.

Community Hubs participants also noted that professional development often tends to focus on women in most need, which inadvertently leave a gap in addressing the needs of women with existing skills or in specialised roles. This imbalance limits opportunities for career growth and progression for a broader range of women.

"There's no one to help or support me to go for an interview" – Parent (Community Hub focus group participant)

"*You are hired into more low-level roles like administration or cleaning because they know you come from a hardworking culture and have strong work ethics. It stops you from staying in the workforce because you end up working twice as hard as coworkers." – Council volunteer (focus group participant)*

"It is hard to find job skills development or trainings other than English classes in the Cumberland area." – Council volunteer (focus group participant)

High childcare costs

Some participants identified financial independence as a barrier to entering and staying in the workforce, especially in relation to childcare costs. Community Hubs participants commented that childcare costs are so high that working often feels like it's just to cover those expenses, leaving little to no savings. They also noted that not everyone is eligible for Centrelink support, making childcare even more unaffordable. As a result, many women find in hard to justify returning to work when the financial benefits are minimal after paying for childcare.

Transport access

Community sector participants highlighted that many women lack access to their own vehicle and often feel unsafe using public transport, particularly at night. This significantly affects their ability to access essential services and commute to work, limiting their opportunities for employment. One participant said that being on public transport at night feels unsafe.

4.2 Opportunities for gender equity in Cumberland City

Participants suggested various opportunities to advance gender equity in Cumberland City, particularly in the areas of education and employment skills, workplace policies, mentoring, community support, and information sharing. These are summarised below by theme.

Education and employment skills

Obtaining appropriate qualifications and employment skills were identified as significant barrier to workforce participation and progression. To address this, the following opportunities were raised:

- Providing **free or low-cost training** to support women in developing skills to enter and stay in the workforce. These should be provided at a range of times, including weekend sessions.
- Providing **practical employment support**, such as job search assistance, CV and resume building, and interview preparation.
- Expanding **opportunities for women to start their own businesses**, allowing them to leverage their existing skills and create economic independence.
- Providing targeted **support for women in specialised industries** like IT, chemistry, and engineering, where significant gaps in training and resources exist.
- Offering **programs** such as sewing and knitting classes, that not only build practical skills but also help women **to build social connections.**

Workplace policies and procedures

Participants commented that inclusive workplace policies and procedures are essential in advancing gender equity. The following opportunities were raised:

- **Involving women in the development of workplace policies** and procedures.
- **Flexible work arrangements**, including options for remote work or flexible hours, to balance work with carer responsibilities.
- **Policies and procedures** that ensure equal pay and access to fair work information.
- Implementing **gender equity officer roles** to ensure workplace environments are inclusive, supportive, and proactively promote gender equality
- **Recognising diverse skills** to open career advancement opportunities for women.
- Providing accommodating work environments that **support women's physiological needs** (e.g. for menstrual health, during pregnancy, and for menopause).
- **Career coordinators** to help women learn about career pathways and navigate development opportunities.

- **Providing support for childcare**, such as in house childcare services or discounts for local childcare centres for employees.

Professional development and mentoring

In addition to workplace policies, many participants emphasised the need to enhance women's opportunities for growth in the workplace, particularly through mentoring and professional development. Ideas include:

- Providing **mentorship programs** to guide women in their professional careers.
- Providing targeted **training, upskilling, and mentorship** programs focused on **women's leadership.**
- **Encouraging women in leadership** roles to act as mentors and ambassadors, supporting the career development of other women within their teams.
- Offering **gender-specific staff learning** and development opportunities.
- Creating more **defined pathways for women to progress** in their roles.

"Programs where women support women. We understand each other and are naturally drawn to a mentor at work who is someone that you are connected through similar experiences or life's circumstances." – Council volunteer (focus group participant)

Community programs and engagement

Many participants highlighted the important role of the community in supporting gender equity, noting the need for both better education on the topic and increased collaboration with community organisations and leaders. Ideas include:

- Raising **awareness among men about gender equity** and their role in promoting it.
- Increasing **community engagement,** including in local churches and mosques.
- Organising **more public events** to raise awareness and encourage dialogue on gender equity.
- Hosting **more job fairs** to connect women with employment opportunities and career development resources.
- Delivering **social media campaigns** that empower women in the workplace.
- Supporting **community-led programs focusing on gender equity** and women's empowerment.

"Council events run are a great opportunity for community members to meet different services. During Refugee Week, I found out about carer gateway at the Benevolent Society, and I had no idea it existed." – Parent (Community Hub focus group participant)

Access to information

Access to information is another key opportunity for promoting gender equity. Participants recommended the following ideas to better reach women in Cumberland City:

- **Promoting online support platforms** and digital resources.
- Providing **information in community languages**
- Hosting **information sessions to increase understanding about gender equity**, rights, and available resources.
- **Providing clear information** on topics like equal pay, worker's rights, family support services, and childcare options.
- **Sharing information about social groups**, peer support networks, and women's community organisations.

Supporting culturally diverse women

Culturally diverse women in Cumberland City are recognised as a target group needing additional support to advance gender equity. Participants highlighted the following needs and opportunities:

- **Respecting diverse cultures and religions** in all community and workplace settings.
- **Delivering safe, welcoming spaces**, such as community centres, where women feel safe and supported.
- **Providing language assistance** to help women with navigating services, education, and employment opportunities.
- **Providing culturally appropriate mental health supports** for women, especially for women with trauma.
- **Offering women-only programs** and events.

Financial assistance programs

Some participants highlighted the need for **financial assistance programs**, such as **free bus passes**, to help women access skills development opportunities or participate in volunteering. Community sector participants also highlighted the need for **more affordable housing**, as high rent costs often make it challenging for women to invest in personal growth or save for the future. There is also strong demand for **more family support services**, particularly due to high childcare costs.

4.3 Existing gender-specific programs in Cumberland City

Focus groups participants were asked to share any gender-specific programs that already operate in Cumberland City and surrounds that offer support to women. These are summarised in Table 2 below.

Table 2 List of gender-specific programs in Cumberland City and surrounds

Organisation	Program description
Women's empowerment	
STARTTS	STARTTS supports people from refugee backgrounds, including asylum seekers, who were forced to leave their country due to persecution in the context of political conflict, organised violence and human rights violations. Their services include counselling, community development, and health programs. STARTTS provide women-specific programs, including sewing classes.
Australian Care Foundation	Specialises in providing healthcare to diverse community members, including elderly people, people with disability, and people with mental illness, along with legal support for women.
NSW Police Force	Employs GLLO/LGBTIQ Liaison Officers who work with local LGBTIQ communities to develop and deliver projects and responses for gender diverse people and the broader LGBTQ community.
Accessible Diversity Services Initiative (ADSI)	Provides a range of support services to marginalised community members, including women, single parents, refugees and migrants. This includes women's empowerment and leadership development, skills training, and programs for young people on healthy relationships.
Education and skill building	
TAFE NSW	Provides fully subsidised online programs and other courses to support women in gaining accreditations, e.g. such as Women in Business or Empowering Women in IT. Provides community services obligation courses to support the CALD community. This includes accredited and non-accredited training to support CALD members to gain skills for employability. There is a TAFE campus in Granville.
Belgravia Leisure Centre	Provides training and upskilling in pool aquatic industry
Services Australia	The Skills for Education and Employment program supports people to build their confidence in reading, writing, maths, basic computer skills, or English skills.
Navitas	The Skills for Education and Employment program is available at the Navitas campus in Auburn.
Domestic and family violence	
Parramatta Women's Shelter	Provides crisis accommodation and outreach support to women and children escaping domestic and family violence and homelessness.
Cumberland Women's Health Centre	Provides women's health services and domestic violence specialist response services to all women in the Parramatta, Cumberland and The Hills area.
WAGEC (Women's & Girls' Emergency Centre)	Specialist homelessness service for women and families escaping domestic violence based in Redfern.

Zen Tea Lounge Foundation	Provides a safe space for women and strengthens community connection through our wellness workshops and restaurant in Smithfield. Zen Tea Lounge primarily supports culturally and linguistically diverse women experiencing domestic and family violence.
Immigrant Women's SpeakOut Association	Provides support to migrant and refugee women escaping domestic and family violence, and at risk of homelessness.
Workers' rights	
Asian Women at Work Inc (AWaW)	Network of Asian migrant women workers that empowers, resources and assists women to stand up, speak out and take collective action to advocate for their rights.
APM Employment Services	Supports people with an injury, illness or disability to find a job with local employers.
Men's groups	
Men's Shed	Provides opportunities for men to build mateship and access mentoring through woodwork and metal projects.
The Men's Table	Communities of men connecting around life, mental health, and domestic and family violence.
Social connection	
Cinemas (including Event Cinemas, Hoyts and the Dendy)	Mums and Bubs Movie Sessions are baby-friendly movie sessions are special screenings where mums, dads, carers and their bubs
Women's prayer groups and women of faith groups	n/a


Photo: Cumberland City Council

5. Gender equity in Council

This chapter provides an overview of Council's workforce composition and summarises Council employee feedback on perceptions of inclusion, career opportunity and respect within the organisation.

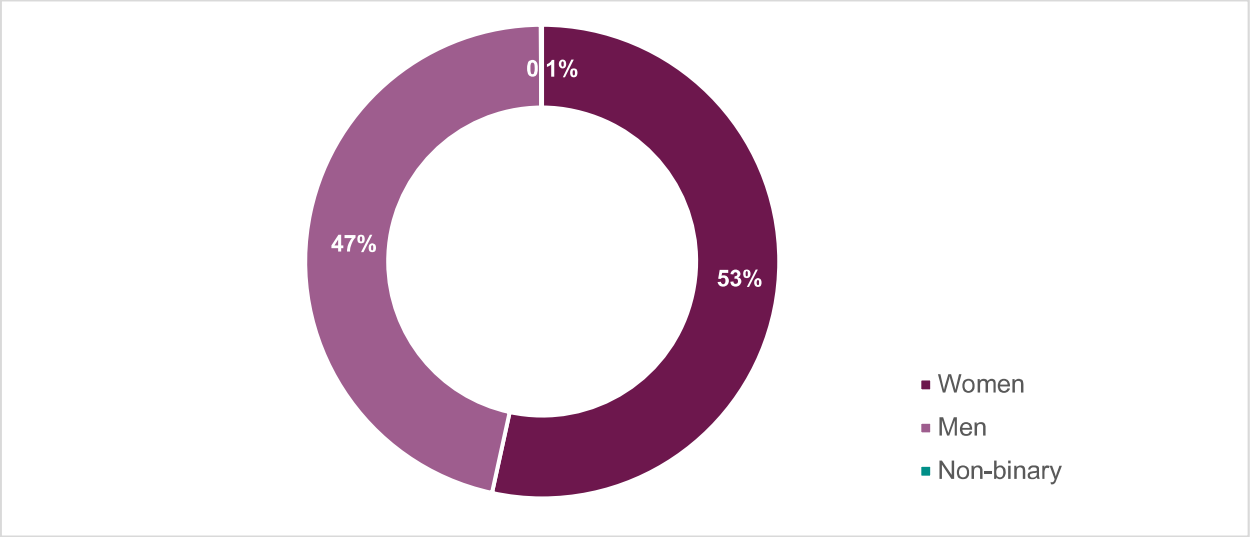
5.1 Composition of Council's workforce

All data below is provided by Cumberland City Council as at 30 June 2024.

A higher proportion of Council staff are women

There is a total of 1,040 staff at Council. As shown in Figure 1, there is a higher proportion of women staff, representing 53.4% of employees. HR data indicates there is one non-binary employee.

Figure 1 Gender of employees recruited (30 June 2024)



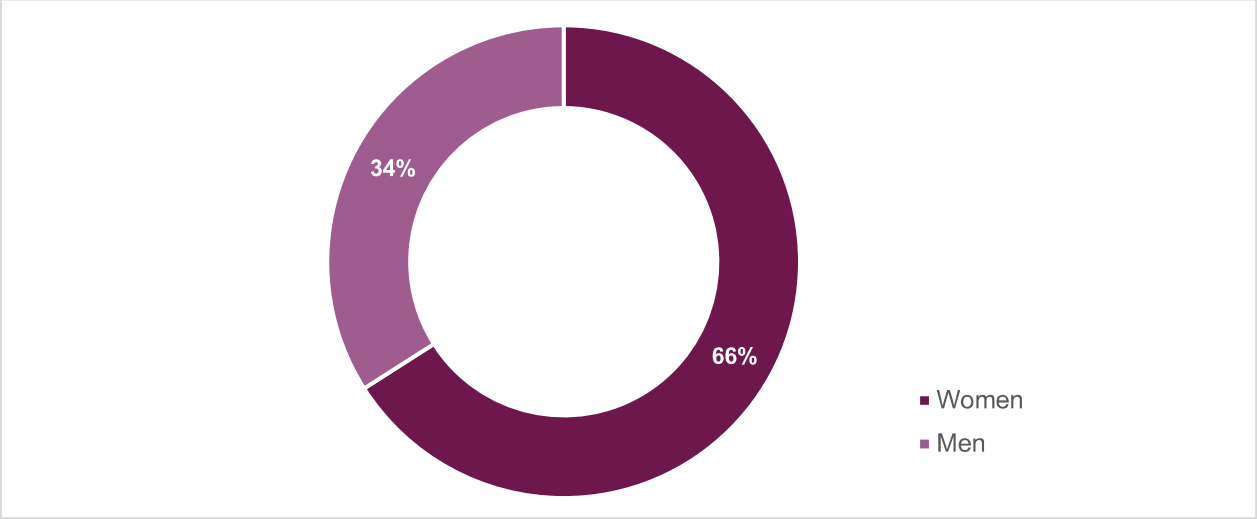
A higher proportion of women are in Grade 10 or higher

There are 17 professional grades within Council, and each grade has 7 steps. As shown in Figure 2, there is higher proportion of women in Grade 10 or higher, classified as professional, specialist or executive bands, than men.

Women employees are more likely to use formal flexible working arrangements at Council

As shown in Figure 6, 66% of employees using formal flexible work options are women, compared to 34% who are men.

Figure 6 Ratio of employees using formal flexible working arrangements by gender (30 June 2024)



5.2 Employee feedback on perception of inclusion, career opportunity and respect

An online survey of employee experience of inclusion was distributed to Council employees to complete in September 2024. The survey aimed to understand employees' perceptions of inclusion, diversity, and equity within the workplace, as well as their experiences of respect, career opportunities, and workplace policies.

In total, 520 Council employees completed the online survey, a response rate of 50%. Of the 520 survey participants, 39% identified as female, 35% as male, 2% as non-binary or another gender identity. 10% preferred not to say, and 14% did not indicate. Importantly, while Council's HR data indicates there is 1 non-binary employee, 8 employees who completed the anonymous online survey identified as non-binary or another gender identity.

See **Appendix 5** for detailed survey participant profile.

As shown in Table 4, key findings include:

- The majority of employees agree that discrimination is not tolerated at Cumberland City Council and that staff treat each other with respect. Most employees (75%), including women and non-binary employees (78%) agree that staff treat each other with respect.

- Most employees (including 69% of women and non-binary employees) agree Cumberland City Council provides sufficient flexible work arrangements to meet their needs.
- Only 50% of women and non-binary employees agree there are enough opportunities to progress their career at Cumberland City Council.
- There is some dissatisfaction with Cumberland City Council selecting the right people for the right job. Only 49% of all employees and 51% of women and non-binary employees agree that the selection process is good.

Table 4 Gender equity survey results (October 2024)

Percentage of survey respondents who agree:	Total	Women and non-binary	Men
Staff treat each other with respect	75%	78%	81%
Discrimination is not tolerated in Cumberland City Council	82%	86%	85%
Cumberland City Council has enough flexible work arrangements to meet my needs	70%	69%	75%
Cumberland City Council is good at selecting the right people for the right jobs	49%	51%	54%
There are enough opportunities for my career to progress in Cumberland City Council	48%	50%	52%

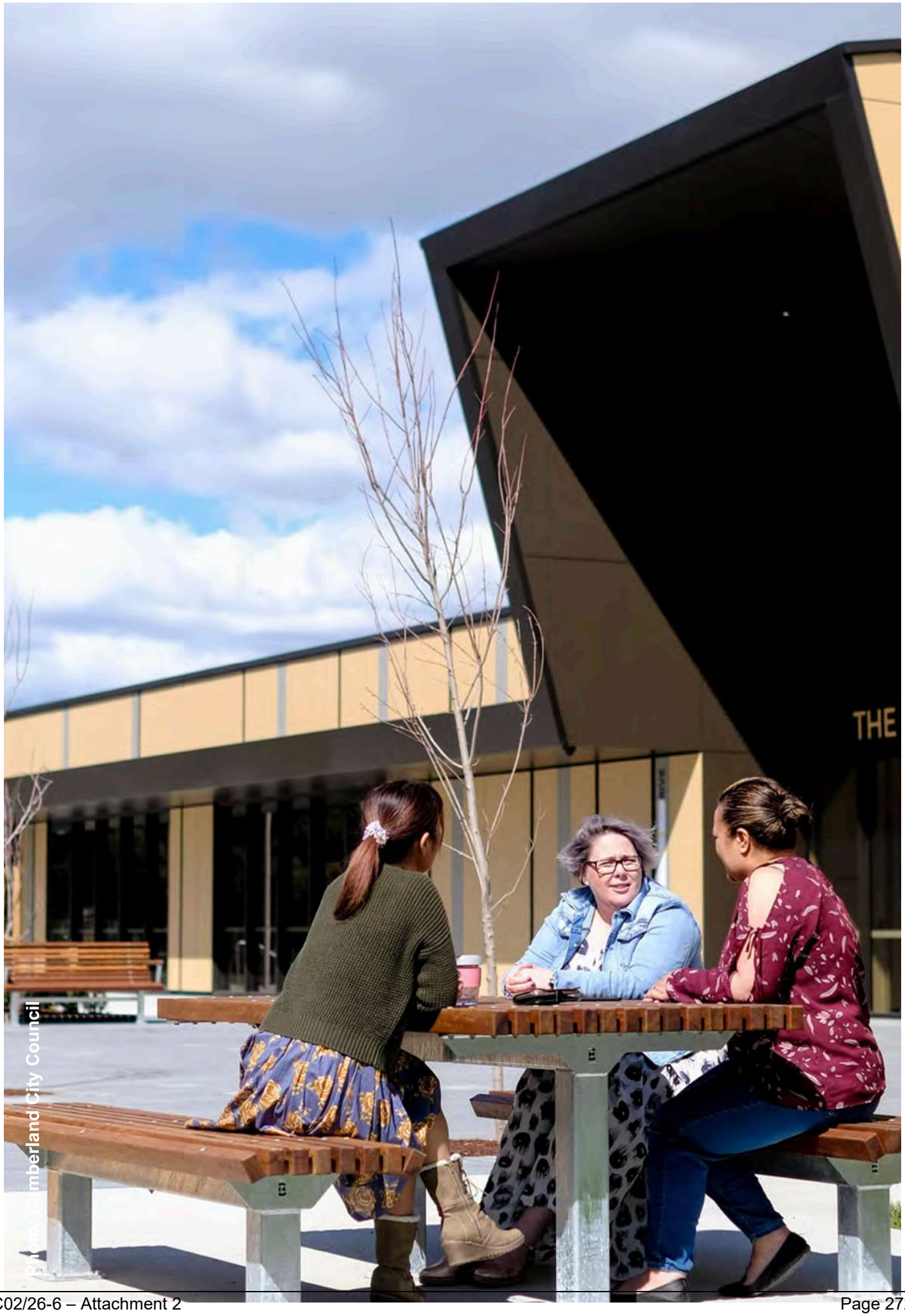


Photo: Cumberland City Council

6. Opportunities to strengthen gender equity in Cumberland City

This Study highlights both the progress made and the challenges that persist in achieving gender equity within Cumberland City and Council. Although Council has taken significant steps to foster inclusivity through progressive policies, strong representation of women in leadership roles, and a workplace culture where gender does not influence treatment or opportunities, systemic barriers continue to impede broader progress.

Cultural norms, pay gaps, and safety concerns limit women's workforce participation and advancement, while societal expectations perpetuate inequities in caring responsibilities. At the same time, community-based programs and State-led initiatives demonstrate the potential for meaningful change. Building on these foundations, the following outlines strategic opportunities to address these barriers and further empower women and girls in Cumberland City.

The following key opportunities have emerged through this Study, either directly identified by the community and stakeholders or as potential solutions to address identified challenges. These opportunities are presented for Council's consideration in developing the Gender Equity Strategy:

Enhancing gender equity within Council

- Establish mentorship initiatives to support women's career progression, focusing on leadership pathways and upskilling opportunities.
- Expand and promote existing flexible work arrangements, such as remote work, job sharing, and phased retirement options.
- Provide unconscious bias and gender equity training for Council staff and leadership to address biases in hiring, promotions, and team dynamics.
- Strengthen family-friendly policies, such as paid parental leave and childcare support, to better accommodate the needs of working parents.
- Conduct regular gender pay gap analyses and reviews of promotion data to address disparities.
- Establish a Women's Advisory Group that advocates and provides support

Collaborating with external organisations

- Partner with community organisations to provide resources and programs addressing gender-specific needs.
- Partner with local business networks to support women entrepreneurs through grants, business planning workshops, and networking events.
- Support local initiatives aimed at empowering migrant and culturally diverse women, including language and skills training.
- Collaborate with local schools, religious institutions, and cultural groups to promote gender equity awareness, challenging traditional norms and stereotypes.

- Host public forums and events to discuss and raise awareness of gender equity issues in the community.
- Work with TAFE NSW, Navitas, and other education providers to offer free or subsidised skills training tailored to women, especially in high-demand industries like IT, construction, and healthcare.
- Facilitate job fairs and employment workshops, connecting women with potential employers and career mentors.
- Collaborate with other government agencies and community groups to improve the safety and inclusivity of public spaces for women and girls.
- Promote and fund programs like the Safer Cities: Her Way initiative to enhance safety perceptions.

6.1 What's been done elsewhere?

Below are three case studies highlighting initiatives implemented by other local government areas to promote gender equity.

City of Melbourne's Gender Equality Action Plan

The Gender Equality Action Plan 2022-2025 was developed under the *Gender Equality Act 2020 (Vic)* and outlines key strategies and activities to continue to embed gender equality in the workplace.

The City of Melbourne's *Gender Equality Action Plan 2022-2025* was developed in response to the *Gender Equality Act 2020 (Vic*). This plan outlines the City's commitment to embedding gender equality within the workplace and reflects its ongoing efforts to foster an inclusive, equitable environment. It aligns with broader Australian and Victorian legislation and is designed to support the city's internal culture and practices.

The plan sets out four strategic themes, each addressing a key area for advancing gender equality at City of Melbourne Council:

- Theme 1. Leadership and enablement: City of Melbourne has a clear commitment to gender equality, an empowering culture to progress equality and the capability to progress our equity and inclusion goals.
- Theme 2. Safety and respect: City of Melbourne has a culture of respect, safety and a workplace free from harmful behaviours.
- Theme 3. Participation and representation: City of Melbourne is an equitable and inclusive organisation that is free of barriers.
- Theme 4. Pay equity: City of Melbourne has equal pay for equal work and no gender pay gap.

What does this mean for Cumberland City Council?

Council can demonstrate a stronger commitment to gender equity, both internally and within the community, by developing a Gender Equality Action Plan. This plan could outline strategies and actions to advance gender equality, and identify opportunities for collaboration with other government agencies, local businesses, non-profit organisations, and other stakeholders.

Establishing Women's Advisory Groups

Some councils have established dedicated Women's Advisory Groups. For example, the Blacktown Women's Advisory Committee was created to provide guidance on policy development, planning of services, facilities, events, and programs, effective methods for consulting and engaging with local communities, and strategies to improve access to services and facilities for women.

Similarly, the Central Coast Council's Women's Advisory Group meets quarterly to provide advice, advocate for women's issues, and raise awareness of the challenges women face on the Central Coast. The group also promotes local networks, activities, and events.

What does this mean for Cumberland City Council?

Council already facilitates several committees, including the Youth Advisory Committee, CALD Advisory Committee, and Events Committee. There is opportunity for Council to establish a Women's Advisory Committee, focusing on addressing the unique needs and challenges faced by women and girls in the Cumberland City community.

Using gender impact assessments in local government projects in Victoria

Gender impact assessments are designed to help organisations think critically about how policies, programs and services will meet the different needs of women, men and gender diverse people. The purpose of gender impact assessments is to create better and fairer outcomes, and make sure all people have equal access to opportunities and resources.

With the introduction of the Victorian Government's *Gender Equality Act 2020*, local government authorities, alongside other organisations, are now legally required to undertake gender impact assessments for all new policies, programs, and services, as well as for those under review.

A gender impact assessment:

- assesses the effects that the policy, program or service may have on people of different genders
- explains how the policy, program or service will be changed to better support Victorians of all genders and promote gender equality
- where practical, applies an intersectional approach to consider how gender inequality can be compounded by disadvantage or discrimination that a person may experience on the basis of other factors such as age, disability or ethnicity.

For example, City of Geelong has taken significant steps by incorporating gender considerations into the design of open spaces, including mountain bike facilities, a move aimed at ensuring that these recreational spaces are accessible and inclusive for people of all gender. Similarly, Glenelg Shire Council conducted a gender impact assessment on one of their aquatic centres. Bass Coast Shire Council carried out a gender impact assessment on place naming, considering how the names of streets and public spaces might reinforce gender stereotypes or fail to acknowledge the contributions of women and gender diverse people in local history.

What does this mean for Cumberland City Council?

Although it is not required for local governments in NSW to conduct gender impact assessments, Council can consider gender impacts when planning, designing, monitoring and evaluating policies, programs and services.



Photo: Cumberland City Council

Appendix 1

Key definitions

Gender is a complex term. The below defines key terms relating to gender and equity for the purposes of this study, noting that this study focuses on women and girls.

Gender: A person's sense of identity of whether you are a man, woman, nonbinary, gender fluid or a combination of one or more of these identities.

Gender equity: The provision of fairness and justice to achieve gender equality. It recognises that each person has different circumstances and allocates resources and opportunities that are required to reach equal rights and opportunities outcomes. It means that some people might be given extra resources and opportunity to achieve equal outcomes with others[14].

Gender equality: When people of all genders have equal rights and opportunities. Equality does not mean that all people will become the same, rather their rights, responsibilities and opportunities will not depend on their gender[15].

Gender norms: Ideas about how people should be and act according to their gender. These norms are socially constructed, learnt, and internalised early in life and set up a lifecycle of gender socialisation and stereotyping[16].

Gender pay gap: The gender pay gap is a measure of how we value the contribution of men and women in the workforce. Expressed as a percentage or a dollar figure, it shows the difference between the earnings of women and men[17].

Women and girls: People born female at birth and/or who identify as a woman and girl.

LGBTIQA+: An umbrella term used to describe a person's sexual orientation or gender identity who are not heterosexual or cisgender. LGBTIQA+ is an abbreviation for lesbian, gay, bisexual, transgender, intersex, queer, asexual, and more[18].

Intersectionality: Refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. This includes gender, ability, age, sexuality, religion, culture and class[19].

[14] City of Melbourne. 2022. Gender Equality Action Plan 2022-2025.
[15] City of Melbourne. 2022. Gender Equality Action Plan 2022-2025.
[16] City of Melbourne. 2022. Gender Equality Action Plan 2022-2025.
[17] Workplace Gender Equality Agency (WGEA). 2024. 'Gender pay gap data'. Australian Government
[18] Gender Centre. 2024. 'Exploring Gender'.
[19] Victorian Government. 2024. 'Understanding intersectionality.'

Appendix 2

Community profile of Cumberland City and Greater Sydney by sex (source: ABS Census, 2021)

Demographic indicator	Cumberland City			Greater Sydney		
	Women and girls	Men and boys	Total population	Women and girls	Men and boys	Total population
Population						
Estimated resident population	113,938	121,502	237,083	-	-	-
Usual resident population	121,502	113,938	235,439	2,645,912	2,585,238	5,231,147
Forecast population 2046	161,819	178,304	340,122	-	-	-
Age groups						
0 to 4 years	7%	7%	-	6%	6%	-
5 to 11 years	10%	9%	-	8%	9%	-
12 to 17 years	7%	7%	-	7%	7%	-
18 to 24 years	10%	11%	-	8%	9%	-
25 to 34 years	18%	19%	-	16%	16%	-
35 to 49 years	20%	22%	-	21%	22%	-
50 to 59 years	11%	10%	-	12%	12%	-
60 to 69 years	9%	8%	-	10%	9%	-
70 to 84 years	7%	6%	-	9%	8%	-
85+ years	2%	1%	-	3%	2%	-
Cultural diversity						
Aboriginal and Torres Strait Islander	808	703	1,516	-	-	90,940
Born overseas	59,976	65,328	125,312 | 53%	-	-	39%
Speak language other than English	74,579	78,916	153,492 | 65%	-	-	37%
Speak English not well or not at all	16,599	16,067	32,667 | 14.2%	-	-	6.4%
Arrived in Australia between 2016 and 2021	14,297 | 23.8%	17,262 | 26.4%	31,560 | 25.2%	18.9%	19.3%	19.1%

Demographic indicator	Cumberland City			Greater Sydney		
	Women and girls	Men and boys	Total population	Women and girls	Men and boys	Total population
Religious affiliation						
Total	113,938	121,502	235,439	-	-	-
Christian	42,529	39,280	81,807 | 34.7%	-	-	45.8%
Hindu	14,502	17,161	31,662 |13.4%	-	-	4.8%
Islam	24,997	28,607	53,608 | 22.8%	-	-	6.3%
Income						
Low income (earning less than $500 per week)	45%	22,537 | 31%	38%	36%	26%	31%
High income (earning more than $2,000 per week)	4,195 | 5%	9,439 | 10%	7%	11%	21%	16%
Employment						
Employed full-time	18,881 | 45.2%	26,889 | 51.7%	45,769 | 48.8%	48.4%	62.1%	55.5%
Employed part-time	14,048 | 33.6%	12,070 | 23.3%	26,119 | 27.8%	34.7%	21.3%	27.7%
Unemployed	3,153 | 7.5%	4,658 | 9%	7,815 | 8.3%	4.7%	5.4%	5.1%
Education						
Year 12 or equivalent	55,835 | 61%	58,932 | 61%	114,764 | 61%	65%	64%	65%
No qualification	38,694 | 43%	40,947 | 42%	79,643 | 42%	35%	34%	34%
Health and wellbeing						
Need for assistance due to disability	7,592 | 6.7%	6,438 | 5.3%	14,036 | 6.0%	5.6%	4.8%	5.2%
At least one long-term health condition	26,650 | 23.4%	24,648 | 20.3%	51,296 | 21.8%	29.2%	25.9%	27.5
Unpaid work						
Volunteer work	7,219 | 7.9%	6,285 | 6.5%	13,509 | 7.2%	12.5%	10.7%	11.6%
Unpaid assistance to a person with disability, health condition or due to old age	10,612 | 11.6%	7,484 | 7.7%	18,093 | 9.6%	12.4%	8.9%	10.6%
Unpaid child care	24,286 | 26.7%	18,600 | 19.1%	42,893 | 22.7%	27.8%	22.5%	25.2%

Demographic indicator	Cumberland City			Greater Sydney		
	Women and girls	Men and boys	Total population	Women and girls	Men and boys	Total population
Unpaid domestic work - Less than 5 hours per week	10,101 | 11.1%	17,217 | 17.7%	27,318 | 14.5%	14.7%	23.5%	19%
Unpaid domestic work - 5 to 14 hours per week	16,946 | 18.6%	18,179 | 18.7%	35,120 | 18.6%	25.8%	26.4%	26.1%
Unpaid domestic work - 15 to 29 hours per week	11,323 | 12.4%	5,908 | 6.1%	17,233 | 9.1%	15.3%	8.1%	11.8%
Unpaid domestic work - 30+ hours per week	12,936 | 14.2%	3,312 | 3.4%	16,251 | 8.6%	13.2%	3.8%	8.6%
Hours worked						
None	11.7%	12.2%	12%			10.2%
1 hour - 15 hours	11.7%	7.4%	9.2%	11.1%	9.3%	9.7%
16 hours - 24 hours	13.9%	9.2%	11.1%	11.7%	7.8%	10.2%
25 hours - 34 hours	11.6%	6.3%	8.5%	12.6%	8%	8.8%
35 hours - 39 hours	24.2%	23.7%	13.9%	11.6%	6.1%	21%
40 hours	14.8%	20.7%	18.3%	21.2%	20.9%	20.3%
41 hours - 48 hours	4.5%	7.4%	6.2%	14.8%	23.4%	7.1%
49 hours or more	5.3%	10.2%	8.3%	7.6%	14.3%	11%
Industry sector of employment						
Health care and social assistance	24.6%	6.4%	14.6%	21%	6.3%	13.4%
Education and training	10.6%	3.1%	6.5%	12.6%	4.6%	8.5%
Retail trade	10.4%	9.6%	9.9%	9.7%	7.9%	8.8%
Financial and insurance services	6.9%	5.5%	6.1%	6.8%	7.1%	7%
Professional, scientific and technical services	6.9%	9%	8%	10.1%	11.6%	10.9%
Accommodation and food services	5.7%	6.2%	6%	5.6%	5.3%	5.5%
Public administration and safety	5%	4.9%	4.9%	5.2%	5.7%	5.5%
Manufacturing	4.8%	8.7%	6.9%	3.7%	6.9%	5.4%
Administrative and support services	4.1%	4%	4%	3.3%	3.1%	3.2%
Transport, postal and warehousing	3%	9.5%	6.6%	2.6%	7.3%	5.1%
Wholesale trade	2.9%	4%	3.5%	2.7%	3.8%	3.2%

Demographic indicator	Cumberland City			Greater Sydney		
	Women and girls	Men and boys	Total population	Women and girls	Men and boys	Total population
Construction	2.9%	11.9%	7.8%	2.9%	13.1%	8.2%
Other	12.4%	17.3%	15.1%	-	-	-

Appendix 3

Lines of questioning for external focus groups with community members and service providers

Theme	Lines of questioning
Women in the workforce	• Are there equal work opportunities for women in Cumberland area? What makes you say that? • What barriers do women face to entering and staying in the workforce in Cumberland area? • What barriers do women face to progressing in their careers in the Cumberland area? • What specific needs do women have, in Cumberland to support them to be in the workforce? Does age/culture etc. impact this need?
Service provision	• Are there any gender-specific programs or services in Cumberland area? What do they seek to do? Why are these services offered? • Is there adequate employment support and job skills development opportunities for women, of all ages in Cumberland? • If you work with women, do you have the resources available to refer clients to employment and training services?
Collaboration and partnership opportunities	• What kind of support or resources are needed to promote gender equity in Cumberland?
Final comments	• Any other comments that you would like to share relating to gender equity in Cumberland?

Appendix 4

Gender Equity in Cumberland Study: Council survey

Introduction

Thank you for completing this short and confidential survey. The information you provide will inform a study of gender equity in Cumberland, including both in the broader community and within Council.

This study is being prepared by Cred Consulting on behalf of Cumberland City Council. It will inform the development of a gender equity strategy. In March 2024, Council resolved to develop a strategy to achieve gender equity in Cumberland where all residents are treated with respect and have equal opportunities, decision-making power and responsibilities, regardless of their gender.

All information provided will remain confidential and only used for the purposes of this study.

Questions

1. Please indicate your level of agreement with the following statements regarding **recruitment and promotion at Council**:

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Council makes fair recruitment and promotion decisions based on merit, regardless of gender	○	○	○	○	○
Women have equal chance at promotion in Council	○	○	○	○	○
Women have equal chance at being recruited for or promoted to senior or executive positions	○	○	○	○	○
Work is allocated fairly, regardless of gender	○	○	○	○	○
Women have equal opportunities to develop skills and experiences working at Council	○	○	○	○	○

2. Please indicate your level of agreement with the following statements regarding **equal opportunity for everyone to succeed at work in Council:**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Gender is not a barrier to success at Council	○	○	○	○	○
Sexual orientation is not a barrier to success at Council	○	○	○	○	○
Age is not a barrier to success at Council	○	○	○	○	○

Disability is not a barrier to success at Council	○	○	○	○	○

3. Please indicate your level of agreement with the following statements regarding **work arrangements at Council:**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Using flexible work arrangements is not a barrier to success in the organisation.	○	○	○	○	○
Working part-time or job sharing is not a barrier to success in the organisation.	○	○	○	○	○
Having caring and/or family responsibilities is not a barrier to success in the organisation.	○	○	○	○	○

4. Please indicate your level of agreement with the following statements regarding **safety and workplace behaviour at Council:**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I feel that Cumberland City Council is a safe working environment for women	○	○	○	○	○
I feel that sexual harassment and inappropriate behaviour is taken seriously at Cumberland City Council	○	○	○	○	○
I feel safe to challenge or report inappropriate behaviour at work	○	○	○	○	○
I believe Council takes steps to eliminate bullying, harassment and discrimination.	○	○	○	○	○
I believe Council encourages respectful workplace behaviours	○	○	○	○	○

5. In your experience, how does the workplace culture at Cumberland Council support diversity and inclusion in the workplace, for women:

6. What could Cumberland City Council change to improve gender equity in Council?

About you

7. What directorate of Cumberland City Council do you currently work in?
   - ○ City Services
   - ○ Community and Culture
   - ○ Corporate Performance
   - ○ Environment and Planning
   - ○ Governance and Risk

8. Which best describes you:
   - ○ Woman
   - ○ Man
   - ○ Non-binary
   - ○ Prefer not to say
   - ○ Prefer to self describe: _____

9. How old are you?
   - ○ Under 18 years
   - ○ 18 – 24
   - ○ 25 – 34
   - ○ 35 – 49
   - ○ 50 – 59
   - ○ 60 – 69
   - ○ 70 – 84
   - ○ 85 and over

10. What is your employment status?
   - ○ Full-time permanent role
   - ○ Full-time contract role
   - ○ Part-time permanent role
   - ○ Part-time contract role
   - ○ Casual role

11. How many dependents do you have?
   - ○ None *(if none, skip to question 14)*
   - ○ 1-2
   - ○ 3-4
   - ○ More than 4
   - ○ Prefer not to say

12. What are the ages of your dependents?
   - ○ 0-5 years
   - ○ 6-12 years
   - ○ 13-18 years
   - ○ Prefer not to answer

13. Are you a carer? (This includes caring for parents, siblings with disabilities, etc.)
   - ○ Yes
   - ○ No
   - ○ Prefer not to say

14. Do you identify as a person with disability or impairment? Yes
    - ○ Yes
    - ○ No
    - ○ Prefer not to say

15. Do you identify as Aboriginal and Torres Strait Islander?
    - ○ Yes
    - ○ No
    - ○ Prefer not to say

16. Do you commonly speak a language other than English at home?
    - ○ Yes
    - ○ No

17. Do you identify as being part of the LGBTQIA+ community?
    - ○ Yes
    - ○ No
    - ○ Prefer not to say

18. Have you taken parental leave while working at Council?
    - ○ Yes
    - ○ No

19. If yes, did you feel any discrimination when returning to work?
    - ○ Yes
    - ○ No
    - ○ Prefer not to say

20. Have you received training on diversity, equity, and inclusion in the past year?
    - ○ Yes
    - ○ No

21. Do you feel you have equal opportunities for career advancement regardless of your gender?
    - ○ Yes
    - ○ No

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Item No: C02/26-7

ADOPTION OF SISTER CITY AND FRIENDSHIP CITY POLICY - POST EXHIBITION

Directorate: Governance and Risk
Responsible Officer: Director Governance and Risk
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

This report recommends the adoption of the *Draft Sister City and Friendship City Policy* following a period of public exhibition.

RECOMMENDATION

That Council adopt the *Sister City and Friendship City Policy* as attached to this report.

REPORT

At the 29 October 2025 Ordinary Council meeting, Council resolved to place the *Draft Sister City and Friendship City Policy* on public exhibition for community feedback (Min.1042).

Following this public exhibition process undertaken for the *Draft Sister City and Friendship City Policy*, Council received 1 submission. A summary of this public submission and any associated changes as a result is at Attachment 2 to this report.

In accordance with the above public exhibition processes undertaken, Council has now addressed the public feedback and recommends the *Draft Sister City and Friendship City Policy* be adopted by Council as outlined in Attachment 1 of this report.

COMMUNITY ENGAGEMENT

Council publicly exhibited the *Draft Sister City and Friendship City Policy,* for a period of 28 days from 25 November 2025 to 14 January 2026 on Council's website.

Council had 291 visits to the 'Have Your Say' community engagement website during the public exhibition period, with 84 people downloading the *Draft Sister City and Friendship City Policy* provided. Submissions were received from (1) respondent.

POLICY IMPLICATIONS

The adoption of this Policy will rescind the previously adopted version of this Policy.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

Council has publicly exhibited the *Draft Sister City and Friendship City Policy* and formally responded to all who made a submission. The Policy is now recommended for adoption.

ATTACHMENTS

1. Draft Sister City and Friendship City Policy ⇩
2. Sister City and Friendship City Policy - Public Exhibition Feedback Summary ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-7

Attachment 1

Draft Sister City and Friendship City Policy

CUMBERLAND
CITY COUNCIL

Sister City and Friendship City Policy

AUTHORISATION & VERSION CONTROL

Policy Number	POL-047
Policy Owner	Director Governance and Risk
Date Last Adopted	3 July 2019
Version No	1.1
Document ID	4614413
Review Date	Draft

INTRODUCTION

This Policy establishes Council's position and policy framework in forming and maintaining effective ongoing formal civic relationships within Australia and internationally.

It also outlines Council's commitment to ensuring that all formal civic relationships established and maintained will be meaningful, effective, accountable, appropriately resourced and based on clear economic, social and cultural benefits to Council and the community.

PURPOSE

This Policy provides an overarching framework for Council in defining and establishing any ongoing formal civic relationships within Australia and internationally.

This Policy recognises that Council operates a two-tier level of formal civic relationships with cities or councils, which includes:

- Sister City relationships
- Friendship City relationships

The Policy guides Council decision-making in establishing and maintaining Sister City and Friendship City relationships and ensures that the primary focus of any relationship is consistent with Council's Community Strategic Plan and current legislation.

SCOPE

This Policy is designed to assist Council to prioritise which civic relationships it pursues as well as outlining the criteria and the process for the establishment and maintenance of formal Sister City and Friendship City relationships with Cumberland City Council.

This Policy applies to all Councillors, Council staff and community members carrying out their responsibilities as part of a Council Sister City or Friendship City relationship.

This Policy excludes requests or invitations to Council for one-off visits from international groups or delegations, which are provided for under the *Councillor Facilities and Expenses Policy*. It also does not preclude Council from entering into cooperative relationships with other councils within the Commonwealth of Australia for specific purposes.

DEFINITIONS

Friendship City Relationship	Recognised through a formal Friendship City Agreement, which may be appropriate in meeting a short term or specific need. A Friendship City relationship involves less administrative requirements and resourcing expectations than a Sister City relationship, and does not require Council to allocate a budget to a specific program or activity outlined in the agreement.

	A Friendship City relationship may be entered into by the General Manager under delegated authority for up to a 1 year period, after first consulting with the Council. Examples of activities include but are not limited to: • Exchange of information via written or electronic communication. • Hosting of delegations on occasions of visits or activities linked to Council's events program in accordance with the *Councillor Facilities and Expenses Policy* • Provision of staff expertise and assistance for operational needs or disaster support to a Council within the Commonwealth of Australia. A Friendship City relationship may be used as a first stage in establishing a Sister City relationship, and where there is a clear alignment and commitment to mutual long term benefits following a review period, it may be appropriate to progress to a Sister City relationship. A formal Sister City relationship requires a Council resolution to be established.
Sister City Relationship	Recognised through a formal Sister City Agreement, which involves a clear commitment to developing and maintaining a program of activities with mutual long-term benefits. Examples of activities include but are not limited to: • Facilitation of trade and economic opportunities between business and industry, such as attracting new businesses to Cumberland, facilitating local jobs or expansion of locally based businesses. • Practical applications related to cultural projects or educational exchange, such as touring exhibitions or performance programs linked to Council's Cultural Plan, events or public programs in libraries and arts facilities. • Programs that promote community participation and inter-cultural harmony, such as schools, youth and sporting exchanges. • Staff exchanges particularly in relation to civic relationships within Australia, allowing exposure to diverse skills and professional development opportunities. • Delegation visits of elected Councillors and staff to promote the civic relationship and share resourcing. A Sister City relationship must be formally endorsed at a Council meeting and requires Council to allocate a budget to specific programs or activities outlined in the agreement to ensure adequate resourcing is in place.

DRAFT

POLICY STATEMENT

Council's decision to enter into Sister City and Friendship City relationships will be based on their economic, social and cultural benefits to Council and to the community and must be meaningful, effective, accountable and appropriately resourced.

PRINCIPLES

The following principles provide the criteria for the establishment, maintenance and review of Sister City and Friendship City relationships. The criteria is applicable irrespective of whether Council proactively identifies an opportunity to develop a Sister City or Friendship City relationship of benefit to Council and the community or is responding to an external request to form a Sister City or Friendship City relationship.

Council's Sister City and Friendship City relationships must meet the following essential criteria:

a) Share strong historical, cultural, social, economic, educational, environmental and geographic similarities or links.
b) Clearly demonstrate a meaningful mutually beneficial relationship and outline specific activities based on a commitment to shared objectives.
c) Are purposeful and established with clear objectives, responsibilities, timeframes and outcomes that align with Council's Community Strategic Plan.

In addition, Council's Sister City relationships must also meet all of the following additional essential criteria:

d) Demonstrate communities of interest.
e) Promote economic, social or cultural development outcomes for the local community, including but not limited to increased tourism, community participation, educational or learning opportunities, business or trade links, local job creation and cultural exchange.
f) Evidence and capacity of both parties to contribute financial and other required resources to the agreed specific activities to ensure the relationship is appropriately resourced and sustainable over the agreed period.

REQUIREMENTS

Establishment of Sister City and Friendship City Relationships

1. Any proposal to establish a Sister City or Friendship City relationship must be put forward to the Mayor and/or General Manager in writing, with a rationale outlining the purpose of the relationship and how the relationship addresses the essential and additional criteria (where relevant) as outlined under the Principles of this Policy.

2. A pecuniary or non-pecuniary interest of a Councillor or Council staff with the proposed city must be declared if applicable. The proposal will be considered if any conflicts of interest are overcome.

3. In assessing a proposal, the General Manager will consider:

    a) How the proposed relationship aligns to the Principles of this Policy;

b) The purpose of the proposed relationship;
c) The relevance and value it has to the Cumberland community;
d) Council's capacity to support and resource the proposed relationship;
e) Whether the proposed relationship links to existing Australian and NSW Government, industry, university and other non-government programs, policies or relationships that can provide additional supports or resources to the relationship.

4. Council will not enter into more than one Sister City and one Friendship City relationship in any one country.

5. Council may establish formal relationships with a maximum of two international cities and two domestic or Australian based city or council at any one time.

6. The General Manager will develop a draft agreement between Council and the proposed Sister City or Friendship City based on the details of the relationship and the essential and additional criteria (where relevant) as outlined under the Principles of this Policy.

7. As there are no direct additional budget required, a Friendship City relationship may be entered into by the General Manager under delegated authority, after first consulting with the Council.

8. A Sister City relationship and the related agreement must be formally endorsed at a Council meeting.

9. Following a resolution of Council, a Sister City Agreement must be signed by the Mayor and General Manager and the equivalent representative of the Sister City or Friendship City to be effective.

10. The General Manager will determine any appropriate travel arrangements where required, to ensure Council is upholding its commitment to desired outcomes and deliverables detailed within the relevant Sister City Agreement, in accordance with established Policy.

11. Council will publish on its website any Sister City or Friendship City relationships entered into.

12. The costs of any travel undertaken by Councillors under this Policy will be included in the Annual Report.

13. Any agreements with an international city or county are to comply with relevant DFAT requirements.

Ongoing Relationship Management

14. Council acknowledges that delegations and face to face contact are only one aspect of maintaining a Sister City or Friendship City relationship. Budget constraints mean that electronic communication and engaging across a number of tools may be appropriate.

15. Agreements formally approved by Council allow both organisations to commit to working co-operatively together and specify the ongoing objectives, obligations, outcomes and mutual benefits available from the relationship, as well as any costs and limitations.

16. Costs associated with the operation of a Sister City relationship require Council to allocate a budget to specific programs or activities outlined in the formal agreement at the time of establishment. This ensures that financial implications are identified up front and the relationship is sustainable, transparent and adequately resourced.

17. For clarity, Council budget identified in clause 16 will only be utilised in connection to Cumberland City Council and its officials fulfilling its obligations under a formal Sister City agreement.

18. Both Sister City and Friendship City relationships must:

    a) Have ongoing Council support and acknowledge the primary role and function of the Mayor in maintaining the relationship.
    b) Comply with the *Councillor Facilities and Expenses Policy*.
    c) Comply with the *Code of Conduct.*
    d) Be adaptable to meet changing Council and community needs.
    e) Be reviewed and can be exited if Council and community outcomes are not demonstrated.
    f) Be established on a fixed term (1 year for a friendship agreement and 4 years for a sister city agreement) with renewal dependent on successful evaluation.
    g) Have no binding agreement and can be terminated on request by either party.

Evaluation and Review of Sister City Relationships

19. A comprehensive review by the General Manager will be undertaken at the end of any Sister City or Friendship City term (as defined in the approved agreement) in which the objectives, obligations and outcomes stated at establishment will be evaluated, with a recommendation reported to Council for determination.

20. A review of a Sister City or Friendship City relationship may also be undertaken at any time if:

    a) The relationship appears to have stalled or there are no demonstrable community outcomes of the relationship.
    b) The essential and additional criteria (where relevant) as outlined under the Principles of this Policy are not met or are breached.

21. A relationship may be evaluated at the conclusion of each fixed term (1 year for a friendship agreement and 4 years for a sister city agreement)) and continue over many years as long as there is a successful review at the end of each subsequent renewal of the agreement.

22. A review will also be conducted by Council within 12 months of the general election of Council to ensure existing Friendship or Sister City relationships continue to meet the essential and additional criteria (where relevant) as outlined under the Principles of this Policy and there is adequate support from the Council for the relationship to continue. Should it be recognised that such is no longer the case, negotiations with the Sister City or Friendship City will be undertaken with a view to discontinuing any formal arrangements.

RELATED LEGISLATION

- *Local Government Act 1993*

RELATED DOCUMENTS AND COUNCIL POLICY

- Community Strategic Plan
- Code of Conduct
- Councillor Expenses and Facilities Policy

DOCUMENTS ASSOCIATED WITH REPORT C02/26-7

Attachment 2

Sister City and Friendship City Policy - Public Exhibition Feedback Summary

CUMBERLAND CITY COUNCIL

Summary of all Submissions Received during Public Consultation Process

Comments / Suggestions	Council Response
Suggestion that the Policy name be changed to 'Friendship City and Sister City Policy', establishing a Friendship Policy with clear alignment and commitment to long term benefits before progressing to a Sister City.	This change is not necessary as it is immaterial.
Concern that the Friendship City relationship should continue to be endorsed by a resolution of Council, to allow the community and elected Councillors to have an input.	Given a Friendship City Agreement if entered into by Council is only for a 1-year period, it is appropriate that the General Manager be able to enter into such an agreement following consultation with Council. A more permanent agreement being a Sister City Agreement requires a Council resolution.
A proposed Sister City Agreement should be placed on public exhibition as the draft policy removes the requirement of public consultation.	No change is recommended, as the elected Council is the appropriate governance mechanism for determining such civic proposals.
Clause 18 and 21 – Concern that both Sister City and Friendship City relationships must be established on a fixed term of 1 year period only and not 4 years as stated in the Clause.	Policy clauses 18(f) and 21 amended to clarify the term of each agreement type.
Suggestion that the term of the Agreement should be limited to the end of the term of the existing Council, not a maximum of 4 years.	Agree. Clause 19 from the adopted Policy has been reinstated at Clause 22 to reflect this requirement.

Item No: C02/26-8

UPDATE TO COUNCIL'S MEETING SCHEDULE & NEW MODEL CODE OF MEETING PRACTICE GUIDELINES

Directorate: General Manager
Responsible Officer: General Manager
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

This report provides Council with a summary of proposed meeting schedule changes and guidance issued by the NSW Office of Local Government on the implementation of the new *Code of Meeting Practice*. The adoption of these meeting schedule changes aims to mitigate any conflicts in scheduling with Councils attendance at existing or proposed engagements and events throughout the remainder of the 2026.

RECOMMENDATION

That Council:

1. **Adopt the revised Council Meeting Schedule for 2026 as outlined in the report.**
2. **Receive the Department of Housing, Planning and Infrastructure Guidelines (Office of Local Government) issued in January 2026, as attached; and**
3. **Authorises the General Manager to execute Council's official participation in external engagements for 2026, as detailed in Attachment 1.**

REPORT

In January 2026, the NSW Office of Local Government through the Department of Planning, Housing and Infrastructure released a number of guidelines which will assist Councils across New South Wales in implementing the new Code of Meeting Practice.

These guidelines contain simple explanations and procedural instructions for Councils to follow on the implementation of the new Model Code.

The new guidelines cover procedural clarifications on the closure of meetings to the public, committee meetings, private Council briefing sessions, confidential reports to Council, live streaming of meetings and committee meetings, and introduce model public forum rules which Council's adopted Code are largely based on. These Guidelines are attached to this report.

Council in November 2025 adopted a new Code of Meeting Practice based on the new Model document as prescribed by NSW Office of Local Government, which was required to be adopted by Council by the end of 2025. In accordance with the recently adopted Code of Meeting Practice, Council now convenes its Council meetings on the fourth week of each month as resolved by Council.

Following the implementation of the new Code, a number of conflicts in scheduling have arisen, with Councils attendance at existing or proposed engagements and

industry events in 2026. Examples of this includes Councils attendance at key industry wide events including the Australian Local Government Association Conference in June and the Local Government NSW Annual Conference in November 2026. Council's attendance and full participation at events such as these is critical to promoting the interests of Cumberland.

Throughout the course of 2026, it is also anticipated that Council may wish to attend key engagements and events which advance the interests of Cumberland, which may require the participation and attendance of Council. Attached to this report is a confidential memorandum for Councils consideration which identifies further optional external engagement opportunities. This report also allows Council to effectively forward plan its year with respect to Council run engagements such as its adopted Events Program and Citizenship, in conjunction with its external engagements. If adopted, any attendance by Council at external industry, civic or community engagements will also be underpinned by a risk assessment to ensure the broad work health and safety of Councillors and staff is managed appropriately at all times.

In order to mitigate any existing or proposed conflicts in scheduling with Councils attendance at external industry events and engagements, it is recommended that Council adopt the new Council meeting timetable as follows:

25 February 2026
25 March 2026
27 May 2026
17 June 2026
29 July 2026
26 August 2026
30 September 2026
28 October 2026
18 November 2026
9 December 2026

The key changes proposed are:

- The April 2026 Ordinary Council meeting will be vacated, and replaced with a December meeting (9th December 2026) in order for Council to meet its statutory requirements.

- The June 2026 Ordinary Council meeting date will be brought forward a week to 17th June 2026.

- The November 2026 Ordinary Council meeting will be brought forward by a week to the 18th November 2026.

It is now recommended that Council determine this report, seeking that Council alter its forward meeting schedule for 2026 and commit to the forward external engagements list, to enable the effective management of the Councillor Calendar for 2026, whilst ensuring that key industry events and civic engagements/relationships are in the interests of Cumberland.

COMMUNITY ENGAGEMENT

The revised Council meeting schedule will be updated on Council's website if resolved by Council.

POLICY IMPLICATIONS

Any Councillor attendance at key industry, community or civic events/engagements on behalf of Council is required to adhere to the adopted *Councillor Expenses and Facilities Policy*.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report. Any key industry events or civic events/engagements where Council is represented by the elected Council will be underpinned by a risk assessment, to ensure that Councillors and officer's broad work health and safety considerations are managed appropriately at all times.

FINANCIAL IMPLICATIONS

The financial implications associated with this report are in accordance with the *Councillor Expenses and Facilities Policy.* Any Councillor travel required associated with any such engagements is also reported to Council annually via the Annual Report, demonstrating good governance and transparency to the community.

CONCLUSION

This report has been prepared to ensure that Council is able to make the appropriate revisions to its meeting schedule to ensure that Council is able to attend any key industry, community or civic engagements/events in 2026 as required to promote the interests of Cumberland, whilst ensuring appropriate safety protocols are in place for Councillors and officers. It is now recommended that Council determine the report.

ATTACHMENTS

1. Guidelines on the closure of Council and Committee Meetings to the public ⇩
2. Livestreaming Council and Committee Meetings and Public Forums - A Guide ⇩
3. Model Public Forum Rules ⇩
4. Council Circular 26-02 2025 Model Meeting Code –Supplementary guidance and updated FAQs ⇩
5. GM Memo to Councillors - Optional External Engagement 2026 (confidential)
   Note: Included in Closed Business Paper in accordance with Section 10A(2)(f) of the Local Government Act as the information involves details of systems and/or arrangements that have been implemented to protect council, councillors, staff and Council property.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-8

Attachment 1

Guidelines on the closure of Council and Committee Meetings to the public

Department of Planning, Housing and Infrastructure

dphi.nsw.gov.au

NSW GOVERNMENT

Guidelines on the closure of council and committee meetings to the public

January 2026





Acknowledgement of Country

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Published by NSW Department of Planning, Housing and Infrastructure

dphi.nsw.gov.au

Guidelines on the closure of council and committee meetings to the public

First published: January 2026

More information

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Introduction

Meetings are the key forum in which councils make strategic and policy decisions on behalf of their communities. As elected institutions, councils are ultimately accountable to their communities for their decisions. Under the *Local Government Act 1993* (the Act), there are clear requirements for meetings of a council and committees of councillors to be open to the public so that they can be attended and viewed by members of the community.

However, there will be occasions where councils and committees of councillors are required to consider information which, by its nature, is confidential and ought not to be publicly disclosed. The Act recognises that on such occasions, where certain grounds exist, the public interest in protecting confidential information will outweigh the public interest in ensuring accountability through open meetings.

These guidelines offer practical guidance on how councils can appropriately weigh these competing public interests and ensure that they comply with their obligations under the Act when closing meetings to the public. They do this by addressing commonly asked questions that have been raised with the Office of Local Government (OLG) about the closure of meetings and provide best practice examples.

These guidelines are issued under section 10B(5) of the Act. It therefore constitutes a guideline that councils are required to consider when closing meetings to the public.

The phrase, 'committees of councillors' used in these guidelines refers to committees whose members are all councillors. The Act does not require meetings of other types of committees established by councils to be held in the presence of the public, though councils may choose to do so.

Guidelines

Who can attend council or committee meetings?

Any person can attend a council meeting or a meeting of a committee of which all the members are councillors (a committee of councillors)[1]. However, the Act, the Local Government (General) Regulation 2021 (the Regulation) and the Model Code of Meeting Practice for Local Councils in NSW (Model Meeting Code) prescribed by the Regulation permit members of the public to be expelled from meetings where they engage in disorderly conduct.

Members of the public are not entitled to attend other types of meetings (e.g. committees comprising of councillors and non-councillors or entirely of non-councillors). However, councils can make these meetings open to the public if they choose to do so.

What are the grounds on which a meeting can be closed to the public?

Despite the right of members of the public to attend meetings of a council or a committee of councillors, section 10A of the Act permits a council or a committee of councillors to close parts of a meeting to the public that involve the discussion or receipt of any of the following matters or information:

- personnel matters concerning particular individuals (other than councillors)
- the personal hardship of any resident or ratepayer
- information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business
- commercial information of a confidential nature that would, if disclosed:
  - prejudice the commercial position of the person who supplied it, or
  - confer a commercial advantage on a competitor of the council, or
  - reveal a trade secret
- information that would, if disclosed, prejudice the maintenance of law
- matters affecting the security of the council, councillors, council staff or council property

[1] see section 10 of the Act

- advice concerning litigation, or advice that would otherwise be privileged from production in legal proceedings on the ground of legal professional privilege
- information concerning the nature and location of a place or an item of Aboriginal significance on community land
- alleged contraventions of the council's code of conduct[2].

In order to close a meeting to the public, a council or committee of councillors must be satisfied that the matter or information being discussed or received falls within at least one of the above grounds.

It should be noted that the existence of any of these grounds does not place any obligation on a council or committee of councillors to close its meeting to consider a matter or information, (though in many cases, it would be appropriate for it to do so). It simply permits a council or committee of councillors to do so. As will be discussed below, in the case of most of these grounds, the council or committee of councillors will also need to demonstrate why it is in the public interest to close the meeting to discuss the matter or information.

When can a meeting be closed?

Section 10B(1)(b) of the Act permits a council or committee of councillors to close its meeting to the public without further discussion to consider three types of matters; personnel matters concerning particular individuals, matters involving the personal hardship of a resident or ratepayer or matters that would disclose a trade secret[3].

However, in the case of the other grounds listed in section 10A(2) of the Act referred to above, the existence of these grounds on their own is not enough to allow the closure of a meeting. In such cases, the council or committee of councillors must also be satisfied that discussion of the matter in an open meeting would, **on balance, be contrary to the public interest**[4].

This in effect creates a two-step process:

- first, the council must be satisfied that the matter falls within at least one of the grounds listed in section 10A(2)
- second, if the matter does not fall within one of the 3 grounds set out in section 10B(1)(b) referred to above, the council or committee of councillors must also be satisfied that discussion of the matter in an open meeting would, on balance, be contrary to the public interest.

[2] see section 10A(2) of the Act

[3] see section 10B(1)(b) of the Act

[4] see section 10B(1)(b) of the Act

Example

To illustrate, consider a proposal to sell council-owned land by auction. The council would not be permitted to close the meeting to consider whether to sell the land or the reasons for the sale. These are not matters that fall within the grounds listed above.

However, where the discussion concerns the valuation of the land and the reserve price, this would potentially fall within one of the grounds for closure because the disclosure of the reserve price could confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.

The existence of this ground is not enough on its own to permit the closure of the meeting to the public. The council also needs to demonstrate why it would, on balance, be in the public interest for it to do so.

In such circumstances, it could be reasonably argued that the disclosure of the reserve price would, on balance be contrary to the public interest because it would put the council at a competitive disadvantage at the auction and in any subsequent negotiations preventing it from achieving a 'best value for money' outcome for the community.

What matters should not be considered when determining the public interest?

The Act says that when determining whether the discussion of a matter in an open meeting would be contrary to the public interest, **it is irrelevant that**:

- a person may misinterpret or misunderstand the discussion, or
- the discussion of the matter may:
  - cause embarrassment to the council or committee concerned, or to councillors or to employees of the council, or
  - cause a loss of confidence in the council or committee[5].

[5] see section 10B(4) of the Act

When can a meeting be closed to consider legal advice?

The Act says that a meeting is not to be closed for the receipt and consideration of information or advice concerning litigation or the subject of legal professional privilege unless the advice concerns legal matters that:

- are substantial issues relating to a matter in which the council or committee is involved, **and**
- are clearly identified in the advice, **and**
- are fully discussed in that advice[6].

Can a meeting be closed to consider a code of conduct matter?

Yes. The Act specifically allows a meeting to be closed to the public to consider alleged contraventions of a council's code of conduct[7]. Clause 7.47 of the prescribed Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW states that a council is to close its meeting to the public to consider a final investigation report where it is permitted to do so under section 10A of the Act. However, in closing a meeting to consider a conduct reviewer's report, the council is still required to apply the public interest test under section 10B(1)(b) of the Act.

Do members of the public have any say on the closure of meetings?

Yes. A council, or a committee of councillors, may allow members of the public to make representations to or at a meeting, before any part of the meeting is closed to the public, as to whether that part of the meeting should be closed[8].

Model best practice rules for public representations on the closure of meetings of a council or a committee of councillors have been developed by OLG and are provided in Appendix A of these guidelines.

[6] see section 10B(2) of the Act

[7] see section 10A(2)(i) of the Act

[8] see section 10A(4) of the Act

How long can a meeting remain closed?

The Act requires councils and committees of councillors to close their meeting for only so much of the discussion as is necessary to preserve the relevant confidentiality, privilege or security being protected[9].



Example

In the example of the proposal to auction council-owned land, the relevant confidentiality in relation to the proposed sale is limited to the valuation and the reserve price information. Discussion of the reasons justifying the sale should therefore occur while the meeting is open to the public. However, when the discussion turns to the valuation and reserve price, the meeting may then be closed to the public.

What notice must be given of matters that are proposed to be considered in a closed meeting?

Where the general manager is of the opinion that the agenda includes the receipt of information or discussion of matters that are likely to take place when the meeting is closed to the public, the agenda for the meeting must indicate that the relevant item of business is of such a nature (but must not give details of that item)[10].

While section 9(2A) of the Act provides that the agenda must not give details of the relevant item of business, the item must still be sufficiently described in the agenda to allow the members of the public to identify the matter that is to be considered at the meeting.

It should be noted that the ultimate decision to close the meeting rests with the council. This means that the council is not under any obligation to close the meeting where the general manager identifies a matter in the agenda as being one that the council may close its meeting to discuss.

[9] see section 10B(1)(a) of the Act

[10] see section 9(2A) of the Act

Example

In the example of the proposed auction of council-owned land, the agenda for the meeting would identify the matter as one that is likely to be considered when the meeting is closed to the public, for example:

"Item 1 - Sale of 393 Smith Street, Jonestown by public auction.

This item involves the receipt and discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business under section 10A(2)(c) of the Act.

On balance, the public interest in preserving the confidentiality of information about the reserve price outweighs the public interest in maintaining openness and transparency in council decision-making because the disclosure of this information would put the council at a competitive disadvantage at the auction and in any subsequent negotiations with prospective purchasers, preventing it from achieving a 'best value for money' outcome for the community."

A best practice approach would be for the valuation and reserve price information to be included in a confidential attachment to the report that is not made available to the public. This would enable the report, including the reasons justifying the sale to be made public prior to the meeting and at the same time preserve the confidentiality of the valuation and reserve price information. This would also permit the publication of the information about the valuation and reserve price at a later time when that information has ceased to be confidential as is now required under the Model Meeting Code.

Conversely, where a matter has not been identified in the agenda for the meeting as one that is likely to be considered when the meeting is closed to the public, the council can still close the meeting to consider the item. However, it can only do so if:

- it becomes apparent during the discussion of a particular matter that the matter is one for which any of the grounds for closure exist (see above), **and**
- the council or committee, after considering any representations made by members of the public, resolves that further discussion of the matter:
  - should not be deferred (because of the urgency of the matter), **and**
  - should take place in a part of the meeting that is closed to the public[11].

[11] see section 10C of the Act

What must be recorded in the minutes about the decision to close part of a meeting?

The Act requires that the grounds on which part of a meeting is closed to the public must be stated in the decision to close that part of the meeting and must be recorded in the minutes of the meeting. The grounds must specify the following:

- the relevant grounds under section 10A(2) of the Act on which the meeting is being closed
- the matter that is to be discussed during the closed part of the meeting
- the reasons why the part of the meeting is being closed, including an explanation of the way in which discussion of the matter in an open meeting would be, on balance, contrary to the public interest (unless the matter relates to a personnel matter concerning particular individuals, the personal hardship of a resident or ratepayer or a trade secret)[12].



Example

The decision to close the meeting to consider the auction of a parcel of council-owned land may be recorded as follows:

"RESOLVED: Councillor XXXX/YYYY

That the meeting be closed to discuss "Item 1 - Sale of 393 Smith Street, Jonestown by public auction" in accordance with section 10A(2)(c) on the grounds that it involves the receipt and discussion of information that would, if disclosed, confer a commercial advantage on a person with whom the council is conducting (or proposes to conduct) business.

On balance, the public interest in preserving the confidentiality of information about the reserve price outweighs the public interest in maintaining openness and transparency in council decision-making because the disclosure of this information would put the Council at a competitive disadvantage at the auction and in any subsequent negotiations with a prospective purchaser, preventing it from achieving a 'best value for money' outcome for the community."

[12] see section 10D of the Act

Must a decision made during a closed part of a meeting be made public?

It is important to remember that the purpose of section 10A is to protect the confidentiality or privilege of information being considered by a council or committee of councillors. It does not allow councils and committees of councillors to make secret decisions.

This intention is reflected in clauses 14.17 and 20.19 of the Model Meeting Code. This requires that where a resolution is passed during a meeting or a part of a meeting that is closed to the public, the chairperson must make the resolution public as soon as practicable after the meeting or the relevant part of the meeting has ended. This must occur during a part of the meeting that is livestreamed where practicable.

As discussed in more detail below, resolutions adopted in closed parts of meetings must also be published in the publicly available minutes of the meeting.

Do resolutions made during a closed part of a meeting have to be recorded in the publicly available minutes?

Yes. Under clauses 14.17 and 20.19 of the Model Meeting Code, resolutions passed during a closed part of a meeting must be recorded in the publicly available minutes. Resolutions passed during a closed part of a meeting are also prescribed as open access information under clause 1(2)(c) of Schedule 1 of the Government Information (Public Access) Regulation 2018 (GIPA Regulation) for the purposes of sections 6 and 18 of the *Government Information (Public Access) Act 2009* (GIPA Act).

It is also important to remember that under clause 9.10 of the Model Meeting Code, a recommendation made in a staff report is, so far as adopted by the council or committee, a resolution of the council or committee. As a result, where a council or committee resolves to adopt a recommendation contained in a staff report, that recommendation is deemed to be the resolution and must be made public as soon as practicable and recorded in the publicly available minutes of the meeting under clauses 14.17 and 20.19 of the Model Meeting Code.

This means that when framing a recommendation or motion relating to a matter being considered in a closed part of a meeting, councils need to be careful to ensure that the wording of the recommendation or motion does not disclose any confidential information.

However, the recommendation or motion should be sufficiently clearly framed to enable the public to identify the decision that has been made by the council if it is adopted.

A resolution to “adopt the recommendation contained in the staff report” for instance does not meet the requisite standards of accountability expected of council decision making.

Example

The motion or staff recommendation on the proposed auction of council-owned land could be worded as follows:

1. That Council proceed with the sale of 393 Smith Street, Jonestown **(Note, clearly identify the parcel of land)** by way of public auction.
2. That the reserve price be set at the amount specified in the confidential attachment to the report.

How can members of the public access confidential business papers?

The business papers and minutes of council meetings are deemed to be open access information under the GIPA Act and the GIPA Regulation. This means that they must be published on council websites and made publicly available for inspection by anyone free of charge. However, where a matter is considered in a closed part of a meeting, only the resolutions adopted at the meeting are open access information.

This does not necessarily mean that confidential reports and business papers cannot be otherwise accessed under the GIPA Act. Where a council receives a request for access to a confidential business paper under the GIPA Act, it must comply with the provisions of that Act. This means that it must be decided whether there is an overriding public interest against disclosure that outweighs the public interest in favour of disclosure.

Further information about councils' obligations under the GIPA Act is available on the NSW Information and Privacy Commission's website at www.ipc.nsw.gov.au.

Example

If the council receives a request for access to the confidential valuation and reserve price information after the sale of the land has been completed, the reason for confidentiality (i.e. putting council at a competitive disadvantage at the auction and in any subsequent negotiations with a prospective purchaser) no longer exists. Similarly, the relevant public interest consideration against disclosure for the purposes of the GIPA Act (see part 4 of the table to section 14 of the Act) no longer exists. In such circumstances, the council may be obliged to provide access to the report.

When must the business papers for items of business considered in closed parts of meetings be made public?

Clauses 14.19 and 20.21 of the Model Meeting Code require general managers to cause business papers for items of business considered during closed parts of council or committee meetings, to be published on the council's website as soon as practicable after the information contained in them ceases to be confidential.

To facilitate compliance with this requirement, councils should routinely review the business papers of items considered in closed meetings to determine whether they have ceased to be confidential.

Before publishing business papers for items of business considered during closed parts of council or committee meetings on the council's website, the general manager must first consult with the council or committee and any other affected persons and provide reasons for why the information has ceased to be confidential[13].

Example

In the example of the proposed auction of council-owned land, it was suggested above that the valuation and reserve price information could be included in a confidential attachment to the staff report that was not made available to the public.

The council should routinely review confidential business papers to identify whether the information contained in them continues to be confidential. If such a review conducted following the sale of the council land at auction indicated that the information about the

[13] see clauses 14.20 and 20.22 of the 2025 Model Meeting Code

valuation and reserve price ceased to be confidential, the general manager would publish the confidential attachment to the staff report on council's website after consulting with the council or relevant committee and any other affected persons, (e.g. the person who provided the valuation advice and the purchaser).

What obligations do council officials have in relation to confidential information considered in closed parts of meetings?

Under the Model Code of Conduct for Local Councils in NSW, all council officials have an obligation to maintain the integrity and security of confidential information in their possession, including confidential business papers. All council officials must:

- protect confidential information
- only release confidential information if they have authority to do so
- only use confidential information for the purpose it is intended to be used
- not use confidential information for the purpose of securing a private benefit for themselves or for any other person
- not use confidential information with the intention to cause harm or detriment to the council or any other person or body
- not disclose any information discussed during a closed part of a council meeting.

It is also an offence under section 664(1A) of the Act to disclose information about a matter that was considered in a meeting that was closed to the public under section 10A.

What happens if a council official inappropriately discloses confidential information about a matter considered in a closed part of a meeting?

Where a council official fails to comply with their obligations in relation to the protection of confidential information they may face disciplinary action. This might include termination of employment for council staff or suspension or disqualification from civic office for a councillor.

A council official may also face prosecution under section 664 of the Act if they disclose information about a matter that was considered in a meeting that was closed to the public under section 10A.

The inappropriate disclosure of such information can also have broader ramifications for the trust and constructive working relationships between staff and councillors so necessary to the effective functioning of a council.

Appendix A

Model best practice rules for public representations on the closure of council and committee meetings

Introduction

Section 10A(4) of the Act allows a council or a committee of councillors to permit members of the public to make representations to a meeting before the meeting is closed to the public, on whether the meeting should be closed to the public.

OLG has developed these model best practice rules to assist councils to facilitate the making of public representations on the closure of council and committee meetings under section 10A(4). Councils can adapt these rules and include them as supplementary provisions in their adopted code of meeting practice. In doing so, councils will need to amend the clause numbers. The below rules use the same language used in the Model Meeting Code to allow them to be easily incorporated into councils' codes of meeting practice.

Best practice rules

1.1 The council, or a committee of the council, may allow members of the public to make representations to or at a meeting, before any part of the meeting is closed to the public, as to whether that part of the meeting should be closed[14].

1.2 A representation made under clause 1.1 is to be made after the motion to close the part of the meeting is moved and seconded.

1.3 The council or committee may resolve to close the meeting to the public in accordance with section 10A of the *Local Government Act 1993* to hear a representation from a member of the public as to whether the meeting should be closed to consider an item of business where the representation involves the disclosure of information relating to a matter referred to in that section.

1.4 Where the matter has been identified in the agenda of the meeting as a matter that is likely to be considered when the meeting is closed to the public, in order to make representations, members of the public must first make an application to the council in a manner determined by the council.

[14] Section 10A(4) of the Act

1.5 An application under clause 1.4 is to be made to the general manager (or their delegate) in the approved form and must be received by **[*date and time to be specified by the council*]** before the meeting at which the matter is to be considered.

1.6 The general manager (or their delegate) may refuse an application made under clause 1.4. The general manager or their delegate must give reasons in writing for a decision to refuse an application.

1.7 No more than **[*number to be specified by the council*]** speakers are to be permitted to make representations under clause 1.1.

1.8 If more than the permitted number of speakers apply to make representations under clause 1.4, the general manager or their delegate may request the speakers to nominate from among themselves the persons who are to make representations to the council. If the speakers are not able to agree on whom to nominate to make representations, the general manager or their delegate is to determine who will make representations to the council or committee.

1.9 The general manager (or their delegate) is to determine the order of speakers. The order of speakers may be redetermined by the chairperson at the meeting.

1.10 Where the council or a committee of the council proposes to close a meeting or part of a meeting to the public in circumstances where the matter has not been identified in the agenda for the meeting as a matter that is likely to be considered when the meeting is closed to the public, the chairperson is to invite representations from the public under clause 1.1 after the motion to close the part of the meeting is moved and seconded. The chairperson is to permit no more than **[*number to be specified by the council*]** speakers to make representations in such order as determined by the chairperson.

1.11 Each speaker will be allowed **[*number to be specified by the council*]** minutes to make representations, and this time limit is to be strictly enforced by the chairperson.

1.12 Speakers must confine their representations to whether the meeting should be closed to the public. If a speaker digresses to irrelevant matters, the chairperson is to direct the speaker not to do so. If a speaker fails to observe a direction from the chairperson, the speaker will not be further heard.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-8

Attachment 2

Livestreaming Council and Committee Meetings and Public Forums - A Guide

Department of Planning, Housing and Infrastructure

dphi.nsw.gov.au

NSW GOVERNMENT

Livestreaming council and committee meetings and public forums: A Guide

January 2026





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Published by NSW Department of Planning, Housing and Infrastructure

dphi.nsw.gov.au

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First published: January 2026

More information

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Introduction

The Local Government (General) Regulation 2021 (the Regulation) and the 2025 Model Code of Meeting Practice for Local Councils in NSW (the 2025 Model Meeting Code) require meetings of the council and committees of councillors and public forums to be livestreamed and require the recordings to be retained on councils' websites.

This Guide has been developed by the Office of Local Government (OLG) to assist councils to comply with these requirements and provides best practice guidance.

This Guide has been issued under section 23A of the *Local Government Act 1993* (the Act). Councils must take it into consideration when livestreaming their meetings and public forums and managing and publishing recordings.

OLG wishes to thank the NSW Information and Privacy Commission, and State Records NSW for their invaluable assistance in developing this Guide.

Statutory Framework

Statutory context

The 2025 Model Meeting Code is prescribed under the Act[1] and the Regulation[2].

Councils are required to adopt a code of meeting practice that incorporates the mandatory provisions of the 2025 Model Meeting Code[3]. A council's code of meeting practice sets out the rules governing how meetings of the council and committees of the council are to be conducted. Councils are required under the Act[4] to conduct their meetings in accordance with their adopted code.

From 1 January 2026, section 236 of the Regulation requires all councils (including county councils) to broadcast their meetings online by means of an audio-visual device at the same time as the meeting is taking place (i.e. via a livestream). The recording must remain publicly available on the council's website either for 12 months or until the end of the council term, whichever is the later date.

These requirements are reflected in the mandatory provisions of the 2025 Model Meeting Code which councils are required to include in their adopted code of meeting practice. The 2025 Model Meeting Code also applies the requirement to livestream meetings to public forums held before meetings to hear from members of the public on items on the agenda for meetings.

What is a livestream?

The 2025 Model Meeting Code[5] defines a livestream as:

"*a video broadcast of a meeting transmitted across the internet concurrently with the meeting*".

[1] section 360(1) of the Act

[2] section 232 of the Regulation

[3] Section 360(3) of the Act

[4] section 360(5) of the Act

[5] see Definitions, page 45 of the 2025 Model Meeting Code

What meetings must be livestreamed?

Under the Regulation[6] and the 2025 Model Meeting Code[7], the following meetings must be livestreamed on councils' websites:

- all council meetings - i.e. ordinary council meetings and extraordinary council meetings, and
- all meetings of council committees whose members are all councillors. These are referred to in this Guide as "committees of councillors". The requirement to livestream meetings does not apply to meetings of other types of committees, for example, those whose members include council staff or members of the community.

Under the 2025 Model Meeting Code all public forums held prior to council meetings or committees of the council must also be livestreamed[8]

This reflects the principle that, as democratically elected officials, councillors should be accountable to the community that elected them for the decisions they make. Council staff and members of the public who are members of a council committee are not answerable to the public in the same way and therefore are not subject to livestreaming requirements.

Must closed meetings be livestreamed?

The Regulation[9] and the 2025 Model Meeting Code do not require parts of a meeting that have been closed to the public under section 10A of the Act to be livestreamed.

More information about what parts of meetings can be closed to the public under section 10A of the Act can be found in the OLG's *Guidelines on the closure of council and committee meetings to the public* at www.olg.nsw.gov.au.

Are joint organisations required to livestream meetings?

Under the Regulation and the 2025 Model Meeting Code, joint organisations are not required to livestream their meetings. However, a joint organisation may choose to do so by resolution[10].

[6] section 236 of the Regulation

[7] clause 5.38 of the 2025 Model Meeting Code

[8] clause 4.3 of the 2025 Model Meeting Code

[9] section 236(5)(a) of the Regulation

[10] section 236(5)(b) of the Regulation

What platform must meetings be livestreamed on?

The Regulation and the 2025 Model Meeting Code require that a recording of a meeting is to be made publicly available on the council's website at the same time as the meeting is taking place.

A 'council's website' can also include any internet platform on which a council can add or remove content. This could include, for example, third-party platforms such as the council's Facebook page, YouTube channel or other streaming platforms. Where these are used, a link should be provided to them on the council's website.

Do people need to know they are being livestreamed?

Livestreaming audio-visual content from a council meeting may pick up any words spoken or gestures, including content that may not be intended for public broadcast or to be kept on the public record.

This means that inappropriate comments or gestures made by a person at a council meeting may be recorded and broadcast to a larger audience. This could increase the potential impact of any breaches of privacy or defamation that occurs.

To manage this risk, the *Surveillance Devices Act 2007* requires that advice be provided to members of the public attending meetings that the meeting is being recorded and made publicly available. The NSW Information and Privacy Commission recommends including a notice on the council's website stating that meetings will be recorded and subsequently published on the council's website for public access.

Consistent with this, the Regulation and the 2025 Model Meeting Code require that the chairperson of a meeting inform the persons attending the meeting that

1. the meeting is being recorded and made publicly available on the council's website
2. persons attending the meeting should refrain from making any defamatory statements[11].

A person's attendance at the meeting can be taken by the chairperson that the person has agreed to be included in any livestream.

If any person attending a meeting (including a member of the public) does not agree to being livestreamed, they can choose to leave the meeting.

[11] clause 5.37 of the 2025 Model Meeting Code

How long should recordings of meetings be published on a council's website?

The Regulation[12] and the Model Meeting Code[13] require recordings to be made publicly available on council's website for at least 12 months after the meeting or for the balance of the council's term, whichever is the longer period.

State Records NSW advises councils to include a statement on their websites advising users of how long the recordings will be available on the council's website.

Can a recording be altered before or after it is published on a council's website?

A livestream can be altered after it is recorded to remove any content that is not suitable for public broadcast or that may expose the council to a potential legal liability. Councils can decide how best to edit a recording. It can be simply muting the sound in the recording or removing portions of the recording.

The general manager is responsible for deciding if a livestream is to be altered. Before making such a decision, it may be appropriate for the general manager to seek legal advice and to consult with the mayor and the other councillors.

Councils should include a statement on their website where the recording can be accessed advising users that the livestream has been altered for legal reasons.

Councils should also monitor live broadcasts carefully. If guest participants are involved or the stream is interactive, councils should put in place moderation tools to filter out offensive language, hate speech or unlawful behaviour.

When can recordings be disposed of?

Online record keeping for councils is regulated under the *State Records Act 1998* (State Records Act). Consistent with this, the 2025 Model Meeting Code[14] provides that recordings of meetings may be disposed of in accordance with the State Records Act.

[12] section 236(2)(b) of the Regulation

[13] clause 5.39 of the 2025 Model Meeting Code

[14] clause 5.41 of the 2025 Model Meeting Code

State Records NSW is responsible for authorising how government bodies, including councils, dispose of State records under the State Records Act. The *Functional retention and disposal authority: Local government (FA450)*[15] issued by State Records NSW, identifies livestream recordings as a 'record relating to administrative arrangements for meetings'.

FA450 requires councils to retain webcast recordings until their 'administrative or reference use ceases', after which they can be disposed of. Councils should determine how long recordings may have an administrative or reference use and therefore must be kept after they are removed from the council's website. This includes recordings that may not have been made publicly available (for example, original versions of edited recordings).

Until a recording is destroyed, it is available for access under the *Government Information (Public Access) Act 2009* as it is a record held by council.

State Records NSW's guidance on the disposal of livestream recordings can be accessed via its website at https://www.nsw.gov.au/nsw-government/recordkeeping/guidance-and-resources/recordkeeping-for-local-government/web-recordkeeping-for-councils.

What happens if there is no livestream available?

Despite a council's best efforts, there may be unavoidable circumstances where a meeting is not able to be livestreamed. For example, there may be a power outage, internet connectivity issues, equipment malfunctions, weather events or human error that result in a meeting not being successfully livestreamed.

If this occurs, councils should advise viewers on their website that the livestream is unavailable for that particular meeting and the reasons why.

Councils should also, as far as practicable, make reasonable efforts to put into place contingency plans to minimise the potential for similar disruptions occurring in the future.

Why are councils required to livestream their meetings?

Transparency and accountability are essential prerequisites for good governance, particularly in local government.

As councillors are elected by their communities to make decisions on their behalf, it is important that the community can see this decision-making in action and understand how and why decisions are made.

[15] item number 7.3; see www.records.nsw.gov.au

Livestreaming of council meetings is an accessible and cost-effective way for people who are unable to physically attend a council meeting to be able to watch and listen to the decision-making process. It also promotes greater community confidence in the integrity of meeting practices, and the conduct of their elected representatives.

Other benefits of livestreaming include:

- it demonstrates a council's commitment to open and transparent decision-making
- it encourages people at council meetings to be accountable for their actions, behaviour and comments
- the ability to view the meeting can assist with the accuracy of minutes and other records
- it provides the opportunity for more people to watch a council meeting
- it provides higher levels of transparency and accountability
- it eliminates geographical and time barriers which may prevent people from attending meetings in person
- it reduces or stops the spread of incorrect information
- it allows people to access source material when needed, and
- communities expect their councils to be accessible online, and livestreaming goes some way towards meeting this expectation.

Managing Risks

What are risks associated with livestreaming?

There always has been, and always will be legal, privacy and copyright risks associated with council meetings.

These risks are largely based on the potential that:

- a person's privacy may be breached through the disclosure or use of their personal information
- a person may make defamatory or inappropriate comments about another person, and/or
- a person may breach copyright.

Livestreaming does not increase the risk of these events occurring, but it could be seen to increase their impact (both on the people involved and the council) given the larger audience the livestream is broadcast to and the potential that it is shared immediately.

However, livestreaming meetings is also likely to motivate both councillors and members of the public who are speaking at council meetings to be on their best behaviour.

Any poor conduct they display will be seen and judged by a wider audience and may impact upon their reputation and standing in the community. It could also be used as evidence in any legal proceedings, code of conduct or OLG investigation that may result.

How can councils reduce risks?

There are a number of actions that councils can take to minimise these risks before, during and after meetings to address the consequences of an incident that occurred at a meeting that may leave the council legally exposed. Some specific risk mitigation strategies include:

Before the meeting

- undertaking a privacy impact assessment of the council's livestreaming arrangements (see https://www.ipc.nsw.gov.au/resources/guide-guide-privacy-impact-assessments-nsw for guidance on undertaking privacy impact assessments[16])

[16] Note: If the use of livestreaming includes some form of AI system there is specific guidance on this which is available at https://www.ipc.nsw.gov.au/resources/guide-guide-undertaking-privacy-impact-assessments-ai-systems-and-projects

- ensuring the council has addressed the privacy risks associated with livestreaming meetings in its Privacy Management Plan (see https://www.ipc.nsw.gov.au/resources/guide-guide-making-privacy-management-plans for guidance on preparing privacy management plans)
- reviewing council's insurance policies for appropriate protection against liability for meeting risks
- including on council's website terms and conditions regarding the use of livestreams to ensure they are not used to misrepresent, ridicule or cause detriment to another person or for the purposes of satire or advertising[17]
- ensuring any training (including refresher training) given to councillors and staff on council's code of conduct or code of meeting practice includes meeting risks
- if council has a time delay on its livestream, training for any council staff or third parties responsible for livestreaming to ensure they can identify and mute any comments that may present a legal risk from the livestream before they are broadcast[18]
- including written disclaimers in meeting agendas, business papers, 'request to speak' application forms[19], and on notices displayed at the entrance of the meeting room and in relevant meeting rooms advising attendees that:
  - the meeting is being livestreamed via council's website and a person's image and/or voice may be broadcast
  - a recording of the livestream will be published on the council's website for at least 12 months after the meeting or for the balance of the council's term, whichever is the longer period
  - attendance at the meeting is to be taken as consent by a person to their image and/or voice being livestreamed
  - all speakers should refrain from making any defamatory comments or releasing any personal information about another individual without their consent
  - council accepts no liability for any damage that may result from defamatory comments made by persons attending meetings –all liability will rest with the individual who made the comments

[17] for example, see the NSW Parliament's terms and conditions at www.parliament.nsw.gov.au/Pages/Copyright--Conditions-of-Use.aspx

[18] Note: When engaging a third-party provider for livestreaming, ensure that the council's requirements regarding third-party responsibilities are addressed. This may include contractual arrangements and requirements for handling breaches by the third party. For further guidance on data breaches and contracted service providers, refer to https://www.ipc.nsw.gov.au/resources/fact-sheet-data-breaches-and-contracted-service-providers

[19] A request to speak application form must include all necessary requirements around the collection and use of personal information required under the *Privacy and Personal Information Protection Act 1998*

  - the meeting must not be livestreamed or recorded by others without the prior written consent of the council in accordance with the council's code of meeting practice[20]. Any person who contravenes or attempts to contravene this requirement may be expelled from the meeting.
- for members of the public who wish to speak at a public forum:
  - obtaining their written consent prior to the public forum to broadcast their voice and/or image in the livestream (individuals who do not consent will be unable to address the public forum)
  - seeking their confirmation prior to the public forum that their address does not include any comments or information that may present a legal risk including defamatory comments or the disclosure of personal information of another person[21]
- putting procedures in place to minimise the showing of any copyrighted documents (for example, architectural plans, drawings, photographs, submissions etc.) in the livestream
- the chairperson or general manager confirming that the livestream has halted when a meeting goes into closed session

During the meeting

- the chairperson making a verbal statement at the start of the meeting advising attendees that:
  - the meeting is being livestreamed via council's website and a person's image and/or voice may be broadcast
  - attendance at the meeting is to be taken as consent by a person to their image and/or voice being livestreamed (time should be allowed by the chairperson for people to leave the meeting before it starts)
  - all speakers should refrain from making any defamatory comments or releasing any personal information about another individual without their consent
  - council accepts no liability for any damage that may result from defamatory comments made by persons attending meetings –all liability will rest with the individual who made the comments
  - the recording must be published on the council's website for the balance of the council's term or 12 months, whichever is the longer period, and retained as a council record
  - individuals acting in a disorderly manner can be asked by the chairperson to leave the meeting under the council's code of meeting practice

[20] clause 15.27 of the 2025 Model Meeting Code

[21] The requirements for applications to speak at public forums are outlined in OLG's *Model public forum rules* available at www.olg.nsw.gov.au

  - the meeting must not be recorded by others without the prior written consent of the council in accordance with the council's code of meeting practice[19]
- utilising a time delay to the livestream broadcast feed so that any comments that present a legal risk can be muted from the livestream before it is broadcast
- positioning cameras away from the public gallery and on councillors (where practical) so that members of the public are not in view on the livestream
- positioning microphones away from the public gallery (where practical) so that the personal conversations of members of the public are not included in the webcast.

After the meeting

- requiring recordings to be reviewed and authorised for broadcast prior to their availability for on-demand viewing on council's website
- seeking legal advice before publishing any comments that may present a legal risk
- enabling recordings to be edited to remove any comments that may present a legal risk before the recording is made available for on-demand viewing on council's website
- if livestreaming via social media, having a:
  - strong social media policy and/or tight social media terms of use to govern how council's social media can be used by staff and the community in relation to the livestream and recording
  - staff member moderate any comments made in reply to livestream posts on social media in case any comments that present a legal risk are posted by members of the public on the day of the livestream
- retaining an unedited recording of any livestream that contains comments that may present a legal risk for future use in possible code of conduct or legal proceedings
- accompanying recordings with:
  - a written disclaimer limiting liability and
  - instructions that the recording cannot be edited and/or shared in anyway, including on social media, without the prior written consent of the council
- storing recordings appropriately and securely in council's records management system in accordance with legislative requirements and the Information Protection Principles[22].

[22] https://www.ipc.nsw.gov.au/information-protection-principles-ipps-agencies

Do councillors have legal protection?

As with other members of the community, councils and councillors can be sued for defamation for comments made in public forums such as council and committee meetings, in the media and on social media.

Unlike members of Parliament, councillors do not enjoy absolute privilege in relation to what they say at council or committee meetings. Absolute privilege provides complete protection for statements made during parliamentary proceedings meaning that defamation proceedings cannot be brought with respect to such statements.

By contrast, councillors can be sued for defamation in relation to their statements at meetings. They are partially protected from defamation by the defence of 'qualified privilege', but only to enable them to speak freely and publicly in undertaking their duties at meetings. To be protected, any comment or statement a councillor makes at a meeting must be relevant to the council business, made in good faith and without malice.

Section 731 of the Act provides councillors with a level of protection from civil liability, including in relation to defamation, for undertaking council-related and council-endorsed activities as a councillor. Protection from civil liability is only provided where a councillor's actions are undertaken in good faith and for purposes related to council activities.

This protection against civil liability is given effect under council's councillor and expenses and facilities policies adopted under section 252 of the Act which allow councils to meet councillors' legal costs in defending proceedings in certain circumstances.

Consistent with section 731 of the Act, OLG's *Guidelines for the payment of expenses and the provision of facilities for Mayors and Councillors in NSW*[23] state that councils' councillor expenses and facilities policies should only allow reasonable legal expenses to be reimbursed to councillors for defending an action in defamation, provided the outcome of the legal proceedings is favourable to the councillors. It is not permissible for councils to meet the cost of defamation proceeding initiated by councillors for seeking advice in respect of possible defamation, or in seeking a non-litigious remedy for possible defamation.

For more information, refer to *Free speech for local government in NSW: A guideline* on OLG's website[24].

[23] https://www.olg.nsw.gov.au/wp-content/uploads/Guidelines-for-the-payment-of-expenses-and-the-provision-of-facilities-for-Mayors-and-Councillors-in-NSW-2009.pdf

[24] https://www.olg.nsw.gov.au/wp-content/uploads/2025/06/Free-speech-guidelines.pd

Implementation

Checklist for councils

Planning and procedures

- ☐ Establish robust procedures and checklists to ensure livestreaming goes smoothly.
- ☐ Develop contingency plans for recording meetings during outages and technical failures.
- ☐ If using a third-party provider to conduct livestreaming, ensure they also manage and maintain the equipment to support reliable updates and servicing.
- ☐ When engaging a third-party provider for livestreaming, ensure that the council's requirements regarding third-party responsibilities are addressed. This may include contractual arrangements and requirements for handling breaches by the third party. For further guidance on data breaches and contracted service providers, refer to https://www.ipc.nsw.gov.au/resources/fact-sheet-data-breaches-and-contracted-service-providers.

Equipment and setup

- ☐ Use a fixed-position wide-angle camera that provides a clear image and accommodates the room's lighting conditions.
- ☐ Avoid pointing the camera at the public gallery unless necessary.
- ☐ Prefer 'push-to-talk' microphones to ensure speaker clarity and prevent overlapping speech.
- ☐ Avoid 'voice-activated' microphones, which may inadvertently broadcast private remarks.
- ☐ If council's WiFi is unreliable, consider hard-wired/fixed microphones that do not rely on internet connectivity.
- ☐ Check the acoustics of the meeting venue to confirm they are suitable.
- ☐ Ensure there is a good audio signal if council is going to rely on recording the audio externally (e.g. via a mobile phone or handycam).

- Conduct regular sound and video checks if the recording equipment is also used by others to record other meetings.
- Ensure any notices are clearly displayed at entrance of the meeting room and in the meeting room itself.

Streaming platform and accessibility

- Select a streaming platform that matches the bandwidth and resolution.
- If using a third-party platform, embed the video player on a dedicated page of the council's website (e.g. "Live Council Meetings")
- Ensure accessibility features such as autogenerated captions, screen reader compatibility and mobile-friendly layouts are enabled on the livestream page.

Communication

- Provide clear instructions for the public on how to watch live meetings and access past recordings.
- Promote livestreaming through multiple channels including council newsletters, websites, and social media to maximise public awareness.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-8

Attachment 3

Model Public Forum Rules

Department of Planning, Housing and Infrastructure

Office of Local Government

olg.nsw.gov.au

Model public forum rules

January 2026





Acknowledgement of Country

The Department of Planning, Housing and Infrastructure acknowledges that it stands on Aboriginal land. We acknowledge the Traditional Custodians of the land, and we show our respect for Elders past, present and emerging through thoughtful and collaborative approaches to our work, seeking to demonstrate our ongoing commitment to providing places in which Aboriginal people are included socially, culturally and economically.

Published by NSW Department of Planning, Housing and Infrastructure

dphi.nsw.gov.au

Model public forum rules

First published: January 2026

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Introduction

The 2025 Model Code of Meeting Practice for Local Councils in NSW (the 2025 Model Meeting Code) prescribes mandatory provisions for public forums. These permit councils to hold public forums prior to their meetings to hear oral submissions from members of the public on items of business to be considered at the meeting.

Public forums are a valuable way of giving members of the public an opportunity to provide input into council decision-making at meetings. However, they should not be the only means available to members of the public to engage with the council or operate in a way that displaces deliberation and decision making by the elected councillors at meetings.

Councils are free to determine the rules under which public forums are to be conducted and when they are to be held, subject to the requirement that they are held before meetings.

The Office of Local Government (OLG) has developed these model best practice public forum rules to assist councils in the administration of public forums.

Key considerations

The best practice public forum rules developed by OLG have been informed by the following considerations:

- Councils are required under section 402A of the *Local Government Act 1993* (the Act) to have a comprehensive community engagement strategy in place to ensure that the views of affected persons and (where relevant) the community as a whole are considered in council decision-making. Public forums at council and committee meetings are not an appropriate substitute for effective community consultation and engagement. Councils also need to be mindful that the views expressed at public forums will not necessarily be representative of the views of other affected parties or the broader community.
- Public forums should operate as an input into council decision-making at meetings. This means that they should be focussed on the matters under consideration at a council or committee meeting and not permit free ranging discussion of other matters that are not being dealt with at the meeting.

- In the interests of ensuring informed decision-making, there should be a gap between the public forum and the meeting to allow councillors the time to properly consider matters raised at the public forum and, if necessary, to seek further information from staff before being required to make a decision on those matters.
- Council and committee meetings should operate as a forum for debate and decision-making by the community's elected representatives. Public forums should not operate in a way that displaces this as the principal purpose of council and committee meetings nor operate as a platform for others to participate in debate with elected officials on matters under consideration at a meeting.
- Participation in a public forum is a privilege not a right. It should be within the discretion of a council to withdraw this privilege where a person fails to respect meeting rules or engages in disorderly conduct.

Best Practice Public Forum Rules



Councils can adapt these rules to develop a standalone policy or include them as supplementary provisions in their adopted code of meeting practice.

1 General

1.1 A public forum may be held prior to each ordinary meeting of the council for the purpose of hearing oral submissions from members of the public on items of business to be considered at the meeting[1].

1.2 Public forums may also be held prior to meetings of committees of the council[2].

1.3 Public forums are to be chaired by the mayor or their nominee.

[1] clause 4.1 of the 2025 Model Meeting Code

[2] Under the 2025 Model Meeting Code, a "committee of the council" is a committee that consists only of councillors

2 Application to speak

2.1 To speak at a public forum, a person must first make a written application to the council in the approved form[3].

2.2 Applications to speak at the public forum must be received by **[*date and time to be specified by the council*]** before the date on which the public forum is to be held

2.3 Applications to speak must identify the item of business on the agenda of the meeting the person wishes to speak on, and whether they wish to speak 'for' or 'against' the item.

2.4 A person may apply to speak on no more than **[*number to be specified by the council*]** items of business on the agenda of the meeting.

2.5 Legal representatives acting on behalf of others are not to be permitted to speak at a public forum unless they identify their status as a legal representative when applying to speak at the public forum.

3 Refusal of applications

3.1 The general manager or their delegate may refuse an application to speak at a public forum. The general manager or their delegate must give reasons in writing for a decision to refuse an application.

[3] An application form must comply with requirements relating to the collection and use of personal information under the *Privacy and Personal Information Protection Act 1998*

4 Limit on number of speakers

4.1 No more than [*number to be specified by the council*] speakers are to be permitted to speak per public forum, with no more than [*number to be specified by the council*] 'for' and no more than [*number to be specified by the council*] 'against' each item of business on the agenda for the meeting.

4.2 If more than the permitted number of speakers apply to speak 'for' or 'against' any item of business, the general manager or their delegate may request the speakers to nominate from among themselves the persons who are to address the public forum on the item of business. If the speakers are not able to agree on whom to nominate to address the public forum, the general manager or their delegate is to determine who will address the public forum.

4.3 If more than the permitted number of speakers apply to speak 'for' or 'against' any item of business, the general manager or their delegate may, in consultation with the mayor or the mayor's nominated chairperson, increase the number of speakers permitted to speak on an item of business, where they are satisfied that it is necessary to do so to allow the council to hear a fuller range of views on the relevant item of business.

5 Submission of supporting materials

5.1 Approved speakers at the public forum are to register with the council any written, visual or audio material to be presented in support of their address at the public forum, and to identify any equipment needs no more than [*number to be specified by the council*] days before the public forum. The general manager or their delegate may refuse to allow such material to be presented.

6 Order of speakers

6.1 The general manager or their delegate is to determine the order of speakers at the public forum. The order of speakers may be redetermined by the chairperson at the public forum.

7 Speakers

7.1 Each speaker will be allowed **[*number to be specified by the council*]** minutes to address the public forum. This time is to be strictly enforced by the chairperson.

7.2 Speakers at public forums must not digress from the item on the agenda of the council meeting they have applied to address the public forum on. If a speaker digresses to irrelevant matters, the chairperson is to direct the speaker not to do so. If a speaker fails to observe a direction from the chairperson, the speaker will not be further heard.

8 Questions

8.1 A councillor (including the chairperson) may, through the chairperson, ask questions of a speaker following their address at a public forum. Questions put to a speaker must be direct, succinct and without argument.

8.2 Speakers are under no obligation to answer a question put to them. Answers by the speaker, to each question are to be limited to **[*number to be specified by the council*]** minutes.

8.3 Speakers at public forums cannot ask questions of the council, councillors, or council staff.

8.4 The general manager or their nominee may, with the concurrence of the chairperson, address the public forum for up to **[*number to be specified by the council*]** minutes in response to an address at a public forum after the address and any subsequent questions and answers have been finalised.

8.5 Where an address made at a public forum raises matters that require further consideration by council staff, the general manager may recommend that the council defer consideration of the matter pending the preparation of a further report on the matters.

9 Conduct at public forums

9.1 When addressing the public forum, speakers must refrain from engaging in disorderly or disrespectful conduct or making statements that impute improper motives to or unfavourably personally reflects upon anyone, or that are potentially defamatory.

9.2 If the chairperson considers that a speaker at a public forum has engaged in conduct of the type referred to in clause 9.1, the chairperson may request the person to refrain from the inappropriate behaviour and to withdraw and unreservedly apologise for any inappropriate comments. Where the speaker fails to comply with the chairperson's request, the chairperson may immediately require the person to stop speaking.

9.3 Where a speaker engages in conduct of the type referred to in clause 9.1, the general manager or their delegate may refuse further applications from that person to speak at public forums for such a period as the general manager or their delegate considers appropriate.

10 Conflict of interest

10.1 Councillors (including the mayor) must declare and manage any conflicts of interest they may have in relation to any item of business that is the subject of an address at a public forum, in the same way that they are required to do so at a council or committee meeting.

10.2 The council is to maintain a written record of all conflict-of-interest declarations made at public forums and how the conflict of interest was managed by the councillor who made the declaration meeting.

11 Livestreaming of public forums

11.1 Public forums must be livestreamed[4] via the council's website or a link published on the council's website.

11.2 The chairperson must inform persons attending the public forum that:

(a) the public forum is being recorded and livestreamed via the council's website, and

(b) person attending the public forum should refrain from making defamatory statements.

11.3 When applying to address the public forum, a person must provide their consent to broadcast their voice and image in the livestream and confirm that their address will not include any comments or information that may present legal risk.

11.4 A person's attendance at the public forum is to be taken by the chairperson that the person has agreed to be included in any livestream.

11.5 The recording of a public forum is to be made publicly available on the council's website for at least 12 months after the forum or for the balance of the council's term, whichever is the longer period[5].

Note: For best practice guidance on livestreaming public forums, refer to OLG's *Livestreaming council and committee meetings and public forums: A Guide* available at www.olg.nsw.gov.au.

[4] clause 4.3 of the 2025 Model Meeting Code

[5] clause 5.39 of the 2025 Model Meeting Code

DOCUMENTS ASSOCIATED WITH REPORT C02/26-8

Attachment 4

Council Circular 26-02 2025 Model Meeting Code – Supplementary guidance and updated FAQs

Department of Planning, Housing and Infrastructure
Office of Local Government

NSW GOVERNMENT

Circular to Councils

Subject/title	2025 Model Meeting Code –Supplementary guidance and updated FAQs
Circular Details	Circular No 26-02 / 22 January 2026 / Doc ID A980783
Previous Circular	*Council Circular 25-20 2025 Model Meeting Code*
Who should read this	Mayors/ Councillors / General Managers / Joint Organisation Executive Officers/ Council governance staff
Contact	Council Governance Team / 02 4428 4100 / olg@olg.nsw.gov.au
Action required	Council to Implement

What's new or changing?

- Supplementary guidance materials have been published on the Office of Local Government's (OLG) website to support the implementation of the 2025 Model Code of Meeting Practice for Local Councils in NSW (2025 Model Meeting Code).
- The supplementary guidance materials include:
    - Guidelines on the closure of council and committee meetings to the public (Closed Meetings Guidelines)
    - Livestreaming council and committee meetings and public forums: A Guide (Livestreaming Guidelines)
    - Model public forum rules (Public Forum Rules)
- The Frequently Asked Questions (FAQs) previously published with *Council Circular 25-20 2025 Model Meeting Code* have also been updated to reflect common questions and issues raised by the sector following the prescription of the 2025 Model Meeting Code.

What will this mean for council?

- The Closed Meeting Guidelines have been issued under 10B(5) of the *Local Government Act 1993* (the Act). This provides that, in deciding whether part of a meeting is to be

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www.olg.nsw.gov.au

closed to the public, the council or committee concerned must have regard to any relevant guidelines issued by the 'Departmental Chief Executive' of OLG.

- The Livestreaming Guidelines is an updated version of the webcasting guidelines that were issued when councils were first required to webcast their meetings. As with the webcasting guidelines, these have been issued under section 23A of the Act meaning councils must take them into consideration when livestreaming their meetings and publishing recordings of them on their websites.
- The Model Public Forum Rules are based on the non-mandatory best practice public forum rules which were previously included in the Model Meeting Code but have now been omitted. Councils may adopt the best practice public forum rules as a standalone policy document or include them in their adopted code of meeting practice.

Key points

- The supplementary guidance materials have been designed to assist councils to understand and correctly apply the mandatory provisions of the 2025 Model Meeting Code and provide best practice guidance in areas that are no longer regulated under the Model Meeting Code.

Where to go for further information

- The supplementary guidance materials and updated FAQs are available on the Model Code of Meeting Practice for Local Councils in NSW webpage on OLG's website at www.olg.nsw.gov.au.
- For more information, contact the Council Governance Team by telephone on 02 4428 4100 or by email at olg@olg.nsw.gov.au.



Brett Whitworth
Deputy Secretary, Office of Local Government

Item No: C02/26-9

CUMBERLAND LOCAL TRANSPORT FORUM - MEETING OF 4 FEBRUARY 2026

Directorate: Environment and Planning
Responsible Officer: Director Environment & Planning
Community Strategic Plan Goal: *Enhancing the Natural and Built Environment*

SUMMARY

This report presents the minutes of the Cumberland Local Transport Forum meeting, items considered under delegated authority and recommendations to Council.

RECOMMENDATION

That Council:

1. **Receive and note the minutes of the Cumberland Local Transport Forum held on 4 February 2026, as provided in Attachment 1.**

2. **Note the items considered under delegated authority by Cumberland Local Transport Forum at the 4 February 2026 meeting, as provided in Attachment 2.**

3. **Endorse the recommendations for items considered by the Cumberland Local Transport Forum at the 4 February 2026 meeting, as provided in Attachment 3.**

REPORT

A meeting of the Cumberland Local Transport Forum was held, and the minutes of the meeting are provided in Attachment 1. The items considered under delegated authority under Part 1 of the Terms of Reference for the Cumberland Local Transport Forum are provided in Attachment 2. The items recommended for endorsement by Council under Part 2 of the Terms of Reference for the Cumberland Local Transport Forum are provided in Attachment 3.

COMMUNITY ENGAGEMENT

Community consultation has been undertaken and has been addressed under each report that was presented to the Cumberland Local Transport Forum.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

The expenditure of funds associated with implementing the recommendations will be included in the Council's traffic facility construction program.

ATTACHMENTS

1. Minutes of the Meeting of Cumberland Traffic Committee on 4 February 2026 ⇩
2. Items Considered under Delegated Authority at the Cumberland Local Traffic Committee on 4 February 2026 ⇩
3. Recommendation to Council of Cumberland Traffic Committee Meeting on 4 February 2026 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-9

Attachment 1

Minutes of the Meeting of Cumberland Traffic Committee on 4 February 2026

CUMBERLAND CITY COUNCIL

Cumberland Local Transport Forum
4 February 2026

Minutes of the Cumberland Local Transport Forum meeting held at Merrylands Administration Building, 16 Memorial Avenue, Merrylands on Wednesday, 4 February 2026.

OPENING OF MEETING:
The meeting was opened by the Chairperson - Clr. Joseph Rahme at 9.50am.

PRESENT:

MEMBERS	
Clr Joseph Rahme (Chairman)	Cumberland City Council
Matthew Tangonan	Transport for NSW
Mr George Campbell	Local Member for Auburn
Clr Glenn Elmore – Via Teams	Local Member for Granville
Dr Diane Colman	Local Member for Prospect
Mr. James Duguid – Via Teams	Transit Systems
COUNCIL OFFICERS	
Daniel Cavallo	Director Environment & Planning
Elias Elias	Manager Engineering & Building
Soma Somaskanthan	Executive Engineer Traffic and Transport
Siva Sivakumar	Manager Special Projects
Scott Kavanagh	Coordinator Engineering Services
Ann-Marie Dinh	Trainee Business Administrator
Paulette Maroon	Governance Officer (Minute Taker)

APOLOGIES:

Leading Senior Constable Raymond Yeung	Auburn Police Area Command - *Concurrence to all relevant items received with some minor comments.*
Local Member for Fairfield – no representative nominated	Local Member for Fairfield - *No Item in this state electorate.*

DECLARATIONS OF INTEREST
Clr Colman declared an interest Item CLTF-26-021 Warwick Road, Merrylands between Leeds Street and Merrylands Road – road safety concerns as she has a property in close proximity to the location.

CONFIRMATION OF PREVIOUS MINUTES
That the Cumberland Local Transport Forum confirm the minutes of the Cumberland Local Transport Forum held on 5 November 2025 be confirmed as per Council's resolution 19 November 2025.

Note: Final Resolutions can be viewed on Council's Website.

Moved George Campbell, **Seconded** Matthew Tangonan.

CUMBERLAND CITY COUNCIL

Cumberland Local Transport Forum
4 February 2026

Summary of Reports

Part 1 - Recommended for Approval under Delegated Authority

Item #	Title	Electorate				Police Area Command (PAC)	
		Fairfield	Granville	Prospect	Auburn	Cumberland	Auburn
CLTF-26-001	OXFORD STREET AND MARIAN STREET, GUILDFORD – PROPOSED 'NO U-TURN SIGNS' AT THE INTERSECTION		×			×	
CLTF-26-002	BANKSIA STREET, SOUTH GRANVILLE – PROPOSED 'NO PARKING' RESTRICTIONS		×			×	
CLTF-26-003	CRADDOCK STREET AT UNA STREET, WENTWORTHVILLE – PROPOSED 'NO STOPPING' RESTRICTION			×		×	
CLTF-26-004	CHURCH STREET, LIDCOMBE – PROPOSED '15 MIN PARKING' & 'NO PARKING' RESTRICTIONS				×		×
CLTF-26-005	IRIS STREET, GUILDFORD – PROPOSED EXTENSION OF THE EXISTING 'NO PARKING' RESTRICTIONS		×			×	
CLTF-26-006	PORTICO PARADE, TOONGABBIE - PROPOSED EXTENSION OF THE EXISTING PARKING RESTRICTIONS			×		×	
CLTF-26-007	CUMBERLAND ROAD, AUBURN – PROPOSED RELOCATION OF EXISTING 'NO STOPPING' SIGN				×		×
CLTF-26-008	CARHULLEN STREET AT WILLIAM STREET AND BENNALONG STREET, MERRYLANDS – PROPOSED 'NO STOPPING' RESTRICTIONS AND LINE MARKING		×			×	
CLTF-26-009	ETTALONG ROAD, GREYSTANES – REQUEST FOR 'WORKS ZONE' SIGNAGE			×		×	
CLTF-26-010	PIPPITA RAIL TRAIL – ACTIVE TRANSPORT LINK - ON-ROAD SECTION ALONG CHURCH STREET AND BACHELL AVENUE, LIDCOMBE				×		×
CLTF-26-011	DELHI STREET, LIDCOMBE – REQUEST FOR TRAFFIC CALMING – CONSULTATION RESULT		×			×	
CLTF-26-012	MCLEOD ROAD, MERRYLANDS – REQUEST FOR 'WORKS ZONE' SIGNAGE		×			×	

CUMBERLAND CITY COUNCIL

Cumberland Local Transport Forum
4 February 2026

Part 2 - Recommendation to Council

Note: Part 2 recommendations of the Cumberland Local Transport Forum are subject to Council's endorsement. For final decisions regarding these matters, please refer to the Council Meeting Minutes where these matters were reported to Council for determination.

Item #	Title	Electorate				Police Area Command (PAC)	
		Fairfield	Granville	Prospect	Auburn	Cumberland	Auburn
CLTF-26-013	LIDBURY STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK				×		×
CLTF-26-014	YORK STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK				×		×
CLTF-26-015	MAIN AVENUE, LIDCOMBE – ROAD SAFETY CONCERNS – CONSULTATION RESULTS				×		×
CLTF-26-016	THE ESPLANADE AT AMHERST STREET AND ELIZABETH STREET, GUILDFORD – INTERSECTION IMPROVEMENTS		×			×	
CLTF-26-017	BRISTOL STREET, MERRYLANDS WEST - ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-018	LOCKWOOD STREET, MERRYLANDS - ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-019	WHALANS ROAD, GREYSTANES - ROAD SAFETY CONCERNS – CONSULTATION RESULT			×		×	
CLTF-26-020	AUBURN ROAD, AUBURN BETWEEN NORVAL STREET AND WATER STREET – ROAD SAFETY CONCERNS				×		×
CLTF-26-021	WARWICK ROAD, MERRYLANDS BETWEEN LEEDS STREET AND MERRYLANDS ROAD – ROAD SAFETY CONCERNS		×			×	
CLTF-26-022	JEWELSFORD ROAD, WENTWORTHVILLE - ROAD SAFETY CONCERNS - CONSULTATION RESULTS			×		×	
CLTF-26-023	GUILDFORD ROAD, GUILDFORD - ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-024	KENYONS ROAD, MERRYLANDS WEST – ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-025	ROSEBERRY STREET AND MARY STREET, MERRYLANDS AND SURROUNDING INTERSECTIONS - ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-026	JOHN STREET & NYRANG STREET, LIDCOMBE – LIDCOMBE SHOPPING CENTRE				×		×
CLTF-26-027	KINGSLAND ROAD AT KIBO ROAD, BERALA – ROAD SAFETY CONCERNS				×		×
CLTF-26-028	STRATEGIC CYCLEWAY - CORRIDOR TWELVE – PARRAMATTA TO TOONGABBIE				×		×

CLTF-26-029	STRATEGIC CYCLEWAY - CORRIDOR THREE – MERRYLANDS TO AUBURN				×		×
CLTF-26-030	GORDON AVENUE, SOUTH GRANVILLE - ROAD SAFETY CONCERNS – CONSULTATION RESULT		×			×	
CLTF-26-031	GUILDFORD ROAD, GUILDFORD - PROVISION OF A PEDESTRIAN FACILITY OUTSIDE BRIGHT PARK		×			×	
CLTF-26-032	PARK ROAD, MT AUBURN ROAD AND ANGUS AVENUE AUBURN – ROAD SAFETY CONCERNS				×		×
CLTF-26-033	TEMPORARY ROAD CLOSURE FOR COUNCIL EVENT, CUMBERLAND EASTER EXTRAVAGANZA		×			×	

CUMBERLAND CITY COUNCIL

Cumberland Local Transport Forum
4 February 2026

Part 1 - Recommended for Approval under Delegated Authority in accordance with Part 1 of the Terms of Reference for the Cumberland Local Transport Forum.

ITEMS RESOLVED BY EXCEPTION

The Committee resolved by exception the below items on the Cumberland Local Transport Forum Agenda as per the recommendations in the reports:

CLTF-26-001, CLTF-26-002, CLTF-26-003, CLTF-26-004, CLTF-26-005, CLTF-26-006, CLTF-26-007, CLTF-26-008, CLTF-26-009, CLTF-26-010, CLTF-26-011 and CLTF-26-012.

Moved Matthew Tangonan, **Seconded** Clr Joseph Rahme.

ITEM CLTF-26-001 - OXFORD STREET AND MARIAN STREET, GUILDFORD – PROPOSED 'NO U-TURN SIGNS' AT THE INTERSECTION

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'No U-Turn' signs on Oxford Street at its intersection with Marian Street in Guildford in accordance with the attached plan be approved.

2. The concerned motorist be notified of the outcome.

ITEM CLTF-26-002 - BANKSIA STREET, SOUTH GRANVILLE – PROPOSED 'NO PARKING' RESTRICTIONS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'No Parking' signs at the cul-de-sac of Banksia Street, South Granville in accordance with the attached plan be approved.

2. The affected and concerned residents be notified of the outcome.

ITEM CLTF-26-003 - CRADDOCK STREET AT UNA STREET, WENTWORTHVILLE – PROPOSED 'NO STOPPING' RESTRICTION

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'No Stopping' signage at the intersection of Craddock Street and Una Street, Wentworthville in accordance with the attached plan be approved.

2. The concerned resident be notified of the outcome.

ITEM CLTF-26-004 - CHURCH STREET, LIDCOMBE – PROPOSED '15 MIN PARKING' & 'NO PARKING' RESTRICTIONS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The proposed 15 minute and no parking signs on the southern side of Church Street outside the apartment blocks at 2-36 Church Street, Lidcombe in accordance with the attached plan be approved.

2. The concerned resident be notified of the outcome.

ITEM CLTF-26-005 - IRIS STREET, GUILDFORD – PROPOSED EXTENSION OF THE EXISTING 'NO PARKING' RESTRICTIONS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'No Parking' signage on the eastern side of Iris Street, Guildford, outside Tom Uren Park in accordance with the attached plan, be approved.

2. The concerned and affected residents be notified of the outcome.

ITEM CLTF-26-006 - PORTICO PARADE, TOONGABBIE - PROPOSED EXTENSION OF THE EXISTING PARKING RESTRICTIONS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The extension of '1P, 8.30am-6pm, Monday to Friday; 8:30am-12:30pm, Saturday' restrictions on the eastern side of Portico Parade, Toongabbie under the Wentworthville Avenue bridge in accordance with the attached plan be approved.

2. The concerned resident be notified of the outcome.

ITEM CLTF-26-007 - CUMBERLAND ROAD, AUBURN – PROPOSED RELOCATION OF EXISTING 'NO STOPPING' SIGN

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The relocation of the existing 'No Stopping' sign on the edge of the driveway of 31 Cumberland Road, Auburn across the driveway in accordance with the attached plan be approved.

2. The affected and concerned residents be notified of the outcome.

ITEM CLTF-26-008 - CARHULLEN STREET AT WILLIAM STREET AND BENNALONG STREET, MERRYLANDS – PROPOSED 'NO STOPPING' RESTRICTIONS AND LINE MARKING

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'No Stopping' signs and BL2 line marking in Carhullen Street and at the intersection of Carhullen Street with William Street and Bennalong Street, Merrylands in accordance with the attached plan be approved in principle.

2. Council undertake consultation with affected residents and report back to Cumberland Local Transport Forum if objections are received.

ITEM CLTF-26-009 - ETTALONG ROAD, GREYSTANES – REQUEST FOR 'WORKS ZONE' SIGNAGE

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The 12m long 'Works Zone, 7:00am-6:00pm, Monday-Friday, 8:00am-4:00pm, Saturday' signs be approved on the frontage of the redevelopment site on Ettalong Road, Greystanes in accordance with the attached plan, subject to Council's standard conditions for the period of 6 months and subsequent extension if required.

2. The applicant be advised to pay the 'Works Zone' fees to Council as per the adopted Fees and Charges.

ITEM CLTF-26-010 - PIPPITA RAIL TRAIL – ACTIVE TRANSPORT LINK - ON-ROAD SECTION ALONG CHURCH STREET AND BACHELL AVENUE, LIDCOMBE

Resolved by exception

The Cumberland Local Transport Forum recommends that the installation of line marking and signage required to deliver the Pippita Rail Trail in accordance with the attached plans be approved.

ITEM CLTF-26-011 - DELHI STREET, LIDCOMBE – REQUEST FOR TRAFFIC CALMING – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of 'BL2' centre line and 'E1' edge line marking on Delhi Street, Lidcombe be approved

2. Council notify concerned residents of the outcome.

CUMBERLAND CITY COUNCIL

Cumberland Local Transport Forum
4 February 2026

ITEM CLTF-26-012 - MCLEOD ROAD, MERRYLANDS – REQUEST FOR 'WORKS ZONE' SIGNAGE

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The 15m long 'Works Zone, 7:00am-6:00pm, Monday-Friday, 8:00am-4:00pm, Saturday' signs be approved on the frontage of the redevelopment site on McLeod Road, Merrylands in accordance with the attached plan, subject to Council's standard conditions for the period of 4 months and subsequent extension if required.

2. The applicant be advised to pay the 'Works Zone' fees to Council as per the adopted Fees and Charges.

Part 2 - Recommendation to Council in accordance with Part 2 of the Terms of Reference for the Cumberland Local Transport Forum.

Note: Part 2 recommendations of the Cumberland Local Transport Forum are subject to Council's endorsement. For final decisions regarding these matters, please refer to the Council Meeting Minutes where these matters were reported to Council for determination.

ITEMS RESOLVED BY EXCEPTION

The Committee resolved by exception the below items on the Cumberland Local Transport Forum Agenda as per the recommendations in the reports:

CLTF-26-013, CLTF-26-014, CLTF-26-015, CLTF-26-016, CLTF-26-017, CLTF-26-018, CLTF-26-019, CLTF-26-020, CLTF-26-021, CLTF-26-022, CLTF-26-023, CLTF-26-024, CLTF-26-025, CLTF-26-027, CLTF-26-028, CLTF-26-029, CLTF-26-030, CLTF-26-031 and CLTF-26-033.

Moved Clr Joseph Rahme, **Seconded** Clr Glenn Elmore.

ITEM CLTF-26-013 - LIDBURY STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a raised pedestrian crossing on Lidbury St, Berala in accordance with the attached concept plan be approved.

2. Council undertake consultation with affected residents and report back to the Cumberland Local Transport Forum if objections are received.

3. Council include construction of the crossing in a future Capital Works Program.

ITEM CLTF-26-014 - YORK STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a raised pedestrian crossing on York Street, Berala in accordance with the attached concept plan be approved.
2. Council undertake consultation with affected residents and report back to the Cumberland Local Transport Forum if objections are received.
3. Council include construction of the crossing in a future Capital Works Program.

ITEM CLTF-26-015 - MAIN AVENUE, LIDCOMBE – ROAD SAFETY CONCERNS – CONSULTATION RESULTS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of speed humps on Main Avenue, Lidcombe be supported in principle.
2. Council prepare a concept design of the speed humps and undertake consultation with the directly affected residents and report back to Cumberland Local Transport Forum if objections are received.

ITEM CLTF-26-016 - THE ESPLANADE AT AMHERST STREET AND ELIZABETH STREET, GUILDFORD – INTERSECTION IMPROVEMENTS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of ‘No Stopping’ signage and ‘BL2’ line marking in The Esplanade at the intersection of Amherst Street and Elizabeth Street, Guildford in accordance with the attached plan be approved.
2. The installation of speed cushions in Elizabeth Street, Guildford in accordance with the attached plan be approved.
3. The concerned and affected residents be notified of the outcome.

ITEM CLTF-26-017 - BRISTOL STREET, MERRYLANDS WEST - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of speed humps on Bristol Street, Merrylands West be supported in principle.

2. Council prepare a concept design of the speed humps, undertake consultation with the directly affected residents and if required, report back to Cumberland Local Transport Forum.

3. The concerned resident be notified of the outcome.

ITEM CLTF-26-018 - LOCKWOOD STREET, MERRYLANDS - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a speed hump on Lockwood Street, Merrylands outside No. 92 in accordance with the attached plan be supported.

2. The concerned residents be notified of the outcome.

ITEM CLTF-26-019 - WHALANS ROAD, GREYSTANES - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of speed humps on Whalans Road, Greystanes outside Nos. 56, 169 and 185 in accordance with the attached plan be supported.

2. The installation of warning signs on Whalans Road, Greystanes outside Nos. 68 and 127 in accordance with the attached plan be supported.

3. The concerned residents be notified of the outcome.

ITEM CLTF-26-020 - AUBURN ROAD, AUBURN BETWEEN NORVAL STREET AND WATER STREET – ROAD SAFETY CONCERNS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. Council consult with the residents of Auburn Road, Auburn between Norval Street and Water Street to assess support or otherwise for the provision of speed humps in the street.

2. The concerned resident be notified of the outcome.

ITEM CLTF-26-021 - WARWICK ROAD, MERRYLANDS BETWEEN LEEDS STREET AND MERRYLANDS ROAD – ROAD SAFETY CONCERNS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. Council consult with the residents of Warwick Road, Merrylands between Leeds Street and Merrylands Road to assess support or otherwise for the provision of speed humps in the street.
2. The street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement.

3. The concerned resident be notified of the outcome.

ITEM CLTF-26-022 - JEWELSFORD ROAD, WENTWORTHVILLE - ROAD SAFETY CONCERNS - CONSULTATION RESULTS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a speed hump on Jewelsford Road, Wentworthville be supported in principle.

2. Council undertake consultation with the directly affected and adjacent properties and report back to Cumberland Local Transport Forum if objections are received.

ITEM CLTF-26-023 - GUILDFORD ROAD, GUILDFORD - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a speed hump fronting 270 Guildford Road, Guildford, in accordance with the attached plan, be supported.

2. Concerned and affected businesses be notified of the outcome.

ITEM CLTF-26-024 - KENYONS ROAD, MERRYLANDS WEST – ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The proposed installation of speed cushions in Kenyons Road, Merrylands West in accordance with the attached plan be approved.

2. Council notify affected/concerned residents of the outcome

ITEM CLTF-26-025 - ROSEBERRY STREET AND MARY STREET, MERRYLANDS AND SURROUNDING INTERSECTIONS - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. Council investigate and prepare concept plans for enhancing road safety in the area bound by Hawksview Street, O'Neil Street, Roseberry Street and Mary Street, Merrylands and undertake consultation with the residents.

2. Council report back the results of the consultation to the Cumberland Local Transport Forum.

3. The concerned residents be notified of the outcome.

ITEM CLTF-26-027 - KINGSLAND ROAD AT KIBO ROAD, BERALA – ROAD SAFETY CONCERNS

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The proposed roundabout at the intersection of Kingsland Road and Kibo Road, Berala be approved in principle.
2. Council prepares concept plans and consult with the affected residents, and report back to the Cumberland Local Transport Forum.

ITEM CLTF-26-028 - STRATEGIC CYCLEWAY - CORRIDOR TWELVE – PARRAMATTA TO TOONGABBIE

Resolved by exception

The Cumberland Transport Forum recommends that:

1. Council provides in principle support on the proposed alignment and concept design for Corridor 12 (Parramatta to Toongabbie) identified in the adopted Cumberland Walking and Cycling Strategy.
2. Council note the next steps in progressing the proposal, as outlined in this report.

ITEM CLTF-26-029 - STRATEGIC CYCLEWAY - CORRIDOR THREE – MERRYLANDS TO AUBURN

Resolved by exception

The Cumberland Transport Forum recommends that:

1. Council provides in principle support on the proposed alignment and concept design for Corridor 3 (Merrylands to Auburn) identified in the adopted Cumberland Walking and Cycling Strategy.
2. Council note the next steps in progressing the proposal, as outlined in this report.

ITEM CLTF-26-030 - GORDON AVENUE, SOUTH GRANVILLE - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. Council prepare design of speed humps, undertake consultation with the affected residents and report back to Cumberland Local Transport Forum.

2. Council notify affected/ concerned residents of the outcome.

ITEM CLTF-26-031 - GUILDFORD ROAD, GUILDFORD - PROVISION OF A PEDESTRIAN FACILITY OUTSIDE BRIGHT PARK

Resolved by exception

The Cumberland Local Transport Forum recommends that:

1. The installation of a pedestrian crossing on Guildford Road, Guildford between Robertson Street and Excelsior Street outside Bright Park be approved in principle.

2. Council prepare concept plans for the pedestrian crossing and undertake consultation with affected and adjacent residents and report back to the Cumberland Local Transport Forum.

ITEM CLTF-26-033 - TEMPORARY ROAD CLOSURE FOR COUNCIL EVENT, CUMBERLAND EASTER EXTRAVAGANZA

Resolved by exception

The Cumberland Local Transport Forum recommends that the temporary road closure associated with the Council event ‘Cumberland Easter Extravaganza’ from 5:00am Friday 27 March 2026 to 12:00 noon Sunday 29 March 2026 be undertaken, subject to the following conditions:

1. All affected businesses, residents and emergency stakeholders being notified of the closure.

2. Complying with the notification requirements of the Roads Act 1993, i.e. placing public notices in a newspaper and erecting notices on the road.

3. Bus operators shall be consulted of the closure.

4. Approval of a Traffic Management Plan by Transport for NSW and the Transport Management Centre be obtained.

ITEM CLTF-26-026 - JOHN STREET & NYRANG STREET, LIDCOMBE – LIDCOMBE SHOPPING CENTRE

RECOMMENDATION

The Cumberland Local Transport Forum recommends that the information contained in this report be noted.

Moved George Campbell, **Seconded** Matthew Tangonan.

Discussion was undertaken on considerations to date on the matter.

ITEM CLTF-26-032 - PARK ROAD, MT AUBURN ROAD AND ANGUS AVENUE AUBURN – ROAD SAFETY CONCERNS

RECOMMENDATION

The Cumberland Local Transport Forum recommends that:

1. The proposed roundabout at the intersection of Park Road, Mt Auburn Road and Angus Avenue in accordance with the attached plan be approved.
2. Council prepare design plans and forward to Transport for NSW for concurrence.
3. Council include the construction of the roundabout in a future Capital Works Program.
4. Council notify affected residents on the outcome of the consultation.

Moved Clr Diane Colman, **Seconded** Clr Joseph Rahme.

Discussion was undertaken on clarifications regarding the proposal.

GENERAL BUSINESS

The following general business was raised:

Canal Road & Cumberland Highway, Greystanes
Council has received concerns from residents regarding left-turning vehicles exiting Canal Road who experience restricted sight distance due to right-turning vehicles on Canal Road. Given this intersection is with a State Road, Council officers will work with TfNSW address the concern.

Vaughan Street, Lidcombe
Following the June CTC (CTC-25-121) it was recommended to propose a median island in Vaughan Street, Lidcombe outside the McDonalds subject to consultation. Council officers have undertaken the consultation and have received an objection letter from the property owner.

St Anthony's Coptic College, Bolton Street, Guildford
TfNSW recently approved a 40km/h school zone in Bolton Street, Guildford outside St Anthonys Coptic College. TfNSW have installed the new signage and Council officers will review the existing speed signage and liaise with TfNSW to update any signage as required.

Charles Street, Granville, Redfern Street, Granville & Lavinia Street, South Granville
Following the endorsement of the previous reports (CLTF-25-242, CLTF-25-243, and CLTF-25-244) considered by the Cumberland Local Transport Forum and Council, Council has commenced the community consultation as per the recommendation.

Belgium Street, Auburn
Clr Glenn Elmore enquired on the status of ongoing concerns regarding the road width of Belgium Street in Auburn. Elias Elias advised that Council officers will meet with the resident in the near future to discuss these concerns.

NEXT MEETING

Next Meeting 1 April 2026 at 9:30am.

MEETING CLOSED

The meeting terminated at 10.40am.

Signed:
Chairperson

DOCUMENTS ASSOCIATED WITH REPORT C02/26-9

Attachment 2

Items Considered under Delegated Authority at the Cumberland Local Traffic Committee on 4 February 2026

CUMBERLAND LOCAL TRANSPORT FORUM PART 1 ITEMS CONSIDERED UNDER DELEGATED AUTHORITY

Cumberland Local Transport Forum – 4 February 2026

Item #	Title	Recommendation
CLTF-26-001	OXFORD STREET AND MARIAN STREET, GUILDFORD – PROPOSED 'NO U-TURN SIGNS' AT THE INTERSECTION	1. The installation of 'No U-Turn' signs on Oxford Street at its intersection with Marian Street in Guildford in accordance with the attached plan be approved. 2. The concerned motorist be notified of the outcome.
CLTF-26-002	BANKSIA STREET, SOUTH GRANVILLE – PROPOSED 'NO PARKING' RESTRICTIONS	1. The installation of 'No Parking' signs at the cul-de-sac of Banksia Street, South Granville in accordance with the attached plan be approved. 2. The affected and concerned residents be notified of the outcome.
CLTF-26-003	CRADDOCK STREET AT UNA STREET, WENTWORTHVILLE – PROPOSED 'NO STOPPING' RESTRICTION	1. The installation of 'No Stopping' signage at the intersection of Craddock Street and Una Street, Wentworthville in accordance with the attached plan be approved. 2. The concerned resident be notified of the outcome.
CLTF-26-004	CHURCH STREET, LIDCOMBE – PROPOSED '15 MIN PARKING' & 'NO PARKING' RESTRICTIONS	1. The proposed 15 minute and no parking signs on the southern side of Church Street outside the apartment blocks at 2-36 Church Street, Lidcombe in accordance with the attached plan be approved. 2. The concerned resident be notified of the outcome.

CLTF-26-005	IRIS STREET, GUILDFORD – PROPOSED EXTENSION OF THE EXISTING 'NO PARKING' RESTRICTIONS	1. The installation of 'No Parking' signage on the eastern side of Iris Street, Guildford, outside Tom Uren Park in accordance with the attached plan, be approved. 2. The concerned and affected residents be notified of the outcome.
CLTF-26-006	PORTICO PARADE, TOONGABBIE - PROPOSED EXTENSION OF THE EXISTING PARKING RESTRICTIONS	1. The extension of '1P, 8.30am-6pm, Monday to Friday; 8:30am-12:30pm, Saturday' restrictions on the eastern side of Portico Parade, Toongabbie under the Wentworthville Avenue bridge in accordance with the attached plan be approved. 2. The concerned resident be notified of the outcome.
CLTF-26-007	CUMBERLAND ROAD, AUBURN – PROPOSED RELOCATION OF EXISTING 'NO STOPPING' SIGN	1. The relocation of the existing 'No Stopping' sign on the edge of the driveway of 31 Cumberland Road, Auburn across the driveway in accordance with the attached plan be approved. 2. The affected and concerned residents be notified of the outcome.
CLTF-26-008	CARHULLEN STREET AT WILLIAM STREET AND BENNALONG STREET, MERRYLANDS – PROPOSED 'NO STOPPING' RESTRICTIONS AND LINE MARKING	1. The installation of 'No Stopping' signs and BL2 line marking in Carhullen Street and at the intersection of Carhullen Street with William Street and Bennalong Street, Merrylands in accordance with the attached plan be approved in principle. 2. Council undertake consultation with affected residents and report back to Cumberland Local Transport Forum if objections are received.

CLTF-26-009	ETTALONG ROAD, GREYSTANES – REQUEST FOR 'WORKS ZONE' SIGNAGE	1. The 12m long 'Works Zone, 7:00am-6:00pm, Monday-Friday, 8:00am4:00pm, Saturday' signs be approved on the frontage of the redevelopment site on Ettalong Road, Greystanes in accordance with the attached plan, subject to Council's standard conditions for the period of 6 months and subsequent extension if required. 2. The applicant be advised to pay the 'Works Zone' fees to Council as per the adopted Fees and Charges.
CLTF-26-010	PIPPITA RAIL TRAIL – ACTIVE TRANSPORT LINK - ONROAD SECTION ALONG CHURCH STREET AND BACHELL AVENUE, LIDCOMBE	1. The Cumberland Local Transport Forum recommends that the installation of line marking, and signage required to deliver the Pippita Rail Trail in accordance with the attached plans be approved.
CLTF-26-011	DELHI STREET, LIDCOMBE – REQUEST FOR TRAFFIC CALMING – CONSULTATION RESULT	1. The installation of 'BL2' centre line and 'E1' edge line marking on Delhi Street, Lidcombe be approved. 2. Council notify concerned residents of the outcome.
CLTF-26-012	MCLEOD ROAD, MERRYLANDS – REQUEST FOR 'WORKS ZONE' SIGNAGE	1. The 15m long 'Works Zone, 7:00am-6:00pm, Monday-Friday, 8:00am4:00pm, Saturday' signs be approved on the frontage of the redevelopment site on McLeod Road, Merrylands in accordance with the attached plan, subject to Council's standard conditions for the period of 4 months and subsequent extension if required. 2. The applicant be advised to pay the 'Works Zone' fees to Council as per the adopted Fees and Charges.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-9

Attachment 3

Recommendation to Council of Cumberland Traffic Committee Meeting on 4 February 2026

List of Recommendations to Council: Cumberland Local Transport Forum Meeting on 4 February 2026

Attachments:

1. CLTF-26-013 – Lidury Street, Berala – Provision of a Pedestrian Crossing outside York Park 3
2. CLTF-26-014 – York Street, Berala – Provision of a Pedestrian Crossing outside York Park 8
3. CLTF-26-015 - Main Avenue, Lidcombe – Road Safety Concerns – Consultation Results 13
4. CLTF-26-016 - The Esplanade at Amherst Street and Elizabeth Street, Guildford – Intersection Improvements 29
5. CLTF-26-017 - Bristol Street, Merrylands West - Road Safety Concerns – Consultation Result 38
6. CLTF-26-018 - Lockwood Street, Merrylands - Road Safety Concerns – Consultation Result 63
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10. CLTF-26-022 - Jewelsford Road, Wentworthville - Road Safety Concerns - Consultation Result 91
11. CLTF-26-023 - Guildford Road, Guildford - Road Safety Concerns – Consultation Result 98
12. CLTF-26-024 - Kenyons Road, Merrylands West – Road Safety Concerns – Consultation Result 107
13. CLTF-26-025 - Roseberry Street and Mary Street, Merrylands and Surrounding Intersections - Road Safety Concerns – Consultation Result 145
14. CLTF-26-026 - John Street & Nyrang Street, Lidcombe – Lidcombe Shopping Centre 209
15. CLTF-26-027 - Kingsland Road At Kibo Road, Berala – Road Safety Concerns ... 213

16. CLTF-26-028 - Strategic Cycleway - Corridor Twelve – Parramatta to Toongabbie 215
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18. CLTF-26-030 - Gordon Avenue, South Granville - Road Safety Concerns – Consultation Result 229
19. CLTF-26-031 - Guildford Road, Guildford - Provision of a Pedestrian Facility outside Bright Park 262
20. CLTF-26-032 - Park Road, Mt Auburn Road and Angus Avenue Auburn – Road Safety Concerns..... 265
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Item No: CLTF-26-013

LIDBURY STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a raised pedestrian crossing on Lidbury St, Berala in accordance with the attached concept plan be approved.

2. Council undertake consultation with affected residents and report back to the Cumberland Local Transport Forum if objections are received.

3. Council include construction of the crossing in a future Capital Works Program.

REPORT

Council resolved on a Notice of Motion (C03/25-89 Notice of Motion - Traffic Safety Measures) at its meeting on 26 March 2025 to investigate the installation of a pedestrian crossing and associated safety measures on both Lidbury Street and York Street, Berala, near York Park.

That Council:

1. Investigate the installation of a pedestrian crossing and associated safety measures on both Lidbury Street and York Street, Berala, near York Park;

2. Investigate the installation of a pedestrian crossing and associated safety measures on Hargrave Road, near the Auburn Hospital entry and bus stop; and

3. Provide a report to the Traffic Committee, detailing the process undertaken including technical studies and implementation costs.

Reports were presented to Cumberland Local Transport Forum (formerly Cumberland Traffic Committee) in June 2025 and November 2025 with respect to the proposed raised pedestrian crossing on Hargrave Road, Auburn. A further report is included in this Agenda with respect to a pedestrian crossing on York Street.

This report details the investigation undertaken regarding the installation of a pedestrian facility in Lidbury Street, Berala.

Lidbury Street is a local road that runs in a westerly direction from the roundabout at the intersection of Elizabeth Street and Woodburn Road and has a speed limit of 50 km/hr. York Park is located between York Street and Lidbury Street and contains a children's play area.

The map below shows the location of Lidbury Street and Berala Town Centre.



The latest crash data indicated that there were no reported crashes in Lidbury Street in the last 5 years ending December 2024.

Council officers have investigated the request to provide a pedestrian facility on Lidbury Street.

Pedestrian crossing warrants

Transport for NSW has recently provided guidelines to local governments to utilise reduced warrants on local roads, subject to satisfying safety requirements outlined in the Australian Standards and Austroads Guidelines.

Council has developed its own guidelines for the provision of pedestrian crossings on local roads especially at high demand locations including schools, community facilities, parks, hospitals, medical facilities, town centres, neighbourhood shops and public transport facilities.

A pedestrian (zebra) crossing is deemed to meet the numerical warrant for a pedestrian (zebra) crossing if the crossing point meets the following criteria:

- In each of two separate one-hour periods in a typical day, the pedestrian flow per hour crossing the road is or is expected to be equal to or greater than 20, and vehicle volumes are equal to or greater than 200. Where each unaccompanied child, elderly person or mobility impaired pedestrian is counted as two pedestrians.

In addition to the above, all requirements set down in Australian Standards are to be met.

Pedestrian and vehicle counts were taken on Friday 5 September 2025. The hourly count data is shown below:

Time Period	Vehicular Traffic (Both Directions)	Total PEDESTRIANS (Both Directions)	Total PEDESTRIANS factoring for unaccompanied children and elderly
0700 - 0800	242	2	2
0800 - 0900	338	23	26
0900 - 1000	248	7	7
1000 - 1100	250	10	10
1100 - Midday	259	3	3
Midday - 1300	268	5	5
1300 - 1400	326	18	18
1400 - 1500	324	16	16
1500 - 1600	395	52	67
1600 - 1700	365	23	30
1700 - 1800	411	17	17
1800 - 1900	302	11	11
1900 -2000	222	2	2

This location is outside a park containing a children's playground and is approximately 150 m from the Berala Town Centre.

Based on the above, it is noted that the warrants for a pedestrian crossing are satisfied and the location meets the safety requirements as outlined in the Australian Standards AS1741 Part 10.

It is recommended to provide a raised pedestrian crossing on Lidbury Street outside York Park. The raised pedestrian crossing will improve safety for pedestrians at this location.

It is also recommended that the project be included in a future capital works program and the implementation costs associated with the project be confirmed as part of inclusion into the program.

CONSULTATION

Consultation will be undertaken with affected residents if recommended by the Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

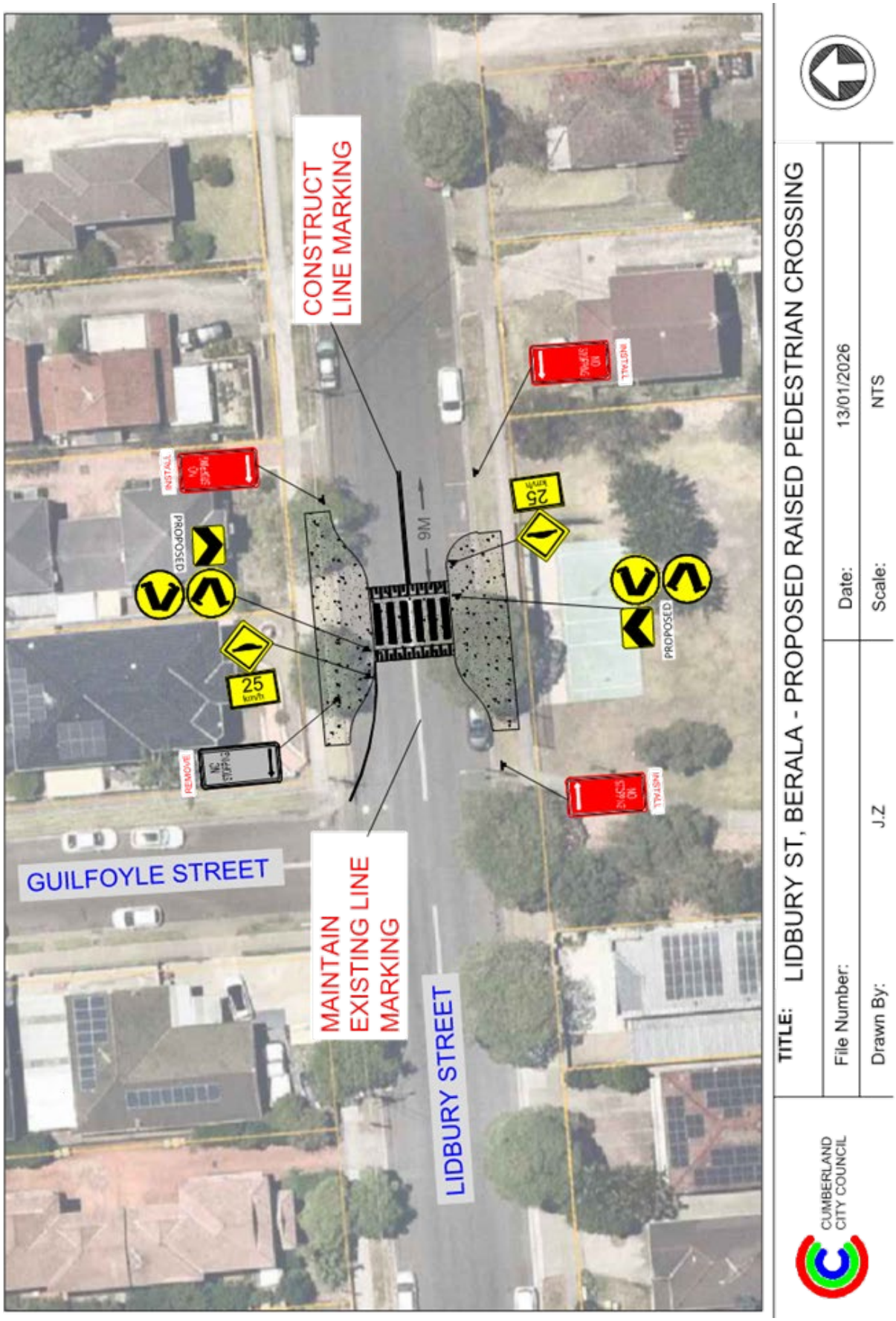
ATTACHMENTS

1. Lidbury St, Berala – Proposed raised pedestrian crossing – Concept plan

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-013

Attachment 1

Lidbury St, Berala – Proposed raised pedestrian crossing – Concept plan


CONSTRUCT LINE MARKING
MAINTAIN EXISTING LINE MARKING
GUILFOYLE STREET
LIDBURY STREET
9M
25 km/h
25 km/h
INSTALL
REMOVE
INSTALL
INSTALL
PROPOSED
PROPOSED
TITLE: LIDBURY ST, BERALA - PROPOSED RAISED PEDESTRIAN CROSSING
File Number:
Date: 13/01/2026
Drawn By: J.Z
Scale: NTS
CUMBERLAND CITY COUNCIL

Item No: CLTF-26-014

YORK STREET, BERALA – PROVISION OF A PEDESTRIAN CROSSING OUTSIDE YORK PARK

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a raised pedestrian crossing on York Street, Berala in accordance with the attached concept plan be approved.

2. Council undertake consultation with affected residents and report back to the Cumberland Local Transport Forum if objections are received.

3. Council include construction of the crossing in a future Capital Works Program.

REPORT

Council resolved on a Notice of Motion (C03/25-89 Notice of Motion - Traffic Safety Measures) at its meeting on 26 March 2025 to investigate the installation of a pedestrian crossing and associated safety measures on both Lidbury Street and York Street, Berala, near York Park.

That Council:

1. Investigate the installation of a pedestrian crossing and associated safety measures on both Lidbury Street and York Street, Berala, near York Park;

2. Investigate the installation of a pedestrian crossing and associated safety measures on Hargrave Road, near the Auburn Hospital entry and bus stop; and

3. Provide a report to the Traffic Committee, detailing the process undertaken including technical studies and implementation costs.

Reports were presented to Cumberland Local Transport Forum (formerly Cumberland Traffic Committee) in June and November 2025 with respect to the proposed raised pedestrian crossing on Hargrave Road, Auburn. A further report is included in this Agenda with respect to a pedestrian crossing on Lidbury Street.

This report details the investigation undertaken in regard to the installation of a pedestrian facility in York Street outside York Park.

York Street is a local road that runs in an east-west direction between Elizabeth Street and Park Road and has a speed limit of 50 km/hr. York Park is located between York Street and Lidbury Street and contains a children's play area.

The map below shows the location of York Street, York Park and section of Berala Town Centre.



The latest crash data indicated that there was one reported crash at the intersection of Wrights Avenue and York Street in the last 5 years ending December 2024.

Date	Location	Description
08/11/2021	Intersection of York St with Wrights Ave	Right Through

Council officers have investigated the request to provide a pedestrian facility / crossing outside York Park on York Street.

Pedestrian crossing warrants

Transport for NSW has recently provided guideline to Local Governments to utilise reduced warrants on local roads, subject to satisfying safety requirements outlined in the Australian Standards and Austroads Guidelines.

Council has developed its own guidelines for the provision of pedestrian crossings on local roads especially at high demand locations including schools, community facilities, parks, hospitals, medical facilities, town centres, neighbourhood shops and public transport facilities.

A pedestrian (zebra) crossing is deemed to meet the numerical warrant for a pedestrian (zebra) crossing if the crossing point meets the following criteria:

- In each of two separate one-hour periods in a typical day, the pedestrian flow per hour crossing the road is or is expected to be equal to or greater than 20, and vehicle volumes are equal to or greater than 200. Where each unaccompanied child, elderly person or mobility impaired pedestrian is counted as two pedestrians.

In addition to the above, all requirements set down in Australian Standards are to be met.

Pedestrian and vehicle counts were taken on Friday 5 September 2025. The hourly count data is given below:

Time Period	Vehicular Traffic (Both directions)	Total PEDESTRIANS (Both directions)	Total PEDESTRIANS Factoring for unacompanied children and elderly
0700 - 0800	209	8	8
0800 - 0900	333	29	30
0900 - 1000	214	18	18
1000 - 1100	176	6	6
1100 - Midday	232	6	6
Midday - 1300	257	9	9
1300 - 1400	273	7	7
1400 - 1500	284	10	10
1500 - 1600	346	27	27
1600 - 1700	294	27	33
1700 - 1800	347	42	50

This location is outside a park containing a children playground and is approximately 200 m from Berala Town Centre.

Based on the above, it is noted that the warrants for a pedestrian crossing are satisfied and the location meets the safety requirements as outlined in the Australian Standards AS1741 Part 10.

It is proposed to provide a raised pedestrian crossing on York Street near Wrights Avenue outside York Park. The raised pedestrian crossing will improve safety for pedestrians at this location.

It is also recommended that the project be included in a future capital works program and the implementation costs associated with the project be confirmed as part of inclusion into the program.

CONSULTATION

Consultation will be undertaken with affected residents if recommended by the Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Plan – York Street, Berala – Proposed raised pedestrian crossing – Concept plan

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-014

Attachment 1

York Street, Berala – Proposed raised pedestrian crossing – Concept plan

YORK STREET
WRIGHT AVENUE
RETAIN ALL TREES
CONSTRUCT CENTRE LINEMARKING
INSTALL
INSTALL
PROPOSED
PROPOSED
25 km/h
25 km/h
TITLE: YORK ST, BERALA - PROPOSED RAISED PEDESTRIAN CROSSING
File Number:
Date: 13/01/2026
Drawn By: J.Z
Scale: NTS
CUMBERLAND CITY COUNCIL

Item No: CLTF-26-015

MAIN AVENUE, LIDCOMBE – ROAD SAFETY CONCERNS – CONSULTATION RESULTS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of speed humps on Main Avenue, Lidcombe be supported in principle.

2. Council prepare a concept design of the speed humps and undertake consultation with the directly affected residents and report back to Cumberland Local Transport Forum if objections are received.

REPORT

Cumberland Local Transport Forum (previously known as Cumberland Traffic Committee) at its meeting in April 2025 considered a report (CTC-25-096) regarding road safety concerns on Main Avenue, Lidcombe. Council resolved to undertake consultation with the residents of Main Avenue, Lidcombe to determine support for the speed humps and report back to Cumberland Local Transport Forum.

Consultation was carried out with the residents of Main Avenue accordingly in October 2025.

A total of 88 letters with an attached survey form were distributed to the residents / owners. Council received 11 responses (12.5% of the total letters sent) by the closing date. Of these, eight responses (72.7%) supported the installation of speed humps, while three responses (27.3%) opposed the proposal.

Given that the majority of respondents expressed support for the proposal, it is recommended that Council support the installation of speed humps in principle and proceed with designs and further consultation with affected residents.

CONSULTATION

The proposal was consulted with residents of Main Avenue for a period of 14 days from 14 October 2025 to 28 October 2025.

A total of 88 letters with an attached survey form were distributed to the residents / owners. Council received 11 responses (12.5% of the total letters sent) by the closing date. Of these, eight responses (72.7%) supported the installation of speed humps, while three responses (27.3%) opposed the proposal.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Previous Report - CTC-25-096
2. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-015

Attachment 1

Previous Report - CTC-25-096

Item No: CTC-25-096

MAIN AVENUE, LIDCOMBE – ROAD SAFETY CONCERNS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Auburn*
Police Area Command (PAC):	*Auburn*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from Sydney Onnuri Church for the installation of traffic calming devices on Main Avenue, Lidcombe due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

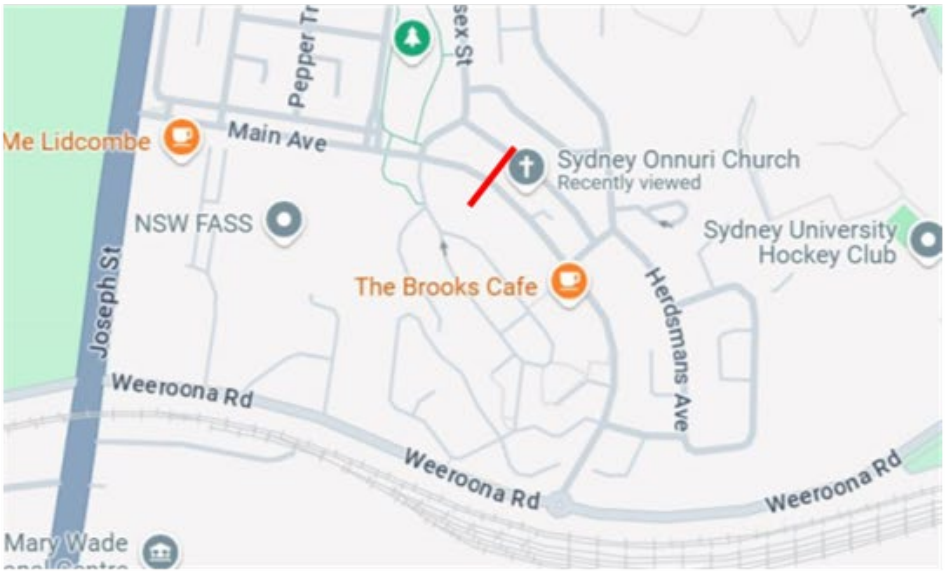
The Traffic Committee recommends that Council undertake consultation with the residents and properties along Main Avenue, Lidcombe, to assess support or otherwise for the installation of traffic calming devices in the street.

REPORT

Council has received a request from Sydney Onnuri Church located at No.18 Main Avenue, Lidcombe to investigate the installation of traffic calming devices outside the church due to speeding concerns.

Main Avenue is a local road that runs in an east-west and north-south directions from Joseph Street to Weeroona Road. The road is approximately 800m long and 18m wide with indented (90 degree and parallel) parking spaces on both sides of the street. Main Avenue has a speed limit of 50km/h.

The map below shows the location of Main Avenue, Lidcombe:



The latest Centre for Road Safety accident data indicated that there was no reported accident in Main Avenue in the last 5 years ending June 2024.

Based on the ongoing feedback received by residents and the congregation that attends the church, Council proposes to undertake traffic counts in all these streets and anayse the data, and to carry out consultation to assess support or otherwise for traffic calming measures in the street.

CONSULTATION

Subject to endorsement, consultation will be undertaken on the proposal.

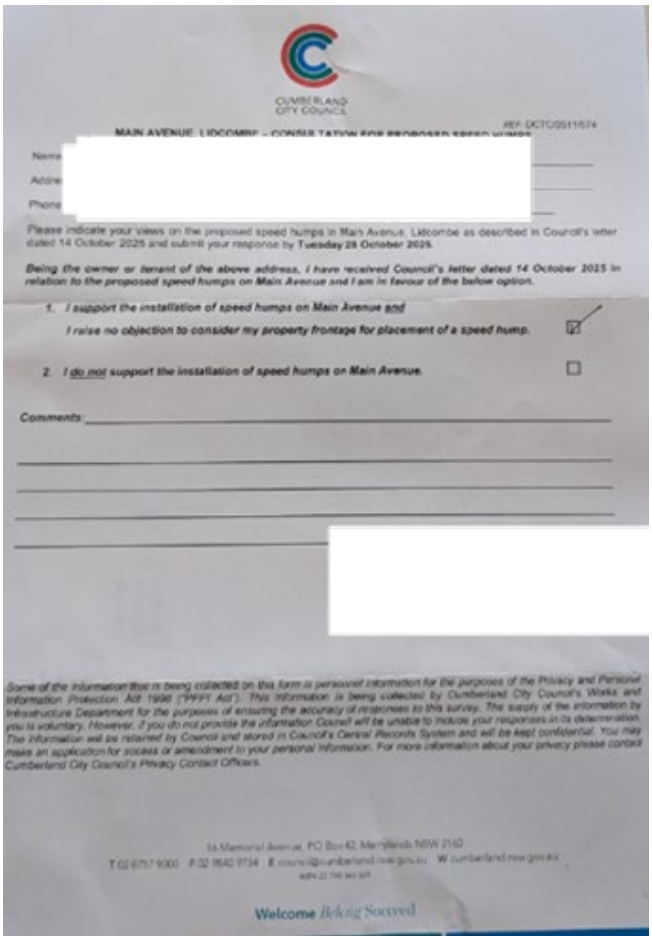
ATTACHMENTS

Nil

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-015

Attachment 2

Submissions



CUMBERLAND CITY COUNCIL

REF: DCTC0511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name

Address

Phone

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments:

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

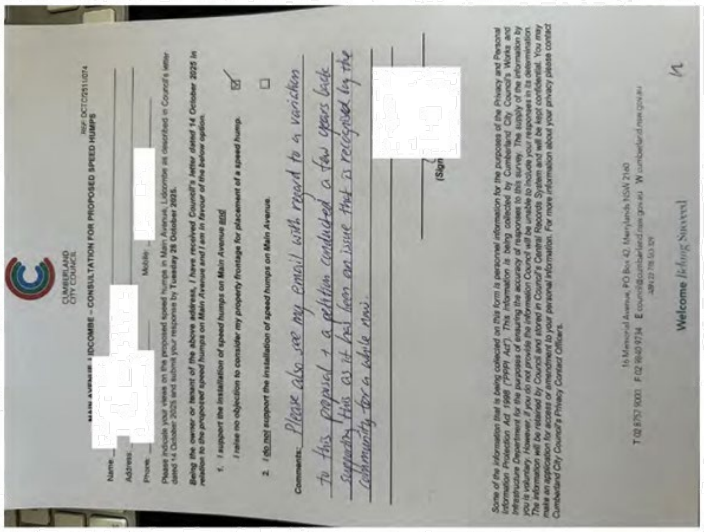
16 Memorial Avenue, PO Box 42, Merrylands NSW 2160
T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

Welcome *Belong* Succeed

From:
Sent: Fri, 24 Oct 2025 10:52:55 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Re: MAIN AVENUE, LIDCOMBE - PROPOSED SPEED HUMPS

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Also attached is my support for the speed bumps but ideally with my variation of that proposed solution as per my last email. Let's chat.



CUMBERLAND CITY COUNCIL

REF: DCTC0511/074

MAIN AVENUE – LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name

Address

Phone

Mobile

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments: Please also see my email with regard to a variation to this proposal + a petition conducted a few years back supporting this as it has been an issue that is recognised by the community for a while now.

(Sign

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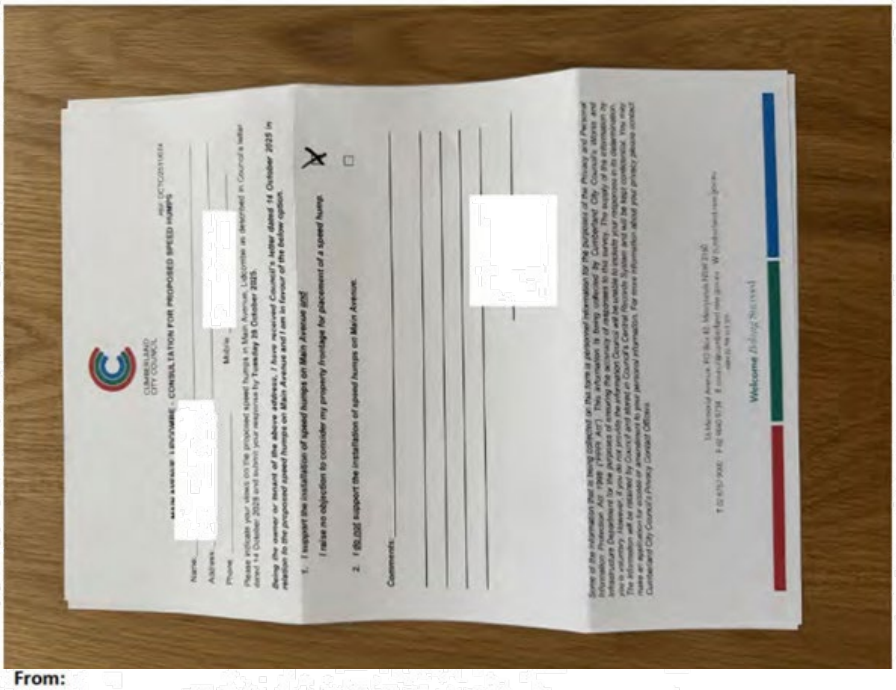
Welcome *Belong* Succeed

This concern has been around for a while now as demonstrated by a past online petition that went nowhere a few years back https://www.change.org/p/cumberland-council-road-safety-review-of-intersection-of-main-avenue-and-andrews-rd-in-botanica-lidcombe But it still serves to demonstrate that everyone living in the immediate area think it's an issue.

Being a long time resident in the immediate area concerned, I would like to propose the following solution as per location number indicated in my screenshot below
1. Small zebra crossing / speed hump that connects Central Park with people living around the heritage site
2. Small zebra crossing / speed hump with a warning sign that there's a path way here and they should slow down, this will protect pedestrians and make the shop area safer to access
3. Small round about to help direct traffic safely while also serving to slow down traffic

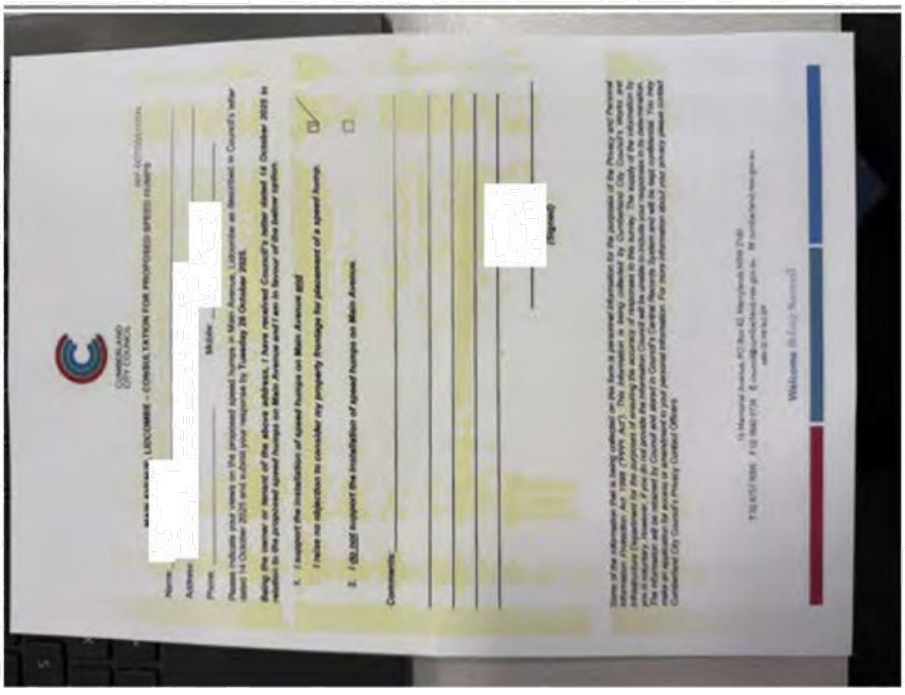


From:
Sent: Fri, 17 Oct 2025 17:27:45 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Main Ave Speed Humps



From:
Sent: Thu, 30 Oct 2025 15:09:31 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Proposed speed humps

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.



CUMBERLAND
CITY COUNCIL

REF: DCTC/2511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments: I Strongly Support the installation of speed humps on Main Ave. Cars often travel too fast, making it unsafe for residents, especially children and pedestrians. Installing speed humps will help slow traffic and contribute to a safer neighbourh

_____

(Signed)

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From:
Sent: Thu, 30 Oct 2025 15:58:53 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Response (DCTC/2511/074) - proposed Main Ave Humps
Attachments: DCTC2511074.pdf

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Cumberland Council,

Please see attached my response to the proposed speed bumps at Main Avenue Lidcombe. This proposed change would be a welcome change in my opinion for enhancing safety on our street. I am quite amazed that there hasn't been an accident yet and I am grateful that it's being considering and strongly urge it be done promptly.

If it's of relevance, I think a pedestrian crossing into Benedick Way would be worthwhile given (as stated in my letter) it's the only accessible crossing yet comes at the end of a bend which people often speed around.

Please do keep me informed of the outcomes.

Thanks,

Sent from my iPhone

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ____

Address: __

Phone: Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments: I support the installation because I've witnessed many near head-on collisions as people overtake buses and cars parking on the bendy road; people speed on the street; however its a street many people need to cross (often w prams or wheelchairs e.g. Ferguson lodge) for general recreation, church attendance, accessing the 2 childcares nearby, the med centre, the cafe; and the one crossing comes at Benedick Wy which is often dangerous to cross being at the end of bend. I anticipate a collision were nothing done.

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

30 OCT 2025

BY: .....

REF: DCTC/2511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Main Avenue.*** ☑

Comments: Traffic slowing and accelerating over and past Speed humps (including Buses on Main avenue) will create a noise issue to residences already close to the roadside traffic.

_____

(Signed)

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CUMBERLAND
CITY COUNCIL

REF: DCTC/2511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or ~~tenant~~ of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments: Good to provide safer roads for the community and ~~Minimize~~ minimize the vehicle noise.

(signed)

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RECEIVED
22 OCT 2025
BY: .....

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/074

MAIN AVENUE. LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Main Avenue.*** ☒

Comments: I do not support the installation of speed hump infront of my property because I and my family value absolute peace and quiet and sensitive to noise, thank you

_____ _____

(Signed)

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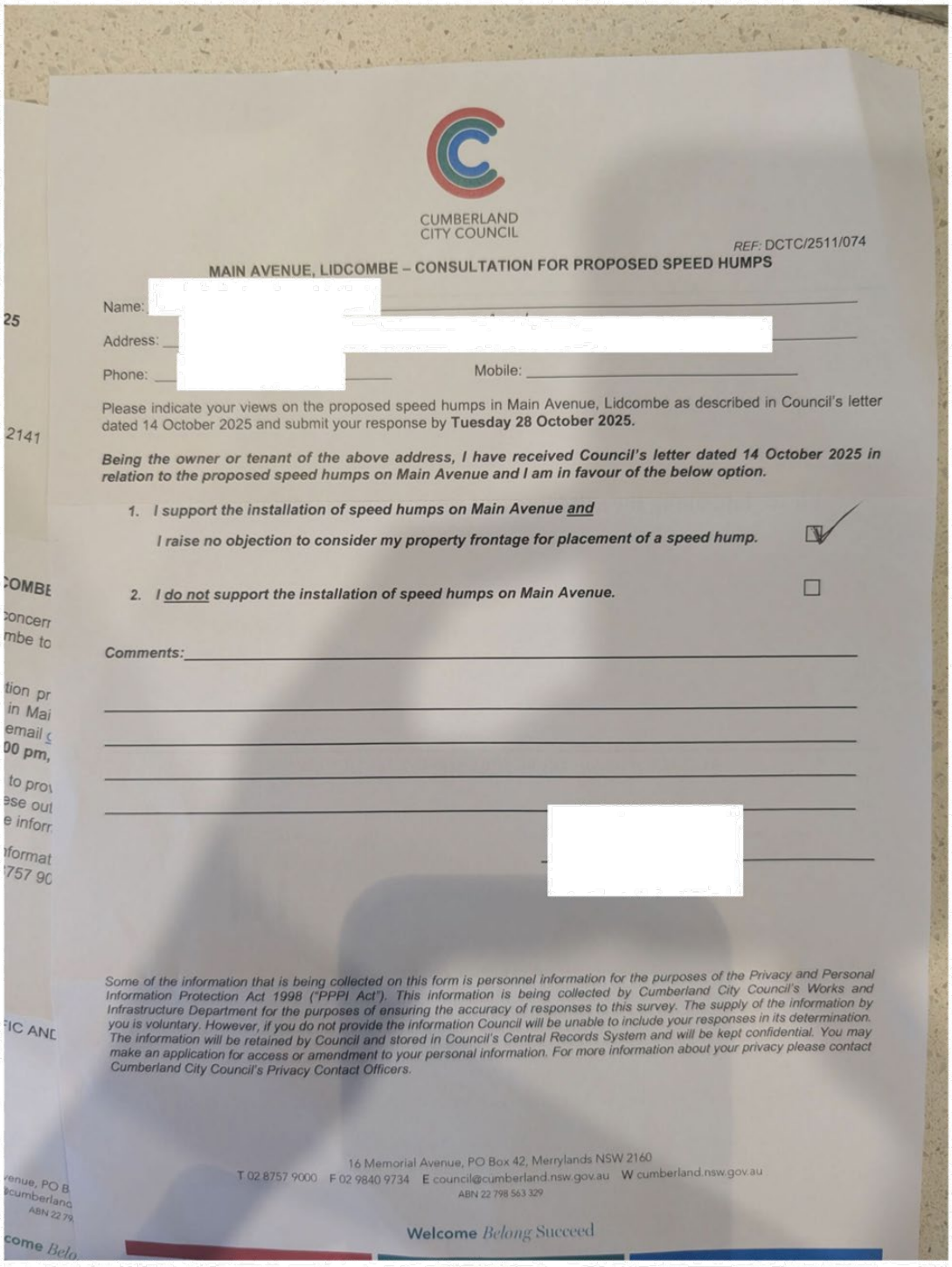

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/074

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted] Mobile: _____

Please indicate your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Main Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Main Avenue.*** ☐

Comments:_____

[redacted]

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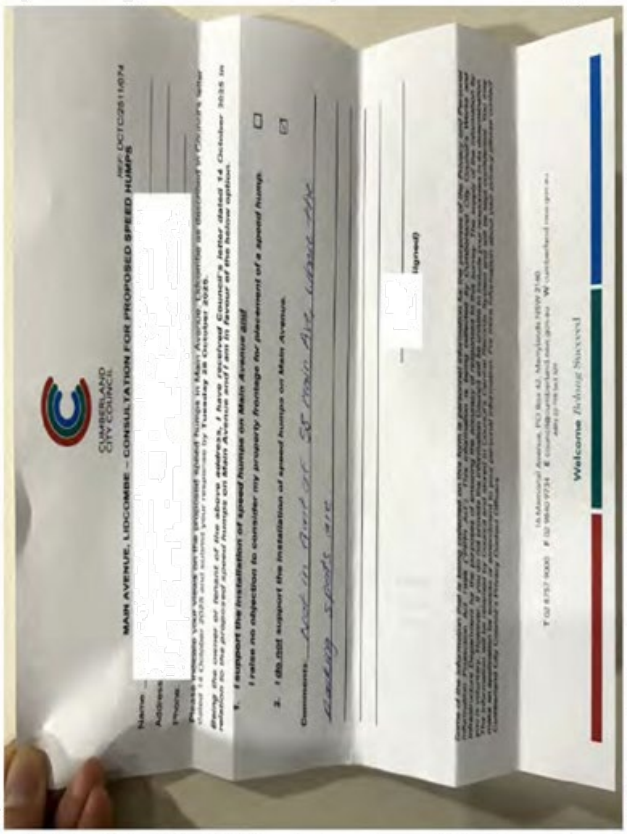

CUMBERLAND CITY COUNCIL

MAIN AVENUE, LIDCOMBE – CONSULTATION FOR PROPOSED SPEED HUMPS

REF: DCTC/2511/074

Name

Address

Phone

Please provide your views on the proposed speed humps in Main Avenue, Lidcombe as described in Council's letter dated 14 October 2025 by completing the survey form and return your response by Tuesday 28 October 2025.

Being the owner or tenant of the property on Main Ave, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Main Ave. I am the property owner and I am/ are the tenant of this property.

1. I support the installation of speed humps on Main Avenue and
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. I do not support the installation of speed humps on Main Avenue. ☑

Comments: Not in front of 58 Main Ave, where the parking spots are

(signed)

Welcome Belonging Succeed

Item No: CLTF-26-016

THE ESPLANADE AT AMHERST STREET AND ELIZABETH STREET, GUILDFORD – INTERSECTION IMPROVEMENTS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of 'No Stopping' signage and 'BL2' line marking in The Esplanade at the intersection of Amherst Street and Elizabeth Street, Guildford in accordance with the attached plan be approved.

2. The installation of speed cushions in Elizabeth Street, Guildford in accordance with the attached plan be approved.

3. The concerned and affected residents be notified of the outcome.

REPORT

The Esplanade is a local road that runs in a north-south direction with a speed limit of 50km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless otherwise signposted.

Amherst Street is a local road that runs in an east-west direction with a speed limit of 50km/h. It has a width of approximately 8m and parking is permitted on both sides of the road unless otherwise signposted.

Elizabeth Street is a local road that runs in an east-west direction with a speed limit of 50 km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless otherwise signposted.

The Esplanade forms a staggered intersection with Amherst Street and Elizabeth Street, with priority given to The Esplanade.

The map below shows the location of the site.



Locality Plan

Council has received safety concerns from a resident in The Esplanade at the intersection of Amherst Street and Elizabeth Street, Guildford. The resident alleged that vehicles turning from The Esplanade into Amherst Street and Elizabeth Street experience limited sight distance due to cars parked too close to the intersection. It was also alleged that vehicles travelling along Elizabeth Street approach the intersection at high-speed creating further safety risks.

The latest Centre for Road Safety accident data indicates that there were no reported accidents at this intersection in the past five years.

A site inspection observed that vehicles are parking within 10m of both intersections. To address this, it is proposed to install 'No Stopping' restrictions on The Esplanade at the intersections with Amherst Street and Elizabeth Street. These signs will reinforce existing road rules and prevent vehicles from parking too close to the intersections.

It is also proposed to install speed cushions on Elizabeth Street at the intersection with The Esplanade to reduce the speed of traffic approaching the intersection.

CONSULTATION

The proposal was notified to the impacted and adjacent residents for a period of 14 days starting from 14 October 2025 to 28 October 2025.

A total of 19 letters were distributed with a survey form and a plan to the residents / owners. Council received three responses (16% of the total letters sent) by the closing date. Of these, two supported the proposal and one objected to it.

Considering that the majority of responses received by Council supported the proposal, and the resident who objected will not be directly impacted by the proposed parking restrictions and speed cushions, it is recommended that the proposal proceed.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Plan – The Esplanade at the intersection of Amherst Street and Elizabeth Street, Guildford – Proposed 'No Stopping' restrictions and speed cushions
2. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-016

Attachment 1

Plan – The Esplanade at the intersection of Amherst Street and Elizabeth Street, Guildford – Proposed 'No Stopping' restrictions and speed cushions

Traffic Committee
4 June 2025

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-016

Attachment 2

Submissions

CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025
BY:

REF: DCTC/2511/114

THE ESPLANADE AND ELIZABETH STREET, GUILDFORD – CONSULTATION OF THE PROPOSED SPEED CUSHIONS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions at the intersection of The Esplanade and Elizabeth Street, Guildford as described in Council's letter dated **14 October 2025** and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to road safety concerns and the installation of speed cushions at the intersection of The Esplanade and Elizabeth Street and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** ☐

2. ***I do not support installation of speed cushions at the intersection of The Esplanade and Elizabeth Street.*** ☑

Further comments:

I HAVE RESIDED AT THIS ADDRESS FOR THE PAST 13 YEARS. I HAVE OBSERVED THAT VEHICLE COLLISIONS OCCUR ON THE ESPLANADE. CUSHIONS ON ELIZABETH STREET AS WILL NOT ADDRESS THE ISSUE. SPEEDING VEHICLES ALONG THE ESPLANADE CAUSE COLLISIONS. POLICE WITH SPEED DETECTION WILL BE MORE EFFECTIVE.

_____ (Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
03 NOV 2025

REF: DCTC/2511/114

THE ESPLANADE AND ELIZABETH STREET, GUILDFORD – CONSULTATION OF THE PROPOSED SPEED CUSHIONS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions at the intersection of The Esplanade and Elizabeth Street, Guildford as described in Council's letter dated **14 October 2025** and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to road safety concerns and the installation of speed cushions at the intersection of The Esplanade and Elizabeth Street and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** ☑

2. ***I do not support installation of speed cushions at the intersection of The Esplanade and Elizabeth Street.*** ☐

Further comments:

• would like to suggest a few speed bumps on The Esplanade.

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
21 OCT 2025
BY: .....

REF: DCTC/2511/114

THE ESPLANADE AND ELIZABETH STREET, GUILDFORD – CONSULTATION OF THE PROPOSED SPEED CUSHIONS

Name: _

Address

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions at the intersection of The Esplanade and Elizabeth Street, Guildford as described in Council's letter dated **14 October 2025** and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to road safety concerns and the installation of speed cushions at the intersection of The Esplanade and Elizabeth Street and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** ☑

2. ***I do not support installation of speed cushions at the intersection of The Esplanade and Elizabeth Street.*** ☐

Further comments:

I've been in this house on the corner for 55 yrs, and I have had 4 cars go into my house. In the last 3 yrs my neighbour across the road has had 3 cars in his house. The issue is the long road (The Esplanade). Cars speed at over 80-100km/h all the time.

(Signed)

We need cushion speed bumps down The Esplanade as well

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

These two cushion speed humps will not help the issues at this intersection.

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Item No: CLTF-26-017

BRISTOL STREET, MERRYLANDS WEST - ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of speed humps on Bristol Street, Merrylands West be supported in principle.

2. Council prepare a concept design of the speed humps, undertake consultation with the directly affected residents and if required, report back to Cumberland Local Transport Forum.

3. The concerned resident be notified of the outcome.

REPORT

Cumberland Local Transport Forum (formerly known as Cumberland Traffic Committee) at its meeting in June 2025 considered a report (CTC-25-124) regarding road safety concerns on Bristol Street, Merrylands West. Council resolved to undertake consultation with the residents in Bristol Street to assess support for the installation of speed humps in the street.

Consultation was carried out with the residents of Bristol Street accordingly in October 2025. A total of 68 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received 19 responses (28% response rate), with 13 responses (68%) in support of the proposed speed humps and six responses (32%) opposed.

Based on these results, as the majority of residents indicated support, it is recommended that the installation of speed humps be approved in principle, Council prepares a design of the speed humps and undertakes consultation with directly affected residents.

CONSULTATION

The proposal was notified to the impacted resident for a period of 14 days from 14 October 2025 to 28 October 2025.

A total of 68 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received 19 responses (28% response rate), with 13 responses (68%) in support of the proposed speed humps and six responses (32%) opposed.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Previous Report – CTC-25-124
2. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-017

Attachment 1

Previous Report – CTC-25-124

Item No: CTC-25-124

BRISTOL STREET, MERRYLANDS WEST – ROAD SAFETY CONCERNS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from a local resident for the installation of traffic calming devices on Bristol Street, Merrylands West due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that Council undertake consultation with the residents of Bristol Street, Merrylands West, between Cusack Street and Fowler Road, to assess support or otherwise for the provision of speed humps in the street.

REPORT

Council has received a request from a local resident for the installation of traffic calming devices on Bristol Street, Merrylands West due to speeding concerns. Bristol Street is a local road that runs in an east – west direction between Sherwood Road and Fowler Road.

The speed limit in the street is 50 km/h, and during school operating hours the 40 km/h school zone speed limit applies for a section of the road. Parking is permitted on both sides of the road unless otherwise signposted.

Merrylands West High School has access in Bristol Street west of Cusack Street. The school has two raised pedestrian crossings in Bristol Street outside the school between Sherwood Road and the bend near Cusack Street. There is also a concrete median island built in the bend west of Cusack Street. The school ground is located along Bristol Street between Bettina Street and Cusack Street and is continuously fenced up to the driveway west of Cusack Street.

The map below shows the location of Bristol Street.



Council has received a request from a local resident for the installation of traffic calming devices on Bristol Street, Merrylands West due to speeding concerns. Council has previously reported traffic conditions in Bristol Street and the Traffic Committee recommended that traffic calming devices on Bristol Street, Merrylands West not be supported. The section of Bristol Street between Sherwood Road and Cusack Street has several traffic calming devices installed at the school frontage.

Traffic counts were undertaken on Bristol Street at 3 locations in 2024. The traffic count locations are shown in red on the map above. One location is within the School Zone, the second location at the start/end of the School Zone and the third location outside the School Zone. The three counts will assist in determining driver behaviour inside and outside the School Zone.

The results of the traffic counts on Bristol Street, Merrylands West are detailed in the table below:

	At #16 Outside School Zone	**At #33 At the start of School Zone**	**At #44 In School Zone**
Average Daily Traffic (Veh/hr)	6,555	6,647	6,167
Median Speed (Km/hr)	47.5	46.8	48.6
85th %tile speed (Km/hr)	54.5	54	55.6
85th %tile speed School Times: 8AM-9AM, 2PM-3PM		49.5	49.9

The latest crash data indicated that there were no reported mid-block crashes in Bristol Street in the 5 years ending June 2024. There were two intersection crashes, one at the intersection with Sherwood Road and other at the intersection with Fowler Road.

The crash details are shown in the table below:

Date	Location	Description
04/12/2020	Sherwood Road & Bristol Street	Rear end
10/06/2024	Sherwood Road & Fowler Road	Off left/rt bnd=>obj

The results of the traffic count and recorded crash history have been used to determine the need for the installation of traffic calming devices in accordance with the criteria set out in Council's Local Traffic and Transport Policy and Guidelines for Local Area Traffic Management (LATM).

The LATM assessment is summarised in the tables below:

Table 1 – Bristol Street - LATM Assessment Points

Criteria	Maximum Score	Score Achieved
Traffic Study Data	60	25
Local Characteristics	35	22
Total	**100**	**47**

Table 2 – Bristol Street – Recommended Actions

Points (out of 100)	Recommended Action(s)
61-100	• Report to Cumberland Traffic Committee with a recommendation of providing traffic calming. • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. • Consider community and stakeholder consultation on potential improvements.
41-60	• **Monitor and review traffic data after 6 months.** • **Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines.** • **Consider community and stakeholder consultation on potential improvements.**
25-40	• Monitor and review traffic data after 12 months.

	• Report to Cumberland Traffic Committee online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. • Consider community and stakeholder consultation on potential improvements.
<25	• Do nothing.
Speed	• Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement. • Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

The traffic counts indicated that the recorded 85th percentile speeds were between 54 and 55.6 km/hr. It is also noted that the recorded speeds during School Zone times were high for the counts within the school zone.

Based on the assessment undertaken, it is proposed that Council undertake consultation with the residents of Bristol Street to assess support or otherwise for the installation of speed humps in the street.

CONSULTATION

Subject to endorsement, consultation will be undertaken with affected residents on the proposal.

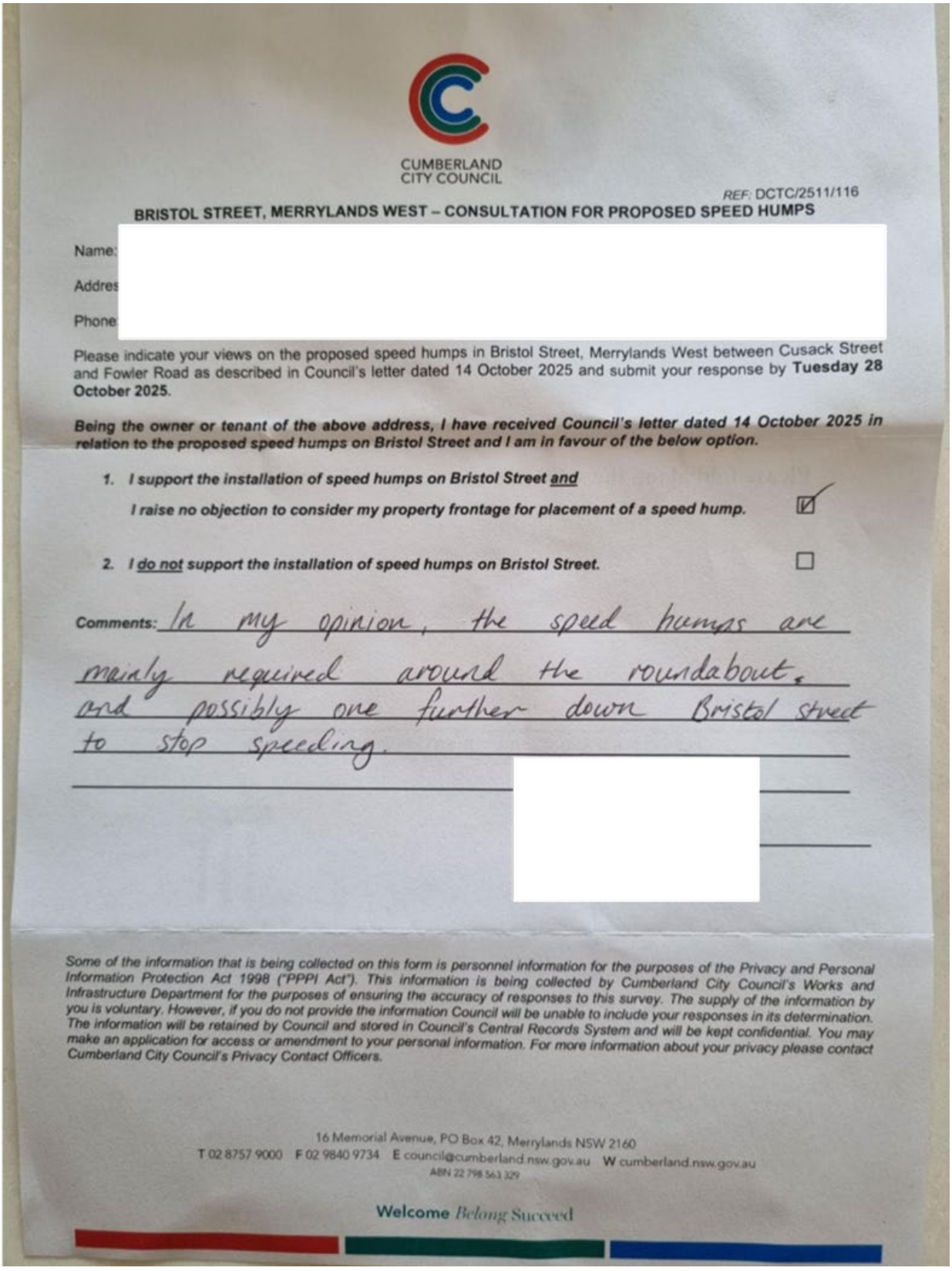
ATTACHMENTS

Nil

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-017

Attachment 2

Submissions



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Addres

Phone

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: In my opinion, the speed humps are mainly required around the roundabout, and possibly one further down Bristol street to stop speeding.

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ____

Addres ____

Phone:

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Bristol Street.*** ☑

Comments: NO SPEED HUMPS PLEASE ANYWHERE
MAYBE A ROUNDABOUT AS THE CARS WITH THOSE STUPID EXHAUST BACKFIRE WOULD MAKE A NOISE HAVING TO SLOW AND SPEED UP.
NOT THAT I LIKE THE IDEA BUT A FIXED SPEED CAMERA WOULD KEEP TRAFFIC SETTLED

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From:
Sent: Wed, 14 May 2025 18:01:05 +1000
To: "Records Department" <council@cumberland.nsw.gov.au>
Cc:
Subject: [EXTERNAL] Ref. : DCTC/2411/50

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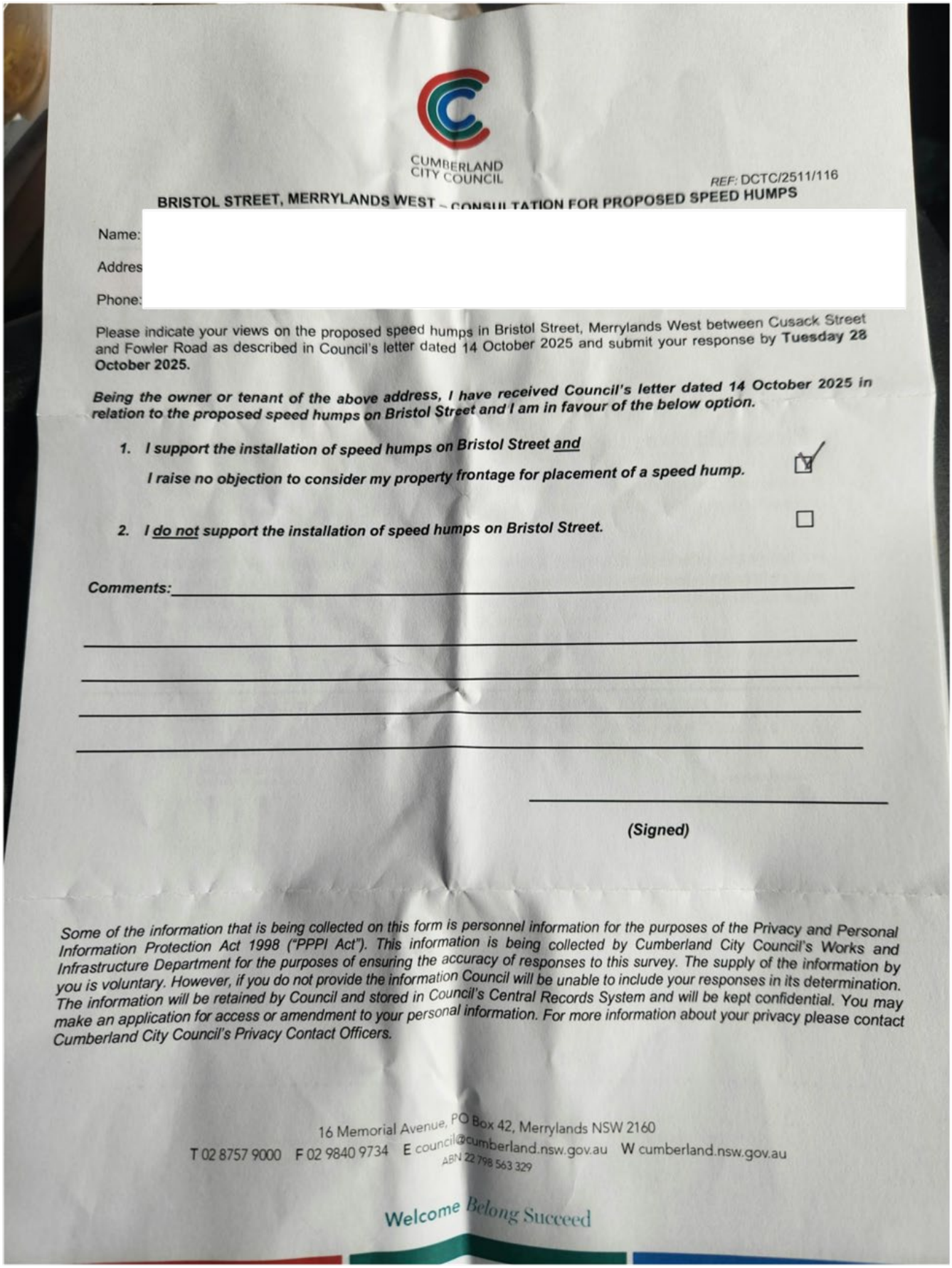
---

re: Bristol Street / Murphy Street, Merrylands West -
Proposed Parking Restrictions and Linemarking.

Thank you for your timely response to my concerns re the above ref. issue. As you would be aware, my fellow residents of Murphy Street share similar concerns and have likewise submitted their concerns to council.
The parking restrictions and linemarking as outlined in your proposal letter dated 8th May, 2025 look to providing us considerable reassurance that a resolution will hopefully be imminent.
As previously stated, it is the fear of the residents of Murphy Street that it may be only a matter of time until a serious collision (or God forbid, fatality) will occur if positive action is not taken soon.
The only point I would make is to question why the signage only indicates a 10m clearance on the left hand corner exiting Murphy Street, as it would still be very tight turning left into Bristol Street and possibly still require driving on to the wrong side of Bristol Street to complete the turn.
However, generally your proposal would seem most agreeable to me, and I'm sure to fellow residents, and am very appreciative for your attention to this matter.
I look forward to hearing confirmation of these actions at the council's soonest convenience.

Thank you & Best Regards,



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments:_____

_____

_____

_____

_____

_____

(Signed)

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ABN 22 798 563 329

Welcome Belong Succeed

From:
Sent: Wed, 14 May 2025 11:57:02 +1000
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Parking

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Thank you for your consultation concerning parking in Bristol and Murphy Street the proposed signage would help the problem but I feel turning left out of Murphy Street into Bristol Street also needs 23 meters as proposed for the right term our car parked 10 meters still blocks vision hoping our concerns are met and not subject to dispute regards

From:
Sent: Mon, 20 Oct 2025 15:31:06 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Bristol street Merrylands west- consultation for proposed speed humps

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To Whom It May Concern,

I am writing to express my opposition to the proposed installation of speed humps on our street.

While I understand the intent to improve safety, especially with a school nearby, I believe speed humps are not the right solution. They significantly increase wear and tear on our vehicles and contribute to elevated noise levels due to frequent braking and acceleration—especially from delivery trucks and buses.

Furthermore, speed regulation is fundamentally a law enforcement issue. Despite the school in the vicinity, we have not seen consistent police presence to deter speeding. Addressing this gap would be a more effective and less disruptive approach to improving road safety.

I respectfully urge the council to consider alternative solutions and to prioritize enforcement of existing traffic laws before implementing measures that may negatively affect residents' quality of life.

Thank you for your attention to this matter.

From:
Sent: Mon, 20 Oct 2025 17:56:22 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Regarding speed humps on Bristol street

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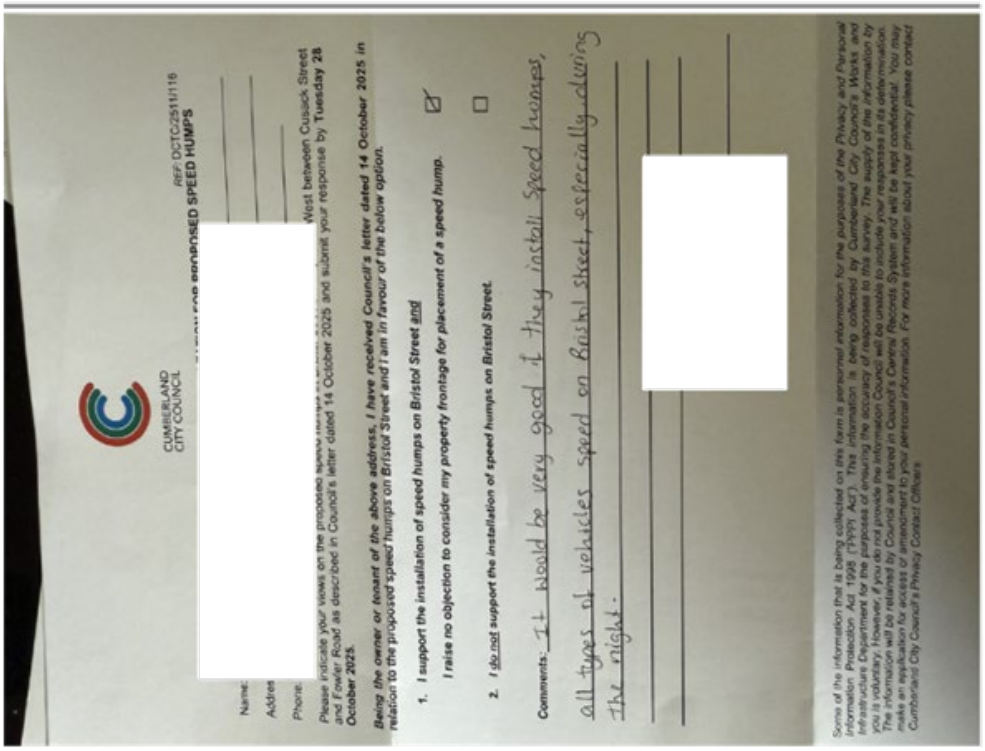

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

PROPOSED SPEED HUMPS

Name:
Address:
Phone:

Please indicate your views on the proposed speed humps ... West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: It would be very good if they install speed humps, all types of vehicles speed on Bristol Street, especially during the night.

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CUMBERLAND CITY COUNCIL

RECEIVED
21 OCT 2025

REF: DCTC/2511/116

BRISTOL STREET. MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:__

Address:

Phone: _

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: I dont object to speed humps on Bristol St as the traffic speed passing my house is above the speed limit. However I do object to having the speed hump placed accross my drivenay entrance as my family uses trailers to bring furniture into my house.

(Signed)

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Addres

Phone:

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Bristol Street.*** ☒

Comments: We don't support speed humps on our property frontage as we are opposite Lorraine Place & the second house away from Bowden St T-intersection. It would be dangerous to have them here. We do support them elsewhere in our street at appropriate distances away from Bowden St & the side streets. This would improve safty for residents & school children.

[redacted]

(Signed)

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Welcome *Belong* Succeed

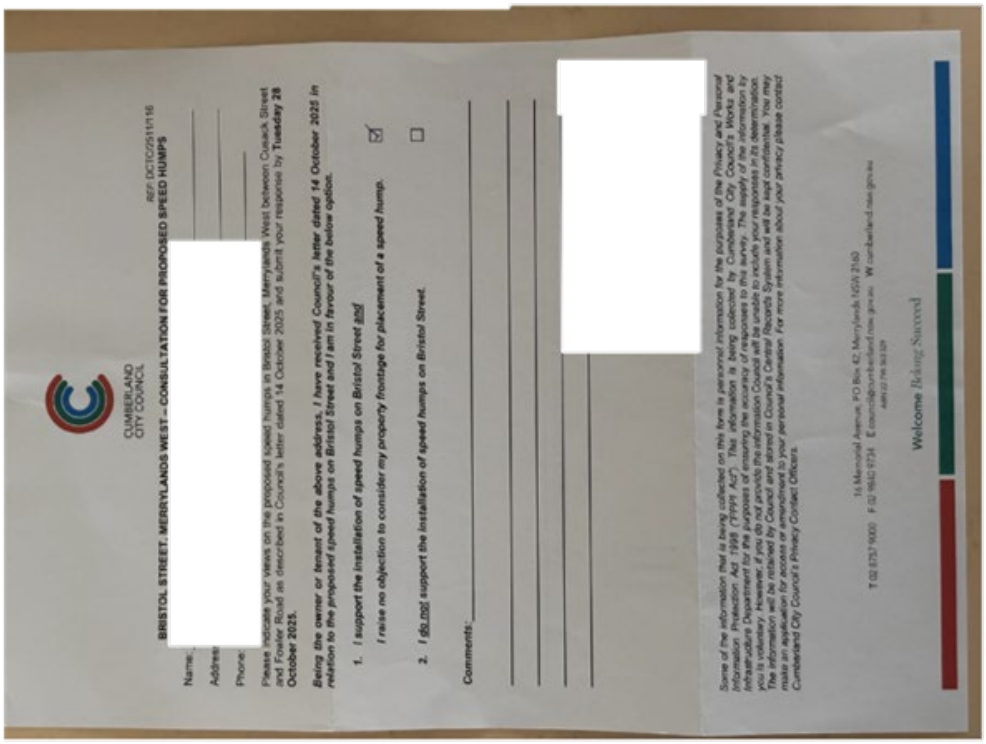
From:
Sent: Thu, 30 Oct 2025 13:32:27 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Bristol street, Merrylands west proposed speed humps

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Soma,

Please find attached reply regarding to Bristol street Merrylands west consultation for proposed speed humps for your reference.

Cheers,



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:
Address:
Phone:

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments:

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: Installation of speed humps within the Street is essential to promote safety.

[redacted]

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Welcome *Belong* Succeed

From:
Sent: Fri, 31 Oct 2025 09:26:13 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Bristol St, Merrylands West - Proposed Speed Humps

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Hi,

Apologies for the late response as I have been away.
As per our telephone conversation at 9:15am, the letter received

I understand the speed humps will be placed between Cusack Street and Fowler Road.
I noticed that drivers speed most the stretch from Sherwood Road to Murphy St.
Being the owner of I support the installation of speed humps on Bristol Street as I have noted in previous correspondence, a lot of drivers speed down Bristol St as they use the street as a short cut.

From:
Sent: Wed, 21 May 2025 21:10:29 +1000
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] re: "No Stopping" signs proposal for Bristol / Murphy Streets, Merrylands West.

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phone, this response (written by her) is being sent from this email address on her behalf.]

The only concern that I have is the 10m "No Stopping" sign in front . That is: why it is not same as proposed 23m sign in front of

Turning left from Murphy Street is also dangerous, as cars are hidden from view until right upon us. They are travelling up from Fowler Road and a row of parked cars on the left side of Bristol Street obscure them from view.

Please take this into consideration, as this T - intersection is an accident waiting to happen.

To give you some perspective of my concerns, I would like to relate the following -
In April, 1983 a beautiful 5 year old girl was killed on Bristol Street and died in our gutter.
We all do not want to lose one more person.

Thank you for your interest in this matter, in anticipation of a swift and positive response.

29 OCT 2025
BY:

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address _____

Phone: _____

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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1. ***I support the installation of speed humps on Bristol Street and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: _____

_____

_____

_____

_____

_____

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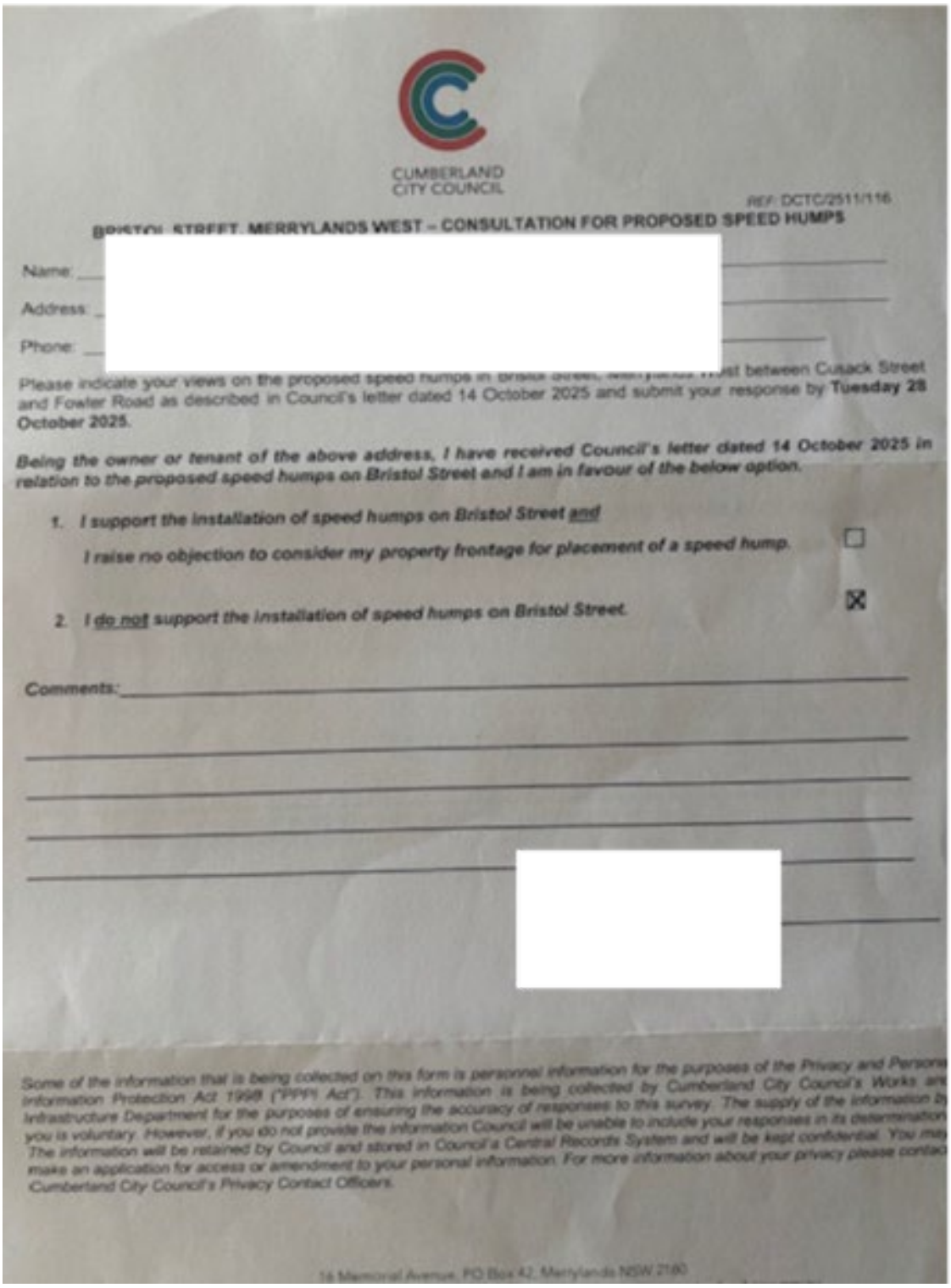

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Bristol Street.*** ☒

Comments:

[redacted]

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CUMBERLAND CITY COUNCIL

RECEIVED
30 OCT 2025
BY: .....

REF: DCTC/2511/116

BRISTOL STREET. MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ____

Address: __

Phone: ___

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Bristol Street.*** ☑

Comments: Whilst agree road speed and noise in area concern, we don't believe speed humps would have any effect on safety.

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ABN 22 798 563 329

RECEIVED
31 OCT 2025
BY: .....
CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Addres _____

Phone: _____

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Bristol Street.*** ☑

Comments: _____

_____

_____

_____

_____

_____

(Signed)

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From:
Sent: Tue, 13 May 2025 18:46:52 +1000
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Murphy Street Proposal!

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Sent fro **To whom it may concern,**
I am sending a submission for the proposed signage and line marking at the intersection of Bristol Street and Murphy Street, Merrylands West.
I strongly agree with this proposed signage and line marking as I have frequently made enquiries to the Council about this matter and I am in full support of this. This is evident through my participation at the recent meeting
I moved to this street almost two years ago and since then I have experienced extreme and dangerous situations when trying to exit and enter my property. I am concerned for my safety and the safety of my family and the street residents.
I and the various residents of this street have been involved in numerous car incidents and we continue to fear for our safety when we exiting and entering the street.
This is damaging our daily life and we hope this new development will resolve this ongoing problems.

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/116

BRISTOL STREET, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Please indicate your views on the proposed speed humps in Bristol Street, Merrylands West between Cusack Street and Fowler Road as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Bristol Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Bristol Street and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Bristol Street.*** ☐

Comments: _____

Speed humps will result in lower traffic speed and improve safety

_____

_____

_____

_____

_____

(Signed)

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Welcome *Belong* Succeed

Item No: CLTF-26-018

LOCKWOOD STREET, MERRYLANDS - ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a speed hump on Lockwood Street, Merrylands outside No. 92 in accordance with the attached plan be supported.

2. The concerned residents be notified of the outcome.

REPORT

Cumberland Local Transport Forum (previously known as Cumberland Traffic Committee) at its meeting in August 2025 considered a report (CTC-25-182) regarding road safety concerns on Lockwood Street, Merrylands. Council resolved to prepare detailed design of speed humps and undertake consultation with directly affected residents in Lockwood Street.



Locality Plan

Consultation was carried out with the directly impacted residents in Lockwood Street accordingly in November 2025. A total of 12 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received one response (8% response rate), which supported the proposed speed hump.

Based on the responses, it is recommended that a speed hump be installed on Lockwood Street outside No 92 in accordance with the attached plan.

CONSULTATION

The proposal was notified to the impacted resident for a period of 14 days from 18 November 2025 to 2 December 2025.

A total of 12 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received one response (8% response rate), which supported the proposed speed hump.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Plan – Lockwood Street, Merrylands – Proposed speed hump
2. Previous Report – CTC-25-182
3. Submission

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-018

Attachment 1

Plan – Lockwood Street, Merrylands – Proposed speed hump


BURNETT ST
WALPOLE ST
230M
103M
10M
5M
NO.92A
NO.92
NO.90
NO.89
NO.87A
NO.87
LEGEND
PROPOSED SPEED HUMP
TITLE: LOCKWOOD ST, MERRYLANDS BETWEEN BURNETT ST AND WALPOLE ST - PROPOSED SPEED HUMP
File Number:
Drawn By: L.C
Date: 13/11/25
Scale: NTS
CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-018

Attachment 2

Previous Report – CTC-25-182

Item No: CTC-25-182

LOCKWOOD STREET BETWEEN WALPOLE STREET AND BURNETT STREET, MERRYLANDS – CONSULTATION RESULTS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received concerns from a local resident for the installation of traffic calming devices on Lockwood Street between Walpole Street and Burnett Street, Merrylands due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that;

1. **The installation of speed humps in Lockwood Street between Walpole Street and Burnett Street, Merrylands be supported in principle.**

2. **Council prepare design of the speed humps, undertake consultation with the adjacent residents and report back to the Traffic Committee if objections are received.**

REPORT

Cumberland Traffic Committee (CTC) at its meeting in February 2025 considered a report (CTC-25-052) regarding road safety concerns on Lockwood Street between Walpole Street and Burnett Street, Merrylands. Council resolved to undertake consultation with the residents along this section of Lockwood Street to assess support for the installation of speed humps as a traffic calming device in the street.

Consultation was carried out with the residents of Lockwood Street accordingly in May 2025. A total of 58 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received 10 responses (17% response rate), with six responses (60%) in support of the proposed speed humps and four responses (40%) opposed.

Based on the above results, a further investigation was undertaken, which found that speed humps cannot be installed at the standard spacing of 80–120 metres due to multiple driveways and the road geometry. However, it was identified that a speed hump can be installed outside the park next to No. 100, which is located near the midpoint of the street and would not impact any residents.



To reduce vehicle speeds and improve safety for all road users along this section of Lockwood Street, it is recommended that Council proceed with the design and construction of a speed hump outside the park near No. 100.

CONSULTATION

The proposal was consulted with residents of Lockwood Street between Walpole Street and Burnett Street, Merrylands for a period of 14 days from 9 May 2025 to 23 May 2025. Council received 10 response (17% of the total letters sent) and it 6 responses (60%) supported, and 4 responses (40%) objected to the proposal.

Council will undertake a consultation with the adjacent residents if the proposed is supported by the committee.

ATTACHMENTS

1. Submissions
2. Previous report of CTC-25-052
3. Previous Minutes of CTC-25-052

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-018

Attachment 3

Submission

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/128

LOCKWOOD STREET, MERRYLANDS – PROPOSED SPEED HUMP

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed hump in Lockwood Street, Merrylands between Burnett Street and Walpole Street as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to road safety concerns and the installation of speed hump in Lockwood Street and I am in favour of the below option/s.

1. ***I support the installation of speed hump in Lockwood Street in accordance with the attached plan.*** ☑
2. ***I do <u>not</u> support the installation of speed hump in Lockwood Street.*** ☐

Further comments:

You need good signage & remove trees in that area.

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Welcome *Belong* Succeed

Item No: CLTF-26-019

WHALANS ROAD, GREYSTANES – ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of speed humps on Whalans Road, Greystanes outside Nos. 56, 169 and 185 in accordance with the attached plan be supported.

2. The installation of warning signs on Whalans Road, Greystanes outside Nos. 68 and 127 in accordance with the attached plan be supported.

3. The concerned residents be notified of the outcome.

REPORT

Cumberland Local Transport Forum (previously known as Cumberland Traffic Committee) at its meeting in August 2025 considered a report (CTC-25-178) regarding road safety concerns on Whalans Road, Greystanes. Council resolved to prepare detailed design of speed humps and undertake consultation with directly affected residents in Whalans Road.

Consultation was carried out with the directly impacted residents in Whalans Road accordingly in November 2025. A total of 27 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received five responses (19% response rate), with three responses (60%) in support of the proposed speed humps and two responses (40%) opposed.

Based on the responses received and considering the presence of two existing roundabouts in the street, it is recommended that speed humps be installed on Whalans Road outside Nos. 56, 169, and 185, and the proposed speed humps outside Nos. 68 and 127 be replaced with warning signage due to objections received.

CONSULTATION

The proposal was notified to the impacted resident for a period of 14 days from 18 November 2025 to 2 December 2025.

A total of 27 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received five responses (19% response rate), with three responses (60%) in support of the proposed speed humps and two responses (40%) opposed.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

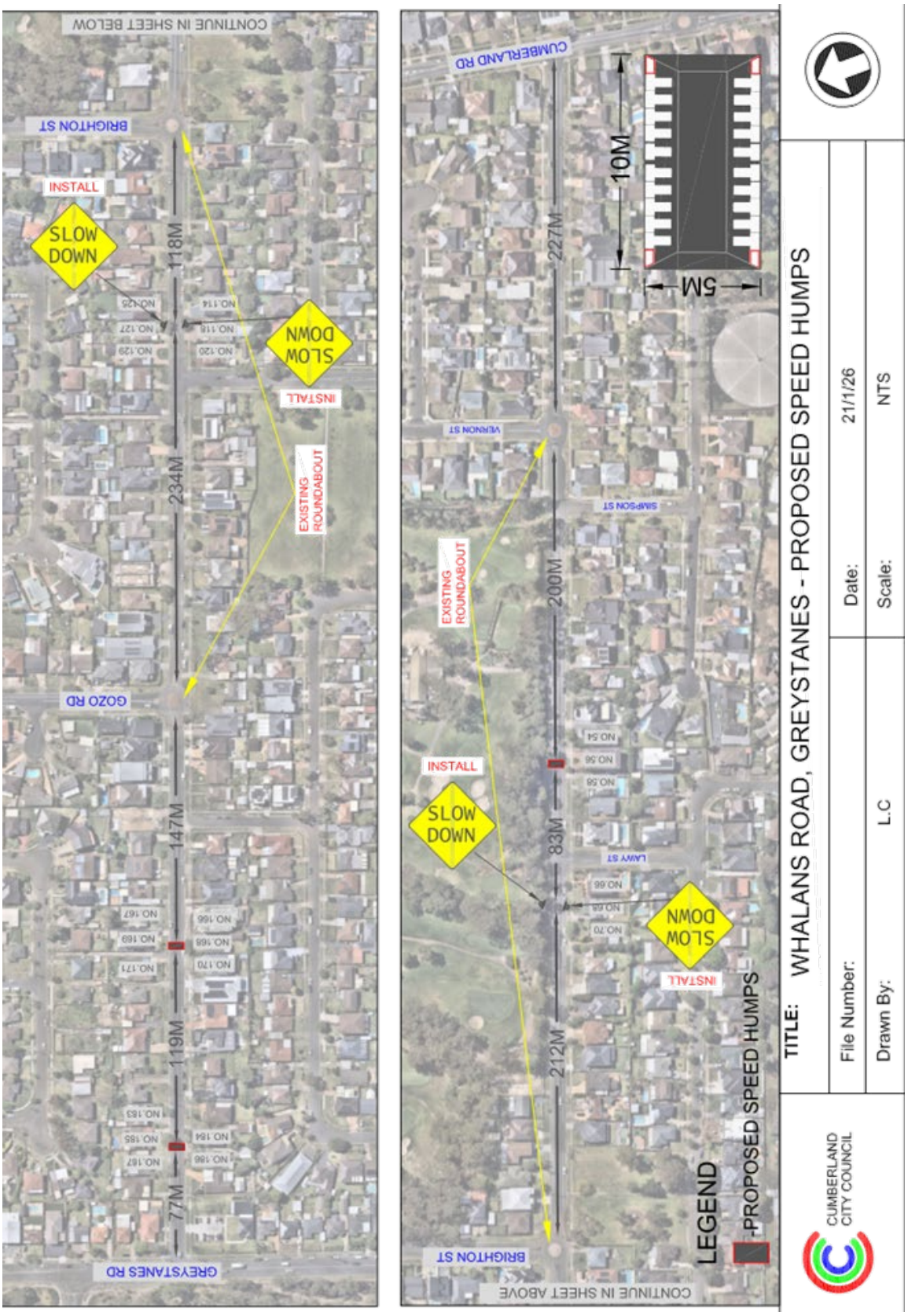
ATTACHMENTS

1. Plan – Whalans Road, Greystanes – Proposed speed hump and warning signs
2. Previous Report – CTC-25-178
3. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-019

Attachment 1

Plan – Whalans Road, Greystanes – Proposed speed hump and warning signs


CONTINUE IN SHEET BELOW
BRIGHTON ST
INSTALL
SLOW DOWN
118M
234M
147M
119M
77M
GOZO RD
GREYSTANES RD
EXISTING ROUNDABOUT
CUMBERLAND RD
227M
10M
5M
200M
83M
212M
LEGEND
PROPOSED SPEED HUMPS
CONTINUE IN SHEET ABOVE
TITLE: WHALANS ROAD, GREYSTANES - PROPOSED SPEED HUMPS
File Number:
Drawn By: L.C
Date: 21/1/26
Scale: NTS
CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-019

Attachment 2

Previous Report – CTC-25-178

Item No: CTC-25-178

WHALANS ROAD, GREYSTANES - ROAD SAFETY CONCERNS – CONSULTATION RESULT

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Prospect*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has undertaken consultation with residents for the proposed speed humps in Whalans Road, Greystanes.

This report outlines the outcome of the review.

RECOMMENDATION

The Traffic Committee recommends that:

1. **The installation of speed humps on Whalans Road, Greystanes be supported in principle.**
2. **Council prepares design of the speed humps, undertake consultation with directly affected residents and report back to Traffic Committee.**
3. **The concerned residents be notified of the outcome.**

REPORT

Cumberland Traffic Committee (CTC) at its meeting in February 2025 considered a report (CTC-25-043) regarding road safety concerns on Whalans Road, Greystanes. Council resolved to undertake consultation with the residents of Whalans Road, Greystanes on the installation of traffic calming and report back to Cumberland Traffic Committee.

Consultation was carried out with the residents of Whalans Road in May 2025. Council received 40 responses (22% of the total letters sent) by the closing date, including one duplicate response from the same address and one anonymous response. Of the 38 valid responses, 21 (54%) supported the proposed speed hump, 16 (41%) opposed it, and 1 (5%) did not indicate a preference.

Based on these results, as the majority of residents indicated support, it is recommended that the installation of speed humps be approved in principle, Council

preapres a design of the speed humps and undertakes consultation with directly affected residents.

CONSULTATION

The proposal was notified to the impacted resident for a period of 14 days from 9 May 2025 to 23 May 2025. A total of 38 valid responses were received.

ATTACHMENTS

1. Previous Report – CTC-25-043
2. Previous Minutes – CTC-25-043
3. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-019

Attachment 3

Submissions

CUMBERLAND CITY COUNCIL

RECEIVED
26 NOV 2025
BY: .....

REF: DCTC/2511/125

WHALANS ROAD, GREYSTANES – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _

Please indicate your views on the proposed speed humps in Whalans Road as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps in Whalans Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Whalans Road*** **as per the attached plan.** ☐
2. ***I do not support the installation of any speed humps on Whalans Road.*** ☑

Comments: THEY CREATE NOISE POLLUTION WITH BRAKING AND GOING OVER THEM. THEN PEOPLE REV THEIR CARS IN BETWEEN AT HIGH REVS IN FRUSTRATION. I STRONGLY OBJECT. PATHETIC SOLUTION TO SAY SPEED CAMERAS.

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
02 DEC 2025
BY: ..... REF: DCTC/2511/125

WHALANS ROAD, GREYSTANES – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Addres

Phone:

Please indicate your views on the proposed speed humps in Whalans Road as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps in Whalans Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Whalans Road*** **as per the attached plan.** ☒
2. ***I do not support the installation of any speed humps on Whalans Road.*** ☐

Comments:_____

_____

_____

_____

_____

(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
26 NOV 2025
DX:

REF: DCTC/2511/125

WHALANS ROAD, GREYSTANES – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _

Please indicate your views on the proposed speed humps in Whalans Road as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps in Whalans Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Whalans Road*** **as per the attached plan.** ☐
2. ***I do not support the installation of any speed humps on Whalans Road.*** ☑

Comments: I SAID IT BEFORE AND I'LL SAY IT AGAIN.
NO TO SPEED HUMPS.
THE MAIN REASON IS THE TRADIES LEAVE HOME AS EARLY AS 5AM, WHEN THEY GO OVER THE SPEED HUMPS EVERYTHING THEY HAVE IN THEIR ALUMINIUM TRAY BOUNCES UP & DOWN AND IT MAKES A RACKET, WE'RE RETIRED AND WE LOVE OUR LITTLE SLEEP IN. THANKS FOR UNDERSTANDING.

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

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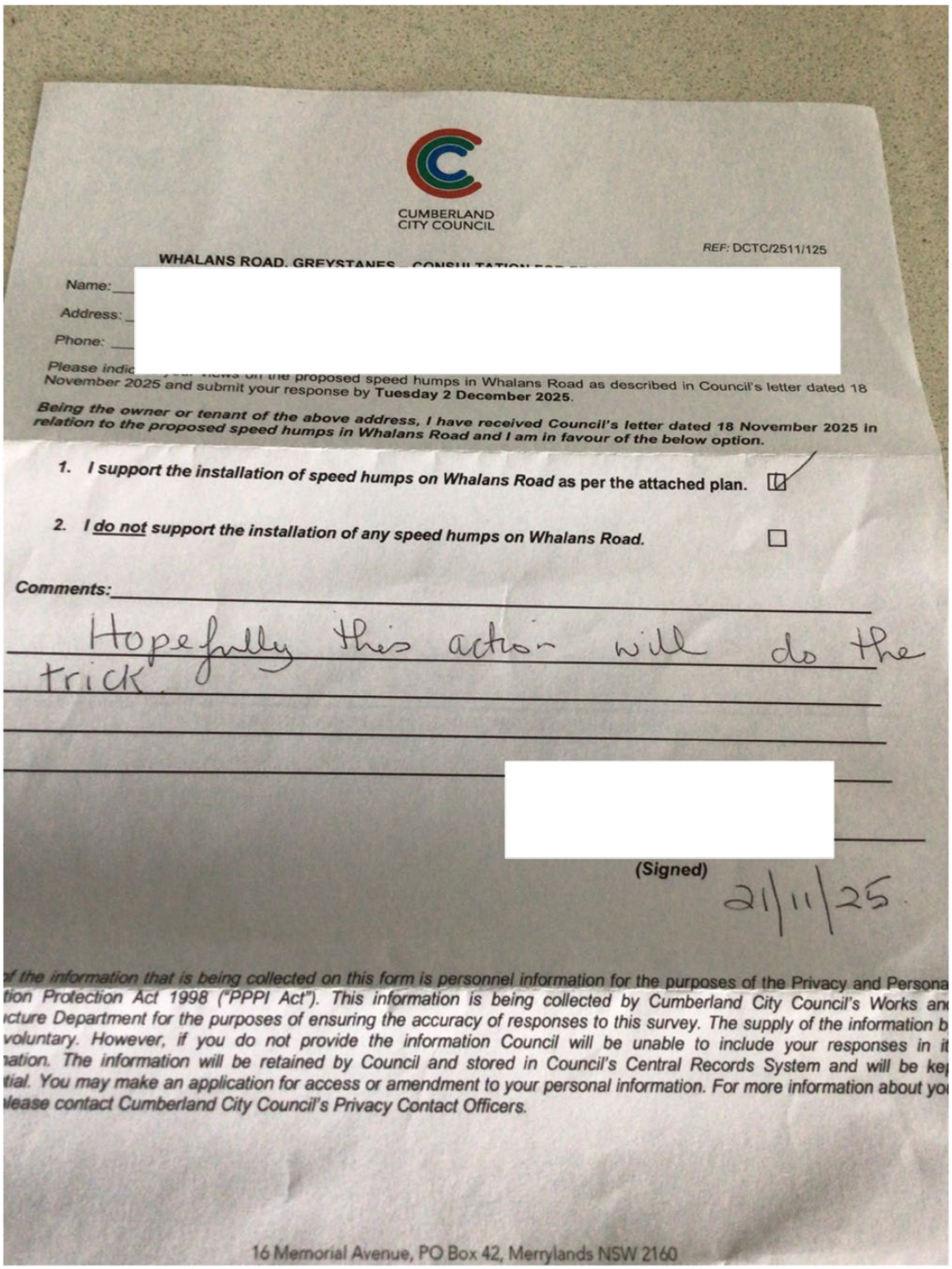

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/125

WHALANS ROAD, GREYSTANES – CONSULTATION FOR

Name:

Address:

Phone:

Please indic… views on the proposed speed humps in Whalans Road as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps in Whalans Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Whalans Road as per the attached plan.*** ☑
2. ***I do not support the installation of any speed humps on Whalans Road.*** ☐

Comments: Hopefully this action will do the trick.

(Signed)

21/11/25

…f the information that is being collected on this form is personnel information for the purposes of the Privacy and Persona… …tion Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works an… …ucture Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information b… …voluntary. However, if you do not provide the information Council will be unable to include your responses in it… …nation. The information will be retained by Council and stored in Council's Central Records System and will be ke… …tial. You may make an application for access or amendment to your personal information. For more information about yo… …lease contact Cumberland City Council's Privacy Contact Officers.

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CUMBERLAND CITY COUNCIL

RECEIVED
24 NOV 2025

REF: DCTC/2511/125

WHALANS ROAD, GREYSTANES – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Addres

Phone:

Please indicate your views on the proposed speed humps in Whalans Road as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps in Whalans Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Whalans Road*** **as per the attached plan.** ☑
2. ***I do not support the installation of any speed humps on Whalans Road.*** ☐

Comments: its over. Done deal

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

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Welcome *Belong* Succeed

Item No: CLTF-26-020

AUBURN ROAD, AUBURN BETWEEN NORVAL STREET AND WATER STREET – ROAD SAFETY CONCERNS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council consult with the residents of Auburn Road, Auburn between Norval Street and Water Street to assess support or otherwise for the provision of speed humps in the street.

2. The concerned resident be notified of the outcome.

REPORT

Council has received a request from a local resident for the installation of traffic calming devices on Auburn Road, Auburn between Norval Street and Water Street due to concerns about speeding.

Auburn Road is a local road that runs in a north-south direction with a speed limit of 50km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road in accordance with the Road Rules, unless otherwise signposted.

The map below shows the location of the concerned section of Auburn Road.



Locality Plan

The latest Centre for Road Safety crash data indicated that there were no reported accidents related to speeding at this section of Auburn Road, Auburn in the last 5 years.

A traffic count was undertaken on Auburn Rd near No.189 Auburn Road, Auburn in October 2025. The results of the traffic count indicated the following:

- Average Daily Traffic (ADT) = 2,223 veh/day
- 85th percentile speed = 54 km/h
- Mean (average) vehicle speed = 46 km/h

The results of the traffic count and recorded crash history have been used to determine the need for the installation of traffic calming devices in accordance with the criteria set out in Council's Local Traffic and Transport Policy and Guidelines for Local Area Traffic Management (LATM). The LATM assessment is summarised in the table below.

Table 1 - Auburn Road (outside No.189) – LATM Assessment Points

Criteria	Maximum Score	Score Achieved
Traffic Study Data	**60**	**15**
Local Characteristics	**40**	**21**
Total	**100**	**36**

Table 2 - Auburn Rd, Auburn – Recommended Actions

Points (out of 100)	Recommended Action(s)
61-100	· Report to Cumberland Transport Forum with a recommendation of providing traffic calming. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.
41-60	· Monitor and review traffic data after 6 months. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.
25-40	· Monitor and review traffic data after 12 months. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.
<25	· Do nothing.

Speed	· Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement. · Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

Based on the assessment, given the 85th percentile speed exceeds the default speed limit, it is recommended that Council consult with residents of this section of Warwick Road to assess support or otherwise for the installation of speed humps in the street and this location referred to the Local Area Command of the NSW Police for monitoring and/or enforcement.

CONSULTATION

Consultation will be undertaken if recommended by the Cumberland Local Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

Nil

Item No: CLTF-26-021

WARWICK ROAD, MERRYLANDS BETWEEN LEEDS STREET AND MERRYLANDS ROAD – ROAD SAFETY CONCERNS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council consult with the residents of Warwick Road, Merrylands between Leeds Street and Merrylands Road to assess support or otherwise for the provision of speed humps in the street.

2. The street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement.

3. The concerned resident be notified of the outcome.

REPORT

Council has received concerns from a local resident for the installation of traffic calming devices on Warick Road, Merrylands between Leeds Street and Merrylands Road, Merrylands due to speeding concerns.

Warwick Road is a local road that runs in a north-south direction with a speed limit of 50km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless otherwise signposted.

Currently, the intersection of Warwick Road and Leeds Street is controlled by a roundabout with speed humps installed on all approaches

The map below shows the location of the site.



Locality Map

The latest Centre for Road Safety accident data indicated that there were no reported accidents related to speeding at this section of Warwick Street in the last 5 years.

A traffic count was undertaken on Warwick Rd, Merrylands near No.25 in October 2025. The results of the traffic count indicated the following:

- Average Daily Traffic (ADT) = 1,786 veh/day
- 85th percentile speed = 55 km/h
- Mean (average) vehicle speed = 48 km/h

The results of the traffic count and recorded crash history have been used to determine the need for the installation of traffic calming device in accordance with the criteria set out in Council's Local Traffic and Transport Policy and Guidelines for Local Area Traffic Management (LATM). The LATM assessment is summarised in the table below.

Table.1 - Warwick Rd, Merrylands – LATM Assessment Points

Criteria	**Maximum Score**	**Score Achieved**
Traffic Study Data	60	15
Local Characteristics	40	19
Total	**100**	**34**

Table.2 - Warwick Rd, Merrylands – Recommended Actions

Points (out of 100)	**Recommended Action(s)**
61-100	· Report to Cumberland Transport Forum with a recommendation of providing traffic calming. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.
41-60	· Monitor and review traffic data after 6 months. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.

25-40	· Monitor and review traffic data after 12 months. · Report to Cumberland Transport Forum online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. · Consider community and stakeholder consultation on potential improvements.
<25	· Do nothing.
Speed	· Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement. · Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

Based on the assessment, given the 85th percentile speed exceeds the default speed limit by greater than 5km/h, it is recommended that Council consult with residents of this section of Warwick Road to assess support or otherwise for the installation of speed humps in the street and this location referred to the Local Area Command of the NSW Police for monitoring and/or enforcement.

CONSULTATION

Consultation will be undertaken if recommended by the Cumberland Local Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

Nil

Item No: CLTF-26-022

JEWELSFORD ROAD, WENTWORTHVILLE - ROAD SAFETY CONCERNS - CONSULTATION RESULTS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a speed hump on Jewelsford Road, Wentworthville be supported in principle.

2. Council undertake consultation with the directly affected and adjacent properties and report back to Cumberland Local Transport Forum if objections are received.

REPORT

Council has received concerns from a local resident for the installation of traffic calming devices on Jewelsford Road, Wentworthville due to speeding concerns.

Jewelsford Road is a local road that runs in a north-south direction with a speed limit of 50km/h. It has a width of approximately 10m and parking is permitted on both sides of the road in accordance with the Road Rules, unless otherwise signposted.

The map below shows the location of Jewelsford Road.



Locality Plan

The latest Centre for Road Safety crash data indicated that there were no reported accidents related to speeding in Jewelsford Road in the last 5 years.

A traffic count was undertaken on Jewelsford Road, Wentworthville in April 2025. The results of the traffic count indicated the following:

- Average Daily Traffic (ADT) = 1,288 veh/day
- 85th percentile speed = 55 km/h
- Mean (average) vehicle speed = 46 km/h

Considering the 85th percentile speed exceeds the default speed limit, Council conducted a consultation with residents in Jewelsford Road in November 2025. A total of 27 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received four responses (25% response rate). Of these, three responses including one anonymous submission supported the proposal, while one response objected.

Based on the consultation results, the majority of responses received by Council supported the installation of speed humps on Jewelsford Road, Wentworthville.

Therefore, it is recommended that the proposed installation of speed humps on Jewelsford Road be supported in principle and Council prepares a design of the speed humps and undertakes consultation with directly affected residents.

CONSULTATION

The proposal was notified to the residents in Jewelsford Road, Wentworthville for a period of 14 days starting from 18 November 2025 to 2 December 2025.

A total of 27 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council received four responses (25% response rate). Of these, three responses supported the proposal, while one response objected.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-022

Attachment 1

Submissions

CUMBERLAND CITY COUNCIL

02 DEC 2025

REF: DCTC/2511/132

JEWELSFORD ROAD, WENTWORTHVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _

Address:

Phone: _

Please indicate your views on the proposed speed humps in Jewelsford Road, Wentworthville as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps on Jewelsford Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Jewelsford Road and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Jewelsford Road.*** ☐

Comments: It very dangerous people are driving fast, I have a child with vision impairment, there are elderly people Also cats are getting run over

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

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T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

CUMBERLAND CITY COUNCIL

RECEIVED
02 DEC 2025

REF: DCTC/2511/132

JEWELSFORD ROAD, WENTWORTHVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _

Please indicate your views on the proposed speed humps in Jewelsford Road, Wentworthville as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps on Jewelsford Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Jewelsford Road and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Jewelsford Road.*** ☐

Comments: I strongly agree with having speed humps installed on our street. sadly, my pet dog was run over by a speeding vehicle a few years back and it has left me and my family devestated. Speed humps would also reduce the amount of cars that speed down our road to get to the M4 without having to go through traffic lights. I fully endorse the implementation of speed humps and hope this can happen sooner rather than later. There have been numerous near death accidents and I fear for the safety of my children and the others on our street.

___ ___

(Signed)

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/132

JEWELSFORD ROAD, WENTWORTHVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Addres _____

Phone: ____

Please indicate your views on the proposed speed humps in Jewelsford Road, Wentworthville as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps on Jewelsford Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Jewelsford Road and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Jewelsford Road.*** ☑

Comments: It is recommended that a roundabout be built at the T-Junction of Smith Street and Jewelsford Road. Smith Street is a very busy road, and a roundabout would slow down vehicles turning onto Jewelsford Road and guide them to stay within the center line. Smith Street is usually lined with parked cars on both sides, obstructing the view of vehicles exting Smith Street from Jewelsford Road. A roundabout would slow down vehicles and allow for a clear and safe exit from Smith street. Thus improving safety for vehicles on Jewelsford Road

_____ _____

(Signed)

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0 5 DEC 2025

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/132

JEWELSFORD ROAD, WENTWORTHVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Jewelsford Road, Wentworthville as described in Council's letter dated 18 November 2025 and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to the proposed speed humps on Jewelsford Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Jewelsford Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Jewelsford Road.*** ☐

Comments: _____

_____

_____

_____

_____

_____ _____

(Signed)

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

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Welcome *Belong* Succeed

Item No: CLTF-26-023

GUILDFORD ROAD, GUILDFORD - ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a speed hump fronting 270 Guildford Road, Guildford, in accordance with the attached plan, be supported.

2. Concerned and affected businesses be notified of the outcome.

REPORT

The Cumberland Local Transport Forum (formerly known as Cumberland Traffic Committee) at its meeting in June 2025 considered a report (CTC-25-134) regarding road safety concerns on Guildford Road, Guildford. Council resolved to support the installation of a speed hump in Guildford Road, Guildford outside No.270 in principle and undertake consultation with the affected businesses in the area.

Council officers door knocked affected businesses in Guildford Road near the proposed speed hump in October 2025. No objections were received. However, the following comments were made by the business owners:

1. Provision of an additional pedestrian crossing at this section of Guildford Road.

2. Provision of a new roundabout at major intersections near the site.

3. General concerns about noise, speeding and community safety.

Based on the responses, it is recommended that the proposed speed hump on Guildford Road outside No.270 in accordance with the attached plan be supported.

Council will consider and review the additional comments made during the consultation period as part of potential further improvements at this location.

CONSULTATION

Council officers door knocked the affected businesses in Guildford Road near the proposed speed hump in October 2025.

No objections were received.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Plan – Guildford Road, Guildford – Proposed speed hump
2. Previous Report - CTC-25-134

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-023

Attachment 1

Plan – Guildford Road, Guildford – Proposed speed hump


BOLTON ST
CLEAR
KEEP
RD
PROPOSED
25 km/h
PROPOSED
25 km/h
EXISTING
BUS ZONE
1P
Proposed Raised Threshold
GUILDFORD
TALBOT RD
TITLE: Guildford Road, Guildford - Proposed Raised Threshold
Date: 21/05/25
Scale: NTS
Drawn By: P.L
CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-023

Attachment 2

Previous Report - CTC-25-134

Item No: CTC-25-134

GUILDFORD ROAD, GUILDFORD – ROAD SAFETY CONCERNS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from local businesses for the installation of a traffic calming device on Guildford Road, Guildford between Talbot Road and Bolton Street due to safety concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that:

1. **The installation of a speed hump in Guildford Road, Guildford, outside No.270, as provided in the attached plan, be supported in principle.**
2. **Council undertake consultation on the proposal and provide a further report to the Traffic Committee if objections are received.**
3. **Concerned and affected businesses be notified of the outcome.**

REPORT

Council has received requests from local businesses for the installation of a traffic calming device on Guildford Road, Guildford between Talbot Road and Bolton Street due to safety concerns.

Guildford Road is a local road runs in an east-west direction between Palmer Street and Clyde Street. The section of interest is between Talbot Road and Bolton Street.

There are three existing pedestrian crossings including two raised and one at-level crossing situated in Guildford Road east of Railway Terrace up to Station Street which is approximately a 180 m section. There is also an existing raised threshold located near Roseberry Road 220 m away from the last raised pedestrian crossing near Station Street.

The section of Guildford Road west of Marian Street is signposted as 'High Pedestrian area' with a speed limit of 40 km/h.

The map below shows the location of Guildford Road section being considered:



The latest Centre for Road Safety Crash data indicated that there were two reported crashes in the section of Guildford Road under consideration in the 5 years ending June 2024.

Date	Location	DCA Code description
26/09/2019	265 Guildford Road	303 – Same- rear right
12/03/2020	100m east of Talbot Road	301 – Same- rear end

A traffic count was undertaken on Guildford Road between Bolton Street and Rosebery Road in February 2025.

The results of the traffic count on Guildford Road, between Station Street and Roseberry Street, indicated the following:

- Average Daily Traffic (ADT) (vehicles/day): 11,661
- 85th percentile speed (km/h): 37.7 km/h
- Mean (average) speed (km/h): 30.5 km/h

The distance between the last raised pedestrian crossing in Guildford Road near Station Street and the raised threshold (speed hump) near Roseberry Road is approximately 220 m. Based on the high volume of traffic and high pedestrian activity in the area, the installation of an additional speed hump could be considered in this section. Therefore, it is proposed to install a raised threshold (speed hump) in Guildford Road outside property No.270 near the Fire Station opposite Bolton Street.

CONSULTATION

Subject to endorsement, consultation will be undertaken on the proposal.

ATTACHMENTS

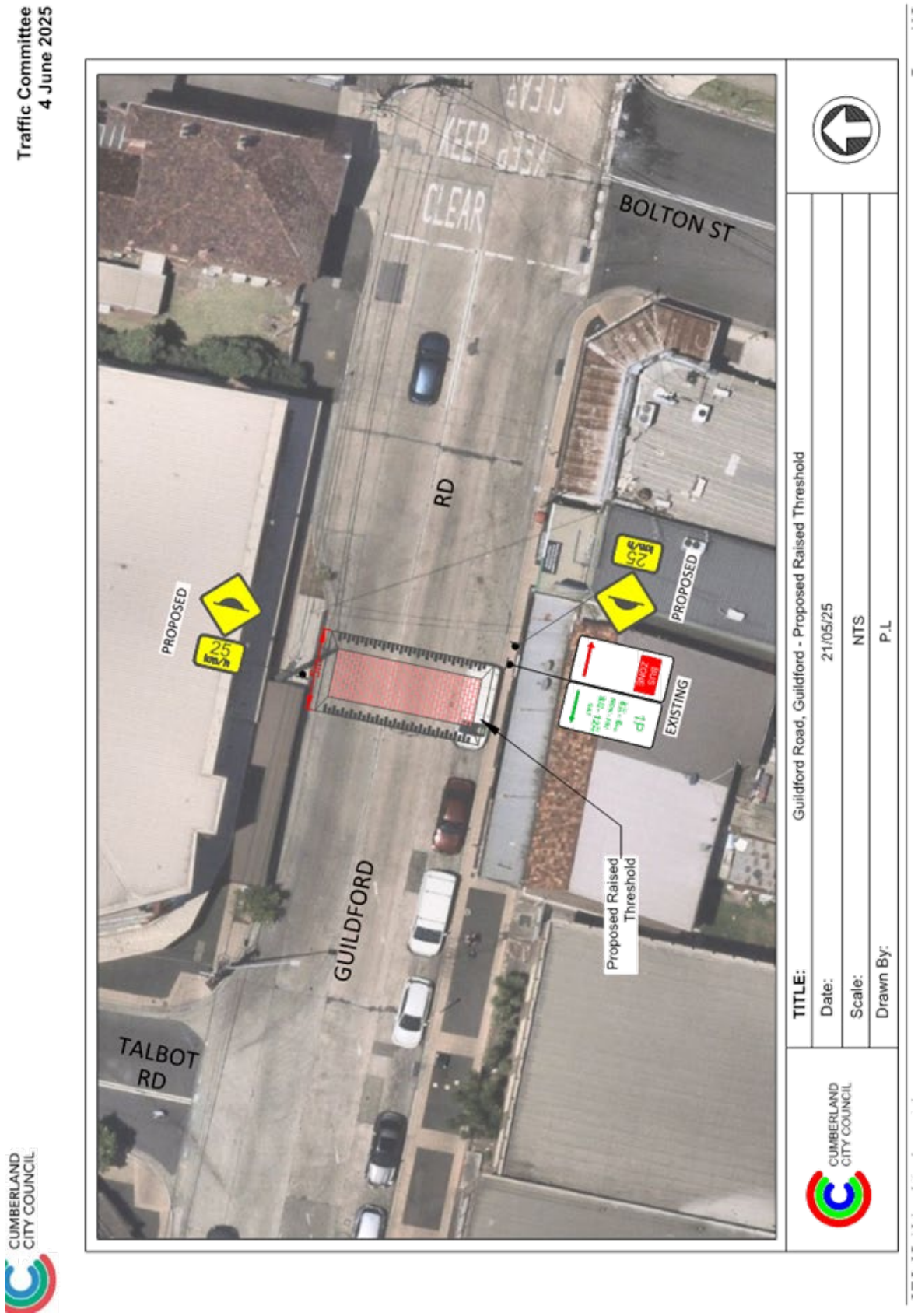
1. Plan - Guildford Road, Guildford - Proposed Speed Hump ⇩

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-134

Attachment 1

Plan - Guildford Road, Guildford - Proposed Speed Hump

Traffic Committee
4 June 2025



CUMBERLAND CITY COUNCIL

Item No: CLTF-26-024

KENYONS ROAD, MERRYLANDS WEST – ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The proposed installation of speed cushions in Kenyons Road, Merrylands West in accordance with the attached plan be approved.

2. Council notify affected/concerned residents of the outcome

REPORT

Cumberland Local Transport Forum (formerly known as Cumberland Traffic Committee) at its meeting in June 2025 considered a report (Item No. CTC-25-087) regarding road safety concerns on Kenyons Road. Council resolved to undertake consultation with the residents of Kenyons Road to assess support for the installation of traffic calming devices and provide a further report to the Cumberland Local Transport Forum.

Initial consultation

An initial consultation was carried out with the residents of Kenyons Road accordingly for 14 days between 16 October 2025 and 30 October 2025.

A total of 210 consultation letters were sent. Council received 23 responses (11% of the total letters sent) by the closing date excluding a duplicated response from one property. Thirteen (13) submissions (56% based on received submissions) supported the installation of speed humps while nine (39%) objected to the proposal. One submission indicated that while supporting speed humps, the resident did not want a speed hump outside their property.

Based on the submissions, Council could not position speed humps appropriately in accordance with the requirements of the Traffic and Transport Policy and Guidelines.

In view of the above, Council proposed to install speed cushions on the approaches to the two pedestrian refuges provided on Kenyons Road west of Torrens Street and east of Binda Street.

Second consultation

Council subsequently undertook further consultation with adjacent residents for the installation of these speed cushions on the approaches to the pedestrian refuges on Kenyons Road. A total of 120 letters and a plan were distributed. Council received 3 responses (2.5% of the total letters sent). Of these, one response supported the proposal, while two responses objected.

These speed cushions will enhance safety at the pedestrian refuges and overall safety in the street, and reduce speeds on Kenyons Road.

In view of the safety considerations on the approaches to the pedestrian refuges and the general support received for traffic calming on the street, it is proposed to proceed with the installation of speed cushions.

CONSULTATION

Two rounds of consultation were undertaken on the proposal at Kenyons Road.

The initial consultation was carried out with all the residents of Kenyons Road for 14 days between 16 October 2025 and 30 October 2025. Council received 23 responses.

A second consultation was undertaken with adjacent residents in Kenyons Road where speed cushions are proposed. The proposal was notified for a period of 14 days from 2 December 2025 to 16 December 2025. Council received three responses.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Plan – Kenyons Road, Merrylands West – Proposed speed cushions
2. Previous Report – CTC-25-087
3. Submissions - Initial consultation (October 2025)
4. Submissions - Consultation with directly affected properties (December 2025)

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-024

Attachment 1

Plan – Kenyons Road, Merrylands West – Proposed speed cushions

LEGEND
PROPOSED SPEED CUSHION
2000mm
2200mm
RUBBER SPEED HUMP
(75mm HIGH)
ARCADIA ST
BINDA ST
TORRENS ST
NO.33
NO.35
NO.37
NO.45
NO.52
NO.53-57
NO.100 & 102
4.6M
6M
5M
6M
EXISTING REFUGE ISLAND
EXISTING ROUNDABOUT
EXISTING REFUGE ISLAND
TITLE: KENYONS RD, MERRYLANDS WEST - PROPOSED SPEED CUSHIONS
File Number:
Date: 26/11/2025
Drawn By: L.C
Scale: NTS
CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-024

Attachment 2

Previous Report – CTC-25-087

Item No: CTC-25-087

KENYONS ROAD, MERRYLANDS WEST – ROAD SAFETY CONCERNS

RESOLUTION OF LOCAL TRAFFIC COMMITTEE AND RECOMMENDATION TO COUNCIL

That the Local Traffic Committee recommends, and Council resolves that Council consults with the resident of Kenyons Street, Merrylands West to assess support or otherwise for the installation of traffic calming devices and provide a further report to the Traffic Committee.

REPORT

Council has received a request from a local resident for the installation of traffic calming devices on Kenyons Road, Merrylands West due to speeding concerns.

Kenyons Road is a local road runs in an east-west direction from Fowler Road to Sherwood Road. The road is approximately 800m long with an existing roundabout at the intersection of Arcadia Street. The speed limit is 50km/h and parking is permitted on both sides of the road in accordance with the Road Rules unless otherwise signposted.

The map below shows the location of Kenyons Road:



Council officers have investigated the request for the installation of traffic calming devices on Kenyons Road in accordance with Council's Local Traffic and Transport Policy and Guideline.

The latest Centre for Road Safety accident data indicated that there were no reported accidents in Kenyons Road in the last 5 years ending June 2024.

A traffic count was undertaken on Kenyons Road in December 2024. The traffic count location is shown in red on the map above. The results of the traffic count indicated the following:

- Average Daily Traffic (ADT) = 9,026 veh/day
- 85th percentile speed = 54.4 km/h
- Mean (average) vehicle speed = 47.1 km/h

The results of the traffic count and recorded crashes were used in the assessment to determine the need for the installation of traffic calming devices on Kenyons Road in accordance with the Local Area Traffic Management (LATM) criteria set out in Council's Local Traffic and Transport Policy and Guideline.

The LATM assessment is summarised in the tables below:

Table 1 – Kenyons Road - LATM Assessment Points

Criteria	**Maximum Score**	**Score Achieved**
Traffic Study Data	60	15
Local Characteristics	35	20
Total	**100**	**35**

Table 2 – Kenyons Road – Action

Points (out of 100)	**Recommended Action(s)**
61-100	• Report to Cumberland Traffic Committee with a recommendation of providing traffic calming • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines • Consider community and stakeholder consultation on potential improvements
41-60	• Monitor and review traffic data after 6 months • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines • Consider community and stakeholder consultation on potential improvements
25-40	**• Monitor and review traffic data after 12 months** **• Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines** **• Consider community and stakeholder consultation on potential improvements**
<25	• Do nothing
Speed	• Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement

	• Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

The traffic count indicated that the recorded 85th percentile speed was 54.4 km/h which is above the speed limit of the street.

Based on the above assessment, Council will consult with the residents of Kenyons Road, Merrylands West to assess support for the installation of the traffic calming devices.

CONSULTATION

Subject to endorsement, consultation on the proposal will be undertaken.

At the meeting, there was no further discussion on this matter and the Local Traffic Committee endorsed the recommendation in the report.

ATTACHMENTS

Nil

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-024

Attachment 3

Submissions - Initial consultation (October 2025)

From:
Sent: Wed, 22 Oct 2025 09:47:33 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Kenyons Road Merrylands West - Proposed Speed Humps
Attachments: Kenyons Road Merrylands West - Proposed Speed Humps.pdf

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Soma,

Thanks for starting the consultation process for:
Kenyons Road Merrylands West - Proposed Speed Humps

The speed proposed speed humps can increase road safety in this area.

I support the Proposed Speed Humps.

I attached the consultation form as requested.

Best regards,

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: _____

_____

_____

_____

_____

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CUMBERLAND CITY COUNCIL

RECEIVED
27 OCT 2025
BY:

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☑

Comments: I do not want a speed hump infront of my house. They create ++ noise when cars go up & down. Cars will contine to speed before & after the hump – it is not a solution. – Just frustrating for all involved.
I will submit complaints if you install a hump near my property.

(Signed)

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ABN 22 798 563 329

CUMBERLAND CITY COUNCIL

RECEIVED
30 OCT 2025
BY:

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: 0 _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☒

Comments: It is going to be very difficult especially it is a very busy Road. Thank you.

(Signed)

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RECEIVED
23 OCT 2025

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ____

Address: ____

Phone: ____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***

   I raise ~~no~~ objection to consider my property frontage for placement of a speed hump. [X]

2. ***I do not support the installation of speed humps on Kenyons Road.*** [ ]

Comments: We really hope this will slow down the speeding drivers on this road at all hours of the day. We would request that No speed humps are placed infront of our property

(Signed)

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2 4 OCT 2025
CUMBERLAND CITY COUNCIL
BY: .....

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: _

Phone: __

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☑

Comments: KENYON RD IS NOT A LONG STREET, ALREADY WITH 2 ROUNDABOUTS, 1 SET OF TRAFFIC LIGHTS, 3 SAFETY ISLANDS AND SEVERAL CHICANE AREAS, WE DONT NEED MORE NOISE IN THE STREET., CARS ARE LOUD GOING OVER THE SPEED BUMPS AND THE SPEED UP STRAIGHT AFTER.

(signed)

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DX 2798 Merrylands

CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: ___

Phone: ___

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: The number of cars speeding on Kenyons Road late at night prompts us to answer 'yes' although sped humps are very annoying

(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: _____

_____

_____

_____

_____

_____ _____

(Signed)

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CUMBERLAND CITY COUNCIL

03 NOV 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☑

Comments: No speedhumps please.

_____

_____

_____

_____

_____

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025
BY:

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: Speed hump make the car speed slow down as we had few accident before. However, please don't make the speed humps too high otherwise it will distort people resident's sleeping. Please send only message or letter as we are living at work Thanks.

(Signed)

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Welcome *Belong* Succeed

ENTERED
31 OCT 2025
BY:

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Addres

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: We are both in our 70's with family living in Rubina St. At times it is a struggle to get across the road because of traffic & the speed of it at times. Thank you, they have been a long time coming. It might make it easier for children to get across to get to school

(Signed)

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CUMBERLAND CITY COUNCIL

2 7 OCT 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: The Good suggestion. Please go ahead.

(Signed)

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: I fully support speed humps on Kenyons Rd as I am sick of cars & motor bikes speeds between the roundabout. Thankyou!

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
04 NOV 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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Comments:

(Signed)

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CUMBERLAND
CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:____ _____

Address: __ _____

Phone: ___

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Comments:_____

_____

_____

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_____

(Signed)

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[redacted]

CUMBERLAND CITY COUNCIL

RECEIVED
28 OCT 2025
BY

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____ Mobile: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

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Comments: _____

_____

_____

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_____ _____

(Signed)

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

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Comments:_____

_____

_____

_____

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CUMBERLAND CITY COUNCIL

RECEIVED
28 OCT 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _

Address

Phone:

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: Our son have Austism, at time he ran out in the street without looking. This will help to reduce the speed on our road.

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025
CY

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: _

Phone: _

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2. ***I do not support the installation of speed humps on Kenyons Road.*** ☑

Comments:_____

_____

_____

_____

_____

_____ _____

(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
24 OCT 2025
BY: .....

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _

Address:

Phone: _

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☑

Comments: I definitely don't want them in front of my house, as the noise of the hoon driven car drivers taking off will disturb my sleeping daughter.

_____ _____

(Signed)

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RECEIVED
23 OCT 2025

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments:

(Signed)

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2 3 OCT 2025

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: _____

_____

_____

_____

_____

_____

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
27 OCT 2025

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Kenyons Road.*** ☐

Comments: it will be great.

_____

(Signed)

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ABN 22 798 563 329

From:
Sent: Mon, 3 Nov 2025 15:09:02 +1100
To: "Traffic" <traffic@cumberland.nsw.gov.au>
Cc: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Objection - no speed humps on Kenyons Rd, Merrylands. Object outside #14 Kenyons Rd

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Thanks for your time over the phone to discuss my objection for the installation of speed humps along Kenyons Rd, especially objecting of installation outside
(opposite park).

Please work in consultation with TfNSW & include in agenda item as part of LTF to discuss & review the following suggested traffic & speed calming treatments as an alternative to the installation of speed humps.
Please consider:
1.Installation of solar powered VMS retractable poles " Your speed" sign showing your speed with smiley face. Other Councils use these, result driven, positive driver attitude, lowers speed. Can be funded by TfNSW grant / program.
2. Continued use of TfNSW program funded speed streets campaign - keep using VMS boards on Kenyons Rd, as reminder to Slow Down to 50km/h on local roads
3. Increase signage - sign posting 50km, painted blocks on road, especially after roundabout, reinforcing/ reminding speed limit
4. Highlight double barrier (BB) lines
5. Include painting of dragons teeth markings along Kenyons Rd
6. Install more signs - children about and permanent Slow Down sign message
7.install pedestrian refuges and or planter
8. Conduct road safety educational campaign - letter box drop flyer, perhaps include Bin Stickers with 50km sign- increase speed visibility
9. Work with School Principals - Cerdon College & Merrylands High to include road safety messaging in school newsletters & electronic noticeboards, school comm apps
10. Look at the possibility of extending school zone with TfNSW
11. Use existing bus shelter(outside Cerdon College) as promotional real estate or Schools fence lines - cost effective real estate for road safety corflutes/ messages/ banners
12. Work in partnership with local BP as the community use this as a stop over for fuel etc - an opportunity to maximise road safety messages
13. Increase enforcement- Police radar, speed checks and include inTfNSW mobile speed camera loation, obviously out of the school zone area

Please consider the above, cost effective, reliable speed calming treatment options instead of installing speed humps which will create noise & also increase traffic congestion along surrounding streets/rds such as Merrylands Rd.

Appreciate your time in reviewing the above options and I look forward to hearing back from Council with a resolution.

Kind regar

CUMBERLAND CITY COUNCIL

RECEIVED
07 NOV 2025
DT: .....

REF: DCTC/2511/080

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Kenyons Road, Merrylands West as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Kenyons Road and I am in favour of the below option.

1. ***I support the installation of speed humps on Kenyons Road and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Kenyons Road.*** ☒

Comments: Please do not insert speed humps outside house:
enyons Rd, Merrylands. We do not support speed humps on
inyons Rd. Please work with TfNSW & LTF to look into other c
ffective speed calming treatments. Please consider "Your speed
th smiley face - solar VMS panel, sign posting - more signs with spe
inut 50km, also paint black on road with speed highlight double b
) lines use dragon teeth marking signs - children about, inste
ore pedestrian refuge, planter boxes, conduct road safety
ucational campaign, flyer + bin stickers with 50km/h
(Signed)
ork with Principals - Gerdan College & Merrylands High to
sert road safety educational messages continue use of
ards. work with enforcement - local Police. Perhaps look
ending school zone further down to help lower speed

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DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-024

Attachment 4

Submissions - Consultation with directly affected properties (December 2025)

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/150

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION OF THE

Name:

Addres

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions on the approaches to the existing refuge islands on Kenyons Road, Merrylands West as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to road safety concerns and the installation of speed cushions on Kenyons Road and I am in favour of the below option/s.

1. ***I support the installation of speed cushions near Binda Street in accordance with the attached plan.*** ☐
2. ***I support the installation of speed cushions near Torrens Street in accordance with the attached plan.*** ☐
3. ***I do not support installation of any speed cushions on Kenyons Road.*** ☑

Further comments:

_____

_____

_____

_____

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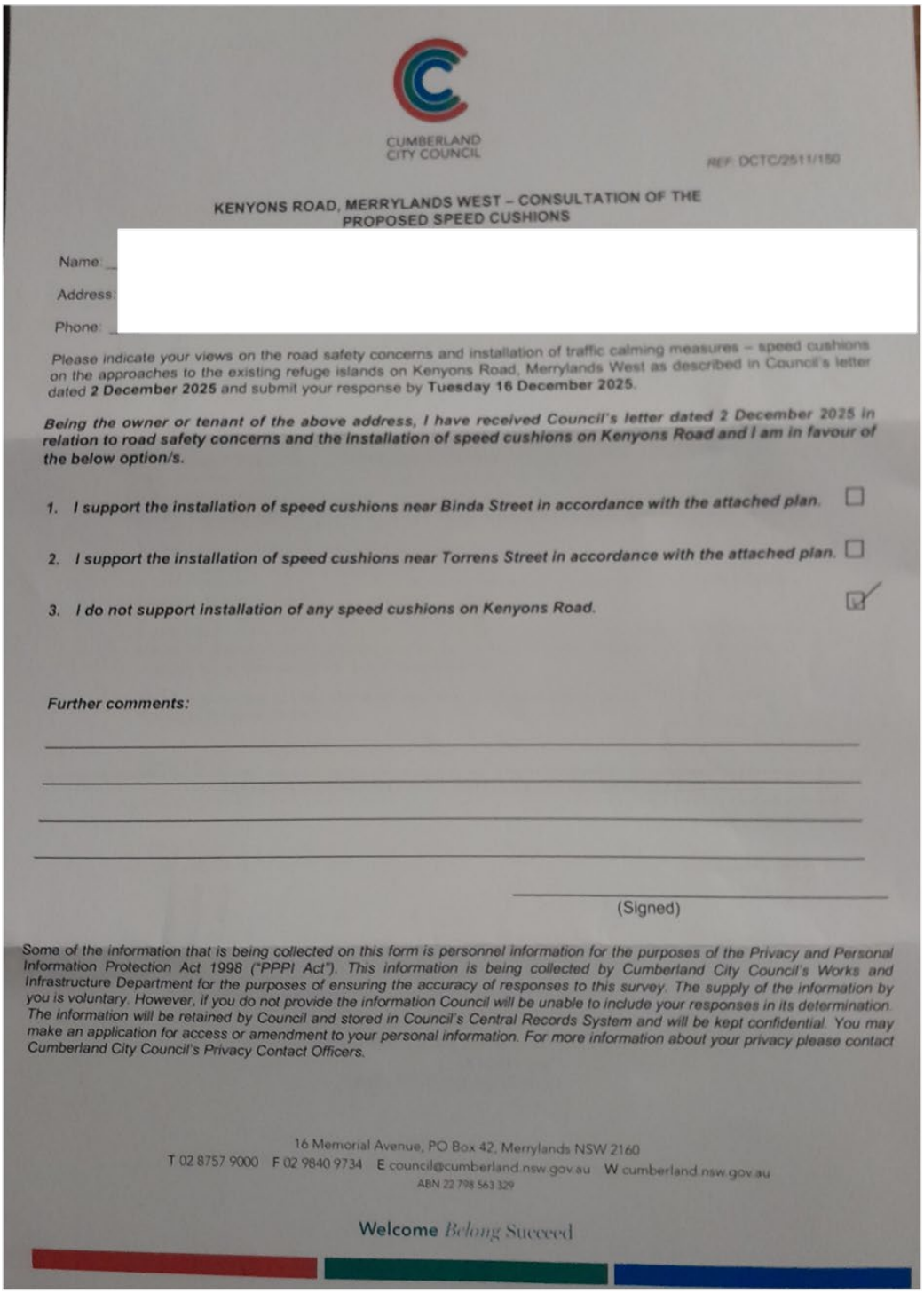

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/150

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION OF THE PROPOSED SPEED CUSHIONS

Name:

Address:

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions on the approaches to the existing refuge islands on Kenyons Road, Merrylands West as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025**.

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to road safety concerns and the installation of speed cushions on Kenyons Road and I am in favour of the below option/s.

1. ***I support the installation of speed cushions near Binda Street in accordance with the attached plan.*** ☐
2. ***I support the installation of speed cushions near Torrens Street in accordance with the attached plan.*** ☐
3. ***I do not support installation of any speed cushions on Kenyons Road.*** ☑

Further comments:

_____

_____

_____

_____

_____
(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
08 DEC 2025

REF: DCTC/2511/150

KENYONS ROAD, MERRYLANDS WEST – CONSULTATION OF THE PROPOSED SPEED CUSHIONS

Name:

Addres

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed cushions on the approaches to the existing refuge islands on Kenyons Road, Merrylands West as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to road safety concerns and the installation of speed cushions on Kenyons Road and I am in favour of the below option/s.

1. ***I support the installation of speed cushions near Binda Street in accordance with the attached plan.*** ☑
2. ***I support the installation of speed cushions near Torrens Street in accordance with the attached plan.*** ☑
3. ***I do not support installation of any speed cushions on Kenyons Road.*** ☐

Further comments:

_____

_____

_____

_____

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Item No: CLTF-26-025

ROSEBERRY STREET AND MARY STREET, MERRYLANDS AND SURROUNDING INTERSECTIONS - ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council investigate and prepare concept plans for enhancing road safety in the area bound by Hawksview Street, O'Neil Street, Roseberry Street and Mary Street, Merrylands and undertake consultation with the residents.

2. Council report back the results of the consultation to the Cumberland Local Transport Forum.

3. The concerned residents be notified of the outcome.

REPORT

Council has received road safety concerns at the intersections of Hawksview Street with Roseberry Street and O'Neil Street, Guildford. In addition, Council has also undertaken consultation with residents for the installation of speed humps in Roseberry Street, Merrylands.

The image below shows the locations of concern.



Roseberry Street safety concerns and consultation

Cumberland Local Transport Forum (previously known as Cumberland Traffic Committee) at its meeting in February 2025 considered a report (CTC-25-033) regarding road safety concerns at the intersection of Mary Street and Roseberry Street, Merrylands.

At its meeting in August 2025, Cumberland Local Transport Forum considered a report (CTC-25-181) regarding road safety concerns on Roseberry Street, Merrylands.

Council resolved to prepare a detailed design for speed humps on both streets and to undertake consultation with directly affected residents of Roseberry Street and Mary Street.

Consultation was carried out with the directly impacted residents in Roseberry Street and Mary Street accordingly in November 2025. A total of 17 letters were distributed with an attached survey form to the residents/owners.

By the closing date, Council had received 29 responses (a 171% response rate). Of these, only 16 were from residents who would be directly impacted, with the remaining responses from residents living in the surrounding area who would not be directly affected by the proposed speed humps.

Of the 16 responses from directly impacted residents, four supported the proposal while 12 objected.

Considering that previously date showed 85th percentile speed of traffic travelling along Mary Street and Roseberry Street exceeds the default speed limit, there was one recorded accident at the intersection of Mary Street and Roseberry Street related to vehicles failing to give way, and residents have continued to raise concerns about traffic conditions in the area, it is proposed that Council investigate alternative traffic calming devices in the area, including measures at the intersections of Roseberry Street and Mary Street.

Request for a pedestrian facility on Roseberry Street outside the church

Council has received pedestrian safety concerns on Roseberry Street outside the church being renovated and the Early Learning Centre. A request has been made for a pedestrian facility at this location. In addition, a request for signage for stopping funeral and wedding vehicles has been received at the church frontage. The location for the signage will be dependent on the proposed pedestrian facility and associated 'No Stopping' signage.

Hawksview Street and O'Neil Street

Concerns have been raised at the intersection of O'Neil Street and Hawksview Street, with requests for an intersection treatment to enhance road safety.

There are also concerns regarding the section of Hawksview Street between Roseberry Street and O'Neil Street which covers the side boundary of the church.

Next steps

In order to address the concerns raised in the area bound by Hawksview Street, O'Neil Street, Roseberry Street and Mary Street, it is recommended that Council further investigate and prepare concept plans for road safety and traffic improvements at this location. Subject to endorsement, consultation on the concept plans will be undertaken with residents and a report be presented to the Cumberland Local Transport Forum with the results for consideration.

CONSULTATION

The proposal for speed humps on Roseberry Street was notified to the impacted resident for a period of 14 days from 18 November 2025 to 2 December 2025.

A total of 17 letters were distributed with an attached survey form to the residents/owners. By the closing date, Council had received 29 responses (a 171% response rate).

Further consultation will be undertaken on concept plans for road safety and traffic improvements if recommended by the Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Previous Report – CTC-25-033
2. Previous Report – CTC-25-0181
3. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-025

Attachment 1

Previous Report – CTC-25-033

Item No: CTC-25-033

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – PROPOSED ROUNDABOUT

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from a local resident for the installation of a roundabout at the intersection of Roseberry Street and Mary Street, Merrylands due to safety concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommended that:

1. **The installation of speed cushions on Mary Street approaches at its intersection with Roseberry Street, Merrylands be supported.**
2. **Council undertake consultation with adjacent residents.**

REPORT

Mary Street is a local road that runs in a north-south direction with a posted speed limit of 50 km/h. It has a width of approximately 10.4m and parking is permitted on both sides of the road unless otherwise signposted.

Roseberry Street is a local road that runs in an east-west direction with a posted speed limit of 50 km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless signposted.

Roseberry Street and Mary Street form a four-way intersection, with priority given to Roseberry Street. Currently, there are 'Stop' signs and 'BL2' line markings on the approaches at this intersection provided on Mary Street.



Locality Plan

Council has received concerns from a local resident regarding road safety at the intersection of Roseberry Street and Mary Street.

The latest Centre for Road Safety crash data indicates that there was one reported crash at the intersection of Roseberry Street and Mary Street in the five years, ending September 2023. The accident details are listed in the table below.

Date	Location	Description
03/02/2022	Roseberry Street and Mary Street	Vehicle failed to give way

Traffic counts were undertaken in Roseberry Street and Mary Street, Merrylands in July 2024. The traffic count locations are marked on the same map above.

Traffic Count Data in Roseberry Street and Mary Street:

	Approach	Average daily traffic (Veh/day)	Average Peak Hour (Veh/hr)		85th %tile speed (Km/hr)	
			AM	PM	Towards the intersection	Both directions
Mary Street	Western	631	51	55	39.8	39.06
Roseberry Street	Southern	4201	283	341	53.3	53.82

The peak hour traffic volume in Mary Street is approximately six times less in comparison to Roseberry Street. It indicates that Mary Street has a lower priority, and this is reflected by the existing 'Stop' controls from Mary Street.

Considering the uneven traffic flow from the two streets, it suggests that there may be delays at the intersection if a roundabout is implemented. According to *Austroads Guide to Traffic Management Part 6 – Intersections, Interchanges and Crossings, Table 2.10: Key traffic management considerations in the selection of roundabouts.*

> *"Dominant flows on one approach may lead to excessive delay on the subsequent approach…"*

Based on the above and the lack of reported accidents, a roundabout at the intersection of Roseberry Street and Mary Street is not warranted and should not be supported.

However, the approach speed on Mary Street towards the STOP control at Roseberry Street is high considering the traffic count was taken near the intersection. It is proposed to install speed cushions on Mary Street on the approaches to the intersection to enhance safety at the intersection.

A plan is attached showing the details of the speed cushions.

CONSULTATION

Consultation will be undertaken if Traffic Committee recommends the proposed speed cushions.

ATTACHMENTS

1. Plan - Roseberry Street & Mary Street, Merrylands - Proposed speed cushions on Mary Street ⇩

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-033

Attachment 1

Plan - Roseberry Street & Mary Street, Merrylands - Proposed speed cushions on Mary Street

Traffic Committee
5 February 2025

CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-025

Attachment 2

Previous Minutes – CTC-25-181

CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

Item No: CTC-25-181

ROSEBERRY STREET BETWEEN HAWKSVIEW STREET AND MYALL STREET, MERRYLANDS – CONSULTATION RESULTS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received concerns from a local resident for the installation of traffic calming devices on Roseberry Street, Merrylands due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that:

1. **The installation of speed humps on Roseberry Street between Hawksview Street and Myall Street, Merrylands be supported in principle.**
2. **Council prepares design of the speed humps, undertake consultation with directly affected residents and report back to Traffic Committee.**
3. **The concerned residents be notified of the outcome**

REPORT

Cumberland Traffic Committee (CTC) at its meeting in February 2025 considered a report (CTC-25-049) regarding road safety concerns on Roseberry Street between Hawksview Street and Myall Street, Merrylands. Council resolved to undertake consultation with the residents of Roseberry Street between Hawksview Street and Myall Street, Merrylands to assess support for the installation of speed humps as a traffic calming device in the street. This recommendation was supported by Council.

Consultation was carried out with the residents of Roseberry Street accordingly in May 2025. A total of 35 letters were distributed with an attached survey form to the residents/owners. Council received seven responses (20% of the total letters sent) received by the closing date. Five responses (71%) supported the proposed speed humps, including one that indicated support but do not want the speed hump to be placed directly in front of the property. Two responses (29%) were opposed to the proposed speed humps.

Based on the above results, as majority of the residents supported the proposal, it is recommended that Council prepare design of the speed humps and consult with affected residents.

CONSULTATION

The proposal was consulted with residents of Roseberry Street between Hawksview Street and Myall Street for a period of 14 days from 9 May 2025 to 23 May 2025. Council received seven responses on the proposal.

ATTACHMENTS

1. Previous Report - CTC-25-049
2. Previous Minutes - CTC-25-049
3. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-181

Attachment 1

Previous Report - CTC-25-049

Item No: CTC-25-049

ROSEBERRY STREET BETWEEN HAWKSVIEW STREET AND MYALL STREET, MERRYLANDS – ROAD SAFETY CONCERNS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from a local resident for the installation of traffic calming devices on Roseberry Street between Hawksview Street and Myall Street, Merrylands due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Cumberland Traffic Committee recommends that Council undertake consultation with the residents of Roseberry Street between Hawksview Street and Myall Street, Merrylands to assess support or otherwise for the installation of traffic calming devices in the street and report back to the Traffic Committee.

REPORT

Cumberland Traffic Committee (CTC) at its meeting in April 2023 considered a report (CTC-23-068) regarding road safety concerns on Roseberry Street between Hawksview Street and Myall Street. Council resolved that the installation of traffic calming devices on Roseberry Street not be supported and that Council review conditions in Roseberry Street, Merrylands in April 2024.

The map below shows the location of Roseberry Street, Merrylands.



In accordance with the Council's resolution, a traffic count was undertaken in a section of Roseberry in March 2024. Council officers have reviewed the traffic count data and compared it with the previous traffic count data undertaken in February 2023 and February 2021.

Results are detailed in the table below:

Traffic count date	Average daily traffic	85th percentile speed
February 2021	5,060	56.9 km/h
February 2023	4,340	53.6 km/h
April 2024	4,312	54.4 km/h

The traffic data from the table above indicated that the traffic volume (ADT) has slightly decreased, and 85th percentile speed at Roseberry Street have slightly increased.

The latest Centre for Road Safety accident data indicated that there were no reported accidents in Roseberry Street between Hawksview and Myall Street in the 5 years ending December 2023.

Based on the above, a further LATM assessment has been undertaken and the LATM assessments are summarised in the tables below:

Table 1 – Roseberry Street between Hawksview and Myall Street - LATM Assessment Points

Criteria	Maximum Score	Score Achieved
Traffic Study Data	60	15
Local Characteristics	40	16
Total	**100**	**31**

Table 2 – Roseberry Street between Hawksview and Myall Street – Action

vi) **Points (out of 100)**	vii) **Recommended Action(s)**
viii) 61-100	• Report to Cumberland Traffic Committee with a recommendation of providing traffic calming. • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. • Consider community and stakeholder consultation on potential improvements.
ix) 41-60	• Monitor and review traffic data after 6 months. • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines. • Consider community and stakeholder consultation on potential improvements.
x) 25-40	• **Monitor and review traffic data after 12 months.** • **Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines.** • **Consider community and stakeholder consultation on potential improvements.**
xi) <25	• Do nothing
xii) Speed	• Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement. • Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

Roseberry Street section between Hawksview Street and Myall Street has existing centre line marking and edge line marking. Council officers have previously analysed the data from the traffic count and decided that speed humps are not warranted in the street.

In view of the continued concerns of the residents, it is proposed to undertake consultation with residents regarding installation of speed humps in the street.

CONSULTATION

Subject to endorsement, consultation will be undertaken with affected residents.

ATTACHMENTS

Nil

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-181

Attachment 2

Previous Minutes - CTC-25-049

ITEM CTC-25-049 - ROSEBERRY STREET BETWEEN HAWKSVIEW STREET AND MYALL STREET, MERRYLANDS – ROAD SAFETY CONCERNS

Resolved by Exception

The Cumberland Traffic Committee recommends that Council undertake consultation with the residents of Roseberry Street between Hawksview Street and Myall Street, Merrylands to assess support or otherwise for the installation of traffic calming devices in the street and report back to the Traffic Committee.

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-181

Attachment 3

Submissions

CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

3 0 MAY 2025

BY: .....

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 11 March 2025 in relation to the proposed speed humps on Roseberry Street between Hawksview Street and Myall Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Roseberry Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Roseberry Street.*** ☐

Comments:

Good initiative and Safe approach on new proposal –

(Signed)

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ABN 22 798 563 329

Wales to Belmore Suggest

CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

REC'D
28 MAY 2025
BY: .....

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: _

Phone: __

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Roseberry Street.*** ☐

Comments: I support installation but not placement of speed hump at my property Frontage
thank you

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
26 MAY 2025
BY: .....

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

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   I raise no objection to consider my property frontage for placement of a speed hump. ☐
2. ***I do not support the installation of speed humps on Roseberry Street.*** ☑

Comments: _____

_____

_____

_____

_____

_____

_____

(Signed)

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CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

RECEIVED
23 MAY 2025
BY

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 11 March 2025 in relation to the proposed speed humps on Roseberry Street between Hawksview Street and Myall Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Roseberry Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Roseberry Street.*** ☐

Comments: We have been asking for this for years. It is extremelly dangerous coming out of the driveway because of speeding drivers. In the past a car has lost control due to speeding and crashed into our house.

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CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

RECEIVED
19 MAY 2025
BY:

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 11 March 2025 in relation to the proposed speed humps on Roseberry Street between Hawksview Street and Myall Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Roseberry Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Roseberry Street.*** ☑

Comments: No speed humps near our property!

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

RECEIVED
20 MAY 2025

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: _

Phone: __

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 11 March 2025 in relation to the proposed speed humps on Roseberry Street between Hawksview Street and Myall Street and I am in favour of the below option.

1. ***I support the installation of speed humps on Roseberry Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Roseberry Street.*** ☐

Comments: I strongly support the installation of multiple speed humps on Roseberry st, for the safety of my children and our community as a whole.

(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

Traffic Committee
6 August 2025

CUMBERLAND CITY COUNCIL

RECEIVED
19 MAY 2025

REF: DCTC/2511/026

ROSEBERRY STREET, MERRYLANDS – CONSULTATION FOR PROPOSED SPEED HUMPS

Name: S

Address:

Phone: _____

Please indicate your views on the proposed speed humps in Roseberry Street between Hawksview Street and Myall Street as described in Council's letter dated 11 March 2025 and submit your response by **Tuesday 25 March 2025.**

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1. ***I support the installation of speed humps on Roseberry Street and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☒

2. ***I do not support the installation of speed humps on Roseberry Street.*** ☐

Comments: For local traffic safety, I support the installation of the speed humps on Roseberry Street. They will reduce speeding and improve safety for pedestrians, especially children and ~~elder~~ elderly residents. It can also ~~prot~~ protect drivers ~~from~~ by encouraging slower, more ~~cautious too~~ cautious driving. It can reduce the risk of accidents, especially in a residential area like ours.

_____

(Signed)

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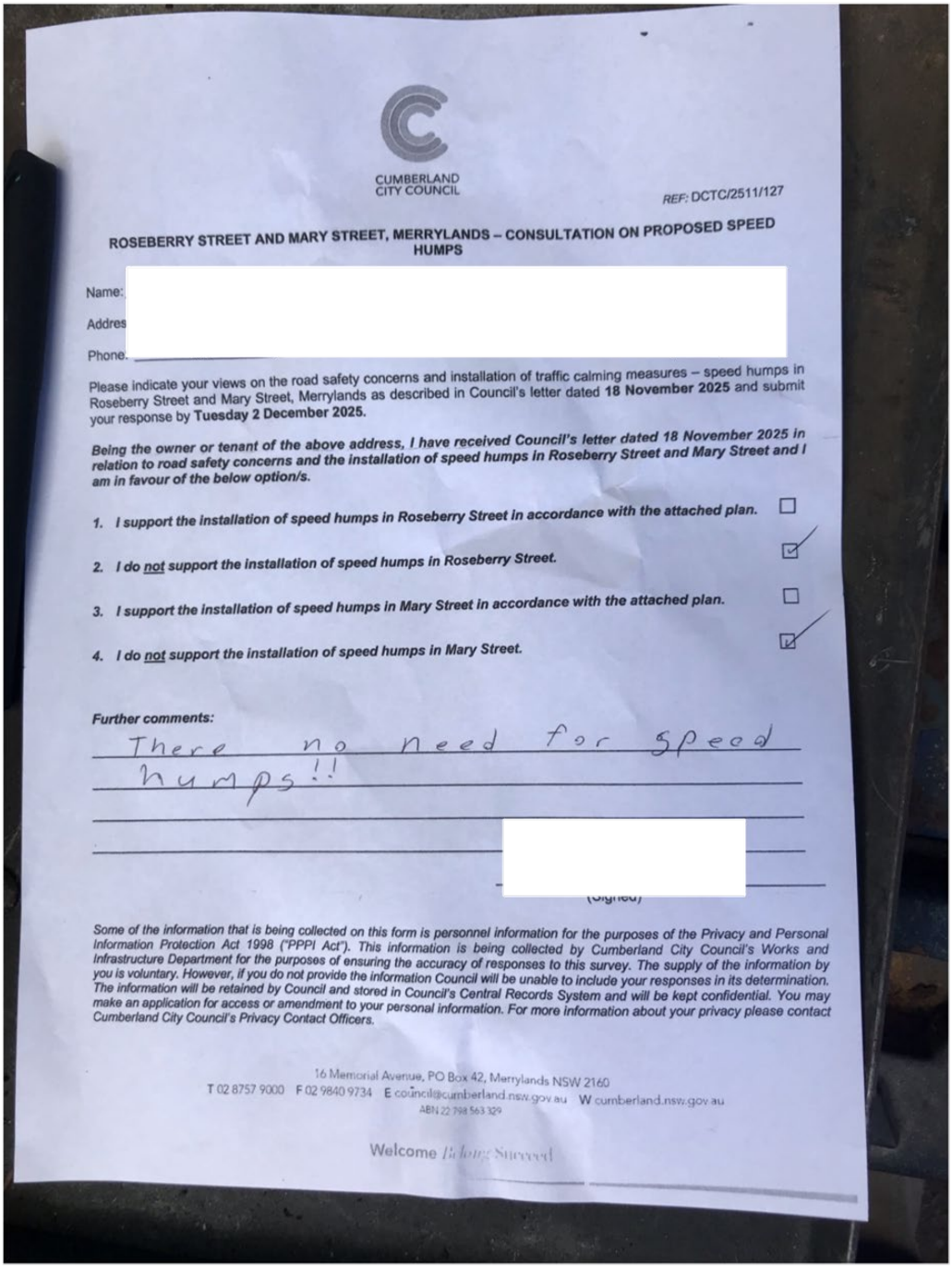
DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-025

Attachment 3

Submissions



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Addres

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to road safety concerns and the installation of speed humps in Roseberry Street and Mary Street and I am in favour of the below option/s.

1. ***I support the installation of speed humps in Roseberry Street in accordance with the attached plan.*** ☐
2. ***I do <u>not</u> support the installation of speed humps in Roseberry Street.*** ☑
3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☑

Further comments:

There no need for speed humps!!

(Signed)

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Welcome *Where Living Succeed*

11 DEC 2025

BY: .....

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: _

Address

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 18 November 2025 in relation to road safety concerns and the installation of speed humps in Roseberry Street and Mary Street and I am in favour of the below option/s.

1. ***I support the installation of speed humps in Roseberry Street in accordance with the attached plan.*** ☑
2. ***I do <u>not</u> support the installation of speed humps in Roseberry Street.*** ☐
3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☑
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☐

Further comments:

Great initiative & proposal as this will limit drivers speeding.

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CUMBERLAND CITY COUNCIL

02 DEC 2025

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name

Addre

Phon

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025**.

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2. ***I do not support the installation of speed humps in Roseberry Street.*** ☐
3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do not support the installation of speed humps in Mary Street.*** ☐

Further comments:

_____

_____

_____

_____ _____

_____

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Addre:

Phone

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2. ***I do not support the installation of speed humps in Roseberry Street.*** ☑
3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do not support the installation of speed humps in Mary Street.*** ☑

Further comments:

Speed humps are dangerous and do not resolve speeding in the streets. Speed humps do not slow down speeding as drivers will go to other streets to avoid the humps

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Welcome

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Address

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

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3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☑

Further comments:

Speed humps do not resolve any issues but simply create more problems that start affecting my pocket e.g Suspension & Strut issues.

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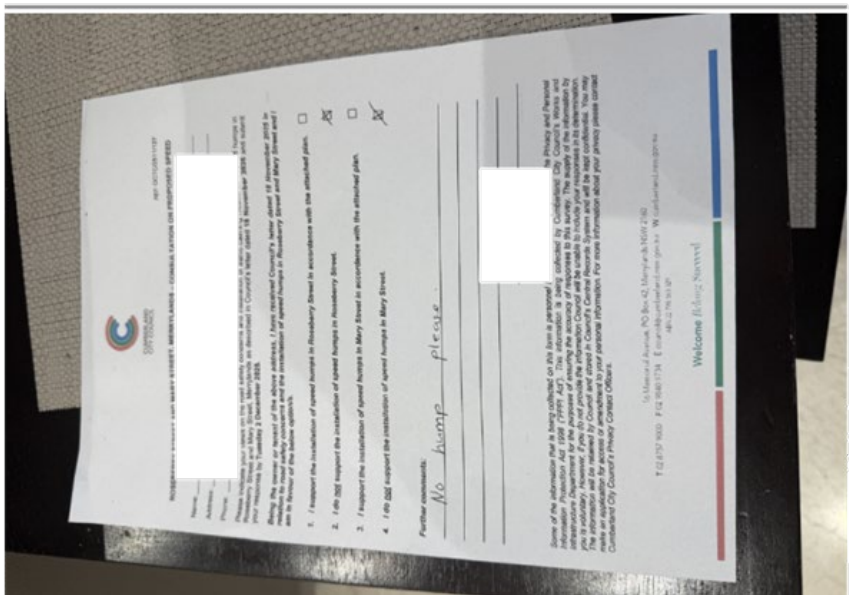
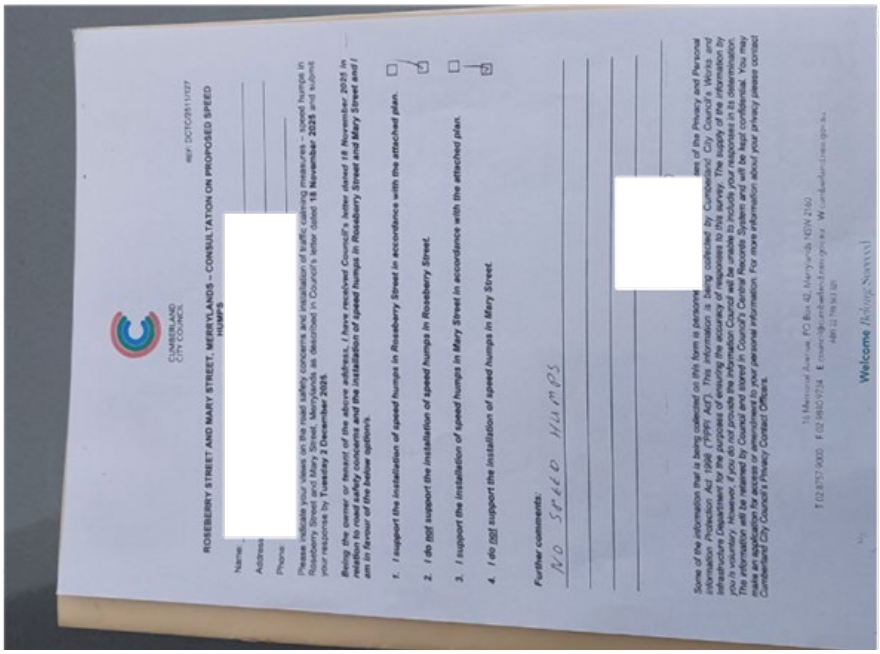
ABN 22 798 563 329

From:
Sent: Tue, 25 Nov 2025 19:02:37 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Cc:

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.



From:
Sent: Tue, 25 Nov 2025 18:55:11 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Cc:
Subject: [EXTERNAL] No speed humps on Rosebery and Mary St,



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

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1. ***I support the installation of speed humps in Roseberry Street in accordance with the attached plan.*** ☐
2. ***I do <u>not</u> support the installation of speed humps in Roseberry Street.*** ☑
3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☑

Further comments:

I am totally against speedhumps as it will make things worse & more dangerous

gned)

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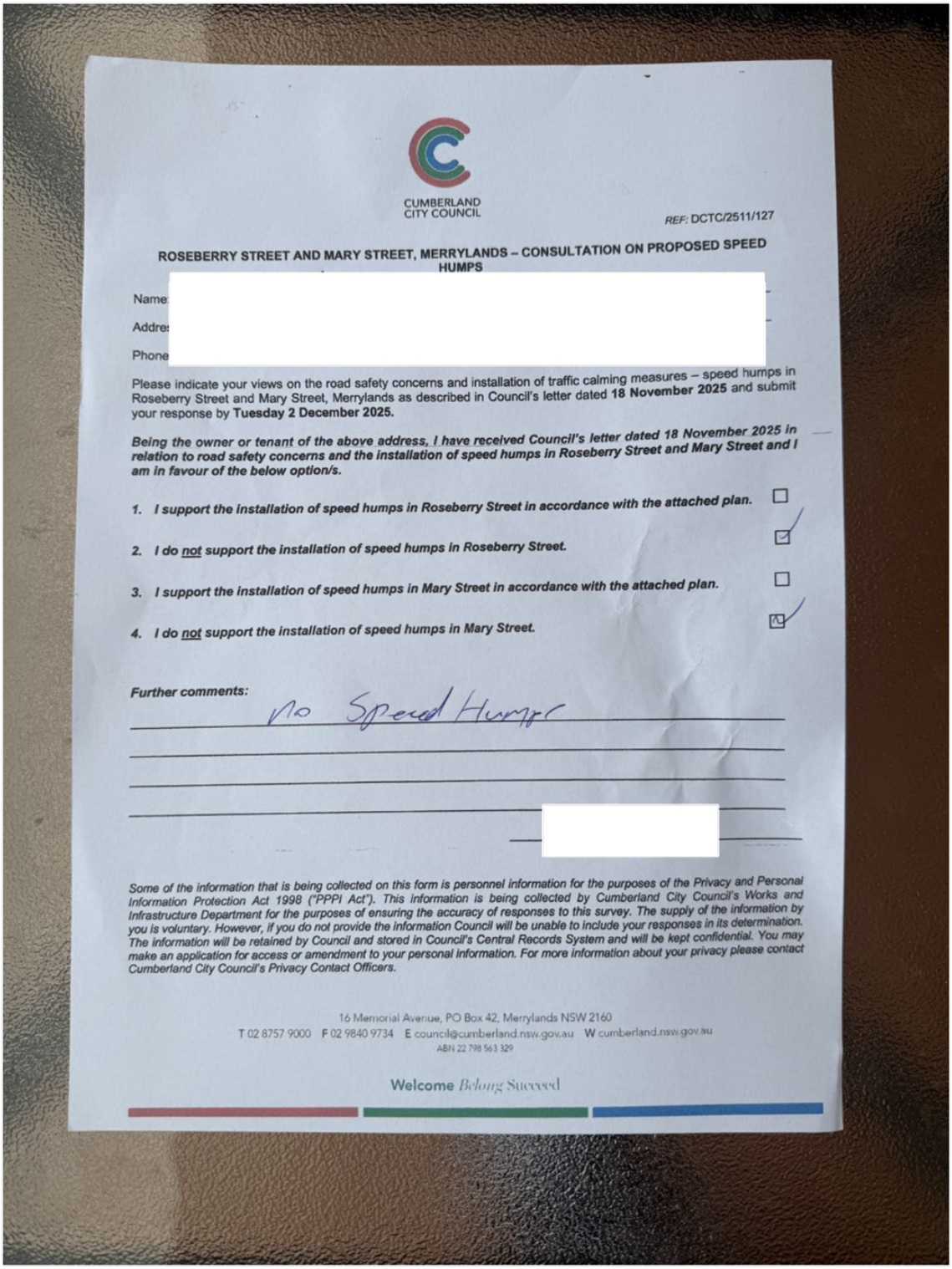
Welcome *Belong* Succeed



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Addres

Phone

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3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☑

Further comments: No Speed Humps

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T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Addre:

Phone

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

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Further comments:

No speed humps in the Street

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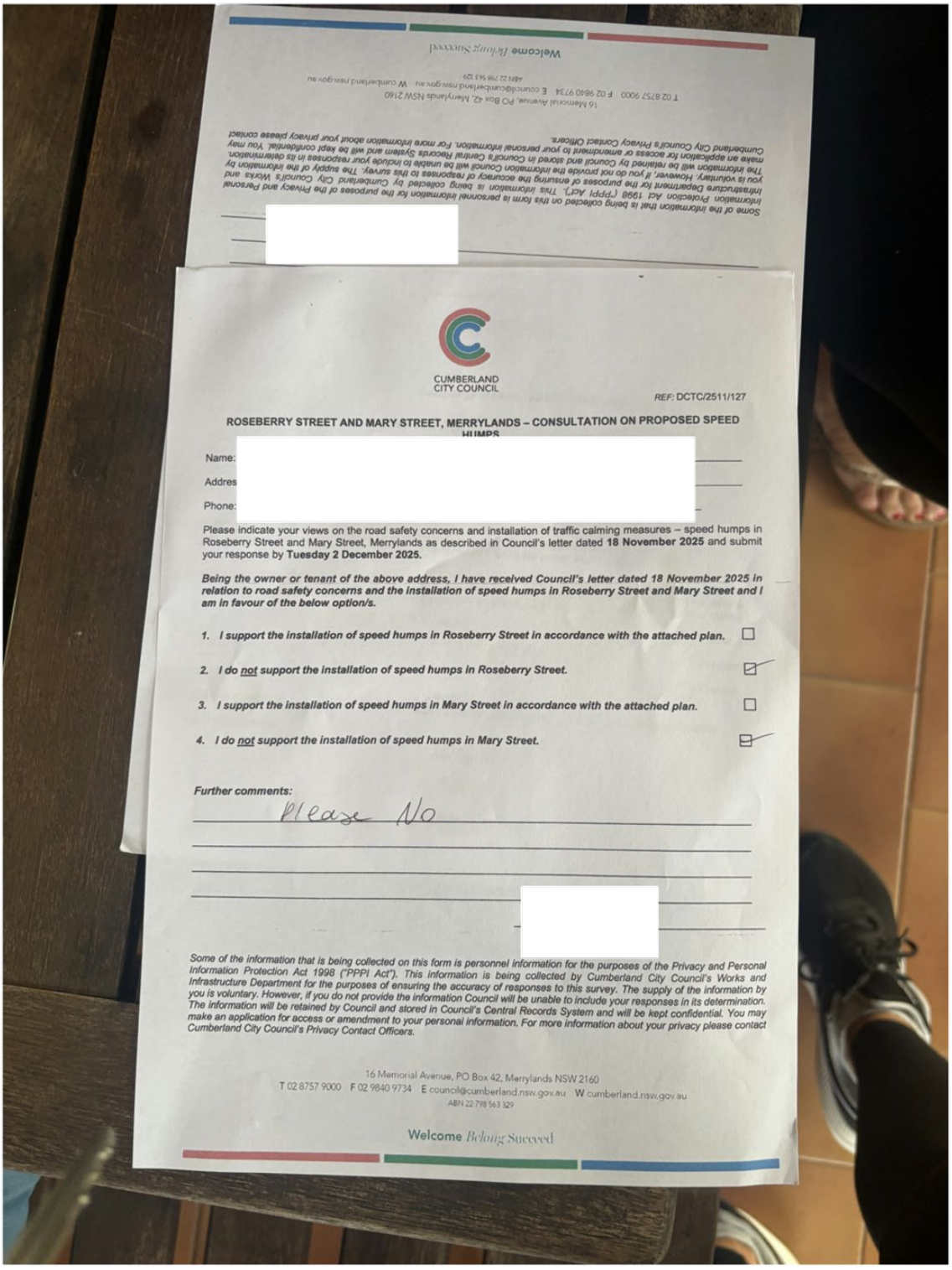

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: [redacted]

Addres

Phone:

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Further comments:

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CUMBERLAND CITY COUNCIL

RECEIVED
25 NOV 2025
BY: .....

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _1

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Further comments:

I strongly support the council desicion to install speed humps to reduce speed and help make the streets safer especially for pedestrians trying to cross the streets.

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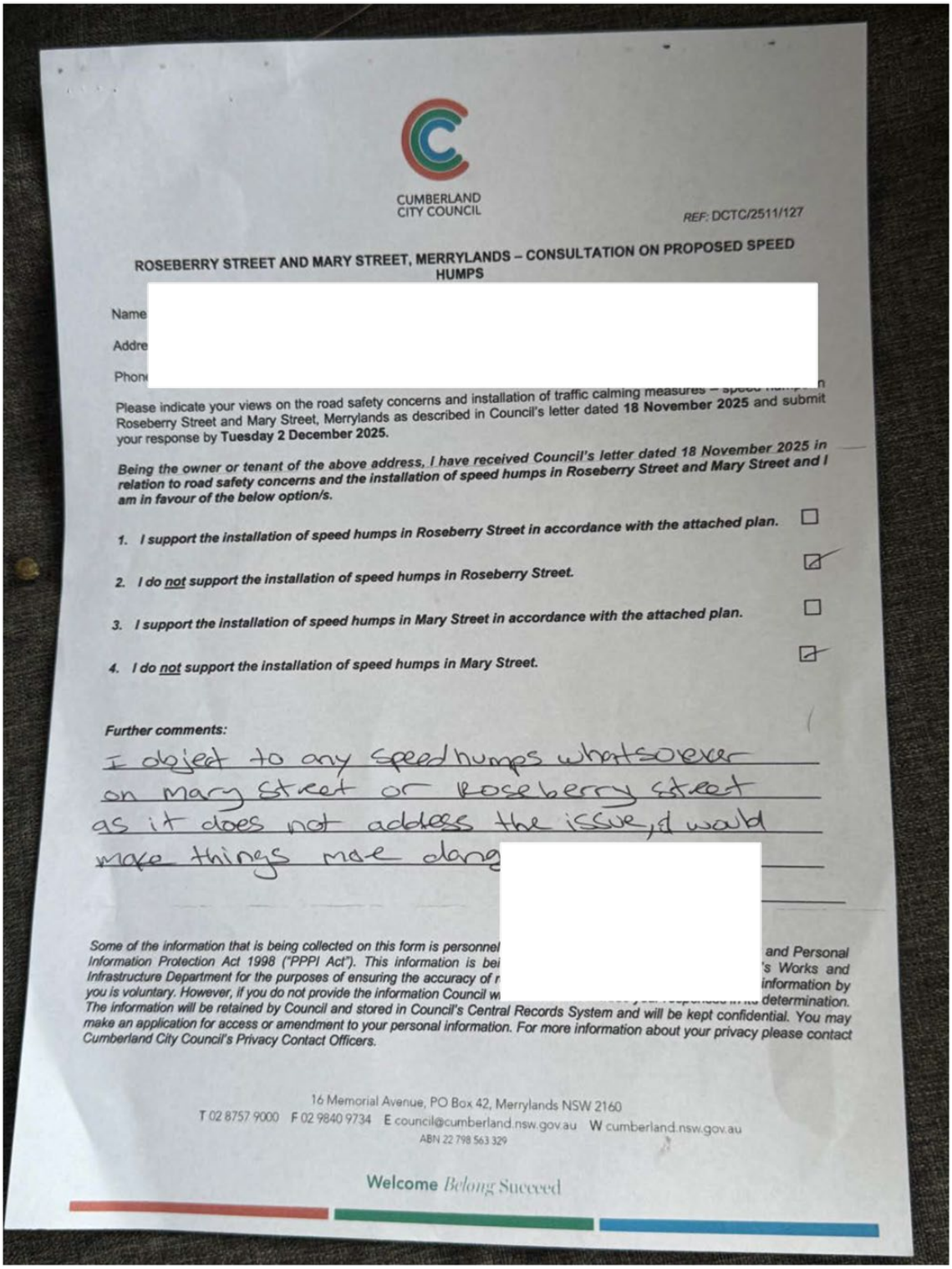

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

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Further comments:

I object to any speed humps whatsoever on Mary Street or Roseberry Street as it does not address the issue, it would make things more dang[illegible]

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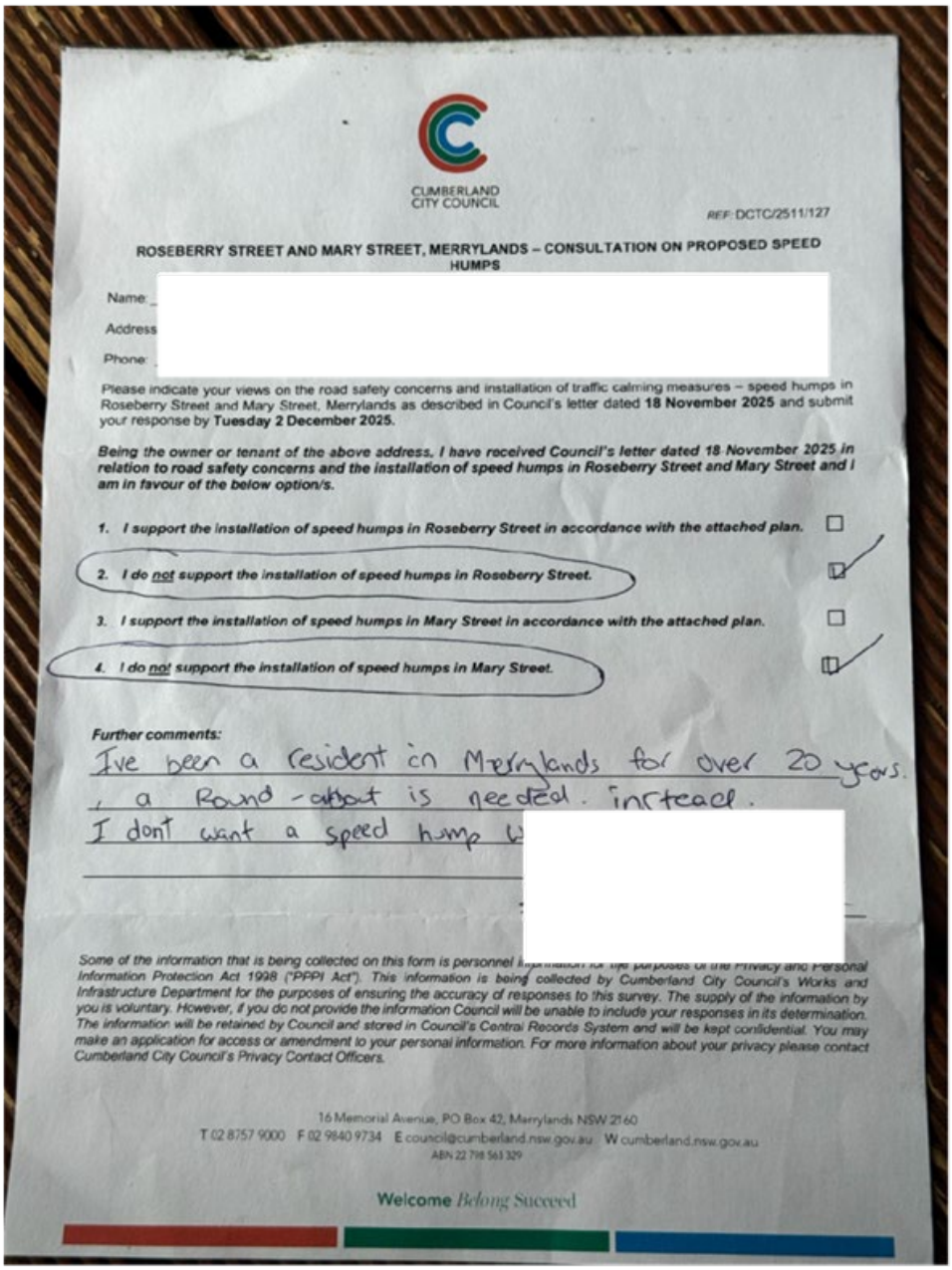

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name:

Address:

Phone:

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Further comments:

Ive been a resident in Merrylands for over 20 years. a Round-about is needed instead. I dont want a speed hump

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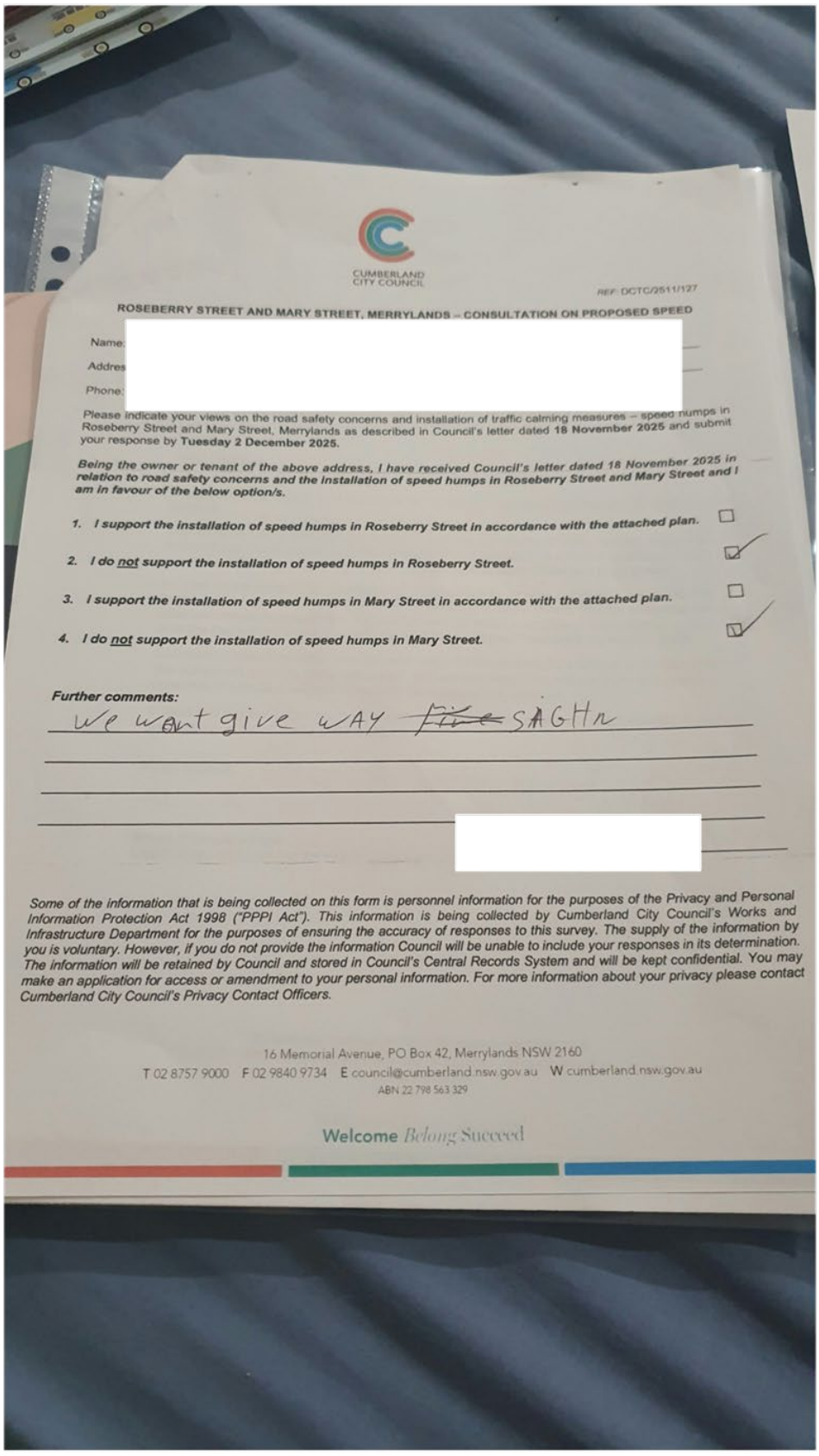

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED

Name:

Addres

Phone:

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Further comments:

We want give WAY ~~Fire~~ SIGHT

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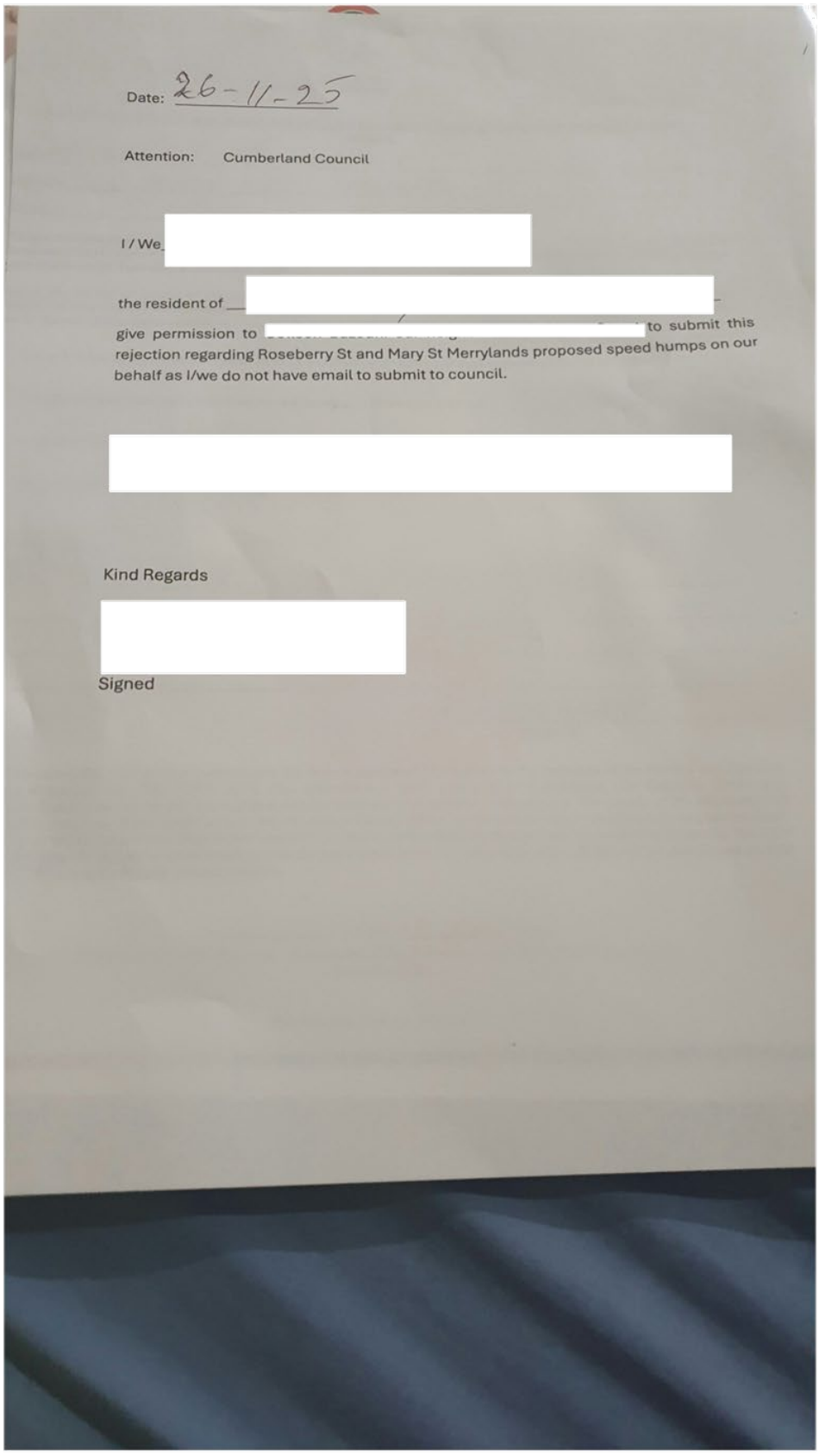


Date: 26-11-25

Attention: Cumberland Council

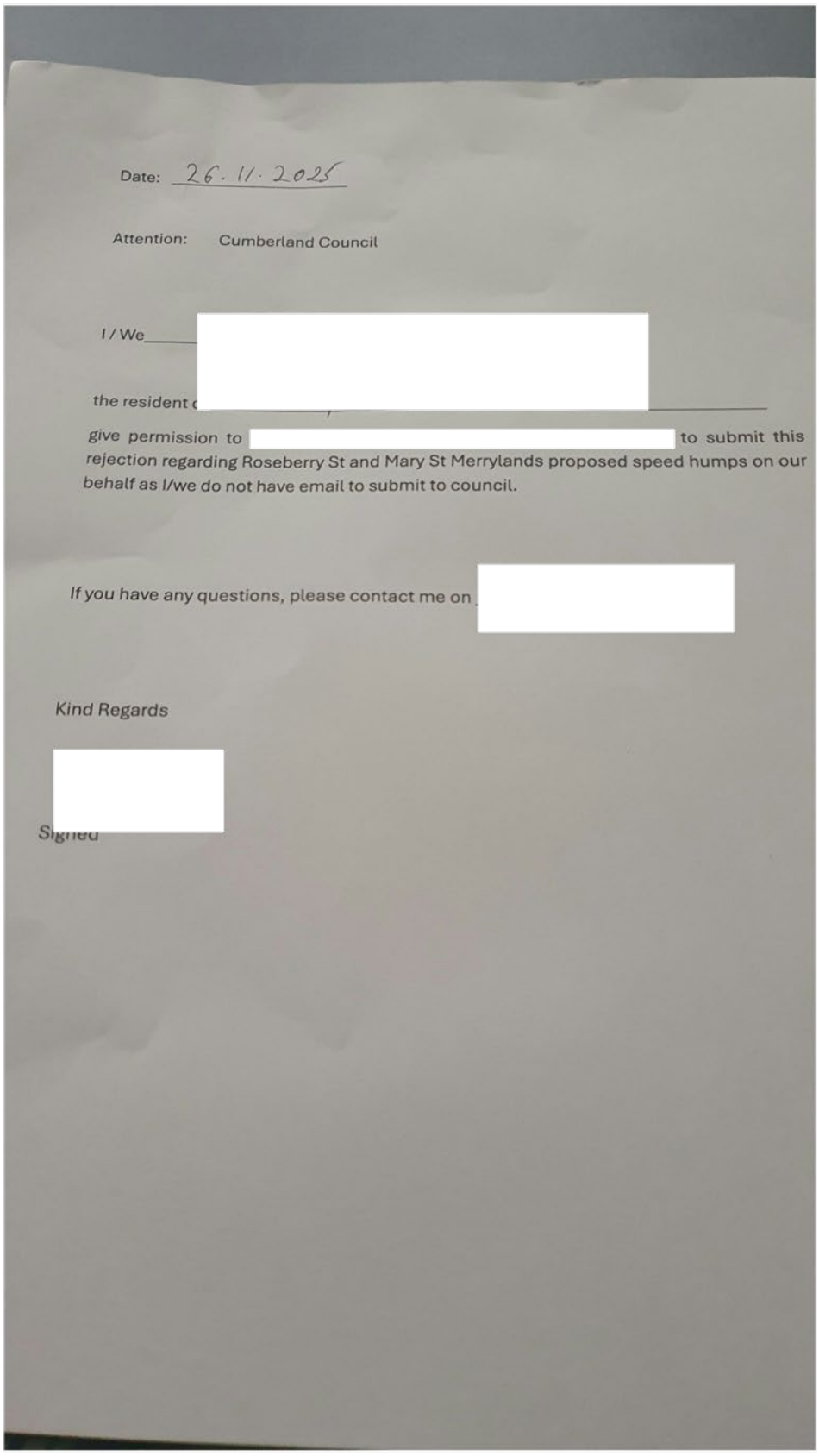
I / We _____

the resident of _____

give permission to _____ to submit this rejection regarding Roseberry St and Mary St Merrylands proposed speed humps on our behalf as I/we do not have email to submit to council.

Kind Regards

Signed



Date: 26.11.2025

Attention: Cumberland Council

I / We [redacted]

the resident [redacted]

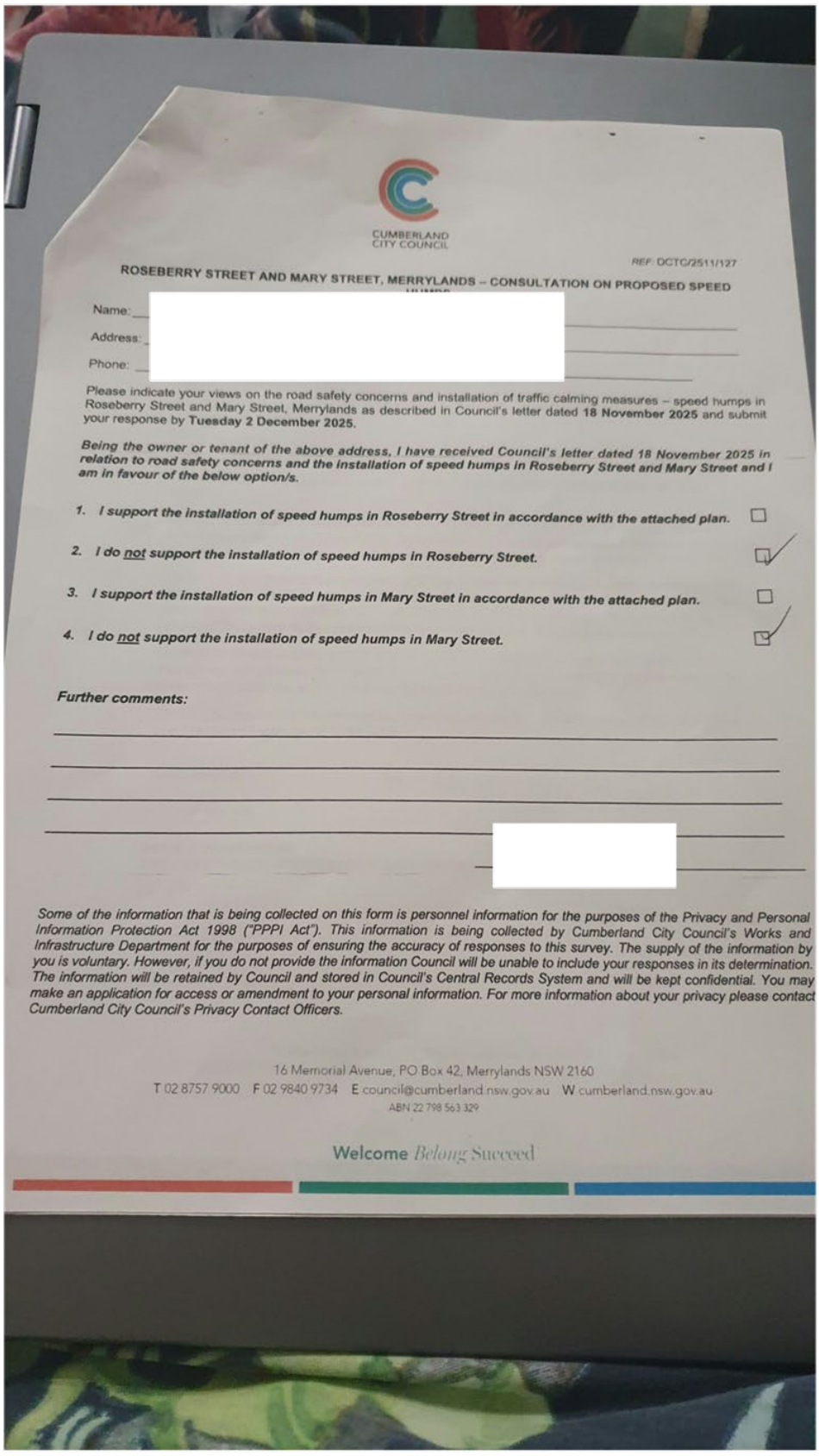
give permission to [redacted] to submit this rejection regarding Roseberry St and Mary St Merrylands proposed speed humps on our behalf as I/we do not have email to submit to council.

If you have any questions, please contact me on [redacted]

Kind Regards

[redacted]

Signed



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

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Further comments:

[redacted]

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECEIVED
27 NOV 2025

DT: .....

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: _____

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Further comments:

Installing a speed hump at the front steps of my home will create significant noise, vibration and disturbances that will greatly harm my health and quality of life (as an elderly resident with serious medical issues). Relocating it 20-30 metres upor down the street is a fair solution that preserves safety while preventing unnecessary harm to a vulnerable household. Please see the attached letter for further details.

_____ _____

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Date: 20 November 2025

To:

Traffic and Transport Services

Cumberland City Council

16 Memorial Avenue

Merrylands NSW 2160

Subject: Objection to the Proposed Placement of Speed Hump Directly Outsi

Dear Sir or Madam,

I am writing regarding the proposal to install a speed hump directly adjacent to my property at Merrylands, located on the corner of Belmont Street and Roseberry Street. I wish to make clear that I support traffic calming measures in principle. However, I respectfully request that the proposed speed hump not be placed directly outside my home. I ask that Council relocate the device further along the street where the same safety outcomes can be achieved without causing significant and ongoing harm to health, noise levels or residential amenity.

1. Health Circumstances

I am an elderly resident currently undergoing treatment for cancer. This condition has resulted in chronic insomnia, extreme fatigue and heightened sensitivity to noise and vibrations. My daily wellbeing depends heavily on maintaining a restful and stable environment. Sudden noise events and ground borne vibrations have a direct and serious effect on my health and my ability to rest. I ask Council to consider this vulnerability when determining the location of the proposed traffic calming device.

2. Impacts of Placing a Speed Hump Directly Beside a Residence

Although speed humps can improve safety on a street, extensive research shows that placing one directly beside a residence concentrates negative impacts on the nearest home. These impacts occur every day with every passing vehicle.

a) Noise Impacts

The property immediately beside a speed hump experiences the highest noise exposure, including:

- Deceleration noise from braking
- Impact noise as vehicles strike the hump
- Acceleration noise immediately after passing the hump
- Night time disturbance from abrupt sound spikes and headlight sweep

For a person with severe insomnia and serious illness, these repeated noise events are highly disruptive and harmful.

b) Ground Borne Vibrations

Vibration research shows that houses closest to a speed hump experience:

- Noticeable vibration peaks from cars, utes, vans and heavy vehicles
- Occasional rattling of windows and interior fixtures
- Low frequency rumbling through the ground

These levels are not structurally dangerous but they are significantly disturbing. For my medical condition they would be particularly harmful.

c) Driver Behaviour

Speed humps often cause drivers to brake late and accelerate sharply, especially on corner locations. Modified vehicles, motorbikes and unfamiliar drivers can generate additional noise spikes that fall directly on the property beside the device.

d) Privacy and Amenity

Homes positioned directly at a hump experience greater headlight intrusion, increased annoyance from impulsive noise patterns and reduced privacy as vehicles slow directly adjacent to living spaces.

e) Access and Safety Near Driveways and Intersections

Traffic engineering guidelines recommend avoiding the placement of speed humps:

- Directly outside driveways
- Near intersections
- Directly beside a home's main frontage

My property is a corner property with a driveway and intersection curvature. A hump in this location increases difficulty entering and exiting my parking space and places all impacts on one household.

3. Support for Traffic Calming in Principle

I want to be clear that I am not opposing the introduction of speed control devices on my street. My request relates specifically to the location. A small relocation of approximately 20 to 30 metres up or down the street would preserve all safety benefits while avoiding significant negative impacts on a medically vulnerable resident.

4. Request for Council Action

Given:

- The significant and ongoing noise and vibration impacts on the property positioned directly beside the proposed hump
- The engineering guidance recommending placement away from driveways, intersections and front doors
- The serious and medically documented vulnerability of the resident at
- The availability of equally effective alternative locations

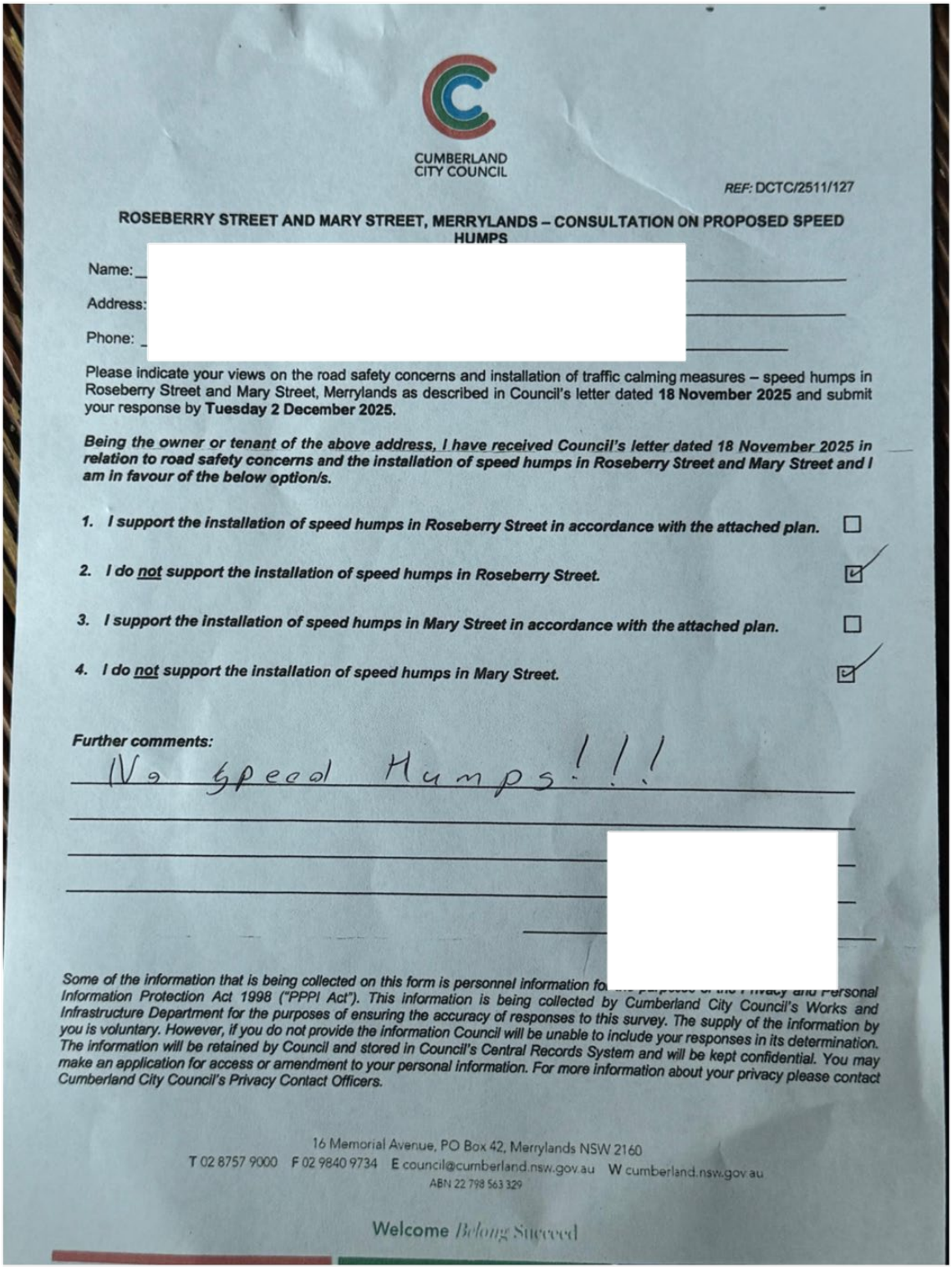
I respectfully request that Council relocate the proposed speed hump further along Belmont Street or Roseberry Street and not place it directly outside my home.

Conclusion

I support Council's objective to reduce speeding and improve neighbourhood safety. However, installing a speed hump at the exact frontage of my home would create ongoing noise, vibration and disturbance that would significantly harm my health and quality of life. Relocating the device a short distance is a fair, practical and balanced solution that preserves safety while preventing unnecessary harm to a vulnerable household.

Thank you for your time, consideration and understanding. I would be grateful for written confirmation that this submission has been received and will be considered in the final decision.

Kind regards,



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

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Further comments:

No Speed Humps!!!

[redacted]

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CUMBERLAND CITY COUNCIL

RECEIVED
25 NOV 2025
BY: .....

REF: DCTC/2511/127

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Further comments:

THANK You!! This is a brilliant solution!

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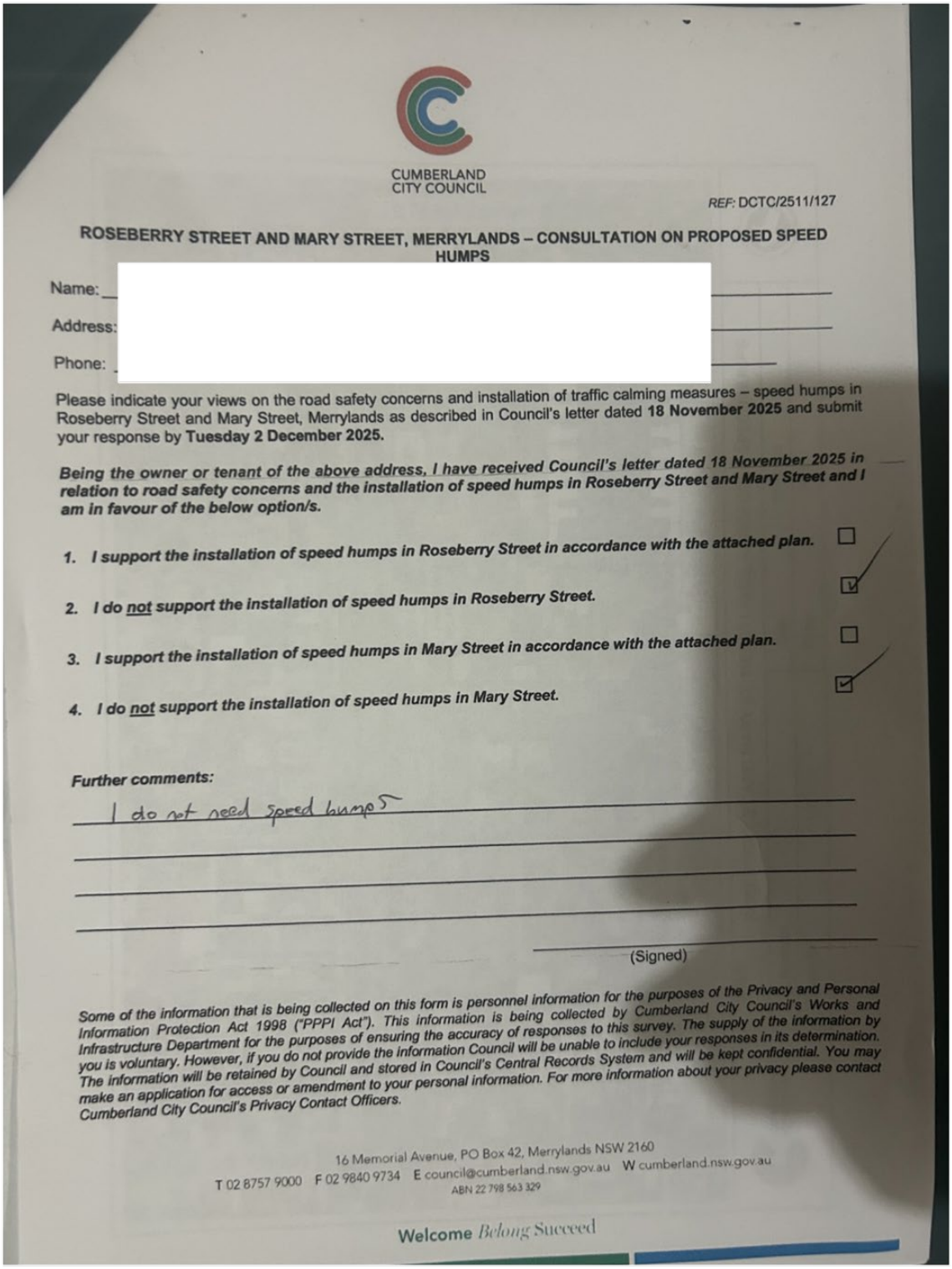

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the road safety concerns and installation of traffic calming measures – speed humps in Roseberry Street and Mary Street, Merrylands as described in Council's letter dated **18 November 2025** and submit your response by **Tuesday 2 December 2025.**

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3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do not support the installation of speed humps in Mary Street.*** ☑

Further comments:

I do not need speed humps

(Signed)

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Welcome *Belong* Succeed

From:
Sent: Tue, 25 Nov 2025 23:05:17 +1100
To: "Records Department" <council@cumberland.nsw.gov

Subject: [EXTERNAL] Re DCTC/2511/127 Roseberry St and Mary St Merrylands – Consultation on proposed speed humps.
Attachments: Objection of Resident Pg 1 0f 2.jpg

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Executive Engineer Traffic and Transport,

I am writing this email letter on behalf of many residents, and including my family who resides at , in relation to the proposed speed humps in Mary Street and Roseberry Street Merrylands.

To make it clear we are against the proposed installation of the speed humps to Mary Street and Roseberry Street Merrylands.

We understanding there has been several accidents that have occurred on this particular corner Mary and Roseberry Streets.

Bringing to your attention, ***why these accident have occurred.***

- Poor visibility of signage.
- Drivers unaware of intersection ahead, ie
    - The drivers having accident are drivers that are new to the area and unaware of the intersection ahead.
    - Unaware of the stop sign.
- Stop sign,
    - does not allow you to crawl out to view on coming traffic.
- Trees covering signage.

We emphasis the following should happen:

- Remove the **stop sign** and replace with a **give way** sign.
    - At the stage the stop sign is being used by police as revenue raiser on local residents.

    - Local resident are needing to crawl out of the street as they are unable to see if there are cars, before passing the stop sign.
- Allocate more signage
    - before the approach of the intersection to let people know there is an intersection.
- Allocate more visible signage and lighting to the signage
- Paint the floor of the Street with GIVE WAY AHEAD
- Trim down trees so drivers can actually see the signage.

This would be the most cost effective method.

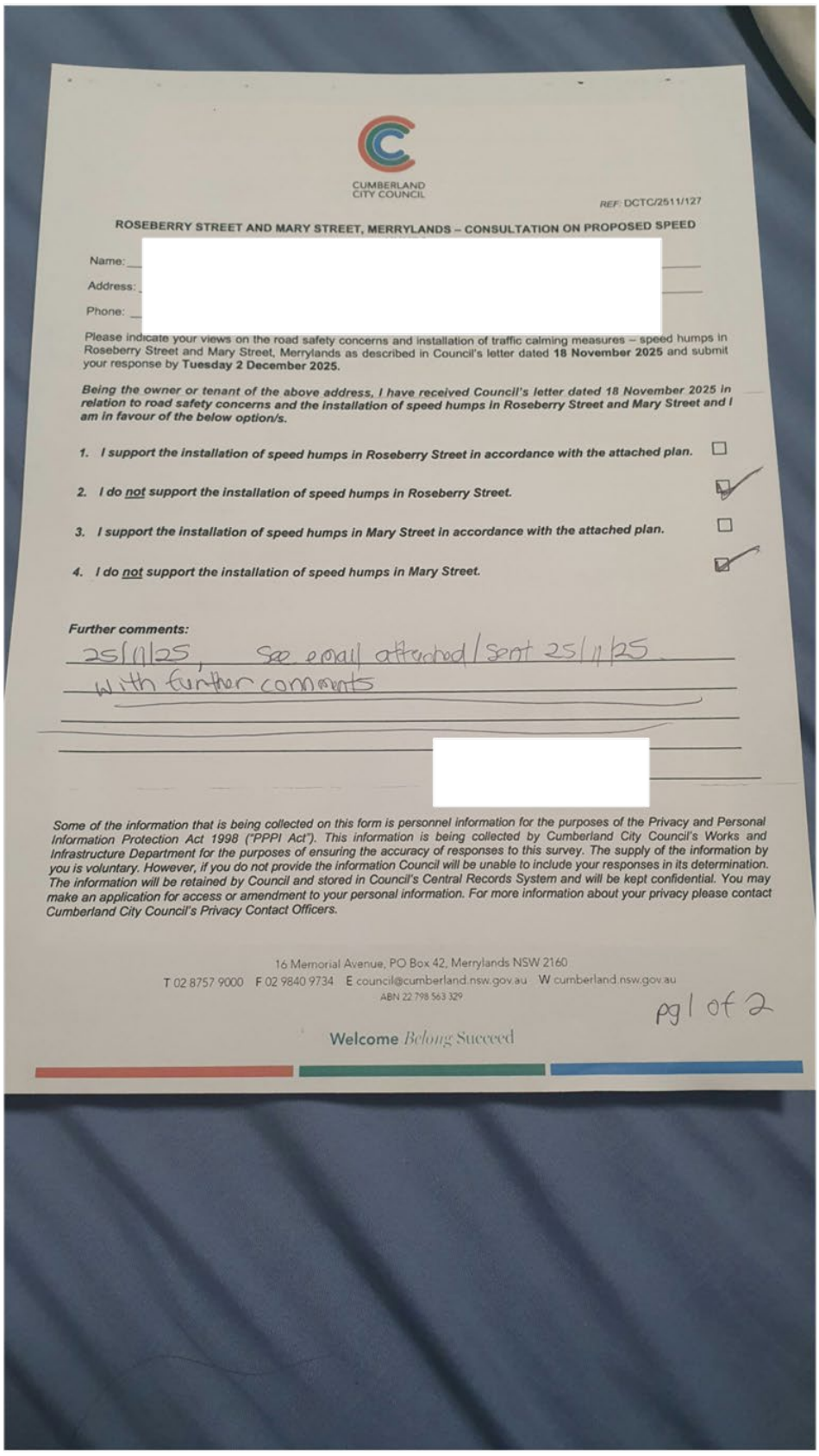
This waste of money on the speed humps, could be spent on resurfacing the road and other much needed infrastructure.

Also, there was a meeting conducted by the Traffic Committee on 5/02/25 in relation to a roundabout installation between Mary St and Roseberry St Merrylands, which we were not formally advised of and did not attend to object, so we could give alternate options to harmonise the issue.

Noting we have had discussion with neighbouring properties and they too object and will send through there objections.

If you could please organise a meeting on Friday evening 28th November 2025 or alternative with Elias Elias and us to discuss the alternate options, please contact me on [redacted]

Noting this email, is page 2. Page 1 is attached.



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED

Name: [redacted]

Address: [redacted]

Phone: [redacted]

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3. ***I support the installation of speed humps in Mary Street in accordance with the attached plan.*** ☐
4. ***I do <u>not</u> support the installation of speed humps in Mary Street.*** ☑

Further comments:

25/11/25, See email attached/sent 25/11/25 with further comments

[redacted]

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pg 1 of 2

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05 DEC 2025

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

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Further comments:

AFTER PREVIOUS ACCIDENTS WHICH HAVE TAKEN PLACE NEAR MY HOUSE OVER THE PAST, I AM MORE THAN HAPPY TO SEE A PROPOSED PLAN FOR SPEED HUMPS TO BE SET UP. THIS SURE WILL KEEP RESIDENTS & DRIVERS MORE SAFE. THANKS.

_____ _____

id)

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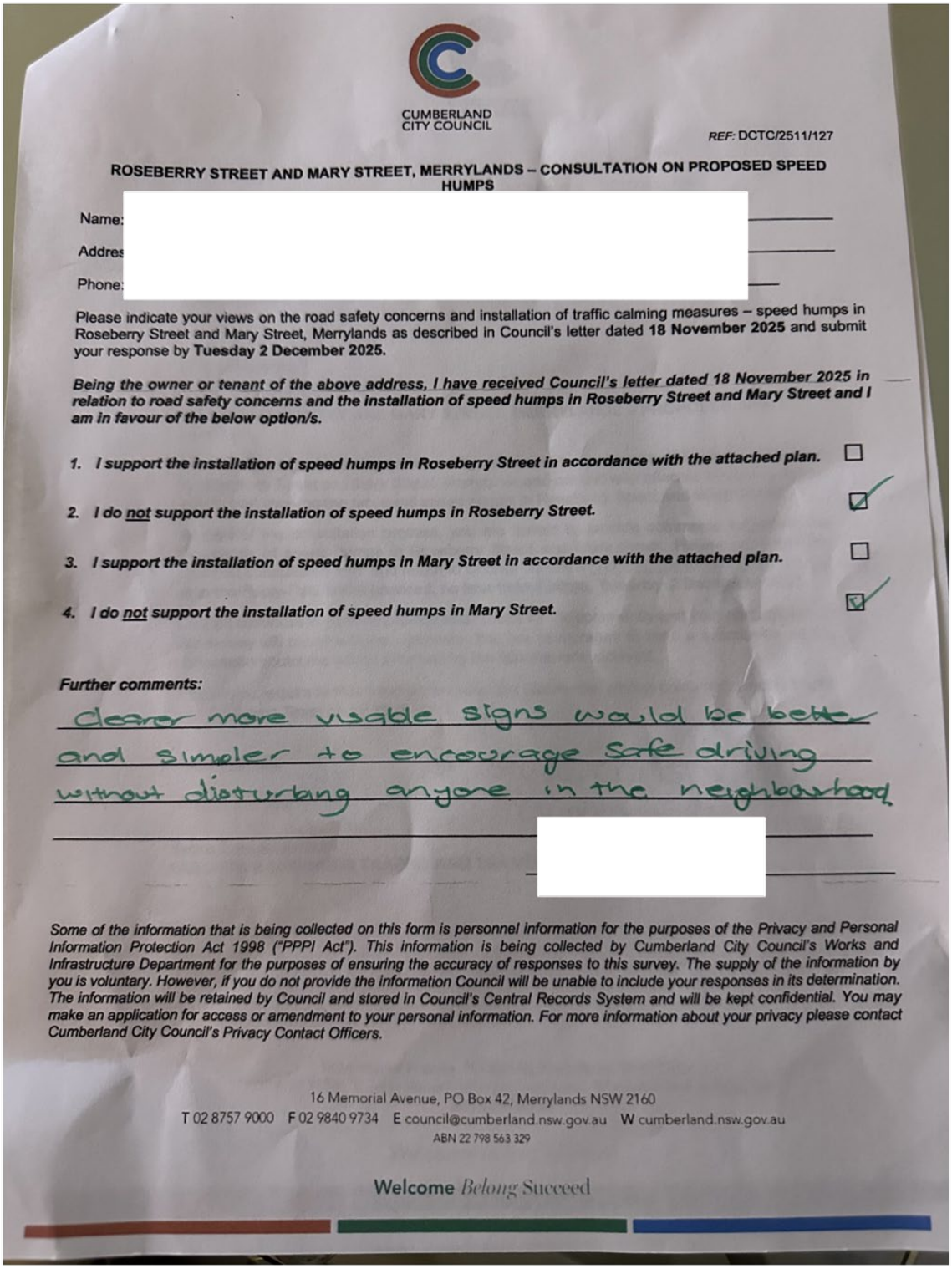

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

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Further comments:

clearer more visable signs would be better and simpler to encourage safe driving without disturbing anyone in the neighbourhood.

[redacted]

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CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED HUMPS

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Further comments:

Speed humps will be more of dangerous obstacle. I do not want speed humps

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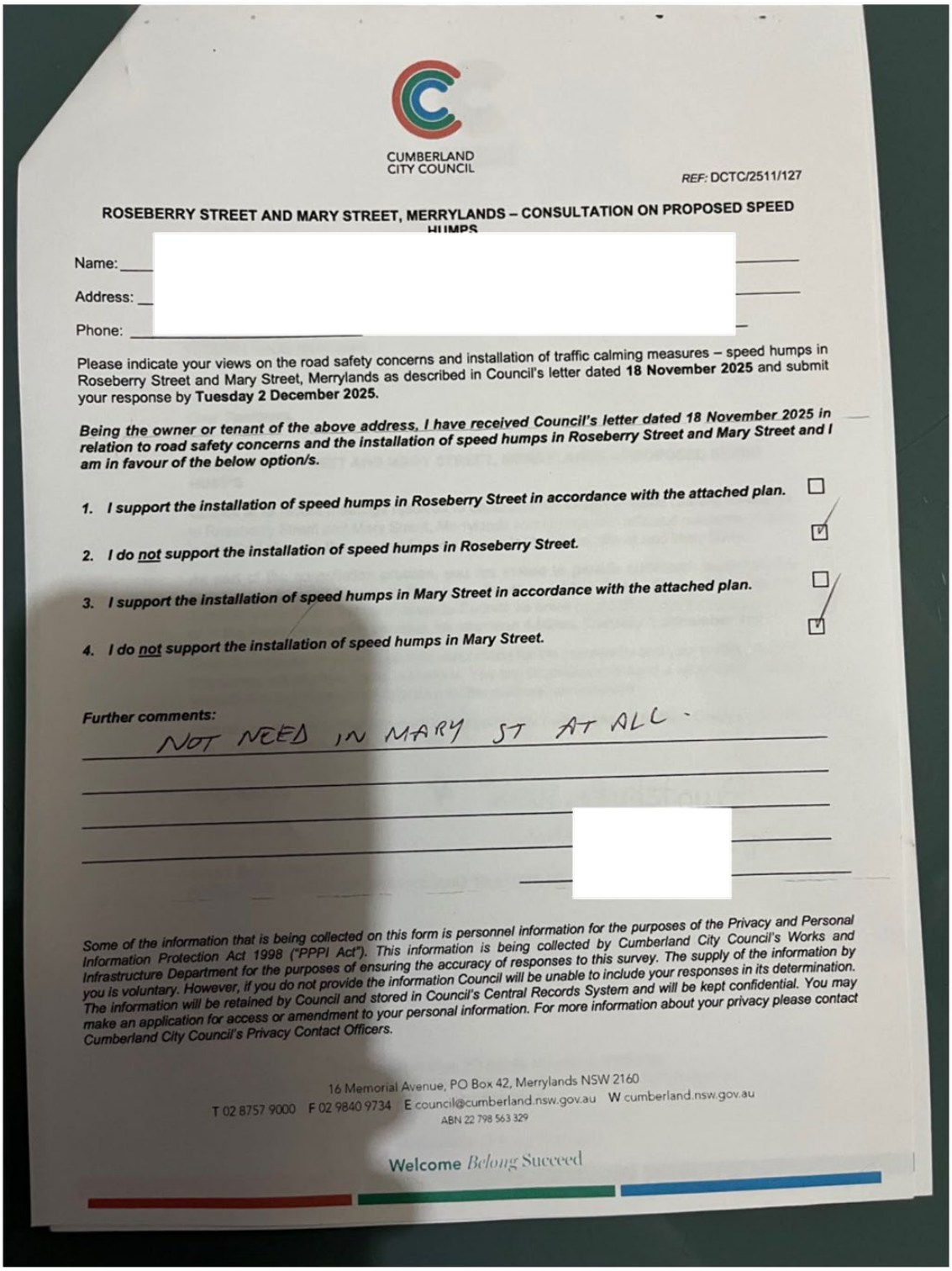

CUMBERLAND CITY COUNCIL

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Further comments:

NOT NEED IN MARY ST AT ALL.

[redacted]

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Further comments:

I do not want any speedhumps in these streets.!!!!

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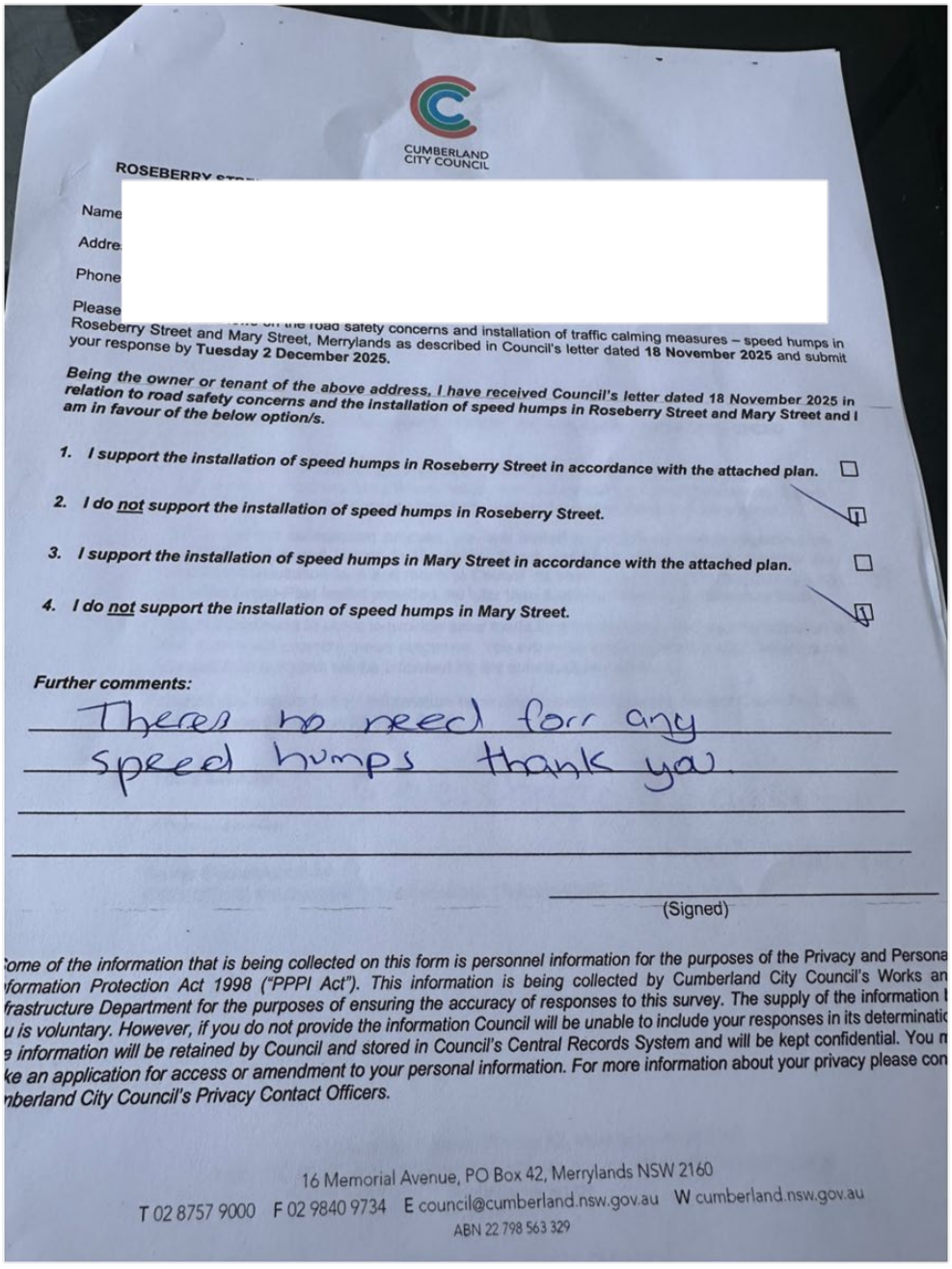

CUMBERLAND CITY COUNCIL

ROSEBERRY ST

Name

Addre

Phone

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Further comments:

There is no need for any speed humps thank you.

(Signed)

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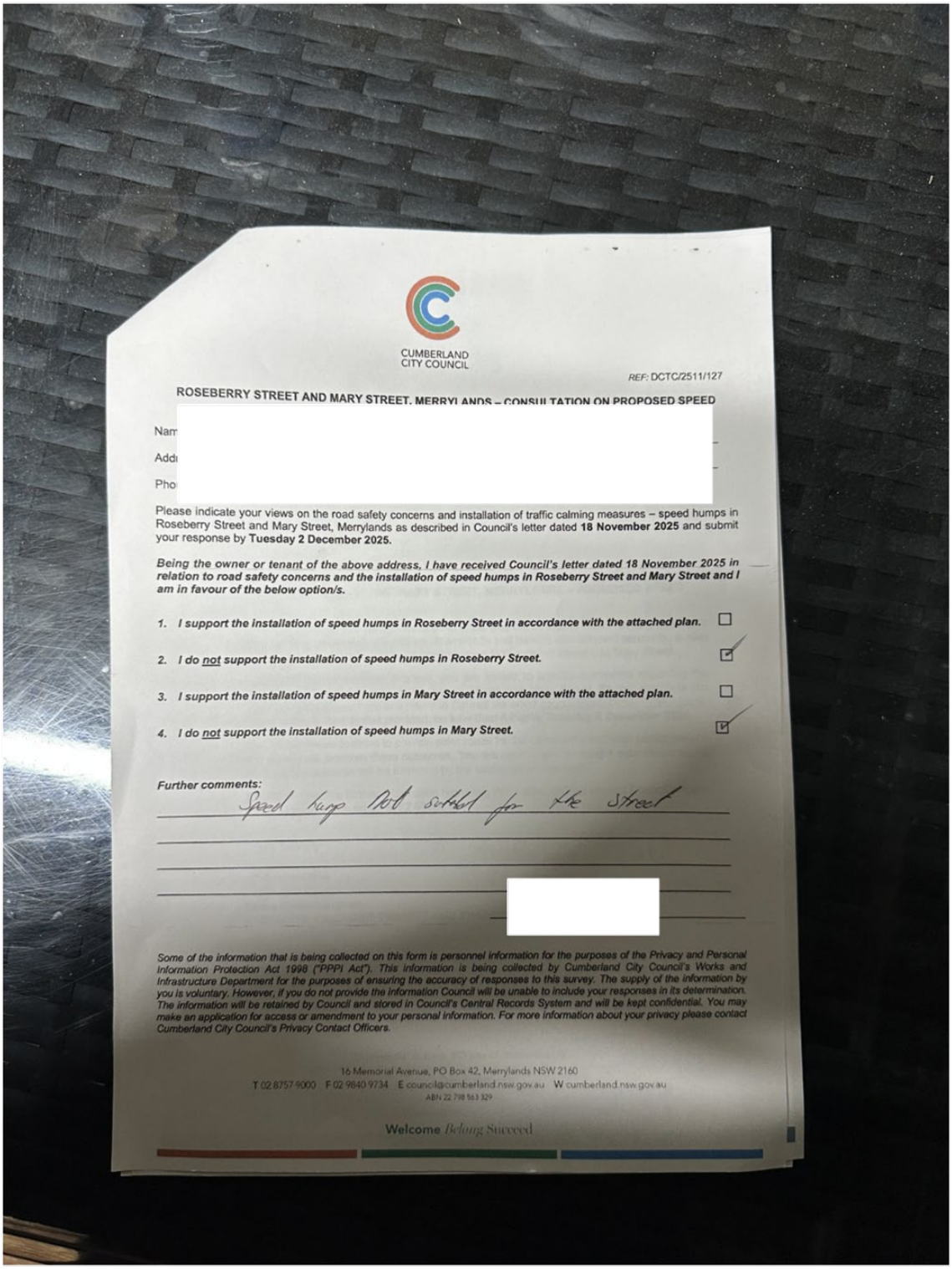

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/127

ROSEBERRY STREET AND MARY STREET, MERRYLANDS – CONSULTATION ON PROPOSED SPEED

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Further comments:

Speed hump not suited for the Street

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Item No: CLTF-26-026

JOHN STREET & NYRANG STREET, LIDCOMBE – LIDCOMBE SHOPPING CENTRE

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The information contained in this report be noted.

REPORT

Lidcombe Shopping Centre located at 92 Parramatta Road, Lidcombe is bound by John Street, Nyrang Street, Hastings Street and Parramatta Road. The shopping centre car park has over 1,000 spaces and three access points for vehicles on John Street, Nyrang Street and Parramatta Road. Furthermore, it has an access on Hastings Street that is only for pedestrians to access via the car park.
The following provides details of each access points:

John Street Access – The shopping centre has entry / exit to ground level for cars and loading docks (numbers 2 and 4). This entry also has ramp access to roof level parking spaces. The exit has two lanes, one each for left turn and right turn. This location is east of Hastings Street.


John Street Access

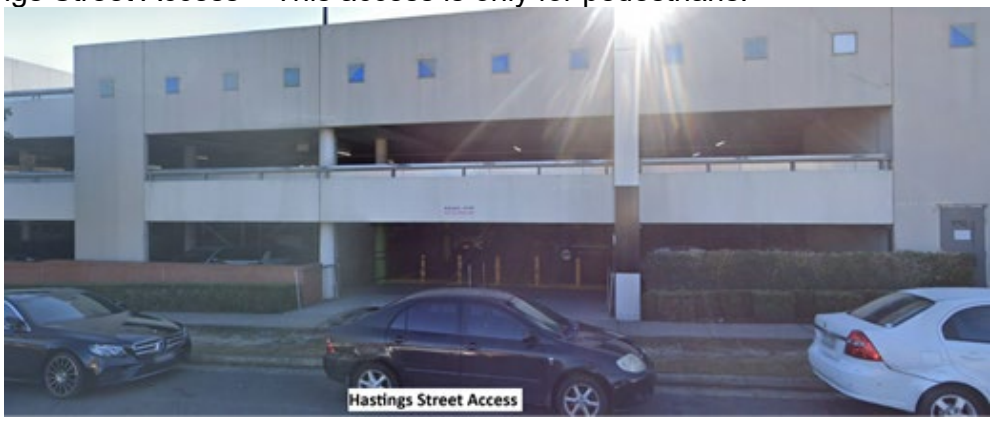
Nyrang Street Access – The shopping centre has entry / exit for cars and loading docks (numbers 1 and 3). The exit has two lanes, one each for left turn and right turn.


Nyrang Street Access

Parramatta Road Access – This access has entry only with two lane entry. There is also an approximately 75m long deceleration lane on the southern side of Parramatta Road.



Hastings Street Access – This access is only for pedestrians.



Council has received concerns regarding the roads around the Lidcombe Shopping Centre, especially related to the congestion created by various movements.

<u>Issues and actions by Council:</u>

Observations have indicated that both access points on John Street and Nyrang Street are congested at peak shopping times. The residents allege that this traffic congestion raises safety concerns. Safety issues and information / actions undertaken by Council are detailed below.

1. The right turn lane within the car park at the Nyrang Street exit is held up by long queues of vehicles at the signalised intersection of Nyrang Street and Parramatta Road.

- The signalised intersection of Nyrang Street and Parramatta Road – The Nyrang Street approach has two lanes, one for exclusive left turn and the other for through and right turns.

- The Nyrang Street approach has approximately 65m 'No Stopping' zone and 'No Parking' zone for approximately a further 70m.

- Cumberland Local Transport Forum approved the extension of the existing 'No Parking' restrictions (CLTF-25-220) by 39m on the western side of Nyrang Street to create more queuing length.

2. The John Street access creates serious concerns due to vehicles turning right out of and in to the car park.

- At the signalised intersection of John Street and Parramatta Road, the John Street approach has two lanes, one for combined left and right turns and the other for exclusive right turns.

- Based on a request from residents / motorists, Council requested TfNSW to investigate to convert the left lane to exclusive left turn lane. However, TfNSW has indicated that they could not make the change.

- A request was made to relocate the bus stop which is located on the western side of John Street approximately 35m from the traffic signals. Relocating the bus stop to Parramatta Road was discussed with Transport for NSW and is considered not feasible due to the deceleration lane on the southern side of Parramatta Road leading to the entry into the shopping car park.

- John Street approach has 'No Stopping' and 'Bus Zone' signage on the western side of John Street between Parramatta Road and Hastings Street. There are 'No Stopping', 'No Parking' and 'Bus Zone' signage on the eastern side of John Street. This signage allows for vehicles to pass any waiting vehicles to turn into the car park entry.

- There is congestion at times at the shopping centre car park access due to vehicles turning right into and out of the car park. In view of the unsafe situation, Council consulted with Centre Management regarding banning right turns in to and out of the car park. The Centre Management strongly objected to this proposal due to the following:
  a) Traffic Concerns – Increased traffic congestion on Parramatta Road causes issue around the centre.
  b) Rampway direct access to rooftop parking. – Limiting direct access to the rooftop parking ramp off John Street discourages customer usage.
  c) Nyrang Street Congestion – Diversion of traffic to Nyrang Street results in increased congestion and queuing times.
  d) Hastings Street Impact – Diversion of traffic through Hastings Street.

- There was a request to provide 'Keep Clear' marking at the car park driveway. 'Keep Clear' pavement markings are provided only at driveways of Ambulance stations and Fire stations and TfNSW has indicated that it would not support such a request. It is also an offence to wait in the 'Keep Clear' marked area, which may create an enforcement issue.

3. Council officers attended a meeting with the Centre Management in late 2025 regarding the issues in the surrounding road network and to consider potential options to resolve safety issues and reduce congestion.

Next Steps

Based on the consideration of identified issues and actions undertaken to date by Council, the following next steps are being undertaken by Council officers:

1. Council has requested TfNSW for the reduction of speed limit in John Street from 60 to 50 km/h to enhance safety and reduce the risk of crashes.

2. Council is investigating additional options available to improve traffic flow and safety in John Street in the vicinity of the Lidcombe Shopping Centre.

3. Council request that Lidcombe Shopping Centre to consider internal / external works, subject to Council approval to improve centre ingress / egress.

CONSULTATION

No consultation is required as part of this report.

At the meeting, there was discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

Nil

Item No: CLTF-26-027

KINGSLAND ROAD AT KIBO ROAD, BERALA – ROAD SAFETY CONCERNS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The proposed roundabout at the intersection of Kingsland Road and Kibo Road, Berala be approved in principle.

2. Council prepares concept plans and consult with the affected residents, and report back to the Cumberland Local Transport Forum.

REPORT

Council has received a safety concern from a resident regarding the intersection of Kingsland Road and Kibo Road, Berala.

Kingsland Road is a local road that runs in a north-south direction with a speed limit of 50km/h. The street is approximately 12.5m wide with unrestricted parking on both sides of the street unless otherwise signposted.

Kibo Road is a local road that runs in an east-west direction with a speed limit of 50km/h. The street is approximately 12.5m wide with unrestricted parking on both sides of the street unless otherwise signposted.

Kingsland Road and Kibo Road form a T-intersection where Kingsland Road has priority with ‘Give Way’ signs and holding lines on the Kibo Road approach. The intersection is also within a School Zone.

The map below shows the location of the site.



Locality Plan

The resident alleged that due to the large amount of traffic on Kingsland Road, it is difficult to turn from Kibo Road into Kingsland Road particularly during peak hours.

The latest Centre for Road Safety crash data indicated that there was one reported accident related to vehicles turning at this intersection in the last 5 years.

Council undertook traffic counts on two approaches of the intersection in mid-2025. The results of the data are given below:

Street	**Approach**	**Average daily traffic (Veh/day)**	**Average Peak Hour (Veh/hr)**		**85th %tile speed (Km/hr)**
			AM	**PM**	
Kingsland Rd	south	4,302	287	237	50.1
Kibo Rd	west	1,634	114	88	31.1

Based on the above, and considering the high traffic volume on Kingsland Road, the proximity of the school on Kingsland Road and associated school zone, and a recorded accident related to vehicles turning at the intersection, it is proposed to provide a roundabout at this intersection to improve traffic flow and safety for motorists on Kingsland Road and Kibo Road.

CONSULTATION

Consultation will be carried out if recommended by the Cumberland Local Transport Forum and approved by Council

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

Nil

Item No: CLTF-26-028

STRATEGIC CYCLEWAY – CORRIDOR TWELVE – PARRAMATTA TO TOONGABBIE

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council provides in principle support on the proposed alignment and concept design for Corridor 12 (Parramatta to Toongabbie) identified in the adopted Cumberland Walking and Cycling Strategy.

2. Council note the next steps in progressing the proposal, as outlined in this report.

REPORT

The Cumberland Walking and Cycling Strategy provides a strategic framework to support walking and cycling as part of an integrated transport network. It also supports a place-based approach in making it easier to access public spaces, community facilities and local centres.

The strategy identifies 18 Active Transport Corridors designed to enhance connectivity, safety, and accessibility for pedestrians and cyclists. These corridors are shown in Figure 1 and details are provided in Table 1. Of these 18 corridors, four corridors are fully constructed, eight corridors are partially complete and require the completion of missing links, and six corridors are new initiatives that require planning and design work prior to construction.

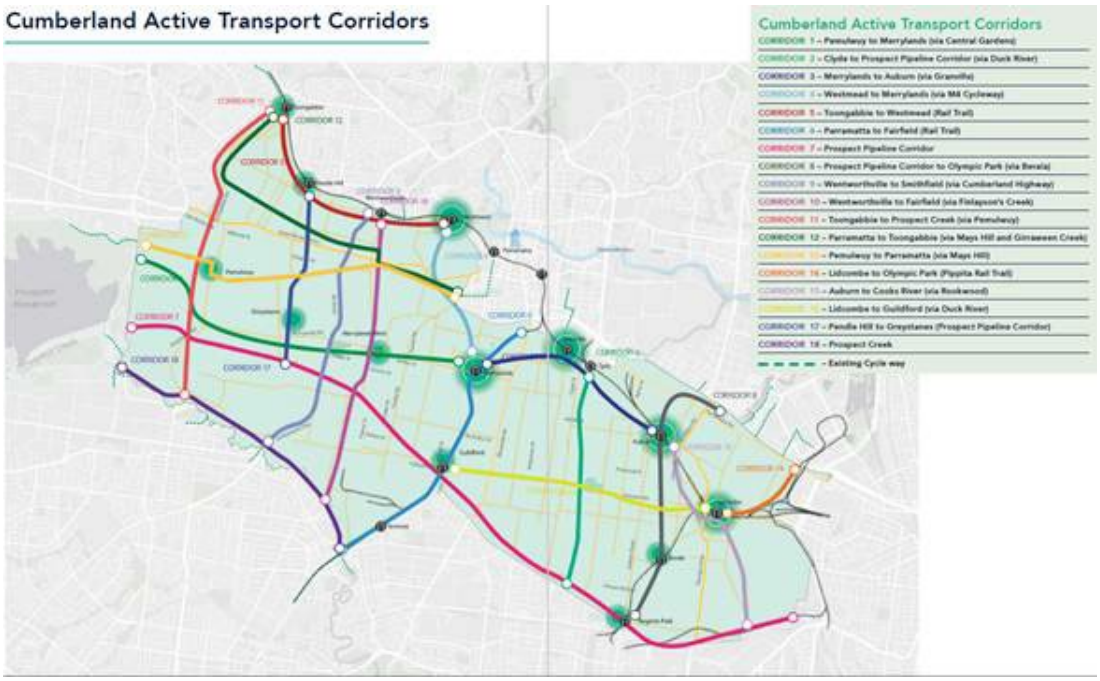


Figure 1: Cumberland Active Transport Corridors

Corridor 12 is a strategic east-west corridor connecting Parramatta to Toongabbie via Mays Hill and Girraween Creek, improving links to transport and open space in the western part of the Cumberland LGA.

Since the adoption of the Cumberland Walking and Cycling Strategy, Council officers have undertaken investigations and concept design work to further identify and refine the Corridor 12 – Parramatta to Toongabbie within the existing road network.

The link starts at Toongabbie Station, continues to Cecilia Street, then follows Girraween Road. It connects to Pendle Way via Gilba Road, then proceeds along Smith Street and Fullagar Road before ending at Nolan Crescent, where it links to Corridor 4.

The design features included at the concept design stage are:

- A combination of off-road cycleway and shared path
- Cycleway line marking where required
- Ramp upgrade where required
- Continuous bicycle stencils along the cycle way
- Directional cycleway signages
- Footpath widening to a shared path

To progress the proposal, it is recommended that the Cumberland Transport Forum and Council provide in-principle support for the alignment and concept design of Corridor 12 (Parramatta to Toongabbie), as outlined in this report. This will enable the completion of the planning and design phase, and support staged delivery of the project, based on funding availability under the local infrastructure contributions plan and/or grant opportunities from the NSW or Australian Governments.

CONSULTATION

Subject to endorsement, consultation on the proposed alignment and concept design will be undertaken as part of the planning and design phase of the project.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

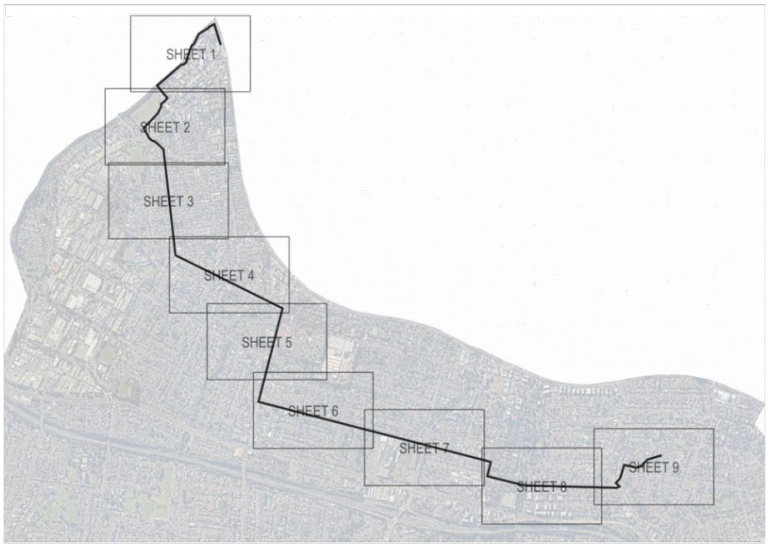
1. Alignment and concept design – Corridor 12 (Parramatta to Toongabbie)

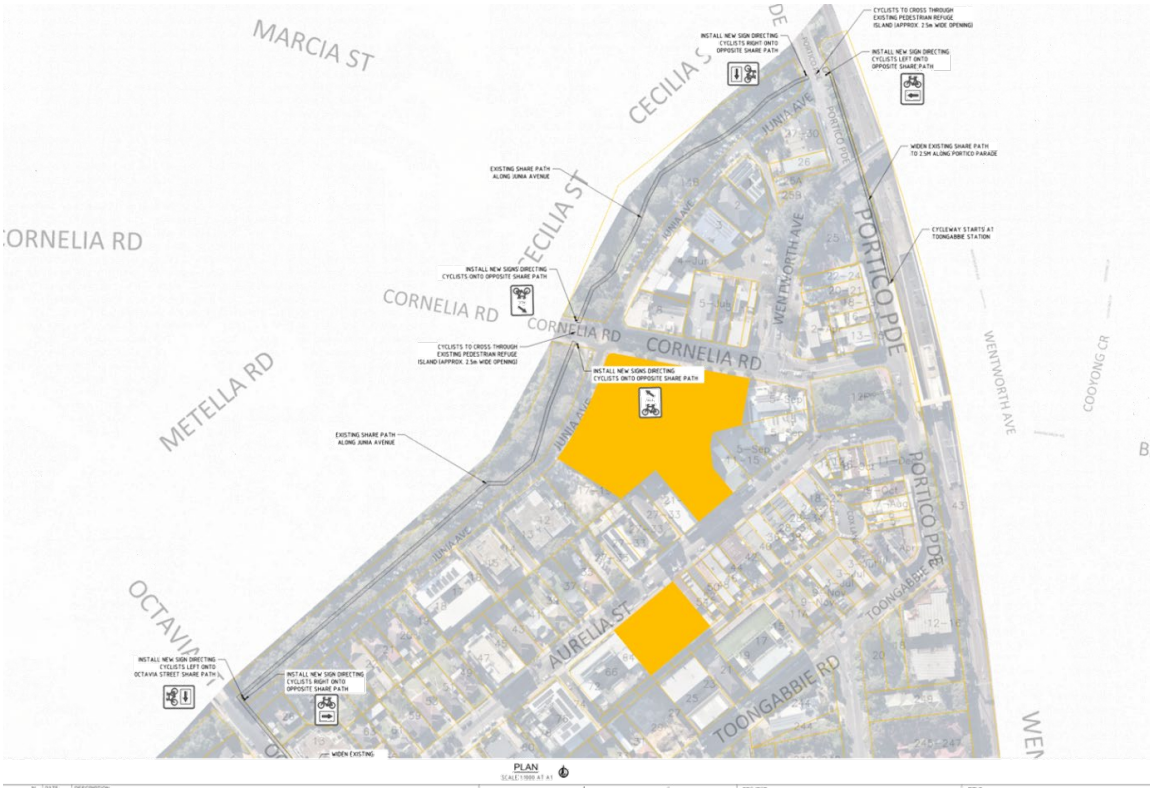
DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-028

Attachment 1

Alignment and concept design – Corridor 12 (Parramatta to Toongabbie)

CORRIDOR 12 - PARRAMATTA TO TOONGABBIE CYCLEWAY CONCEPT PLAN

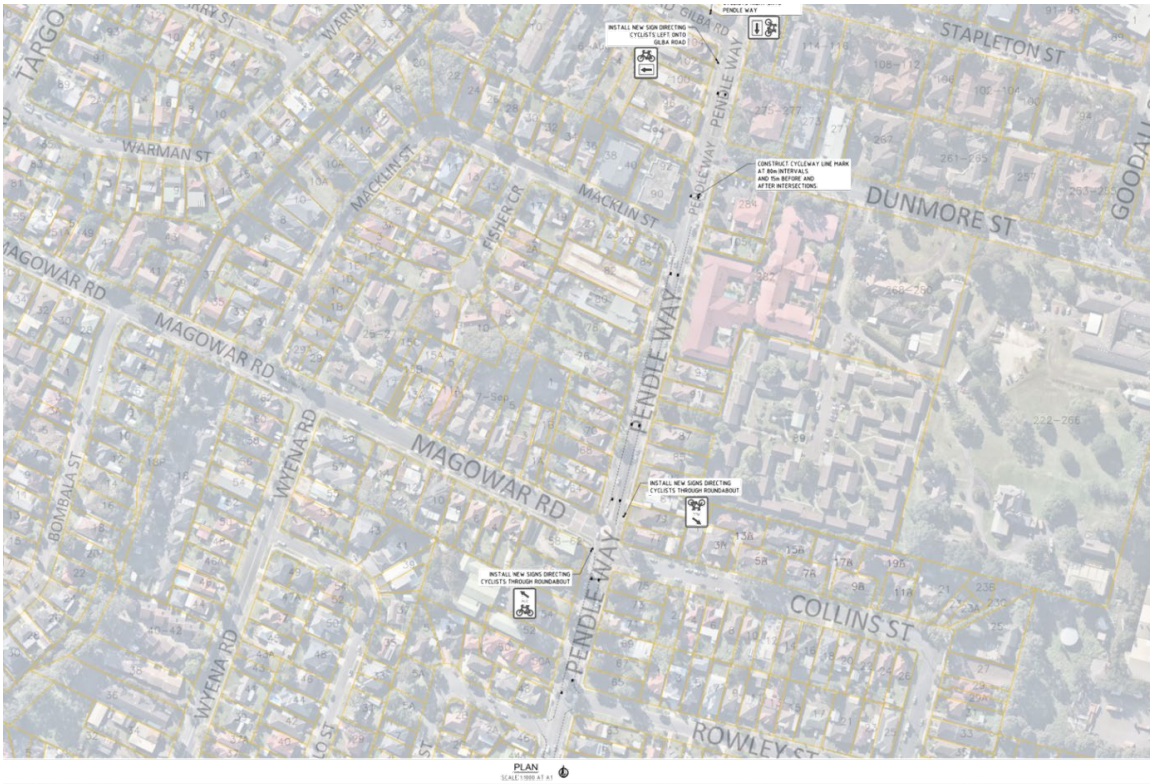


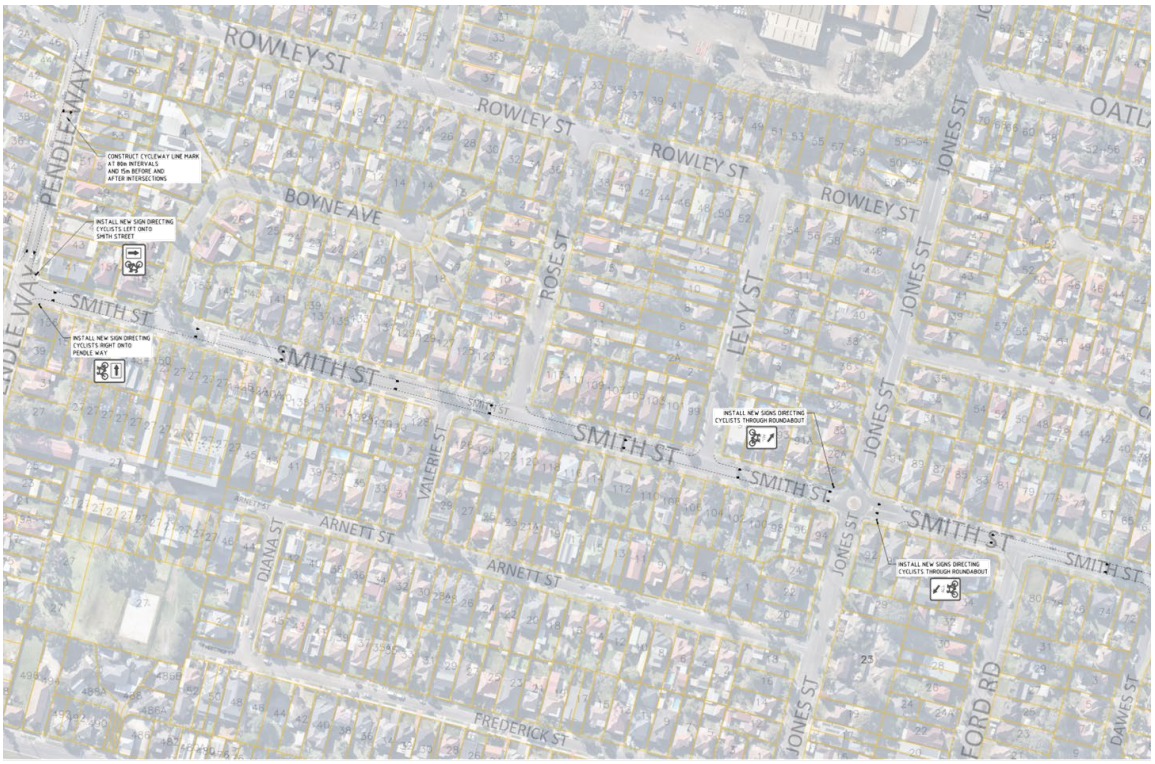



SHAREPATH TO 2.5m
OCTAVIA ST
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO OPPOSITE SHARE PATH
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO OPPOSITE SHARE PATH
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO OPPOSITE SHARE PATH
EXISTING SHARE PATH TO BE WIDENED TO 2.5m THROUGH GIRRAWEEN PARK
TOONGABBIE RD
HARVEY PL
LINDEN ST
TARGO RD
PORTIA RD
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO EXISTING CARPARK
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO EXISTING SHAREPATH
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO OPPOSITE SHARE PATH
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO CARPARK
WIDEN EXISTING SHAREPATH TO 2.5m
TEAGUE ST
GIRRAWEEN RD
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO GIRRAWEEN ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO TEAGUE STREET
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
TUNGARRA RD
CARINYA RD
PLAN


WILTONA PL
ORAMZI RD
MIFSUD ST
GIRRAWEEN RD
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
PALM ST
POLO CR
PAMELA PL
NORMAC RD
TUNGARRA RD
CARINYA RD
GILBA RD
BANDO RD
PLAN

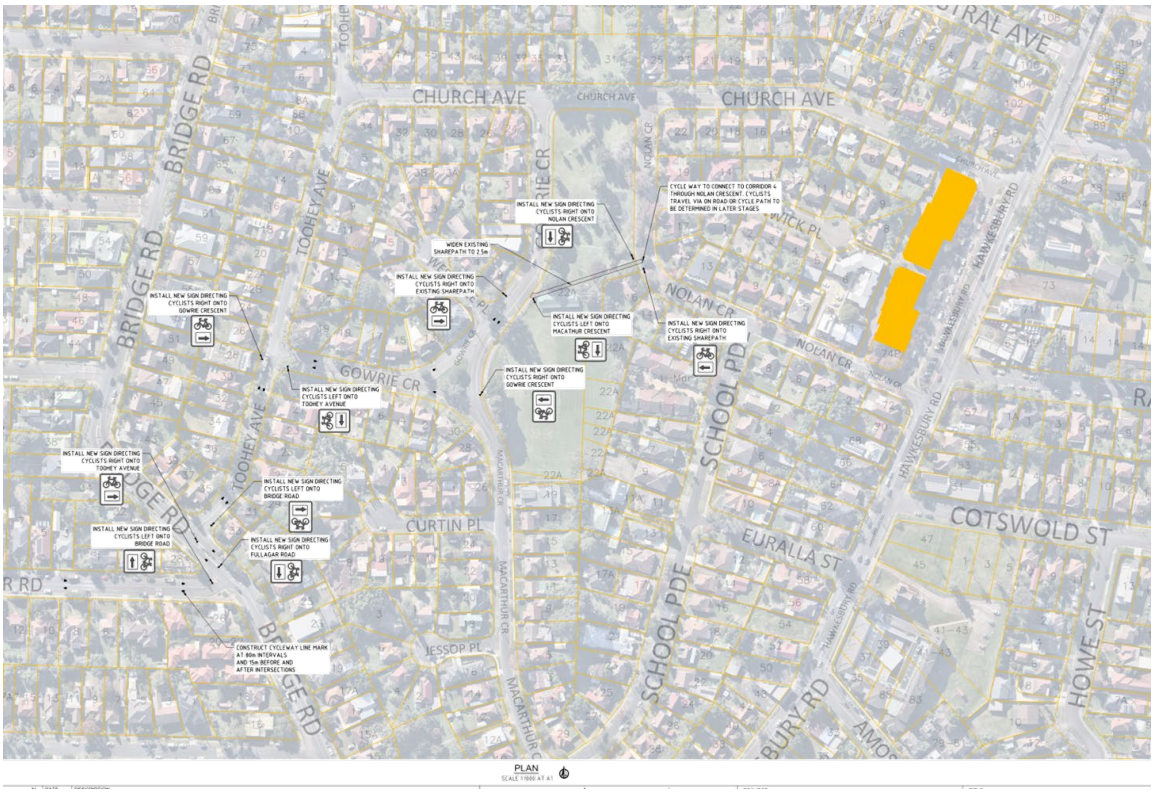

CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO GILBA ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO GIRRAWEEN ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO GILBA ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT PENDLE WAY
MIA MIA ST
TARGO RD
TUNGARRA RD
GILBA RD
EDITH ST
MAUNDER AVE
MASTERS PL
SAXBY ST
PARRY ST
WARMAN ST
ELSMORE ST
PARKLAND AVE
CIVIC AVE
BILLABONG ST
PLAN


INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO GILBA ROAD
PENDLE WAY
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
STAPLETON ST
DUNMORE ST
WARMAN ST
MACKLIN ST
FISHER CR
MAGOWAR RD
WYENA RD
BOMBALA ST
COLLINS ST
ROWLEY ST
PLAN


ROWLEY ST
ROWLEY ST
ROWLEY ST
ROWLEY ST
PENDLE WAY
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO SMITH STREET
BOYNE AVE
ROSE ST
LEVY ST
JONES ST
JONES ST
SMITH ST
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO PENDLE WAY
SMITH ST
SMITH ST
VALERIE ST
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
SMITH ST
SMITH ST
ARNETT ST
DIANA ST
ARNETT ST
JONES ST
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
FORD RD
FREDERICK ST
JONES ST
DAWES ST
PLAN


CRADDOCK ST
MASHMAN AVE
SMITH ST
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
CYCLISTS TO USE PROPOSED RAMP TO CROSS CUMBERLAND HIGHWAY THROUGH SHAREPATH
EXISTING FOOTPATH WIDTH UPGRADE TO 2.5M WIDTH
EMERT ST
MILDRED ST
GARFIELD ST
SMITH ST
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO SMITH STREET
MACK ST
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO SMITH STREET
CONSTRUCT 3m CYCLE PATH
CONSTRUCT 2.5m CYCLE PATH
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
SMITH ST
GARFIELD ST
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
FULLAGAR RD
EMERT ST
FULLAGAR RD
FULLAGAR RD
MONASH ST
GARFIELD ST
PLAN


INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO STATION STREET
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO SMITH STREET
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO FULLAGAR ROAD
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO STATION STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
STATION ST
LANE ST
KILLEEN ST
LYTTON ST
GRIFFITHS ST
BARRY PL
FULLAGAR RD
BRANSGROVE ST
IRWIN PL
ESSINGTON ST
GREAT WESTERN HWY
OLD PROSPECT RD
PLAN


CHURCH AVE
BRIDGE RD
TOOHEY AVE
GOWRIE CR
NOLAN CR
SCHOOL PDE
HAWKESBURY RD
CURTIN PL
MACARTHUR CR
JESSOP PL
EURALLA ST
COTSWOLD ST
HOWE ST
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO NOLAN CRESCENT
CYCLE WAY TO CONNECT TO CORRIDOR 4 THROUGH NOLAN CRESCENT. CYCLISTS TRAVEL VIA ON ROAD OR CYCLE PATH TO BE DETERMINED IN LATER STAGES
WIDEN EXISTING SHAREPATH TO 2.5m
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO EXISTING SHAREPATH
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO GOWRIE CRESCENT
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO MACARTHUR CRESCENT
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO EXISTING SHAREPATH
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO GOWRIE CRESCENT
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO TOOHEY AVENUE
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO TOOHEY AVENUE
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO BRIDGE ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS LEFT ONTO BRIDGE ROAD
INSTALL NEW SIGN DIRECTING CYCLISTS RIGHT ONTO FULLAGAR ROAD
CONSTRUCT CYCLEWAY LINE MARK AT 80m INTERVALS AND 15m BEFORE AND AFTER INTERSECTIONS
PLAN

Item No: CLTF-26-029

STRATEGIC CYCLEWAY – CORRIDOR THREE – MERRYLANDS TO AUBURN

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council provides in principle support on the proposed alignment and concept design for Corridor 3 (Merrylands to Auburn) identified in the adopted Cumberland Walking and Cycling Strategy.

2. Council note the next steps in progressing the proposal, as outlined in this report.

REPORT

The Cumberland Walking and Cycling Strategy provides a strategic framework to support walking and cycling as part of an integrated transport network. It also supports a place-based approach in making it easier to access public spaces, community facilities and local centres.

The strategy identifies 18 Active Transport Corridors designed to enhance connectivity, safety, and accessibility for pedestrians and cyclists. These corridors are shown in Figure 1 and details are provided in Table 1. Of these 18 corridors, four corridors are fully constructed, eight corridors are partially complete and require the completion of missing links, and six corridors are new initiatives that require planning and design work prior to construction.

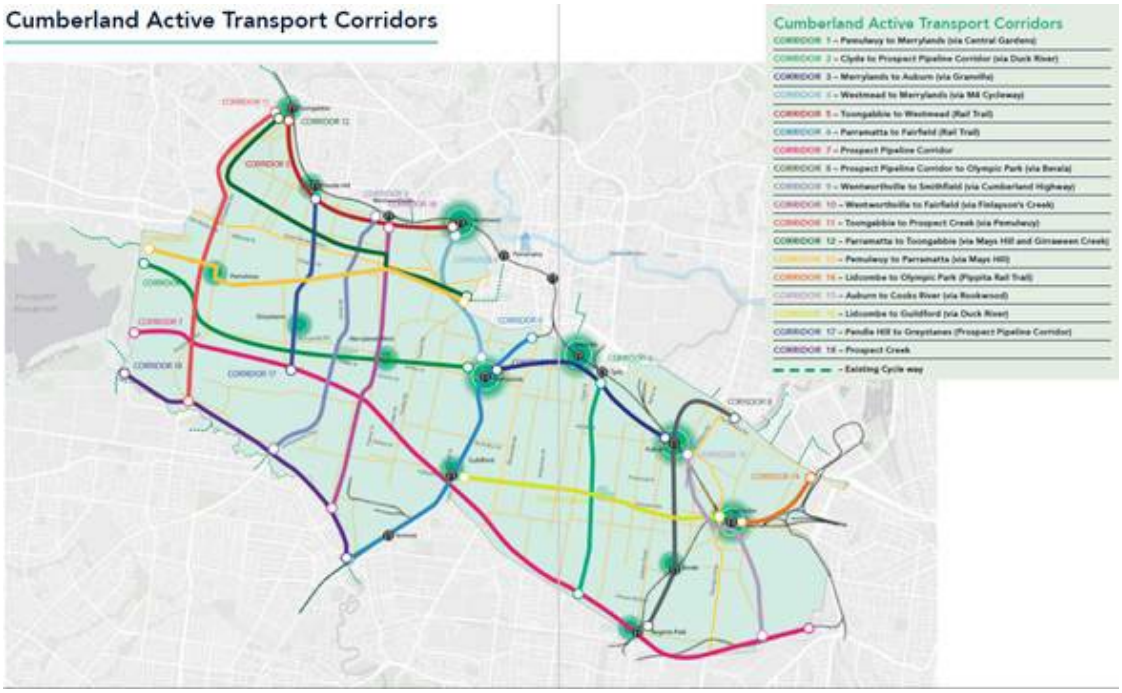


Figure 1: Cumberland Active Transport Corridors

Corridor 3 is a strategic east- west corridor connecting Merrylands to Auburn, improving links to transport and open space in the western part of the Cumberland LGA.

Since the adoption of the *Cumberland Walking and Cycling Strategy*, Council officers have undertaken investigations and concept design work to further identify and refine the Corridor 3 – Merrylands to Auburn within the existing road network.

The link starts at Merrylands Station and continues along Merrylands Road before entering the existing shared path through Granville Park. It connects to Meadow Street via Woodville Road, then proceeds along Thomas Street, Celia Street, Rossiter Street and Seventh Street, passing the parklets and the Duck River Active Transport Link projects near the Duck River area. From there, the route continues via Mary Street, Cumberland Road, Northcote Street, Alice Street and South Parade, terminating at Auburn Station.

The design features included at the concept design stage are:

- A combination of off-road cycleway and shared path
- Cycleway line marking where required
- Ramp upgrade where required
- Continuous bicycle stencils along the cycle way
- Directional cycleway signages
- Footpath widening to a shared path

To progress the proposal, it is recommended that the Cumberland Transport Forum and Council provide in-principle support for the alignment and concept design of Corridor 3 (Merrylands to Auburn), as outlined in this report. This will enable the completion of the planning and design phase, and support staged delivery of the project, based on funding availability under the local infrastructure contributions plan and/or grant opportunities from the NSW or Australian Governments.

CONSULTATION

Subject to endorsement, consultation on the proposed alignment and concept design will be undertaken as part of the planning and design phase of the project.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

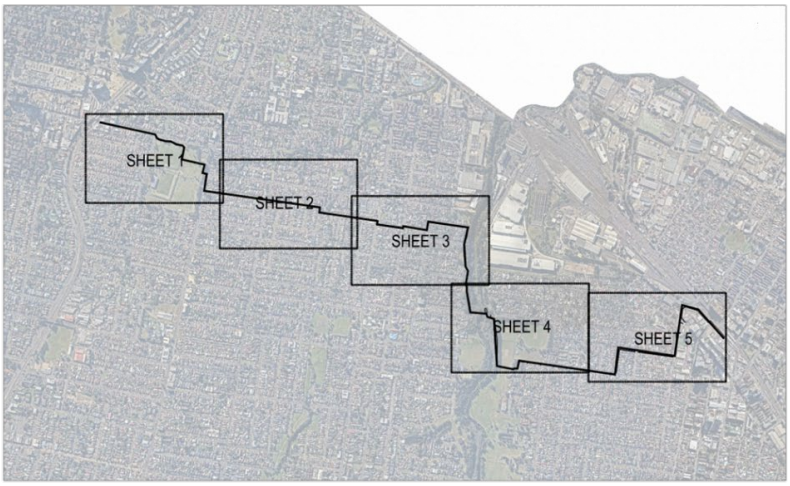
ATTACHMENTS

1. Alignment and concept design – Corridor 3 (Merrylands to Auburn)

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-029

Attachment 1
Alignment and concept design – Corridor 3 (Merrylands to Auburn)

CORRIDOR 3 - MERRYLANDS TO AUBURN
CYCLEWAY CONCEPT DESIGN PLAN






LOUIS ST
BRUNSWICK ST
EXCELSIOR ST
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
CYCLISTS TO FOLLOW EXISTING LINE MARKING
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO THOMAS STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO MAY STREET
COHEN ST
FARNELL ST
BADHAM
ABBOTT ST


SIXTH ST
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO BLAXCELL STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO CELIA STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH TO ROSSITER STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO SEVENTH STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH TO CELIA STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO THOMAS STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO BLAXCELL STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO CLYDE STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO CLYDE STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO ROSSITER STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO SEVENTH STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO EXISTING SHAREPATH
CYCLEWAY TO CONNECT TO SEVENTH STREET PARKLET
MYRTLE ST
MEMBREY ST
MIMOSA ST
SHERIDAN ST
NELSON ST
CYCLEWAY TO CONNECT TO MIMOSA STREET PARKLET


CONSTRUCT KERB RAMP AS PER SD 8181
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO MONA STREET
PROPOSED CYCLEWAY TO CONNECT TO DUCK RIVER ACTIVE TRANSPORT LINK
EXISTING SHARE PATH ALONG DUCK RIVER
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO MARY STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO EXISTING SHAREPATH
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
INSTALL NEW SIGNS DIRECTING CYCLISTS THROUGH ROUNDABOUT
SHEFFIELD ST
CARDIGAN ST
MONA ST
NORTHCOTE ST
BORONIA ST
BYRNES ST
MARY ST
CHISHOLM RD
WALTERS ST


WIDEN EXISTING FOOTPATH TO 2.5m SHAREPATH
KERB RAMPS AND SPLITTER ISLAND OPENING TO BE CONSTRUCTED
EXISTING SHAREPATH
CYCLISTS TO CROSS THROUGH EXISTING PEDESTRIAN CROSSING
EXISTING SHARE PATH
EXISTING SHARE PATH ON ALICE STREET
CYCLEWAY ENDS AT AUBURN STATION
WIDEN EXISTING FOOTPATH TO 2.5m SHAREPATH
WIDEN EXISTING FOOTPATH TO 2.5m SHAREPATH
WIDEN EXISTING FOOTPATH TO 2.5m SHAREPATH
CYCLISTS TO CROSS THROUGH EXISTING PEDESTRIAN CROSSINGS
INSTALL NEW SIGNS DIRECTING CYCLISTS LEFT ONTO CUMBERLAND ROAD
CONSTRUCT CYCLE RAMP TO DIRECT CYCLERS ONTO SHARE PATH
INSTALL NEW SIGNS DIRECTING CYCLISTS RIGHT ONTO MARY STREET
INSTALL NEW SIGNS DIRECTING CYCLISTS ONTO MARY STREET
SHEFFIELD ST
NORMANBY RD
SOUTH PDE
CUMBERLAND RD
CARDIGAN ST
MONA ST
NORTHCOTE ST
PRITCHARD ST
MARY ST
ALICE ST
DUDLEY ST
PARK RD
HARROW RD
QUEEN ST

Item No: CLTF-26-030

GORDON AVENUE, SOUTH GRANVILLE - ROAD SAFETY CONCERNS – CONSULTATION RESULT

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. Council prepare design of speed humps, undertake consultation with the affected residents and report back to Cumberland Local Transport Forum.

2. Council notify affected/ concerned residents of the outcome.

REPORT

Cumberland Local Transport Forum (formerly known as Cumberland Traffic Committee) at its meeting in April 2025 considered a report (CTC-25-086) regarding road safety concerns on Gordon Avenue, South Granville. Council resolved to undertake consultation with the residents of Gordon Avenue, South Granville to assess support for the installation of speed humps and report back to the Traffic Committee.

Consultation was carried out with the residents of Gordon Avenue accordingly in October 2025. Council received 26 responses (19% of the total letters sent) by the closing date. Fourteen (14) responses supported the proposal while two responses supported the proposal but did not want the speed humps placed in front of their properties. Ten (10) responses objected to the proposal:

	Support	Support but do not want speed hump to be in front of their properties	Objection
No. of responses received	14 (53.8%)	2 (11.5%)	10 (38%)

Based on the above result, as most of the residents support the installation of speed humps, it is proposed that Council proceed with the design of speed humps and undertake consultation with affected residents.

CONSULTATION

The proposal was notified to the impacted resident for a minimum period of 14 days from 14 October 2025 to 30 October 2025.

A total of 135 letters were distributed with an attached survey form to the residents / owners. There were 26 responses (19% of the total letters sent) received by the closing date. 14 responses (53.8%) supported the proposal, 2 responses supported the proposal but do not want speed humps outside their properties and 10 responses (38%) opposed to the proposal.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

1. Previous Report – CTC-25-086
2. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-030

Attachment 1

Previous Report – CTC-25-086

Item No: CTC-25-086

GORDON AVENUE, SOUTH GRANVILLE – ROAD SAFETY CONCERNS

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Granville*
Police Area Command (PAC):	*Cumberland*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from a local resident for the installation of traffic calming devices on Gordon Avenue, South Granville due to speeding concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that:

1. **Council consults with the resident of Gordon Avenue, South Granville to assess support for the installation of speed humps, and report back to the Traffic Committee.**

2. **Council request Cumberland Police Area Command to undertake speed surveillance in Gordon Avenue, South Granville.**

3. **The resident with the request and affected residents be advised on the outcome.**

REPORT

Council has received a request from a local resident for the installation of traffic calming devices on Gordon Avenue, South Granville due to speeding concerns.

Gordon Avenue is a local road runs in a north – south direction from Aubrey Street to Oakleigh Avenue. The road is approximately 680m long, it intersects with Dellwood Street at its midway. The speed limit is 50km/h and parking is permitted on both sides of the road in accordance with the Road Rules unless otherwise signposted.

Council officers have investigated the request for the installation of traffic calming devices on Gordon Avenue in accordance with Council's Local Area Traffic Management (LATM) Policy.

The latest Centre for Road Safety accident data indicated that there were no reported accidents in Gordon Avenue in the previous 5 years ending June 2024.

The map below shows the location of Gordon Avenue:



A traffic count was undertaken on Gordon Avenue in February 2025. The traffic count location is shown in red on the map above. The results of the traffic count indicated the following:

- Average Daily Traffic (ADT) = 639 veh/day,
- 85th percentile speed recorded = 55.4 km/h
- Mean Speed = 43.9km/h

Council officers have investigated the request for the installation of traffic calming devices on Gordon Avenue in accordance with Council's Local Traffic and Transport Policy and Guideline.

The results of the traffic count and recorded crashes were used in the Local Area Traffic Management (LATM) assessment to determine the need for the installation of traffic calming devices on Gordon Avenue in accordance with the criteria set out in Council's Local Traffic and Transport Policy and Guideline.

The LATM assessments are summarised in the tables below:

Table 1 – Gordon Avenue - LATM Assessment Points

Criteria	Maximum Score	Scores Achieved
Traffic Study Data	60	23
Local Characteristics	40	5
Total	**100**	**28**

Table 2 – Gordon Avenue – Action

Points (out of 100)	Recommended Action(s)
61-100	• Report to Cumberland Traffic Committee with a recommendation of providing traffic calming • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines • Consider community and stakeholder consultation on potential improvements
41-60	• Monitor and review traffic data after 6 months • Report to Cumberland Traffic Committee on line marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines • Consider community and stakeholder consultation on potential improvements
25-40	**• Monitor and review traffic data after 12 months** **• Report to Cumberland Traffic Committee online marking and associated improvements to support traffic calming and road safety as an initial response, subject to technical guidelines** **• Consider community and stakeholder consultation on potential improvements**
<25	• Do nothing
Speed	• Regardless of the total points scored, should the 85th percentile speed exceeds the posted speed limit by 5km/h, the street is to be referred to the Local Area Command of the NSW Police for monitoring and/or enforcement • Opportunities for line marking and associated improvements to support traffic calming and road safety to be considered, subject to technical guidelines.

Based on the above, Council will consult with the residents of Gordon Avenue, South Granville to assess support for the installation of the traffic calming devices and report back to the Traffic Committee.

CONSULTATION

Subject to endorsement, consultation will be undertaken on the proposal.

ATTACHMENTS

Nil

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-030

Attachment 2

Submission

CUMBERLAND CITY COUNCIL

RECEIVED
27 OCT 2025

REF: DCTC/2511/113

GORDON AVENUE. SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments:

(Signed)

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

16 Memorial Avenue, PO Box 42, Merrylands NSW 2160
T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

Welcome *Belong* Succeed

From:
Sent: Mon, 27 Oct 2025 20:40:16 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Subject: Opposition to Proposed Speed Hump Installation on Gordon Avenue
Attachments: 22366.jpg

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

To whom it may concern,

I owner of , have lived at this address for over 32 years, and in all these years I have never experienced any road safety issues and therefore strongly oppose the proposed installation of speed humps, considering them unnecessary.
While I understand and appreciate the goal of improving safety, I believe speed humps are not the best solution for our street and could create more issues than they resolve.
Speed humps can cause several unintended problems, including:
• **Noise increases** from vehicles braking, accelerating, and hitting the humps at all hours.
• **Delays for emergency services**, as fire trucks, ambulances, and police vehicles are forced to slow down.
• **Vehicle wear and tear** for residents who drive the street daily.
• **Reduced comfort and accessibility** for individuals with medical conditions or mobility issues affected by repeated jolts.

I believe there are alternative measures that could enhance safety without negatively impacting residents' quality of life — such as improved signage, or increased enforcement of speed limits.
I respectfully ask that the council reconsider this proposal and explore other traffic calming options that better balance safety and liveability for all residents.
I also urge the council to use funds more wisely by repairing and upgrading Gordon Avenue, which is currently in poor condition with potholes and an uneven surface all over. It is definitely time for an upgrade without the speed humps.

Sincerely,

CUMBERLAND
CITY COUNCIL

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE - CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***

   I raise no objection to consider my property frontage for placement of a speed hump. ☐

2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☒

Comments: As a long-term resident of Gordon Ave (over 32 years), I have never experienced any road safety issues and therefore do not support the proposed installation, believing it is unnecessary. The street is family-oriented and used only by residents.

[redacted]

(Signed)

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ABN 22 798 563 329

CUMBERLAND CITY COUNCIL

RECEIVED
30 OCT 2025
BY:

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: ___

Address: _

Phone: _

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   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: Many cars are constantly speeding through the street. This is unsafe for all its residents and children living in this street.

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: __

Address:

Phone: _

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☑

Comments: We do not support the installation of speed humps on Gordon Avenue. I've been living here over 20 years and haven't seen any issues. The reasons why we are not in favour are:

* They will increase noise levels, especially by the garbage trucks
* They will slow & delay emergency ~~vehicles~~ vehicles response time.
* Our taxpayers money will be used to construct unnecessary humps, & there will be ongoing maintenance. I'll rather the money be spent on fixing the Potholes & Footpaths in Gordon Avenue.

(Signed)

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* Speed humps can also cause damage to our vehicles.

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CUMBERLAND CITY COUNCIL

RECEIVED
10 NOV 2025
BY:

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☑

Comments: Cause accidents, and congestion.

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CUMBERLAND CITY COUNCIL

30 OCT 2025

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Addre:

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Comments:_____

_____

_____

_____

_____

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
27 OCT 2025

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _

Address:

Phone: _

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☑

Comments: The traffic in our Street is calm. Speed humps causes thumping noises. my bedroom is at the front of the house and I have Sensory Processing Sensitivity. Thank you for considering my Vote.

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Comments:_____

_____

_____

_____

_____

____ _____

(Signed)

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REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☑

Comments: MY BEDROOMS ARE AT THE FRONT OF MY HOUSE & DO NOT WANT TO KEEP HEARING THEM ALL NIGHT. I ALSO HAVE A SENSORY PROCESSING SENSITIVITY PROBLEMS.

(Signed)

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CUMBERLAND
CITY COUNCIL

27 OCT 2025

REF: DCTC/2511/113

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: I am in support of the proposed installation of speed humps on Gordon Avenue. However, I respectfully request that a speed hump NOT be located directly in front of my property.

_____ _____

_____ _____

(Signed)

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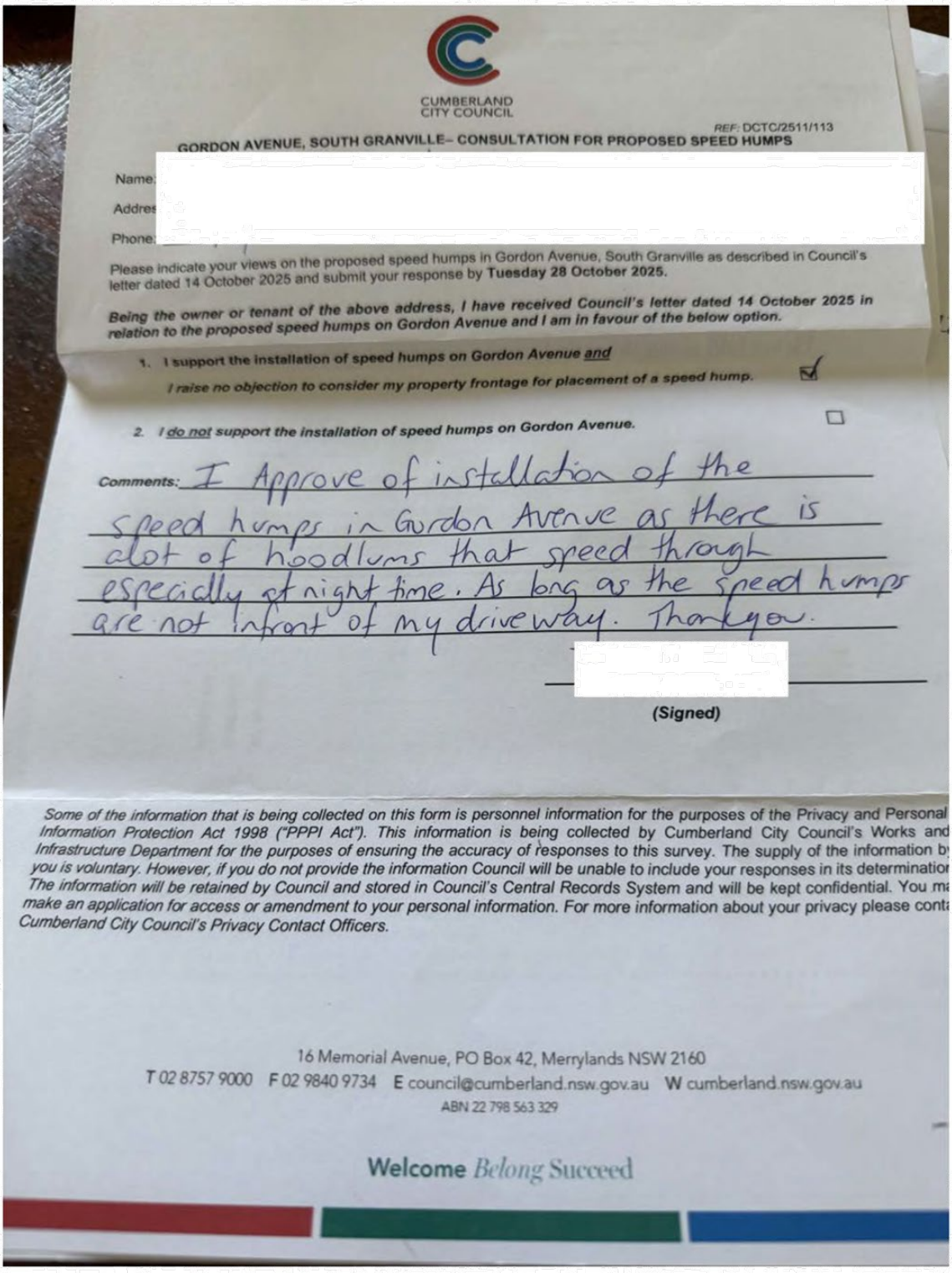

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: I Approve of installation of the speed humps in Gordon Avenue as there is alot of hoodlums that speed through especially at night time. As long as the speed humps are not infront of my driveway. Thankyou.

(Signed)

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: I strongly support the installation of speed humps in our street. Excessive speeding has become a serious safety concern, with frequent incidents of drag racing, burnouts, and reckless driving involving both cars and motorbikes. These activities not only endanger residents, but also create significant noise and disruption. The installation would greatly improve safety and align with the Cumberland City Council's commitment to creating safer streets. I urge the council to prioritise this request and take action to address the ongoing risks.

_____ _____

(Signed)

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CUMBERLAND
CITY COUNCIL

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _____

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Comments: _____

_____

_____

_____

_____

_____

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
30 OCT 2025
BY: .....

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: I beleive its a very important idea because it can help slow the speed of passing cars, and it gets very loud and noisy.

(Signed)

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CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address [redacted]

Phone

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: I support the installation of speed humps.

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CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025

REF: DCTC/2511/113

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Comments: FULLY SUPORT IT SPEEDING CARS DANGERS FOR RESIDENTS AND CHILDREN

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CUMBERLAND CITY COUNCIL

RECEIVED
27 OCT 2025
BY:

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

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2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: VERY URGENTLY NEED SPEED BUMP

(Signed)

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16 Memorial Avenue, PO Box 42, Merrylands NSW 2160
T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

Welcome *Belong* Succeed

From:
Sent: Mon, 27 Oct 2025 23:47:07 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Cc:
Subject: [EXTERNAL] Re: DCTC/2411/113 - Gordon Ave, South Granville - Proposed Speed Humps

> CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Soma,
cc: Council Members

I am writing to provide my submission regarding the proposed installation of speed humps in my street.
As a long term resident, I do not believe there is a demonstrated need for such infrastructure, as the volume of local traffic
is minimal and does not justify this measure,

As a ratepayer, I am concerned that the installation of unnecessary speed humps represents an inefficient use of public funds.
I respectfully suggest that council prioritise more practical improvements , such as implementation of clear line markings.
This would help ensure vehicles are parked appropriately, as there are ongoing issues with some residents occupying multiple
spaces, seemingly to the disadvantage of others.

In addition, there are trailers that have been parked for extended periods (a number of years), deliberately positioned to
prevent other residents from accessing available street parking. This behaviour reflects an attitude of entitlement among a
small number of individuals who appear to believe they can dictate who may utilise public street spaces.

It is also concerning that some of these same individuals appear to be lobbying for the installation of speed humps, which
would further reduce the number of available on-street parking spaces and exacerbate existing access issues for residents.

I therefore respectfully request that Council reconsider the proposed installation and instead direct resources towards more

From:
Mon, 20 Oct 2025 13:43:29 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Speed Humps for Gordon Avenue South Granville
Attachments: 20251020_134049.heic

> CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

I approve the installation, but not in front of my house if possible.

From:
Sent: Tue, 28 Oct 2025 22:27:31 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] RE: REF #DCTC/2511/113 - Gordon Ave, South Granville- Proposed speed humps

> CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

To whom it may concern,

I being an occupant of , have received councils letter regarding the installation of speed humps on our street.

I do not support the installation of these speed humps.
There is no need for them on our street, there is no issue with speeding cars that would warrant the need for these measures.

More than happy to discuss this further with you.

From:
Sent: Tue, 28 Oct 2025 12:21:24 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Fwd: Proposed speed humps Gordon ave

> CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi to whom it may concern , I am writing you in regards to the installation to the speed humps on Gordon Avenue. As resident and home owner on Gordon Avenue for over 25 years I strongly disagree with the need for speed humps I do not support the installation of speed humps . They are unnecessary and a waste of tax payer money as I believe we do not have a issue with speeding/hooning in this street there has never been any speed related accidents here . I also refuse any signage,islands or speedhumps infront of my property

CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025
BY:.....

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments:_____

_____

_____

_____

_____

(Signed)

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Welcome *Belong* Succeed

From:
Sent: Mon, 20 Oct 2025 21:37:09 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] Re: speed humps gordon avenue
Importance: Normal

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

To whom it may concern . I have received a letter in regards to possible speed humps . As a home owner here in gordon avenue I absolutely refuse for speed humps bad enough you want to allow a block of units behind our house ! Speed humps will cause less parking , more congestion ! And signs in through-out the street which are a eye sore and will greatly depreciate the value of our homes ! I don't accept speedhumps nor will I accept any signs infront of my property we are seeking the appropriate legal advice and are willing to enter a legal battle . There is very little speeding done here and it is highly unnecessary!

Once again we do not support the installation of any speed humps . We strongly oppose any signs infront of our property.

CUMBERLAND CITY COUNCIL

RECEIVED
29 OCT 2025

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: _

Address:

Phone:

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: IT VERY URGENTLY NEEDED AS SPEEDING CARS WILL HIT SOMONE SOONER OR LATER

(Signed)

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

RECD 03 NOV 2025

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE – CONSULTATION FOR PROPOSED SPEED HUMPS

Name:

Address:

Phone:

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑

2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: There are too many speeding cars in our street so we believe that having speed bumps will reduce this.

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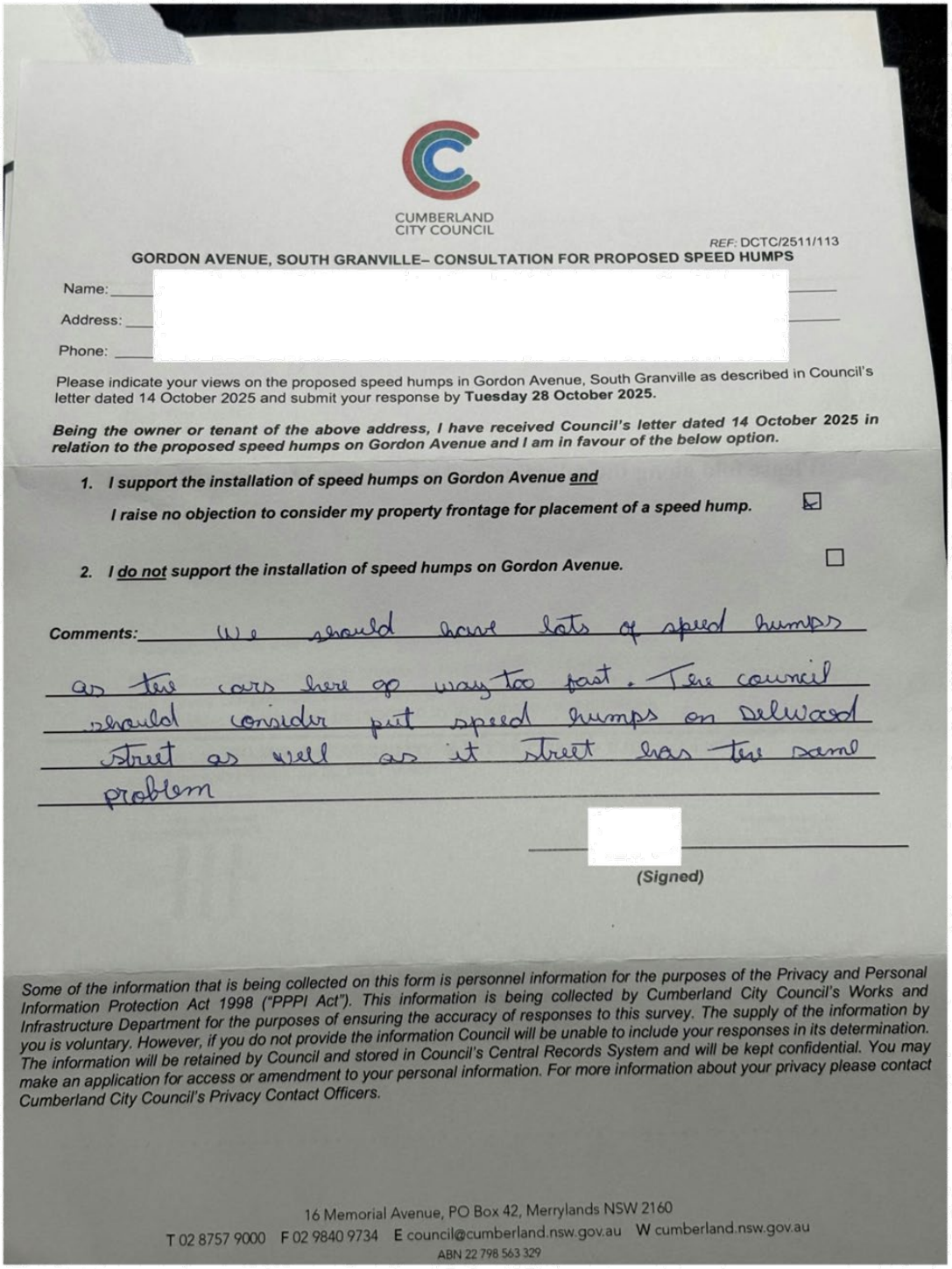
Welcc ... g Succeed



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/113

GORDON AVENUE, SOUTH GRANVILLE– CONSULTATION FOR PROPOSED SPEED HUMPS

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the proposed speed humps in Gordon Avenue, South Granville as described in Council's letter dated 14 October 2025 and submit your response by **Tuesday 28 October 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 14 October 2025 in relation to the proposed speed humps on Gordon Avenue and I am in favour of the below option.

1. ***I support the installation of speed humps on Gordon Avenue and***
   I raise no objection to consider my property frontage for placement of a speed hump. ☑
2. ***I do not support the installation of speed humps on Gordon Avenue.*** ☐

Comments: We should have lots of speed humps as the cars here go way too fast. The council should consider put speed humps on Delwood street as well as it street has the same problem

[redacted]

(Signed)

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Item No: CLTF-26-031

GUILDFORD ROAD, GUILDFORD - PROVISION OF A PEDESTRIAN FACILITY OUTSIDE BRIGHT PARK

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The installation of a pedestrian crossing on Guildford Road, Guildford between Robertson Street and Excelsior Street outside Bright Park be approved in principle.

2. Council prepare concept plans for the pedestrian crossing and undertake consultation with affected and adjacent residents and report back to the Cumberland Local Transport Forum.

REPORT

Council has received requests from residents for a pedestrian facility to assist in crossing Guildford Road outside Bright Park.

Guildford Road is a local road that runs in an east-west direction from Blaxcell Street to Palmer Street and has a speed limit of 50 km/h. This section under consideration is between Robertson Street and Excelsior Street. Council's Park reserves are located on both sides of this section of road including Bright Park which contains a children's play area.

It is noted that Council recently undertook consultation for on a Masterplan for Bright Park, Guildford. Some comments from residents have raised several concerns in relation to connectivity and road crossings for the corridor. It is also noted that the Guildford Road section south of Bright Park carries large volumes of traffic and raises concerns for pedestrian including children crossing the street. Furthermore, the cycleway link through the reserves crosses Guildford Road in this section.

The map below shows the location of Guildford Road section and the parks.



The latest Crash data indicated that there were no reported crashes in this section of Guildford Road in the last 5 years ending December 2024.

There is a raised pedestrian crossing on Guildford Road at approximately 180m from the location under consideration, however, it was observed that park users tend to cross at this location rather than walk 180 metres or so and use the existing crossing.

Pedestrian crossing warrants

Transport for NSW has recently provided guidelines to local governments to utilise reduced warrants on local roads, subject to satisfying safety requirements outlined in the Australian Standards and Austroads Guidelines.

Council has developed its own guidelines for the provision of pedestrian crossings on local roads especially at high demand locations including schools, community facilities, parks, hospitals, medical facilities, town centres, neighbourhood shops and public transport facilities.

A pedestrian (zebra) crossing is deemed to meet the numerical warrant for a pedestrian (zebra) crossing if the crossing point meets the following criteria:

- In each of two separate one-hour periods in a typical day, the pedestrian flow per hour crossing the road is or is expected to be equal to or greater than 20, and vehicle volumes are equal to or greater than 200. Where each unaccompanied child, elderly person or mobility impaired pedestrian is counted as two pedestrians.

In addition to the above, all requirements set down in Australian Standards are to be met.

Pedestrian and vehicle counts were taken on a typical Monday in late 2025. The hourly count data is given below:

Time Period	Vehicular Traffic (Both Directions)	Total PEDESTRIANS factoring for unaccompanied children and elderly
07:00-08:00	753	10
08:00-09:00	875	23
09:00-10:00	651	7
10:00-11:00	583	10
11:00-12:00	496	6
12:00-13:00	594	5
13:00-14:00	592	25
14:00-15:00	731	4
15:00-16:00	925	29
16:00-17:00	934	24

The data indicates that the warrants for a pedestrian crossing are satisfied in accordance with Council's Traffic and Transport Policy. The location also meets the safety requirements as outlined in the Australian Standards AS1741 Part 10.

Based on the assessment, it is proposed to provide a pedestrian crossing on Guildford Road outside Bright Park. This pedestrian crossing will improve safety for pedestrians at this location.

CONSULTATION

Consultation will be undertaken with affected residents if recommended by the Transport Forum and approved by Council.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

Nil

Item No: CLTF-26-032

PARK ROAD, MT AUBURN ROAD AND ANGUS AVENUE AUBURN – ROAD SAFETY CONCERNS

The Cumberland Local Transport Forum recommends, and Council resolves that:

1. The proposed roundabout at the intersection of Park Road, Mt Auburn Road and Angus Avenue in accordance with the attached plan be approved.

2. Council prepare design plans and forward to Transport for NSW for concurrence.

3. Council include the construction of the roundabout in a future Capital Works Program.

4. Council notify affected residents on the outcome of the consultation.

REPORT

Council received safety concerns from residents of Angus Avenue regarding the intersection of Park Rd, Mt Auburn Rd and Angus Avenue.

Cumberland Local Transport Forum (formerly known as Cumberland Traffic Committee) at its meeting in June 2025 considered a report (CTC-25-133) on the proposed roundabout at the intersection of Park Road, Mt Auburn Road and Angus Avenue, Auburn and recommended that:

1. The installation of a roundabout at the intersection of Park Road and Mount Auburn Road, Auburn, in accordance with the attached plan, be supported in principle.

2. Council undertake consultation with adjacent residents and provide a further report to the Traffic Committee.

Council at its meeting on 30 July 2025 approved the recommendation.

The map below shows the location of the site.



In accordance with the Council resolution, Council undertook consultation with the residents for 14 days between 2 December and 16 December 2025.

A total of 16 letters were distributed to affected residents/ owners. Council received four (4) responses (25% of the total letters sent) by the closing date. Two (50%) responses supported the proposal, including one that supported it but requested minor changes. Two (2) responses objected to the proposal, citing the loss of on-street parking spaces in the area as the reason for their objection.

In view of the continued safety concerns raised by the residents / motorists and to enhance safety at this intersection, it is proposed that Council proceed with the roundabout project.

CONSULTATION

The proposal was consulted with affected residents for a period of 14 days from 2 December to 16 December 2025.

A total of 16 letters were distributed to the residents/ owners. Council received four (4) responses (25% of the total letters sent) by the closing date. Two (50%) responses supported the proposal, and two (50%) opposed to the proposal.

At the meeting, there was discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

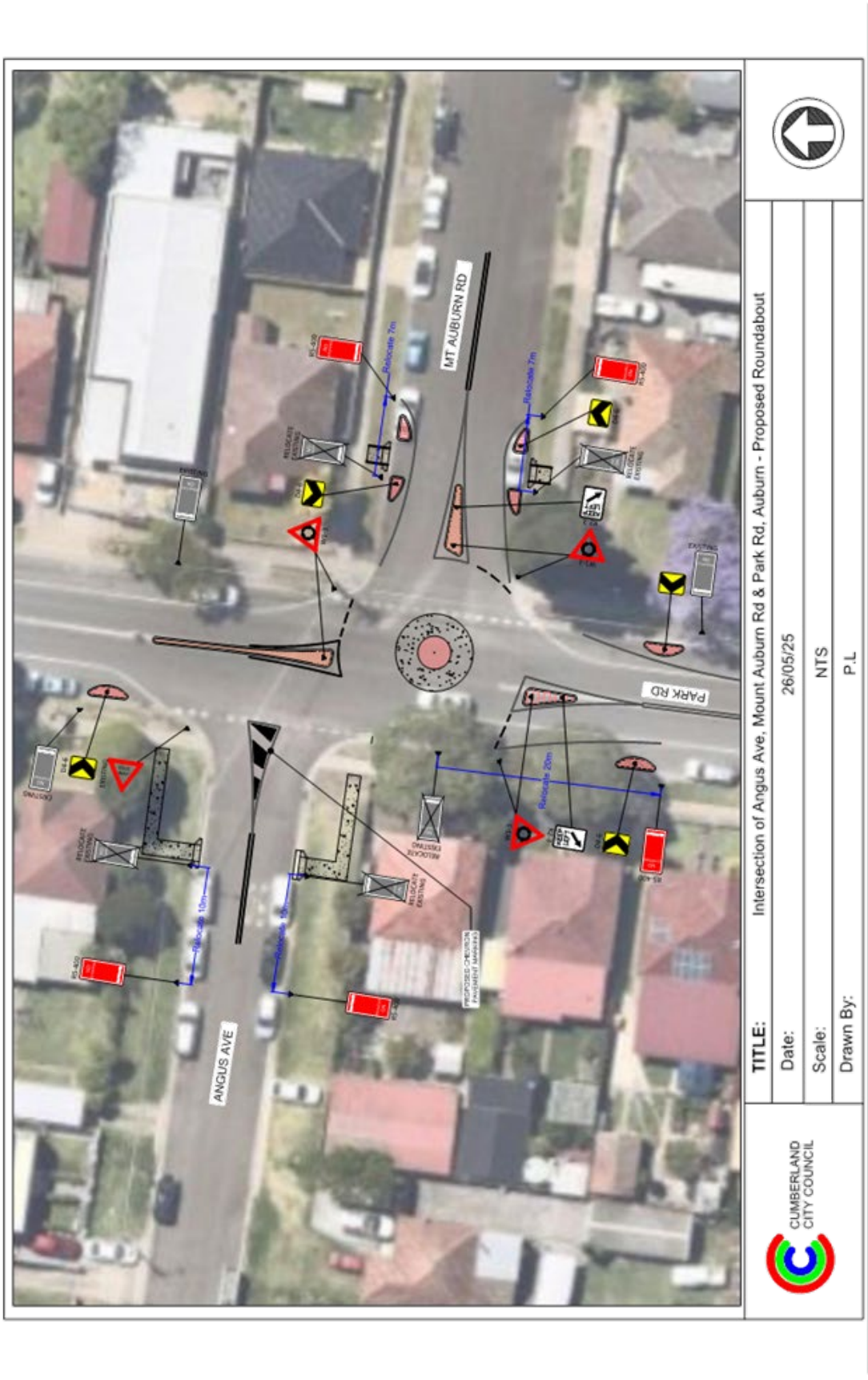
1. Plan - Park Road at Mt Auburn Road and Angus Ave - Proposed roundabout
2. Previous Report - CTC-25-133
3. Submissions

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-032

Attachment 1

Plan - Park Road at Mt Auburn Road and Angus Ave - Proposed roundabout

Traffic Committee
4 June 2025



CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-032

Attachment 2

Previous Report - CTC-25-133

Item No: CTC-25-133

PARK ROAD AT MOUNT AUBURN ROAD AND ANGUS AVENUE, AUBURN – PROPOSED ROUNDABOUT

Directorate:	Environment and Planning
Responsible Officer:	Manager Engineering and Building
Electorate:	*Auburn*
Police Area Command (PAC):	*Auburn*
Agenda Part	Part 2

Note: *Recommendation to Council*

SUMMARY

Council has received a request from a local resident for the installation of a roundabout in Park Road at the intersection of Mount Auburn Road and Angus Avenue, Auburn due to safety concerns.

This report outlines the outcome of the investigation into this matter.

RECOMMENDATION

The Traffic Committee recommends that:

1. **The installation of a roundabout at the intersection of Park Road and Mount Auburn Road, Auburn, in accordance with the attached plan, be supported in principle.**

2. **Council undertake consultation with adjacent residents and provide a further report to the Traffic Committee.**

REPORT

Park Road is a regional road that runs in a north-south direction with a posted speed limit of 60 km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless otherwise signposted.

Mount Auburn Road is a local road that runs in an east-west direction with a posted speed limit of 50 km/h. It has a width of approximately 12.5m and parking is permitted on both sides of the road unless signposted.

Angus Avenue is a local road that runs in an east-west direction with a posted speed limit of 50 km/h. It has a width of approximately 9m and parking is permitted on both sides of the road unless signposted.

Park Road, Mount Auburn Road, and Angus Avenue form a staggered four-way intersection, with priority given to traffic on Park Road. Currently, 'Give Way' signs and

associated line marking are in place on Mount Auburn Road and Angus Avenue, while 'BL2' line marking is present along Park Road.



Locality Plan

Council has received concerns from a local resident regarding road safety at the intersection of Mount Auburn Road and Park Road.

The latest Centre for Road Safety crash data indicates that there was one reported accident at the intersection of Park Road and Mount Auburn Road in the five years. The accident details are listed in the table below.

Date	Location	Description
16/10/2020	Park Road at Mount Auburn Road	Vehicle failed to give way

Investigations have found that the staggered layout of the intersection can create confusion for drivers, particularly when vehicles from Mount Auburn Road and Angus Avenue arrive at the same time, leading to potential right-of-way conflicts. The offset configuration also increases the risk of side-impact collisions and near-misses, especially where sight distance is limited.

To improve safety, it is proposed to install a roundabout at the intersection of Park Road and Mount Auburn Road. A roundabout can reduce both the number and severity of conflict points compared to the existing give-way controls. The lower travel speeds and one-way traffic flow through a roundabout significantly decrease the risk of serious crashes. Additionally, by reducing approach speeds on all legs of the intersection, a roundabout enhances safety for both drivers and pedestrians.

The traffic movement at the intersection of Park Road and Angus Avenue would be restricted to left in and left out only due to the refuge islands associated with the proposed roundabout.

CONSULTATION

Subject to endorsement, consultation will be undertaken on the proposal.

ATTACHMENTS

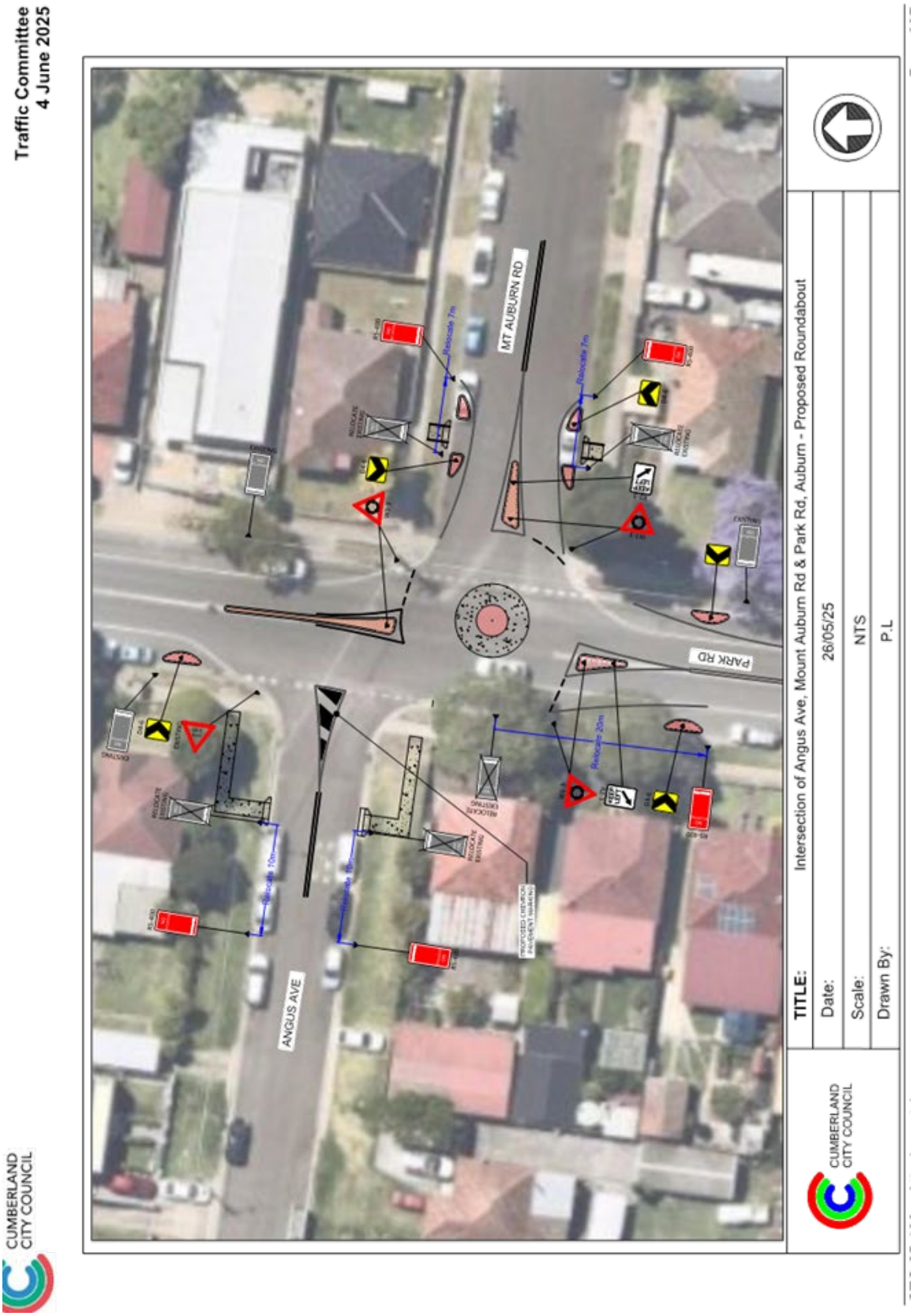
1. Plan – Park Road at Mount Auburn Road, Auburn – Proposed roundabout ⇩

DOCUMENTS ASSOCIATED WITH REPORT CTC-25-133

Attachment 1

Plan – Park Road at Mount Auburn Road, Auburn – Proposed roundabout

Traffic Committee
4 June 2025



CUMBERLAND CITY COUNCIL

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-032

Attachment 3

Submissions

CUMBERLAND CITY COUNCIL

RECEIVED
16 DEC 2025
BY: .....

REF: DCTC/2511/149

PARK ROAD AT MOUNT AUBURN ROAD AND ANGUS AVENUE, AUBURN – CONSULTATION OF THE PROPOSED ROUNDABOUT

Name: _____

Address: _____

Phone: _____

Please indicate your views on the proposed roundabout on Park Road at the intersection of Mount Auburn Road and Angus Avenue, Auburn as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to the proposed roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue including the associated line marking and parking restrictions and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** ☒

2. ***I do not support installation of a roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue.*** ☐

Further comments:

ASAP

(Signed

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ABN 22 798 563 329

From:
Sent: Tue, 16 Dec 2025 08:37:18 +1100
To: "Records Department" <council@cumberland.nsw.gov.au>
Subject: [EXTERNAL] PARK ROAD AT MOUNT AUBURN ROAD AND ANGUS AVENUE, AUBURN - PROPOSED ROUNDABOUT

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hello, I am the resident of the house

I oppose of the roundabout, due to the fact
-that residential parking will be lost, There is already people who park on the grass on this street when there isn't enough parking.
- our street is known for abandoned cars that have been reported and moved however takes over 3 months +
- street will be congested further with the roundabout
- lived here for over 10 years and I never had a problem - congestion is only during peak hour and people are too impatient

From:
Sent: Thu, 11 Dec 2025 15:13:13 +1100
To: "Records Department" <council@
Subject: [EXTERNAL] REF DCTC/2511/149 PARK RD AT MT AUBURN RD AND ANGUS AVE, PROPOSED ROUNDABOUT
Attachments: Council letter.pdf, Photo of house on corner with new driveway.jpeg

> CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

To Whom it may concern

As requested, as part of the consultation about the proposed roundabout on Park Road at the intersection of Mount Auburn Road and Angus Avenue, Auburn as described in Council's letter dated 2 December 2025, we submit our response:

The google maps image used for the proposed roundabout is outdated. Our neighbour on the corner of Park Road and Mt Auburn Road has constructed a new house and put a new driveway in the proposed spot of the island (circled in red on the diagram). . Therefore, we propose that the island be moved closer towards the roundabout so it does not obstruct their driveway.

We have attached the image with the island in question circled in red with the direction to which we propose it should be moved towards to the roundabout.

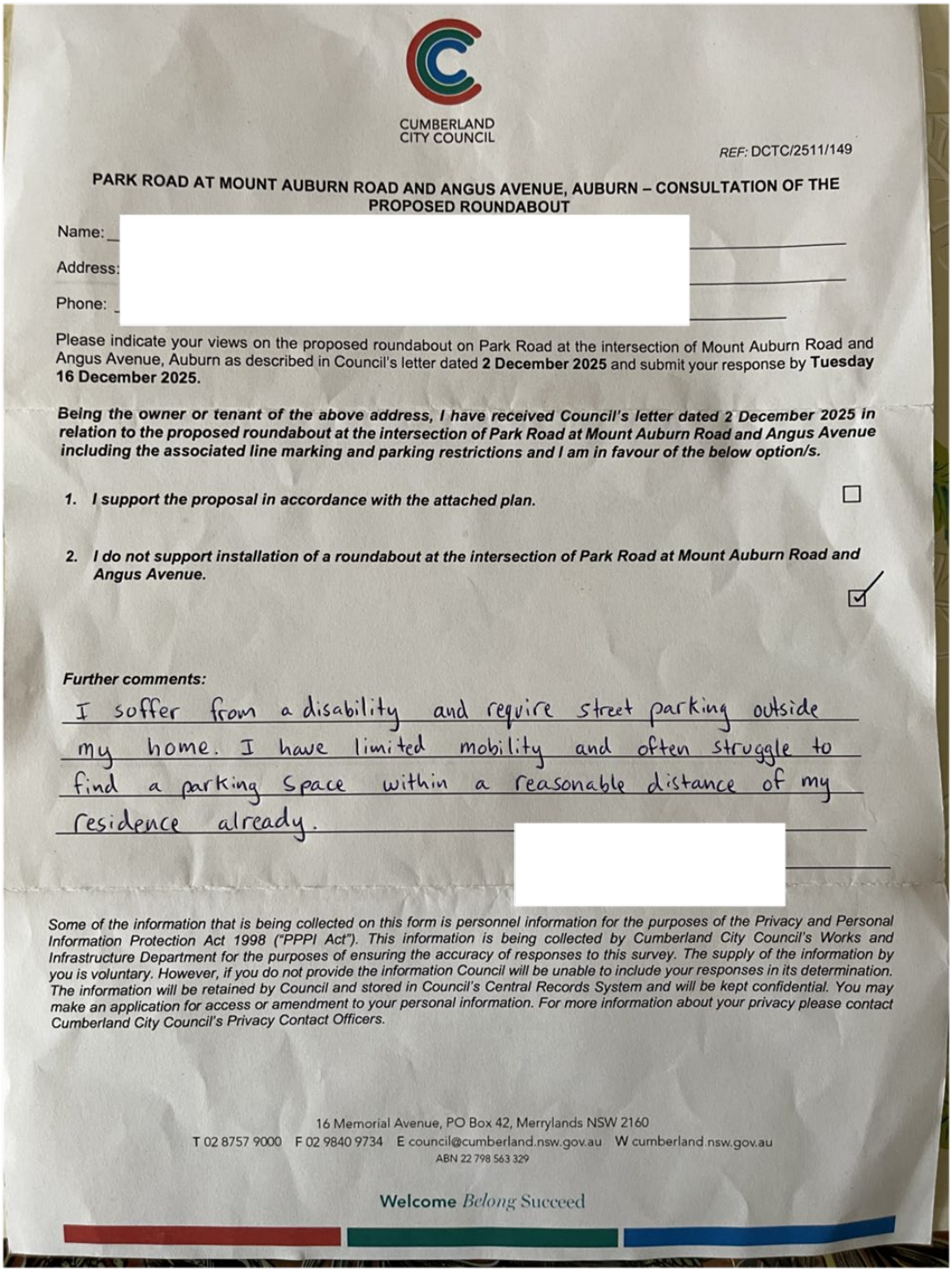
We have also attached photos of our houses with the two driveways side by side and in particular draw attention to) constructed close to the intersection of Park Road and Mt Auburn Road.

PROVIDED this island is moved closer to the roundabout/intersection, we have no issue with the proposed roundabout going ahead.

However, we would appreciate a response with a new updated diagram of the proposed roundabout and where this island would now be proposed to be placed.

Any questions, you can contact or email him at this email address.

Kind Regards



CUMBERLAND CITY COUNCIL

REF: DCTC/2511/149

PARK ROAD AT MOUNT AUBURN ROAD AND ANGUS AVENUE, AUBURN – CONSULTATION OF THE PROPOSED ROUNDABOUT

Name: [redacted]

Address: [redacted]

Phone: [redacted]

Please indicate your views on the proposed roundabout on Park Road at the intersection of Mount Auburn Road and Angus Avenue, Auburn as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to the proposed roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue including the associated line marking and parking restrictions and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** ☐
2. ***I do not support installation of a roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue.*** ☑

Further comments:

I soffer from a disability and require street parking outside my home. I have limited mobility and often struggle to find a parking space within a reasonable distance of my residence already.

[redacted]

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Welcome *Belong* Succeed

CUMBERLAND CITY COUNCIL

REF: DCTC/2511/149

PARK ROAD AT MOUNT AUBURN ROAD AND ANGUS AVENUE, AUBURN – CONSULTATION OF THE PROPOSED ROUNDABOUT

Name: ___

Address: _

Phone: __

Please indicate your views on the proposed roundabout on Park Road at the intersection of Mount Auburn Road and Angus Avenue, Auburn as described in Council's letter dated **2 December 2025** and submit your response by **Tuesday 16 December 2025.**

Being the owner or tenant of the above address, I have received Council's letter dated 2 December 2025 in relation to the proposed roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue including the associated line marking and parking restrictions and I am in favour of the below option/s.

1. ***I support the proposal in accordance with the attached plan.*** (but only if marked island is moved closer to roundabout) as obstructing driveway ☑

2. ***I do not support installation of a roundabout at the intersection of Park Road at Mount Auburn Road and Angus Avenue.*** ☐

Further comments:

The marked island on the attached diagram is actually been proposed to be infront of the driveway (newly constructed) of [redacted]. The Google maps image used is outdated so it doesn't show that driveway. I have attached photos of my driveway and new driveway

Some of the information that is being collected on this form is personnel information for the purposes of the Privacy and Personal Information Protection Act 1998 ("PPPI Act"). This information is being collected by Cumberland City Council's Works and Infrastructure Department for the purposes of ensuring the accuracy of responses to this survey. The supply of the information by you is voluntary. However, if you do not provide the information Council will be unable to include your responses in its determination. The information will be retained by Council and stored in Council's Central Records System and will be kept confidential. You may make an application for access or amendment to your personal information. For more information about your privacy please contact Cumberland City Council's Privacy Contact Officers.

16 Memorial Avenue, PO Box 42, Merrylands NSW 2160
T 02 8757 9000 F 02 9840 9734 E council@cumberland.nsw.gov.au W cumberland.nsw.gov.au
ABN 22 798 563 329

Welcome *Belong* Succeed

Item No: CLTF-26-033

TEMPORARY ROAD CLOSURE FOR COUNCIL EVENT, CUMBERLAND EASTER EXTRAVAGANZA

The Cumberland Local Transport Forum recommends, and Council resolves that:

The temporary road closure associated with the Council event 'Cumberland Easter Extravaganza' from 5:00am Friday 27 March 2026 to 12:00 noon Sunday 29 March 2026 be undertaken, subject to the following conditions:

1. All affected businesses, residents and emergency stakeholders being notified of the closure.
2. Complying with the notification requirements of the Roads Act 1993, i.e. placing public notices in a newspaper and erecting notices on the road.
3. Bus operators shall be consulted of the closure.
4. Approval of a Traffic Management Plan by Transport for NSW and the Transport Management Centre be obtained.

REPORT

Council's Events team proposes a temporary closure of Memorial Drive, Granville between Enid Avenue and William Street from 5:00am Friday 27 March 2026 to 12:00pm Sunday 29 March 2026 for the Cumberland Easter Extravaganza' event.

Memorial Drive, Granville is a regional road that runs in an east-west and north-south directions linking William Street/Clyde Street intersection and Railway Parade outside Granville Station. Granville Centre and Granville Diggers are located on southern and eastern side of Memorial Drive and a major company is located on the eastern side of Memorial Drive.

The map below shows the extent of the closure and the road network in the vicinity.



The Cumberland Easter Extravaganza event is scheduled to be carried out on Friday 27 March 2026 and Saturday 28 March 2026 between the hours of 4:00pm and 9:00pm each night.

The 55-hour temporary road closure will be in place from 5:00am Friday 27 March 2026 to 12:00 noon Sunday 29 March 2026.

The Traffic Guidance Schemes (Traffic Control Plans) and the Traffic Management Plan for the event are attached.

CONSULTATION

Subject to endorsement, Council's Events team will carry out the following:

- Advertise the event via Council's website and social media, local papers and any other community/business networks.
- Consult with local businesses in the area (particularly those directly impacted by the road closure).
- Consult with Emergency Services and Transport Operators as required.
- Undertake further engagement with local businesses and community closer to the event date, including letter notification to businesses directly impacted and in the surrounding area advising of the traffic changes at least 8 weeks prior to the event being held.
- Variable Message Signs (VMS) displayed prior to the event and 'Changes to Traffic' made available on Council's webpage for the event.At the meeting, there was no further discussion on this matter and the Local Traffic Committee endorsed the recommendation in the report.

At the meeting, there was no further discussion on this matter and the Local Transport Forum endorsed the recommendation in the report.

ATTACHMENTS

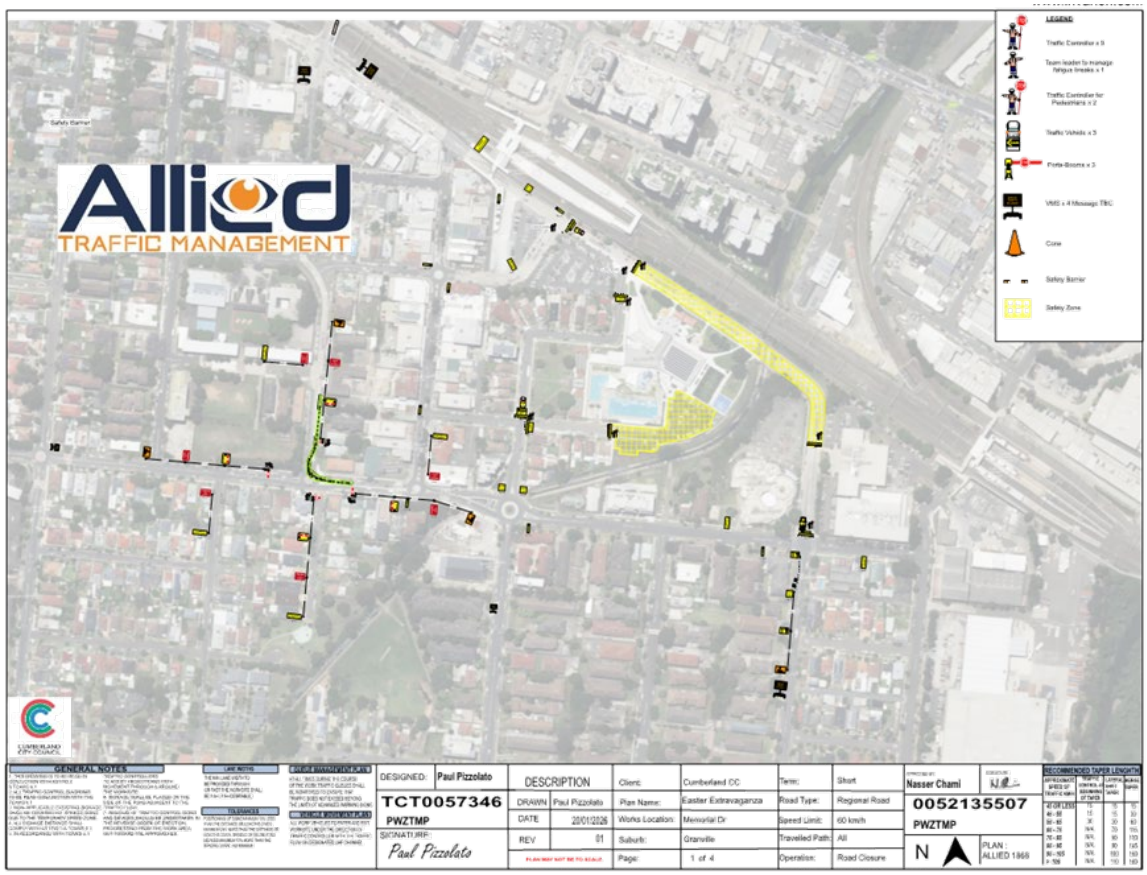
1. Traffic Guidance Schemes – Cumberland Easter Extravaganza

2. Traffic Management Plan – Cumberland Easter Extravaganza

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-033

Attachment 1

Traffic Guidance Schemes – Cumberland Easter Extravaganza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TRAFFIC MANAGEMENT
LEGEND
GENERAL NOTES
DESIGNED: Paul Pizzolato
DESCRIPTION
TCT0057346
PWZTMP
DRAWN Paul Pizzolato
DATE 20/01/2026
REV 01
SIGNATURE: Paul Pizzolato
Client: Cumberland CC
Plan Name: Easter Extravaganza
Works Location: Memorial Dr
Suburb: Granville
Page: 1 of 4
Term: Short
Road Type: Regional Road
Speed Limit: 60 km/h
Travelled Path: All
Operation: Road Closure
Nasser Chami
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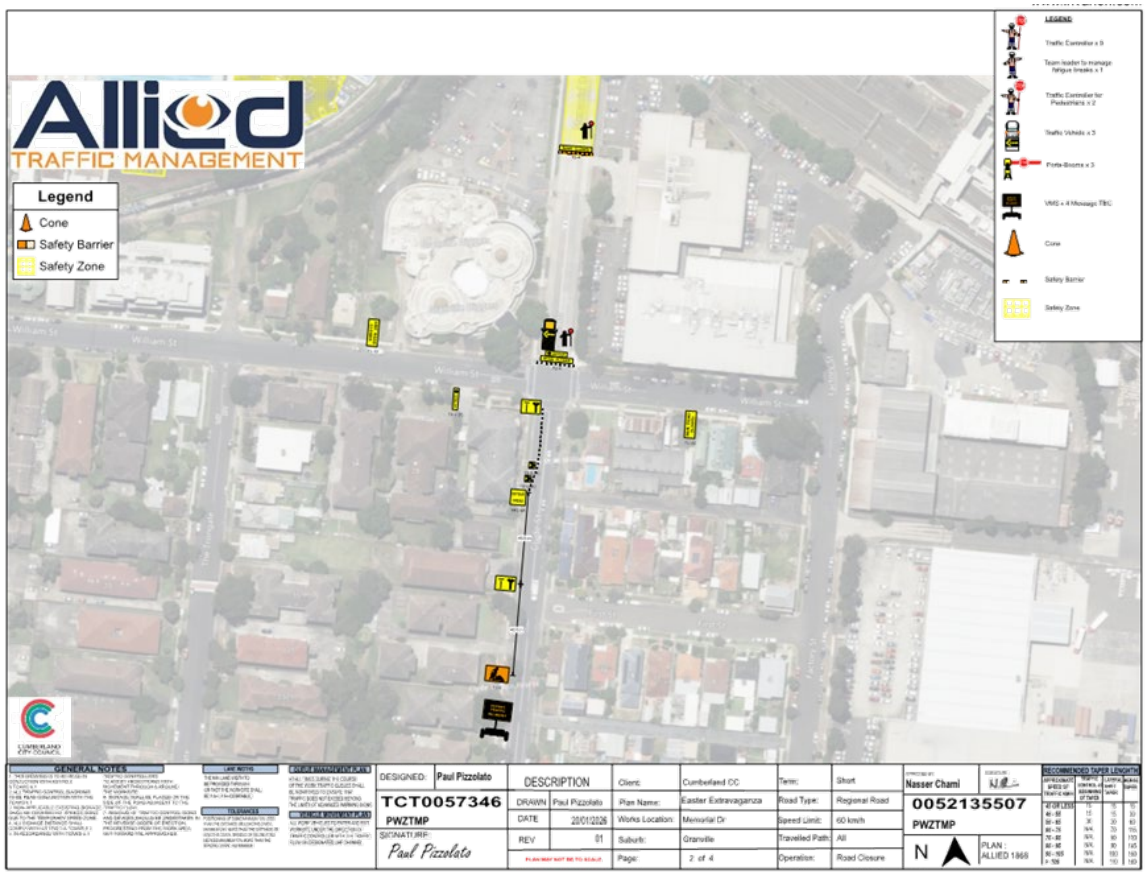
PLAN : ALLIED 1868
RECOMMENDED TAPER LENGTHS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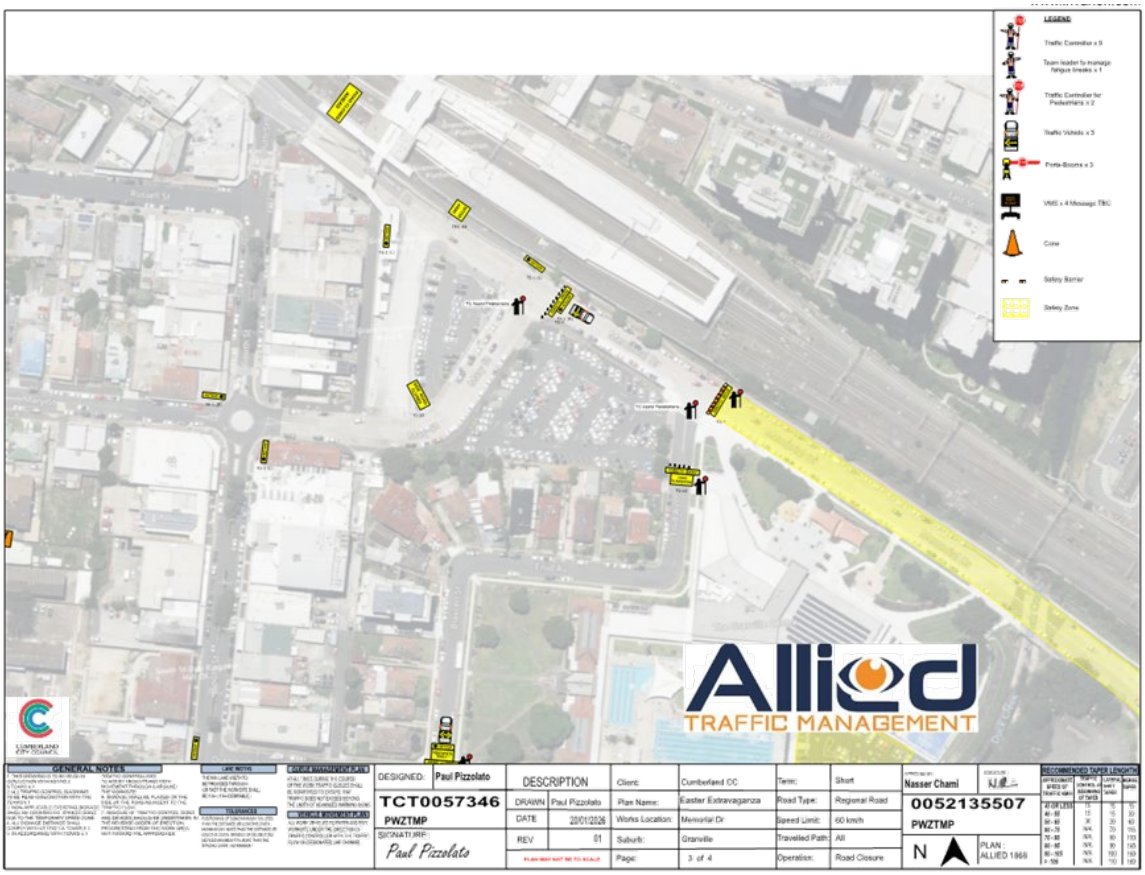
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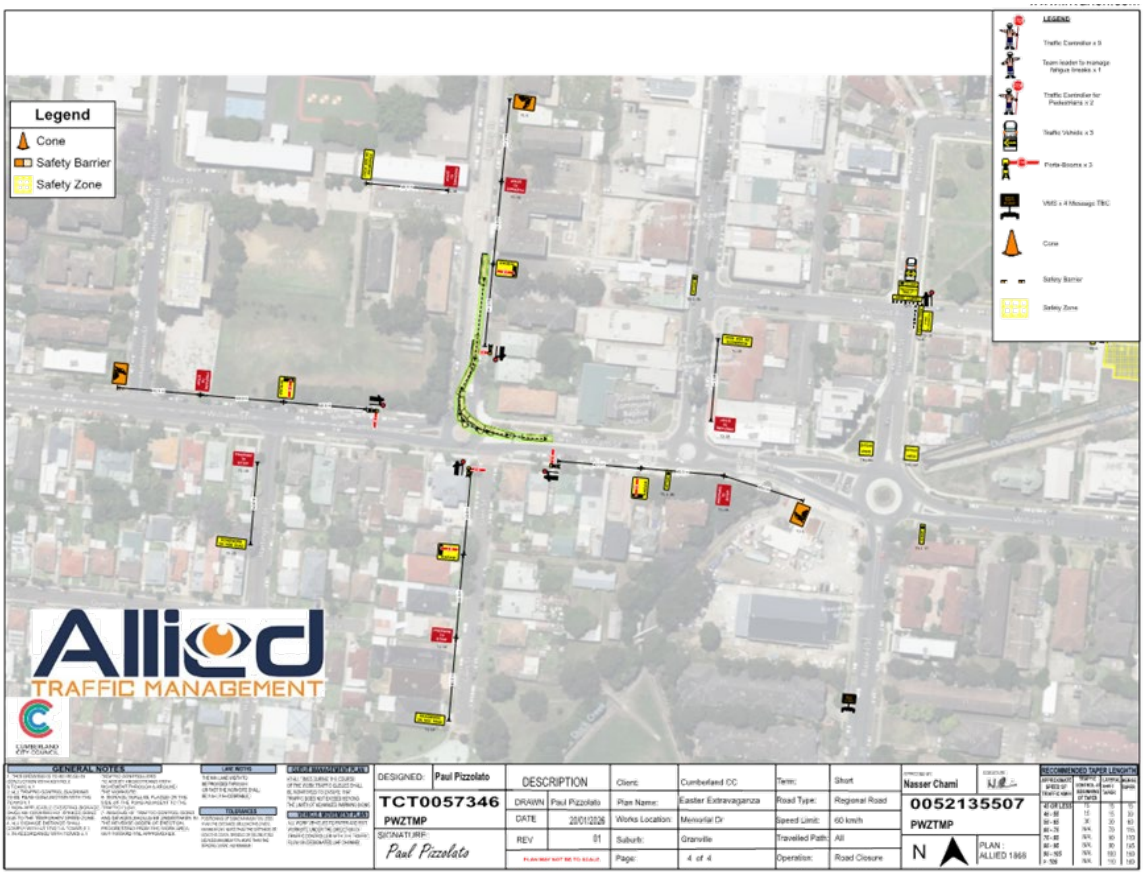
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0052135507
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N
PLAN : ALLIED 1868
RECOMMENDED TAPER LENGTHS

DOCUMENTS ASSOCIATED WITH REPORT CLTF-26-033

Attachment 2

Traffic Management Plan – Cumberland Easter Extravaganza

Allied TRAFFIC MANAGEMENT





Cumberland Easter Extravaganza

Client: Cumberland City Council

Date: 19/01/2026

Prepared By: Paul Pizzolato

PWZTMP- 0057346

TRAFFIC MANAGEMENT PLAN

TRAFFIC MANAGEMENT
Form TP-133

Revisions

Rev	Date	Descriptions	Prepared By	Approved By
0	23/12/25	First Draft	Paul Pizzolato	Paul Pizzolato
1	16/1/26	Amendments	Paul Pizzolato	Paul Pizzolato
2	19/1/26	Amendments	Paul Pizzolato	Paul Pizzolato

Distribution

Revision	Issue Date	Company	Recipient

TRAFFIC MANAGEMENT PLAN

TRAFFIC MANAGEMENT

Form TP-133

Amendments

This plan is a "working document" and therefore may be subject to change during the project to continue to provide an efficient and cost-effective means of delivering Project Management. Should a revised plan be generated, there will be a corresponding revision number and summary details noted on the document revision table above. Amendments to this document from the previous issue are highlighted in PURPLE.

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1.0 Introduction

1.1 Purpose and Scope

This Construction Traffic Management Plan (CTMP) outlines the traffic control and traffic management procedures to be implemented to manage potential impacts and risks associated with the traffic environment during the Cumberland Easter Extravaganza

1.2 Objective and Strategies

This CTMP forms part of the overall planning and approval process associated with the project. The purpose of the CTMP is to describe how the delivery contractor Cumberland City Council proposes to manage traffic during the work activities to ensure the safe and efficient movement of traffic around the work area.

A main priority of this project is to minimise disruption to traffic and to ensure all activities undertaken are carried out in a safe manner within the scope permitted by all stakeholder authorities. Key objectives are listed below:

- Implementing traffic control arrangements that maximize safety for workers and public by isolating the work area whilst minimizing delay to road users.
- Planning and staging all work activities to effectively minimize road occupancy and any potential impacts on the road network.
- Seeking approval from key stakeholders including Transport for NSW (CCC), Traffic Management Centre (CJM), Cumberland City Council, Emergency Services and local businesses and residents to ensure they are informed abou the works and changes to traffic conditions.

To achieve these objectives, it will be necessary to ensure appropriate control measures are implemented during work activities to address all potential traffic impacts and that these control measures comply with regulations and conditions of approval. To meet these objectives the TMP will incorporate the following strategies:

- Ensuring delays are minimised as much as possible.
- Ensuring all road users are managed including motorists, pedestrians, cyclists, vulnerable road- users and people using public transport.
- Ensuring work activities are carried out sequentially to minimize adverse impacts.
- Ensuring appropriate controls are in place to provide a safe construction site for all workers.
- Provision will be made for works personnel to enter the work area in a safe manner in accordance with safety procedures.
- All entry and exit movements to and from traffic streams will be in accordance with the requirements of safe working practices.

Site-specific Traffic Guidance Schemes (TGSs) developed for the project has been approved as part of the TMP submission for the project.

2.0 Project Overview

2.1 Project Details

Council resolved to introduce a new 2-night event for Easter in the Events Calendar.
Event dates are Friday 27 and Saturday 28 March 2026 with event times as 4pm to 9pm each night.

Broadly, to deliver the project successfully, the contractor will need:

- To deliver the project in a timely and efficient manner, to ensure a conscious effort is made to reduce the impa on the local community, residents, business owners and road users.

Table 1 Project Overview

ITEM	DESCRIPTION
Project:	Cumberland Easter Extravaganza
Road Classification:	Local Road
Road Authority:	Cumberland CC
Local Government:	Cumberland City Council
Client:	Cumberland City Council
Principal Contractor:	Cumberland City Council
Scope of Works:	• Set-up of Rides and Amusements • Set-up of Stalls and food vendors
Project Dates and Duration:	Activities will be undertaken during March 2026
Hours/Days of Work:	5:00am Friday 27 March 2026 to 12:00 Noon on Sunday 29 March 2026

2.2 Location

The sites proposed work area is situated on the corner of Memorial Dr and Enid Ave @ The Granville Centre (See Figure 1)



Figure 1 Location Map – Memorial Dr, Granville Centre on Left.

2.3 Project Principal Contractor Representatives

Figure 2 Principal Contractor Representatives

ROLE/ RESPONSIBILITY	COMPANY	NAME	CONTACT NUMBER	CONTACT EMAIL
Council Representative	CCC	Chloe Babbage	02 8757 9211	Chloe.babbage@cumberland.nsw.gov.au
Traffic Management Representative	Allied Traffic Management	Paul Pizzolato	0474 780 046	Paul.p@alliedmanagement.com.au

2.3.1 Competencies

All persons undertaking these works have a duty of care to themselves, their employees and all site users, to take all reasonable measures to prevent accident or injury.

This CTMP forms part of the overall Work Health and Safety Management Plan, and provides details on how all road users considered likely to pass through, past, or around the work site will be safely and efficiently managed for the full durations of the site occupancy and works.

CCC has prepared this CTMP in collaboration with Allied Traffic Control and associated controls for the site.
CCC

WE will ensure that at all times during working hours, an appropriately accredited traffic control site supervisor will be available as well as ensuring that traffic controllers used on the project are experienced and have completed all prerequisite accredited courses.

2.3.2 Responsibilities

Project Manager (CCC)
The Project Manager shall:

- Liaise with CCC, and any other authorities for all aspects of the proposed work.
- Ensure all traffic control measures of the TMP are placed and maintained in accordance with this plan and the relevant acts, standards, and guidelines.
- Ensure suitable consultation with the affected stakeholders is maintained at all times.
- Arrange and/or undertake any necessary audits and incident investigations.
- Review feedback from various stakeholders and take appropriate corrective actions.

Project Site Supervisor: (On Site Contact for CCC)
The Site Supervisor shall:

- Coordinate work crews for all construction activities.
- Coordinate with the traffic control crews during the construction works and consult with the traffic manageme representative over any corrective action required to unsafe site conditions.
- Coordinate lighting, fencing and temporary amenities during the construction works.
- Instruct workers on the relevant safety standards, including the correct wearing of PPE

.

Traffic Manager (Paul Pizzolato)
The Traffic Manager is responsible for overseeing the day-to-day activities, and is therefore responsible for the practical application of the CTMP, and will:

- Hold a current "Prepare Work Zone Traffic Management Plan" qualification and have a minimum 5 years of recent experience in traffic management on road construction site of equivalent complexity to this Project.
- Ensure that the approved traffic management measures are implemented and maintained in accordance with the approved plans.
- Carry out regular inspections of the traffic control measures to ensure that they are effective.
- Amend and update the plan, as required, to ensure that they remain current as the work progresses.
- Identify situations where traffic congestion, or unsafe conditions for vehicles, cyclists, pedestrian and workers, are occurring and providing recommendations for improvement.
- Maintain current copies of the Traffic Management Plan and its various component plans, lane occupancy licenses and speed zone authorisation, and their controlled distribution.
- Keep records of the Traffic Controllers' qualifications and ensuring that they are current.
- Liaise and facilitate regular meetings with the Principal, other authorities and relevant parties on traffic management matters for the Site, maintain records of these meetings and making them available to the relevant persons;
- In conjunction with Community Relations, undertaking consultation with local businesses and residents.
- Provide induction on the traffic management measures to site personnel.
- Record and report on all traffic incidents.
- Prepare monthly reports on traffic management matters (G10 Clause 4.7.2)

Traffic Controllers (Allied Team)
Traffic Controllers shall be used to control road users to avoid conflict with plant, workers, traffic cyclists and pedestrians, and to stop and direct traffic in emergency situations.

Traffic Controllers will:

- Operate in accordance with TCAWS Manual 6.1 and AS1742.3

- Be accredited as a minimum with 'Traffic Controller' and 'Implement TGS' Training.
- Take appropriate breaks as required by AS1742.3 and WHS regulations.

Workers and Subcontractors

Workers and Subcontractors shall:

- Correctly wear all PPE required at all times whilst on the work site.
- Comply with the requirements of the TMP and ensure that no activity is undertaken that will endanger the safety of other workers or the general public.
- Enter and leave the site by approved access points and in accordance with safe work practices.

3.0 Work Activities, Program and Working Hours

3.1 Key Work Activities

This document focuses on the works activities that will be carried out in the project. The project is the Cumberland Easter Extravaganza

Key Project Parameters:

Closure of Memorial Road to allow:

- Set-up of Rides and Amusements
- Set-up of Stalls and food vendors
- Temporary event infrastructure, staging and amusement rides

Technical Manual – Traffic control at work sites

Edge of traffic lane to:	Edge clearances
Barrier boards, temporary guide posts or temporary hazard markers	1.0 m
Road safety barrier system	• 0.3 m for traffic speeds less than 45 km/h • 0.5 m for traffic speeds 45 to 65 km/h • 1.0 m for traffic speeds 65 to 85 km/h • 2.0 m for traffic speeds greater than 85 km/h

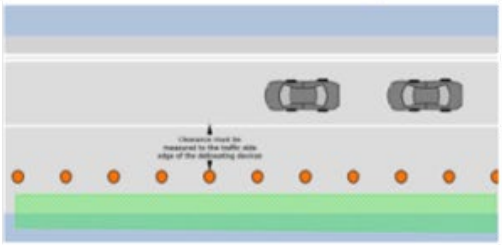


Figure 6-1. Clearance measurement from delineating device (cones)

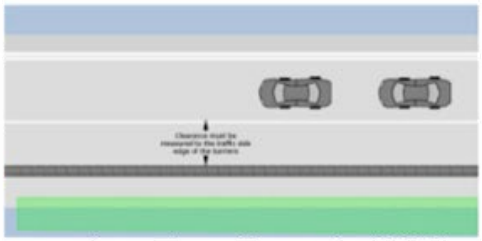


Figure 6-2. Clearance measurement from delineating device (barrier)

6.2.2 Use of delineating devices on kerbs

If the edge of the traffic lane is kerbed, delineation devices must be placed 0.3 m to 0.5 m clear behind the face of kerb.

Temporary kerbing used for delineation of the roadway on detours and side-tracks must be clearly delineated with red delineators on the left side and white on the right (two-way roadway) or yellow on the right (one-way roadway). Additional information relating to the use of temporary kerbing can be found in *Section 6.8.5 Temporary kerbs*.

3.2 Plant Requirements

Throughout the duration of the project, plant and equipment items that may be used include:

Figure 3 Plant & Equipment Requirements

Plant and Equipment Items	
• Large Trucks for removal of material • Power Generator • Traffic Control Vehicles	• Temporary Fencing & Barriers • Permanent and Temporary Signage • Variable Message Boards

3.3 Work Program

Activities will be undertaken sequentially commencing Friday 27 March 2026 at 5:00am and concluding Sunday 29 March 2026 at 12:00pm

In general, the proposed working hours will be as follows:

- Event hours are 4pm to 9pm each evening.

4.0 Traffic Management Methodology

4.1 Works Description

The site is located At The Granville Centre, 2a Memorial Dr, Granville NSW

4.1.1 2a Memorial Dr, Granville

No dedicated cycleway is provided on Memorial Dr, Memorial Dr runs East and West with configurations of one lane in each direction divided by 1 Broken Line . There is a dedicated footpath on both sides

The carriageway is signposted at 50km/h.



Figure 4 Memorial Ave

4.2 Traffic Crash Statistics

A review of the TfNSW Centre for Road safety was conducted, and details shown below. In the data available between 2019 – 2023 it is shown that there have been few crashes in the area near the project.

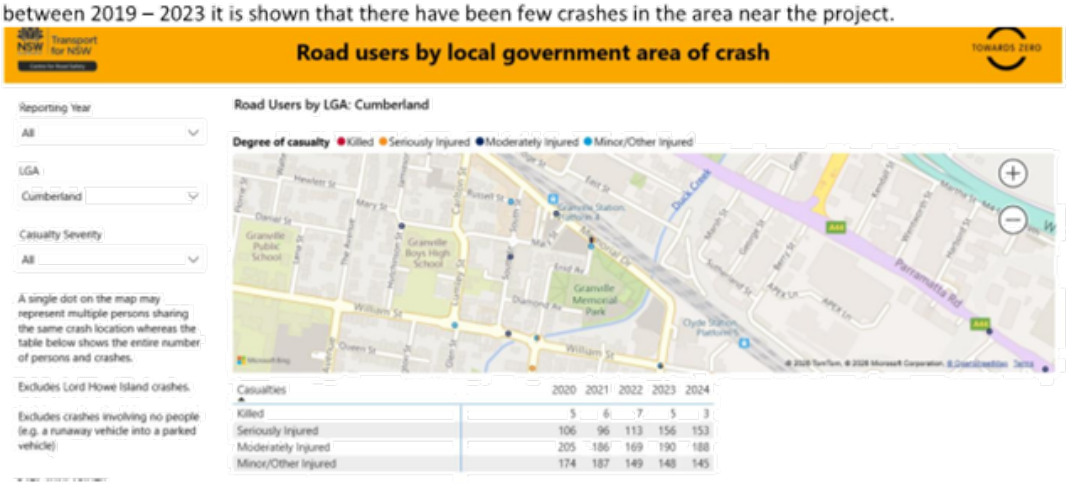


Figure 5 Crash Statistics from Cumberland City LGA

4.3 Risks, Impacts and Mitigation Measures

This CTMP applies to all parts of the construction works. The scope includes:

- The provision for the safe movement of public traffic
- The protection of workers from passing traffic
- The provision for access to properties located within the vicinity of the works.
- The provision of traffic controllers and safe operating locations
- The installation of any temporary signs, road markings, lighting, and safety barriers
- The on-site management of construction traffic at the work site

Mitigation and control measures will be implemented to avoid, minimise, or manage impacts on traffic and cyclists. A summary of the key areas of potential impact and the proposed measures to reduce these impacts are discussed in the following pages. These include the following:

- Traffic Volumes and Road Network Capacity
- Site Access for Construction Vehicles
- Cumulative Impacts on Adjoining Road Network
- CCTV Cameras and Gantry Mounted VMS
- Parking and Property Access
- Public Transport
- Heavy and Oversize Vehicles
- Emergency Vehicle Access
- Pedestrians and Cyclist Access
- School Zones
- Waste Collection
- Special Events

During the work hours, whilst traffic control is in place, appropriate and adequate signage and authorised personnel will be always in place to ensure the safe movement of traffic, cyclists around the work area. At the end of each shift, any temporary or inappropriate signage and devices will be removed, and the road returned to out of hour's operations as per the approved TGS.

4.3.1 Traffic Volumes and Road Network Capacity

Road function and network context

Memorial Drive, Granville operates as a local/collector road within a constrained urban road network, providing important **local access to residential and business frontages** and acting as a connector to surrounding local streets. While not a primary arterial route, the road carries consistent weekday traffic and supports access to the wider Granville area.

Traffic volumes (existing conditions)

Traffic volumes on Memorial Drive typically exhibit clear weekday peak demand periods:

- **AM peak:** approximately **6:30–9:30**
- **PM peak:** approximately **3:00–6:30**

During these periods, traffic demand is elevated due to commuter movements, local business activity, and school-related traffic in the surrounding area. Outside peak periods, traffic volumes reduce but remain steady due to local access requirements.

Road network capacity under full road closure

A full road closure will **remove all through-traffic capacity** on Memorial Drive for the duration of the works. As a result:

- All vehicles will be **required to detour** via the surrounding local road network.
- Traffic demand will be redistributed to **parallel local streets and nearby collector/arterial roads**, increasing volumes on those routes.
- Network performance during peak periods is **highly sensitive**, with increased delays likely at intersections receiving diverted traffic.

Due to the constrained nature of the surrounding road network, any closure during weekday peak periods would likely result in:

- extended queue lengths on detour routes
- increased intersection delays
- potential access delays for local residents and businesses

Access and mitigation considerations

To manage traffic impacts and maintain acceptable network performance during the road closure, the following measures will be implemented:

- **Road closure scheduled outside weekday peak periods** where practicable
- **Clearly signed detour routes** using approved advance warning and direction signage
- **Local access maintained** for residents, businesses, and emergency vehicles where feasible
- **Traffic controllers deployed** at key access points to manage local movements and ensure safety
- **Coordination with Council, emergency services, and public transport operators** if required

Capacity assessment conclusion

Subject to appropriate detour planning, advance notification, and restriction of works to off-peak periods, the surrounding road network is expected to **accommodate the temporary redistribution of traffic volumes** resulting from the road closure without unacceptable impacts to overall network performance.

4.3.2 Cumulative Impacts on Adjoining Road Network

Assessment shows that there are no ongoing road works that may cause a cumulative impact or potential clashes with other activities in this area. It is still vital that close liaison is maintained with the project team and CCC to ensure upcoming closures do not conflict with any other works that may be planned during the life of the project. Furthermore, because the most disruptive construction activities associated with these works are planned to take place away from the trafficable lanes, installation and removal of the site set-up, and milling and re-sheeting it is not anticipated that there would be any adverse impact to the surrounding road network beyond some minor delays during these work periods.

4.3.3 CCTV Cameras and Traffic Gantry Mounted VMS

There are no existing CCTV cameras or gantry mounted VMS assets operated by CJM or TfNSW within proximity of the project.

4.3.4 Public Transport

In accordance with the G10 consultation with the local bus companies will take place every 2 months as a minimum and provide an update of upcoming traffic switches or events that will affect the current bus pickup points and bus timetables

Here are the **public transport options to and from **The Granville Centre (2A Memorial Drive, Granville NSW 2142) — a community hub in Granville, Western Sydney.

Train (Best Option)

- Nearest major station: Granville Station (on the Sydney Trains network) — about 5 min walk from The Granville Centre (1 Memorial Drive).
- From Granville Station you can catch frequent Sydney Trains services:
  - T1 Western Line towards *Sydney CBD, Parramatta, Blacktown, Penrith*
  - T2 Inner West & Leppington Line towards *City & Leppington*
  - Trains connect to major hubs like Parramatta, Strathfield, Central and beyond.
- Typical train travel from Sydney CBD to Granville is ~45–50 min on the regular service.

Bus

There are bus stops near Granville Station and close to the Centre:

- At Granville Station, Stand A and Granville Station, Stand B you can catch local buses.
- Main routes servicing the area include:
  - 906 – Parramatta Station ⇄ Fairfield Station
  - M91 – Parramatta Station ⇄ Hurstville
  - S2 – Sefton loop
  - Night Ride N60 – overnight service to Town Hall (when trains aren't running).
- These buses operate along major streets near the centre and the station — from there it's a short walk to the venue.

Walking & Connections

- The walk from Granville Station to The Granville Centre (Memorial Drive) is roughly 300m.
- If your journey starts elsewhere, use the Transport for NSW Trip Planner to get real-time directions, timetables and service alerts (trains, buses, light rail, ferries).

4.3.5 Emergency Vehicle Access

In accordance with the consultation with all emergency services including fire and rescue, ambulance, police and SES, will be advised prior to the commencement of any road works and provisions made to ensure access through or past the work area is always maintained. Regular updates will be provided on the staging and progress of the works.

At all times when employees are on site, the site supervisor will take whatever action is practical to assist emergency vehicles, tow trucks and service vehicles to gain access to crash or vehicle breakdown sites which are causing or have the potential to cause an obstruction to traffic flow or imperil the safety of road users.

Should there be a vehicle breakdown outside of working hours when the site is unattended, the CCC emergency response number in section 2.3 is available and can contact emergency services or the 24-hour tow truck services listed in section 6.1.

4.3.6 Pedestrian and Cyclists

The site has no existing dedicated pedestrian facilities. There are no current dedicated cycling facilities.

All existing pedestrian crossings, cycle ways and footpaths would be maintained for the duration of the construction period. There is potential for some footpath impacts to occur during construction. If footpaths are impacted, alternative paths would be established to ensure safe passage of pedestrians through the proposal area. Required pedestrian management plans would be submitted via the hold point process as required prior to any alterations.

That said, within the work site, provision will still be made to ensure that a safe route is provided at all times for cyclists and any pedestrians around the work area. The impacts on cyclist movement as a result of these works have been assessed and taken into consideration when developing TGSs including that:

- Suitable warning signage will be provided to maintain cyclist safety.
- Temporary diversions will be adequately delineated.
- Where it is necessary to fully close the cycle way or crossing, suitable and safe diversion points shall be established and if necessary, temporary ramps installed. These shall be returned to normal operations outside of construction hours and left free of debris and trip hazards.
- Site gates will be closed and locked when not in use to prevent unauthorized access.
- When movements of plant are expected through any gates then authorized traffic controllers will be in position to monitor and manage conflicting movements.

Any detours in place are to have:

- A clear route free of trip hazards at all times,
- Delineation, separating the detour from the works at all times,
- Sufficient lighting,
- Wheelchair compliant widths and ramps,
- Sufficient sight distances for vehicles and pedestrians,
- Be accessible at all times and to all pedestrian push buttons.

4.3.7 School Zones

There are school zones near and around the project But not directly on Memorial Ave , The nearest school is Granville Boys Public School

4.3.8 Waste Collection

Cumberland City Council are responsible for waste collection around the job site. Cumberland Easter Extravaganza activities will not have a direct impact on waste collection services, including property access and kerb side collection; however, consultation is still required to ensure sufficient access if required remains in place for the duration of the project.

4.3.9 Special Events

Assessment shows that there are no planned special events that will impact the event (minus this one)

4.3.10 Adjoining Road Businesses

Through community we have identified that there are multiple businesses that operate in the Vicinity of The Granville Centre but none will be affected by the closure of Memorial Dr

4.4 Traffic Management Implementation

4.4.1 Traffic Guidance Schemes

Site-specific Traffic Guidance Schemes (TGSs) will be developed for the various stages of the project and detail the work site location, signage to be installed, and any other changes to traffic conditions. Approach and departure signage, localized exclusion zones, diversions and traffic control devices shall be prepared in accordance with TCAWS 6.1 and AS1742.3 for all activities.
These TGSs shall cover various activities and include the following considerations:

- Construction vehicles activity, including loading and unloading of trucks within the site.
- Accredited Traffic Controllers provided to manage vehicle movements past the work area.
- When used, Traffic Controllers having safe escape routes and sufficient visibility through the use of light towers/day makers during any night work.
- Additional warning signage and VMS for vehicles at site access points to alert them to the presence of construction traffic; to warn drivers of changes to the usual road conditions and to slow drivers on the approach to the work area.
- Having clear definition of the work site boundary through the erection of barriers around site boundaries adjacent to roads.

4.4.2 Traffic Controllers and Portable Traffic Control Devices

Traffic controllers shall be used to implement road closures as required during construction mobilisation and demobilisation and at any other times as required for any specific construction activities. Serious consideration will be given to traffic control implementation methods and safe standing locations that provide traffic controllers with an escape route. As such portable traffic signals or porta booms will be considered to be used on any roads above 45km/h for any stop slow or shuttle flow arrangements. Sufficient and necessary lighting shall be provided at the work area and UHF radio contact must be maintained at all times between traffic controllers and work crews.

The portable traffic control devices to be used is the Arrow Emergency Systems eStopTM. Approval for these systems exists on CCC QA Specification TS200 – Register of ITS Field Equipment page 7 is shown below in table 6.

Register of ITS Field Equipment **TS200**

A1.4 Traffic Signal Site – Type 1 Portable Traffic Signal

Supplier	Model / Type	Software	Category
Arrow Emergency Systems	e-STOP	PTU: ATCD_Slave-7.1 HRC: ATCD_Master-6.1	Type Approved

Table 2 TS200 Register of ITS Field Equipment

Porta boom's will adhere to the technical direction TETD 2019/03 | RMS.19.1236 – 13 May 2019 Use of Portable Boom Barriers.

4.4.3 Queue Management

At all times during each required shift, traffic queues shall be monitored to ensure that traffic does not exceed beyond the limits of the advanced warning signs on approach to the work area. Signs shall be repeated where necessary and where space permits. Close contact stall be maintained with the CJM control room during the project, if undesirable queues begin to form or if there is an incident in the surrounding area.

4.4.4 Advance Warning Signage and Device Requirements

All signs used shall conform to the designs and dimensions as per AS1742.3. Prior to installation, signs shall be checked to ensure they are in good condition and meet the following standard:

- Condition – signs that are bent, broken or have surface damage shall not be used.
- Cleanliness – signs should be free from accumulated dirt and grime.
- Fluorescence & Retro reflectivity – all signs and devices must meet minimum Standards

Signage requirements are shown on each Traffic Guidance Scheme. Any signs erected prior to being needed shall be covered by a suitable material and only removed immediately prior to the commencement of works. Signs and devices shall be positioned and erected in accordance with the locations and spacing shown on the TGS. All signs shall be positioned so that:

- They are properly displayed and securely mounted
- They are within the drivers' line of sight and do not obscure other devices and signs
- They do not become a possible hazard to vehicles especially along the road edge.
- They do not deflect traffic into an undesirable path.
- Fixed signs are to be 2.2m from the ground to the underside of the sign
- Should the use of additional or reduced number of signs or devices be required, they shall be recorded within the traffic control inspection records as a variation to the CTMP.

4.4.5 Delineation and Pavement Markings

Throughout the life of Cumberland Easter Extravaganza, the road past/through the work site shall be clearly delineated using appropriate methods. This shall be supplemented with any traffic management devices deemed necessary for both day and night conditions.

4.5 Traffic Management Monitoring and Audits

4.5.1 Daily Inspections and Records

On completion of establishing the work site, the site is to be monitored to ensure that all signage, devices, and controls are maintained at all times.
The traffic control contractor will ensure that personnel are assigned to monitor the traffic control site and carry out daily inspections as follows:

Before Work Starts:

- Inspect all signage and devices including any VMS to ensure they are undamaged and comply with the requirements depicted on the Traffic Guidance Scheme.
- After any adjustments have been made to the signs and devices, conduct a drive through inspection to confirm effectiveness.
- Provide contact name and number for traffic control site supervisor to CJM for nights' activities if applicable.

During Event Hours:

- Ensure that appropriate personnel drive through the site periodically to inspect all signs and devices including VMS and ensure they are undamaged and comply with the TGS.
- Ensure on site traffic controllers are in place and carrying out necessary duties.
- Keep records of any changes made or additional controls erected throughout the shift.
- Record any significant incidents or observations associated with the traffic controls and their impacts on road users or adjacent properties.

At the End of Each Shift Period:

- Conduct an end of shift site inspection, allowing time for any maintenance work.
- Remove any unnecessary signage (Workers Symbolic, Traffic Controller)
- Ensure any lighting is added to road safety barriers as necessary.
- Record details of inspection and any changes made.

4.5.2 Variations to Approved TMP and TGS

Daily inspection records including any minor variations to the approved CTMP and TGSs shall be kept and provided to the Project/Construction Manager. Any observations that may need significant changes made to the CTMP or TGSs must be given to the Traffic Management Representative so that the changes can be communicated with the relevant authorities in order to obtain necessary approvals. Reviews and amendments of this CTMP are only to be undertaken by a person qualified in "Prepare Work Zone TMP".

In emergency situations, on site variations shall be made and recorded using the appropriate form or checklist and the appropriate stakeholder to road authority representative notified as soon as is practical. Should any issues of concern be raised during the course of the project, CCC and CJM may review the CTMP and determine if changes must be made to the traffic management methodology on site. Changes to approved TGSs can only be made by the original drafter of the TGS requiring modification and require G10 Hold Point resubmission.

4.5.3 Road Safety Audits

A road safety audit may be required at different stages throughout the project especially after any major change in traffic conditions. The road safety auditor must be independent and be certified to level 3 on the RMS Road Safety Auditor Register as a minimum. If measures prove not to be fully effective, then in consultation with the road safety auditor, the CTMP will be revised, and appropriate measures implemented.

Consultation and Communication

4.6 Consultation with Stakeholders and Authorities

Early engagement has been undertaken with the key stakeholders and authorities, prior to the formal approval process. This is necessary to identify any key issues of concern that may require alternative approaches to be considered in methodology.

Further to any consultation, site- specific TGSs will be developed for each specific stage of work in accordance with relevant RMS and Australian Standards. These plans will show the specifics of the proposed works and individual traffic controls for each site. These TGSs will also be formally submitted for approval/comment by the relevant stakeholders prior to implementation in accordance with G10 requirements. The main stakeholders/authorities are as follows:

- Traffic Management Centre (CJM)
- Cumberland City Council
- Emergency Services

Appendix A details these TGSs. Each TGS is to operate within the conditions of any approvals or licenses issued from authorities.

4.7 VMS Strategy

As part of the notification process, advanced warning of the road works will be communicated via Variable Message Signs (VMS) placed at strategic locations as shown on approved VMS schedules in accordance with the G10. These will convey information on the dates and times of the planned road works to motorists on a continual basis on the lead-up. The portable VMS units may be used to provide advance warning of the road works, and then changed to more specific messages (as required) during the actual work activities on each night. Messages must be displayed a minimum of 5 days prior to the works. Messages are to be a maximum of 2 screens and 3 lines per screen. Each Variable Message Sign will also include Radar Activated Speed Signs. In addition, it is requested that the CJM utilise their major overhead VMS network to advise motorists of lane closures and to exercise caution.

Placement of VMS units must:

- Not impact pedestrian safety and space
- Not impact TCS lanterns, visibility of existing TCS
- Not impact pedestrian and motorist sight lines

4.8 Notification Process for Residents, Businesses and Commuters

Notification about traffic management impacts may include the following:

- Letterbox notifications, flyers and project updates
- Doorknocking
- Face to face engagement (meetings)
- Media releases and website updates

Local residents will also be consulted in advance where there is likely to be a direct impact, for example temporary loss of driveway access or power/water supply. The project Community Relations Team will provide relevant contact information for the purpose of dealing with queries and complaints including:

Project Enquires Email:
Project Postal Address:

5.0 Emergency Arrangements and Incident Response Procedure

5.1 Emergency Services

Emergency services will be notified of the proposed works, including their nature, date, and times as well as contact details for the site supervisor. The Traffic Control Site Manager will be responsible for providing up to date information to the respective emergency services regarding the changes to traffic flow during the works. Arrangement to manage impacts on emergency services include:

- Notification and communication with affected emergency services including suggested detour routes when applicable.
- Provision for emergency service access through the construction site
- Communication with the workforce to ensure understanding of emergency access and response requirements

Emergency Contact	Phone	Authority
Ambulance / Fire / Police	000	Emergency services
Poisons Information Centre	131 126	Poison information
Jemena	131 909	Gas
Ausgrid	131 388	Electricity authority
Endeavour Energy	131 003	Electricity authority
TransGrid	1800 027 253	Overhead electricity
Sydney Water	132 090	Water service
AAPT / PowerTel	1800 786 306	Fibre Optic
Uecomm	1300 275 662	Fibre Optic
NBN	1800 687 626	Fibre Optic
AARnet	6222 3530	Fibre Optic
TPG	1300 993 011	Fibre Optic
Telstra	132 203	Comms
Optus	1800 505 777	Comms
RMS – Traffic Enquiry	132 701	Roads Authority
RMS – Traffic Management Centre	131 700	Roads Authority
WorkCover NSW	131 050	Work Health Safety Authority
EPA NSW (Environmental Incidents)	131 555	Environmental Authority
DBYD	1100	Underground services
Call DBYD for current service strike contacts or http://www.1100.com.au/safeexcavation/emergencies		
Local Hospital (6.1km)	02 8890 5555	Westmead Hospital

Emergency Contact	Phone	Authority
Local Medical Centre (350m)	02 4605 9999	Granville Family Medical Centre
Local Police Station (500m)	02 9897 4199	Granville Police Station
Local Council	(02) 8757 9211	Cumberland City Council

Table 3 List of Emergency Contacts

5.2 Incident Response Procedures

In the event of any unplanned incident or accident on site, whether or not involving traffic or road users, the following project documents must be referred to for the appropriate procedure:

- Incident Management Plan
- Emergency Response Plan

In general, the following protocol will be followed:

- Notify the relevant authorities and update accordingly following their instructions.
- Where possible, cease work and remove restrictions.
- Modify traffic control as necessary and manage until emergency services arrive.
- Re-program any VMS units to advise of situation.
- Assess and re-evaluate risks and hazards, if necessary, postpone work activities.

In the event of an emergency situation, the following relevant authorities must be contacted and advised of the nature of the works, type of emergency and contact details for the site supervisor:

- Emergency Services: (000)
- CJM (131 700)
- Safework NSW (13 10 50)

TRAFFIC MANAGEMENT PLAN

TRAFFIC MANAGEMENT
Form TP-133

Annexure A – Traffic Guidance Schemes



Item No: C02/26-10

AUDIT, RISK & IMPROVEMENT COMMITTEE - MINUTES OF MEETING HELD ON 17 NOVEMBER 2025

Directorate:	Governance and Risk
Responsible Officer:	Director Governance and Risk
Community Strategic Plan Goal:	*Providing Local Leadership*

SUMMARY

This report provides the Draft Minutes of the Audit Risk and Improvement Committee (ARIC) meeting held on 17 November 2025.

RECOMMENDATION

That Council receive the Minutes of the Audit, Risk and Improvement Committee held on 17 November 2025.

REPORT

The Audit Risk and Improvement Committee held its May meeting on Monday, 17 November 2025.

The Minutes of this meeting are attached under Attachment 1 for Council to receive.

COMMUNITY ENGAGEMENT

There are no consultation processes for Council associated with this report.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no direct risks associated with this report. However, the presentation of the meeting minutes to Council provides transparent oversight of Council activities.

FINANCIAL IMPLICATIONS

The operations of the Audit, Risk and Improvement Committee are coordinated by the Governance & Risk Unit within Council utilising existing allocated resources. There are no additional financial implications for Council associated with this report.

CONCLUSION

This report provides the Draft Minutes of the Audit Risk and Improvement Committee (ARIC) meeting held on 17 November 2025.

ATTACHMENTS

1. Draft Minutes of the Audit Risk and Improvement Committee (ARIC) Meeting - 17 November 2025 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-10

Attachment 1

Draft Minutes of the Audit Risk and Improvement Committee (ARIC) Meeting - 17 November 2025

CUMBERLAND CITY COUNCIL

Audit, Risk and Improvement Committee
17 November 2025

Minutes of the Audit, Risk and Improvement Committee (ARIC) meeting held at Merrylands Administration Building, 16 Memorial Avenue, Merrylands on Monday 17 November 2025.

PRESENT

Mr. Mark Sercombe - Chairperson	Independent Member
Ms. Rhonda Wheatley	Independent Member
Dr. Jason Young	Independent Member

ADVISORS

Peter Fitzgerald	General Manager
Melissa Attia	Director Corporate Performance/Deputy GM
Charlie Ayoub	Director Governance and Risk
Belinda Doig	Manager Audit, Risk & Safety
Daniel Cavallo	Director Environment and Planning (via Audio-Visual Link)
Tony Chahine	Chief Financial Officer
Corey Jones	Manager Strategy and Improvement (via Audio-Visual Link)
Samuel Bowyer	Manager Finance
Elizabeth Renneberg	Internal Ombudsman (via Audio-Visual Link)
Erica Harris	Senior Coordinator Work, Health and Safety
Bianca Mourched	Coordinator Governance (Minute Taker)

OBSERVERS/INVITEES

Dane Parsons	InConsult Internal Auditor
Nicky Rajani	Audit Office of NSW
Bola Oyetunji	Auditor-General for NSW

IN CAMERA ITEMS

The Independent External Committee Members (MS, RW and JY) and the General Manager, met to discuss any in-camera matters prior to the commencement of the meeting.

The formal ARIC meeting here opened at 1:32pm

ACKNOWLEDGEMENT OF COUNTRY

The Chairperson opened the meeting with an Acknowledgement of Country.

SAFETY BRIEFING

The Director Governance & Risk outlined the emergency evacuation arrangements for the meeting location.

CUMBERLAND CITY COUNCIL

Audit, Risk and Improvement Committee
17 November 2025

APOLOGIES

Clr Michael Zaiter	Councillor Member
Clr Ola Hamed	Mayor

DECLARATIONS OF INTEREST

The chairperson, Mark Sercombe acknowledged the presence of the Auditor-General of NSW at the meeting, and read out a statement on behalf of Mayor Hamed as follows:

"Good afternoon Bola, and to your fantastic team at the Audit Office.

Thank you for being here today and for your continued work with local government. I'm truly grateful for the partnership we have built and the professionalism you all bring to every interaction.

I am sorry I can't be with you in person. I am currently attending the funeral of a cherished community member, Mrs June Bullivant OAM. Her legacy reminds me of the importance of service, integrity, and community, value I know we all share.

I want to acknowledge the vital role you play in strengthening transparency, accountability, and public trust. Your independence and expertise are deeply respected and your guidance helps councils like ours stay on track and improve.

Council remains committed to strong financial management and good governance. I also want to take a moment to acknowledge our staff, who continue to do an outstanding job in keeping things running smoothly.

Thank you again for your contribution to good governance, and for your ongoing support of councils right across New South Wales.

Wishing you all a joyful and restful festive season. May it be filled with good food, good company and zero audit reports."

Bola Oyetunji - Auditor-General for NSW, addressed the ARIC committee and provided the following updates:

- The Audit Office is working closely with the NSW Office of Local Government (OLG) to ensure its functions remain fit-for-purpose.
- Annual grants administration programs within agencies remains a priority to ensure State Government funds are used as intended.
- OLG will release council materials shortly to support monitoring and improvement.
- A key focus is on early issue identification and problem-solving, not compliance breaches.
- Capital projects and procurement continue to present risks due to limited controls and capability.
- New state initiatives on energy, renewables, and council land will commence next year; early reviews are planned.

- Annual work program aims to ensure optimal use of public resources, building towards a stronger framework by 2027–28.
- AI Strategy to be launched; emphasis on a robust ethical framework around the utilisation of AI in organisations.

JY queried the AI Strategy and the associated heightened risks, seeking clarification on the key risks identified.

BO noted that key risks include:

- Unintended or inappropriate use of AI due to limited understanding and lack of clear guidance.
- Insufficient staff training and capability, reducing the ability to identify vulnerabilities.
- The need for mandatory training to ensure staff can recognise and appropriately manage AI-related risks.

RW raised the following issues:

- Asset valuations remain highly challenging; without an established panel, councils are forced to independently procure valuers, often at excessive cost.
- There is a need for a State and Local Government valuation panel to ensure consistency, quality, and fair pricing.
- Concerns regarding the use of TechOne in local government, noting that capability levels across councils are variable.
- Suggested delivering an education piece to improve system use and exploring opportunities to build improved processes and controls into TechOne.

BO responded that these matters are already on the radar and he will continue to progress this work.

PF noted appreciation for the renewed focus on local government, acknowledging that while the process has been challenging, it has ultimately strengthened council operations.

Min.040 **ITEM ARIC040/25 - CONFIRMATION OF AUDIT, RISK AND IMPROVEMENT COMMITTEE - MINUTES OF MEETING HELD ON 26 AUGUST 2025**

RESOLVED (RW/JY)

That the Minutes of the Audit, Risk and Improvement Committee meeting held on 26 August 2025 be confirmed.

Action:

On page 5 of the minutes, the word “assists” should be corrected to “assets”.

Min.041 ITEM ARIC041/25 - LEGAL REPORT

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive and note this report.

Action:

Management to consider consolidating reporting of legal and insurance matters in future.

Min.042 ITEM ARIC042/25 - GENERAL MANAGER'S UPDATE

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive the General Manager's update.

Discussion:

The General Manager provided the following update:

- Moving into the busy summer period for a number of Council services.
- Complete action has been undertaken within the Swimming pool function ahead of the summer period, including swim season safety and risk management given this is a high risk area of Council.
- Financial statements were well received, noting contributions from Audit Office, TC and SB.
- Staff performance remains strong, with a couple of weeks remaining before the Christmas period.
- Annual report is scheduled for the November council meeting.

Min.043 ITEM ARIC043/25 - OUTSTANDING ARIC ACTIONS, EXTERNAL AUDIT, INTERNAL AUDIT AND IOSS RECOMMENDATIONS

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive the report, and review the actions requested for extension.

Discussion:

The ARIC queried the risks associated with deferred outstanding audit recommendations classified as moderate or high, and whether Council can manage these without significant issues arising.

The Manager, Audit, Risk and Safety advised that controls are in place, the recommendations are largely complete but need final refinement, and the extension can be managed without significant risk.

The ARIC queried the extension of the "Internal Audit for Planning and Zoning", noting it stated December 2026.

The Manager, Audit, Risk and Safety confirmed this was a typo; the correct date is December 2025.

The ARIC queried if there is a framework around how long CCTV footage is retained.

The Manager, Audit, Risk and Safety noted there are many considerations regarding childcare centres and that Council is awaiting government guidance.

RW noted that the 30-day timeframe may be insufficient and suggested Council explore available options under the State Records Act.

Min.044 ITEM ARIC044/25 - AUDIT OFFICE 2024/2025 ENGAGEMENT CLOSING REPORT

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee note the Engagement Closing Report on the 2024/25 Annual Financial Statements.

Discussion:

Nicky Rajani – NSW Audit Office noted overall satisfaction with the report, highlighting timely audit closure and management collaboration on revaluation of Infrastructure. No high-risk recommendations were identified; prior-year concerns have largely been resolved. The draft management letter has been shared with TC and SB, and work continues with the team.

The ARIC queried when the management letter comments will be distributed. TC advised it will be issued this week after collecting information from relevant areas.

The ARIC queried if the report will be finalised by mid-December. NR advised it is expected to be issued by the end of the month.

Action:

The ARIC be provided with a copy of the management letter at the next ARIC meeting and encourage management to continue to clear action items before the next ARIC meeting.

Min.045 ITEM ARIC045/25 - REPORT ON FINALISED INTERNAL AUDITS AND UPDATE ON INTERNAL AUDIT PROGRAM

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee:

1. Receive the finalised Internal Audit Report, including the risk levels identified;
2. Note that responses by management to all recommendations have been provided; and
3. Provide any further feedback as appropriate.

Discussion:

The Manager, Audit, Risk and Safety gave the following update:

- Legislative Compliance Framework has been highly successful, keeping staff informed of relevant changes.
- The Environmental Health and Development Compliance Audit identified several recommendations for the team to address.
- The Aquatic Facilities and Services audit has been completed, prioritised ahead of other audits due to the upcoming summer period. Controls from this audit are being implemented, resulting in substantial improvements.

The ARIC queried if any of the recommendations were classified as high/moderate risk.

The Manager, Audit, Risk and Safety advised that the recommendations were largely moderate, noting that all prior high-risk issues have appropriate programs in place and that previous problems are not recurring.

DP – InConsult provided a summary of the Environmental Health and Development Compliance Audit, highlighting:

- Strengthening policies and procedures in the area
- Clarifying interactions with the Development Assessment Planning (DAP) Committee
- Implementing system enhancements

The ARIC asked whether the timelines and ratings are reasonable and achievable for management.

DP responded that the set timelines are realistic and he is comfortable with them, noting the importance of being practical without extending the deadlines unnecessarily.

BD noted that the internal audit team's expertise highlighted the need to expand the audit scope, with support from the relevant Director, providing significant additional value beyond the original scope.

CA noted satisfaction with the audit outcomes, highlighting that the area was last audited two years ago when controls were minimal. A new system in TechOne now houses all delegations and limits procurement delegations, providing strong controls. The Director commended Council's solicitor and the IT team for their work on this project.

BD noted the 'Playground Equipment Renewal Program' and 'Work Orders and Associated Processes' audits are currently underway. They were not considered high risk and thus were not included in this ARIC meeting. Both audits are expected to be completed in the new year, with InConsult providing support due to a staff vacancy in the area.

Min.046 ITEM ARIC046/25 - FINANCE UPDATE

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee note and receive this report.

Discussion:

Tony Chahine, CFO provided the following update:

- September $3.7M ahead of budget; variance identified in October - $700k. Proactive measures and staff leave expected to help; a surplus is still projected.

Outstanding Debts- 90 days.

The ARIC raised a number of queries regarding bad debt provisions and thresholds, which were responded to by the CFO and General Manager.

Min.047 ITEM ARIC047/25 - REVIEW OF ENVIRONMENT & PLANNING POLICIES

RESOLVED (RW/JY)

1. That the Audit, Risk and Improvement Committee review the draft policies listed in this report and provide any feedback as appropriate.

Discussion:

The ARIC noted that the *Affordable Housing Policy* referenced 2016 data. The Director, Environment and Planning advised that the required information was not available in the 2021 census, so 2016 data was used initially, with 2021 data incorporated where relevant. The available data was important in informing the policy.

Min.048 ITEM ARIC048/25 - REVIEW OF FINANCE POLICIES

RESOLVED (RW/JY)

That The Audit, Risk and Improvement Committee review the draft policies listed in this report and provide any feedback as appropriate.

Actions:

Management to considering including the *War Widows Pension Gold Card* as an eligible requirement under Council's Rates Hardship Policy.

Management to use *track changes* when presenting policies to the ARIC to highlight key amendments and items requiring review.

Min.049 ITEM ARIC049/25 – WHS & WORKERS COMPENSATION UPDATE

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive the information in this report and provide any feedback as appropriate.

Discussion:

Senior Coordinator Work, Health and Safety provided an outline of the report.

The ARIC queried whether the absence of psychosocial claims may be due to a lack of understanding about what constitutes a psychosocial hazard, and whether this may indicate under-reporting.

BD advised that this is not an under-reporting issue. Council has a strong reporting culture, and lessons from previous reports are actively used to prevent recurrence.

The ARIC queried whether the 74 defibrillators mentioned in the ARIC agenda impose a significant maintenance burden.

BD advised that the defibrillators are publicly accessible and have a long operational lifespan.

Min.050 ITEM ARIC050/25 - GOVERNANCE & RISK DIRECTORATE UPDATE

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive the information in the report and provide any feedback as appropriate.

Discussion:

Director Governance and Risk provided an overview of the report.

JY highlighted the four (4) purchase orders totalling $18K listed under "Groceries/Supermarkets."

Actions:

- Reviewing instances of non-compliant purchase orders in City Services, primarily for single-quote work.

Min.051 ITEM ARIC051/25 - INTERNAL OMBUDSMAN SHARED SERVICE ANNUAL REPORT 2024-2025

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive and note the IOSS Annual Report 2024-2025.

Discussion:

Internal Ombudsman provided an overview of the report.

Min.052 ITEM ARIC053/25 - STRATEGY & IMPROVEMENT UPDATE

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee receive this report.

Discussion:

The ARIC queried the reason for the 9.2% of operational plan performance indicators classified as “critical/target not being met” for January–June 2025.

Manager, Strategy and Improvement advised that various factors could contribute, typically compliance-related issues such as pending legal matters, and these are generally not of major significance.

Min.053 ITEM ARIC054/25 - ARIC RESPONSIBILITY PLAN TRACKING

RESOLVED (RW/JY)

That the Audit, Risk and Improvement Committee:

1. Receive this report; and
2. Note that the planned responsibility areas have been addressed in this Committee meeting as required by the ARIC Responsibility Plan.

GENERAL BUSINESS

The following general business was raised:

The ARIC meetings will now be held on Tuesdays in Auburn.

The GM thanked the Chair and the ARIC for their support and constructive challenges throughout the year and wished the committee a safe holiday.

NEXT MEETING

Next Meeting Tuesday, 17 February 2026.

MEETING CLOSE

The meeting terminated at 4:00pm.

Signed:

Mr. Mark Sercombe
Chairperson

Item No: C02/26-11

QUARTERLY PROGRESS REPORT ON COUNCIL'S SECTION 355 COMMITTEE AND COMMUNITY ADVISORY COMMITTEES

Directorate: Governance and Risk
Responsible Officer: Director Governance and Risk
Community Strategic Plan Goal: *Providing Local Leadership*

SUMMARY

This report provides the Draft Minutes of Council's Section 355 & Community Advisory Committee's convened over October-December 2025, and recommends that Council make a determination on the recommendations of the Community Advisory Committees arising from these meetings.

RECOMMENDATION

That Council receive the report noting the Draft Minutes of Council's Section 355 and Community Advisory Committees recently convened and determine the recommendations requesting Council adoption.

REPORT

Council's Wentworthville Community Garden Section 355 Committee met in October 2025, and the Community Advisory Committees conducted their first quarterly meetings for this Council term over the months of November/December 2025. The final draft minutes of all Committee meetings are attached to this report.

Below are the recommendations from the Community Advisory Committee meeting minutes which require Council approval to proceed:

Committee	Committee Recommendation
Heritage	Adoption to changes of Terms of Reference (TOR) *RECOMMENDATION: The Committee recommends that Council:* • *Note the updates received regarding the adopted Cumberland Heritage Advisory Committee's TOR, Cumberland Local Heritage Rebate and Award Guidelines.* • *Endorse the proposed changes to Cumberland Heritage Advisory Committee's TOR, Cumberland Local Heritage Rebate and Award Guidelines attached.* Changes include the bolded text below:

Committee	Committee Recommendation
	1. Purpose • Encourage restoration and maintenance of heritage properties, **archaeological sites, Aboriginal objects and Aboriginal places of heritage significance** and acknowledge effort made by owners and community organisations in this regard (for example, judging nominations and entries received for the Cumberland Local Heritage Awards) • Be advised of Development Applications received by Council **and Planning Proposal** during the exhibition period, where it is considered that the ~~**DA**~~ **application** has a significant impact upon a heritage item. 2. Membership • ~~**An**~~ **It is encouraged that an** Indigenous community representative ~~**is to**~~ occupy **at least** one of the community representative positions. 3. Selection Criteria ~~• **Be a local resident of Cumberland LGA or have a connection (for example a business) with the Cumberland area.**~~
ATSIC	**Land use of Carnarvon Golf Course** *RECOMMENDATION: Committee recommends Council approve Council staff to contact Metropolitan Local Aboriginal Land Council to advocate for an Aboriginal Heritage Assessment of Carnarvon Golf Course.* **Application for the Committee** *RECOMMENDATION:* The Committee to go out for a further Expression of Interest (EOI) process and at the conclusion of the process, the Committee review the applications received and appoint additional member(s) in line with the Terms of Reference (TOR) requirements.
Community Wellbeing & Inclusion	**Housing and Homelessness Forum** Staff advised the Cumberland Homelessness Working Group resolved at its most recent meeting to convene

Committee	Committee Recommendation
	a Cumberland Housing and Homelessness Forum in 2026. The forum will address the group's key priority areas, aligned with the Cumberland City Council Homelessness Action Plan 2024–2027. *RECOMMENDATION: The Committee recommends Council staff proceed with the forum with the support of Council.*
Flood Risk	**Item 5.4 – Haslams Creek Overland Fl** *RECOMMENDATION: The Committee recommends that Council note the current project status and endorse that Council officers undertake early engagement with the community on the Haslams Creek Overland Flood Study to inform the preparation of the study.* **Item 5.5 - Cumberland LGA (Western Creek Catchment) Overland Flood Study.** *RECOMMENDATION: The Committee recommends that Council note the current project status and endorse that Council officers undertake early engagement with the community on the Cumberland LGA (Western Creek Catchment) Overland Flood Study to inform the preparation of the study.*
Youth, Recreation and Sport Advisory	**Shared Path and Safe Crossing Points Audit** *RECOMMENDATION: Information be provided at next meeting around an audit of shared path and safe crossing points.*

It is now recommended that Council receive the Minutes of the Committees, and determine whether or not to endorse the above recommendations of the Advisory Committees.

COMMUNITY ENGAGEMENT

There are no consultation processes for Council associated with this report.

POLICY IMPLICATIONS

There are no policy implications for Council associated with this report.

RISK IMPLICATIONS

There are no risk implications for Council associated with this report.

FINANCIAL IMPLICATIONS

There are no financial implications for Council associated with this report.

CONCLUSION

This report has been prepared to provide Council the minutes of the first quarter advisory committee meetings held over November 2025. It is now recommended that Council receive the minutes, and determine the recommendations requesting Council adoption.

ATTACHMENTS

1. Heritage Committee - Updated Terms Of Reference ⇩
2. Heritage Awards Program Guidelines ⇩
3. Heritage Rebate Program Guidelines ⇩
4. Minutes - Heritage Advisory Committee - 25 November 2025 ⇩
5. Minutes - Arts Culture and Events Advisory Committee - 20 November 2025 ⇩
6. Minutes - ATSIC Committee - 13 November 2025 ⇩
7. Minutes - Community Wellbeing and Inclusion Advisory Committee ⇩
8. Minutes - Domestic & Family Violence Prevention Committee - 1 December 2025 ⇩
9. Minutes - Environment Advisory Committee ⇩
10. Minutes - Flood Risk Management Advisory Committee - 26 November 2025 ⇩
11. Minutes - Library Advisory Committee ⇩
12. Minutes - Youth Recreational & Sport Advisory Committee - 18 November 2025 ⇩
13. Minutes - Wentworthville Gardens S355 Advisory Committee - 2 October 4 December and AGM 6 December 2025 ⇩

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 1

Heritage Committee - Updated Terms Of Reference

CUMBERLAND
CITY COUNCIL

Terms of Reference

Heritage Advisory Committee

AUTHORISATION & VERSION CONTROL

Terms of Reference (TOR) No	TOR-010
TOR Owner	Director Environment and Planning
Date Adopted	~~18 June 2025~~ XX
Version No	6.0
ECM Document ID	~~4716438~~ XX
Review Date	~~October 2028~~ XX

1. Purpose

The Cumberland Heritage Committee is an advisory body to Cumberland City Council.

The purpose of the Cumberland Heritage Committee is to advise Council on matters related to the conservation, management and promotion of heritage within the Cumberland Local Government Area (LGA). These may be individual heritage items, conservation areas, archaeological sites or Aboriginal objects and Aboriginal places of heritage significance.

The role of the Cumberland Heritage Committee is to:

- Assist in the development of educational and promotional strategies and programs for heritage in the Cumberland Local Government Area (eg exhibitions, events, walks, brochures, plaques).
- Encourage restoration and maintenance of heritage properties, archaeological sites, Aboriginal objects and Aboriginal places of heritage significance and acknowledge effort made by owners and community organisations in this regard (for example, judging nominations and entries received for the Cumberland Local Heritage Awards);
- Consider applications for the allocation of funding under the Local Heritage Rebate Program and make recommendations to Council in this regard.
- Assist in identifying environmental heritage for nomination to or deletion from the Environmental Heritage Schedule within the Cumberland Local Environmental Plan.
- Make recommendations on the collection and recording of local heritage material or artefacts.
- Research heritage values of listed or potential sites.
- Identify challenges to heritage conservation and management, and recommend strategies for overcoming these.
- Be advised of Development Applications received by Council and Planning Proposal during the exhibition period, where it is considered that the ~~DA~~ application has a significant impact upon a heritage item.

2. Membership

Membership of the Cumberland Heritage Committee will consist of:

- Up to ten (10) community members or representatives from the local community. Ideally, the community members will be from across the geographical area of Council.
- ~~An~~ It is encouraged that an Indigenous community representative ~~is to~~ occupy at least one of the community representative positions.
- Two (2) Councillors.

Councillor appointments are resolved by Council (Ordinary Meeting of Council) at the first or second ordinary Council meeting of each Council term. Membership can be altered at any time by Council resolution.

All community representative nominations for appointment to the Committee are to be formally submitted in writing to Council, through an Expressions of Interest Process (EOI). Nominees must complete an Expression of Interest and formally declare in writing to Council any potential conflicts of interest (such as being a member of other committees or other community affiliations) directly relating to the purpose of the Committee.

All nominations will be assessed by an internal panel of Council staff, with recommendations made to Council via a report.

Committee membership will be formalised by resolution of Council. Community membership of the Committee shall be for the period of the Council term. At the commencement of each Council term, Council will review its Committee structure and subsequently resolve the continuation or discontinuation of any particular committee. Following this, an EOI process for membership will be undertaken.

Council staff will provide administrative support to the Heritage Committee.

3. Selection Criteria

To be eligible as a community representative, members must live, work, study or have connections to the Cumberland Local Government Area (LGA) and meet at least one of the following criteria:

- Have an appreciation and understanding of heritage in Cumberland LGA.
- Have background, experience or demonstrated interest in heritage protection, management, policy or promotion.
- ~~Be a local resident of Cumberland LGA or have a connection (for example a business) with the Cumberland area.~~

4. Meeting Attendance

Committee Members are expected to attend all committee meetings where possible. If a member is unable to attend, an apology is to be provided to the meeting convenor prior to the meeting. A member who fails to attend three (3) consecutive meetings without submitting a satisfactory explanation will forfeit their place on the Committee.

Where a Councillor cannot attend a meeting of the Committee, another Councillor delegated by the Councillor may act as a Member of the Committee for that meeting. All other Councillors are able to attend Committee meetings.

5. Times and Places for Meetings

The Committee will meet quarterly at dates and times as determined. An extraordinary meeting may be called where circumstances warrant.

Meetings will normally be held at either the Auburn Service Centre at 1 Susan Street Auburn or the Merrylands Administration Building at 16 Memorial Avenue, Merrylands, or at another accessible venue. Subject to the Chairperson's discretion and technical capabilities, meetings may be held via Audio/Visual link or a combination of in person and Audio/Visual link.

6. Notification of Vacancies

The Committee is to notify the Council promptly of any vacancy occurring in its membership that affects the capacity of the Committee to function. Any Committee vacancies will be filled in accordance with the process outlined in point 2.

7. Chairperson

The Chairperson will be nominated by the Committee. In his/her absence the Committee may elect another Chairperson. The Chairperson must be a Community Representative.

8. Quorum

The quorum for a meeting of the Committee will be one (1) appointed Councillor, or in the absence of an appointed Councillor, one (1) Councillor attending on behalf of an appointed Councillor, and 50% of Council appointed community representatives. If a quorum is not present within fifteen minutes after the appointed started time, the meeting will be adjourned to a time fixed by the Chairperson.

Where there is no quorum, the members present can hold an informal meeting to discuss matters. However, any recommendations made by the Committee are not recognised until a meeting, where a quorum is present, has considered and ratified them.

In the event that three (3) consecutive committee meetings do not proceed due to a lack of quorum, a report will be included in the agenda for the next Ordinary Council meeting seeking Council's determination as to the continuation of the Committee.

9. Conflict of Interest & Pecuniary Interest

Committee members must tell the Committee convenor of any conflicts of interest or pecuniary interest at the start of each meeting, or before discussion of a relevant agenda item or topic. Details of any conflicts of interest or pecuniary interest will be included in the meeting minutes.

If members or those invited to Committee meetings find they do have a real or perceived conflict of interest or pecuniary interest they are not allowed to be a part of Committee discussions on the issue.

10. Administration of the Committee

The Committee will be convened by a Council officer from Council's Environment and Planning Directorate. Other Council staff and a heritage consultant advisor will attend meetings and provide advice to the Committee as required.

Council staff will provide the following administrative support to the Heritage Committee, as required:

- All correspondence to members of the Committee.
- Notification of times of meetings, meeting agenda and meeting venue.
- Preparation and distribution of minutes.
- Background reports and other information as required.
- Reports to Council.

Council staff and the Council heritage advisor will not be Members of the Committee and as such will not have voting entitlements.

11. Meeting Notifications, Agenda and Minutes

Council will notify members of the time and place of each meeting at least one week in advance, together with a copy of the agenda and any reports. Minutes will be sent out after each meeting.

A report on the Committee's minutes and any other relevant information considered at the prior meeting will be reported every three (3) months to an Ordinary Meeting of Council.

12. Expenses of Committee Members

Council will not generally authorise payment or provide remuneration to Committee members.

13. Insurance

Committee members are covered by Council's public liability and professional indemnity insurance.

14. Media Contact

Committee members may not speak to the media on behalf of the Committee or Council without approval in advance from Council's Strategic Communications Team.

15. Induction

Advisory Committees operate under Council's corporate governance framework, including the Code of Conduct. New members will receive relevant information and briefings on their appointment to assist them to meet their Committee responsibilities.

16. Standard Operating Procedures

All other procedures are to be in accordance with Council's Standard Operating Procedures and Code of Meeting Practice.

17. Review of Terms of Reference

The Terms of Reference for the Committee will be adopted for the duration of the Council term.

Any proposed changes other than those of a minor/administrative nature to the Terms of Reference will be required to be reported to Council and adopted by way of resolution at a Council meeting.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 2

Heritage Awards Program Guidelines

CUMBERLAND CITY LOCAL HERITAGE AWARDS GUIDELINES

Category 1 - Best Maintained Heritage Property

OVERVIEW OF CATEGORY

To recognize the work of property owners to maintain and enhance the appearance of a heritage property. This may be private, government or civic.

This category comprises two Divisions:

- Best Maintained Heritage Property - Private
- Best Maintained Heritage Property - Government, Civic or Religious

ENTRY AND ASSESSMENT CRITERIA (Conditions of Entry)

a) The property generally presents well to the street and is well maintained.
b) The property shows no visible signs of deterioration when viewed from the street.
c) The property has a well-maintained garden that complements the item.
d) The maintenance of the property enhances its character and charm.
e) The property adds value to the character of the street.

NOMINEES' RESPONSIBILITIES (Conditions of Entry)

1. Complete the nomination form to put forward a specific property.
2. ~~Ensure that the property is privately owned (i.e. not a government asset).~~ Ensure that the property is not a Council asset.
3. Ensure that the property is located within Cumberland City and currently listed as a heritage item in the Cumberland Local Environmental Plan (LEP) 2021
4. Obtain the permission of the landowner to nominate the property.
5. Include photos of the property to accompany the completed nomination form (mandatory requirement).
6. Obtain the landowner's permission for judges to view the property from the street and allow Council officers to take a photo of the property from the street.

JUDGES' RESPONSIBILITIES

Judging will be undertaken by the Cumberland Heritage Committee. The judging process will be as follows:

1. Assess each nomination submitted including nomination form, photos and other information.
2. View properties from the street (optional).
3. Allocate a score out of ten for each of the assessment criteria (as listed above).
4. Total the scores for each entry, the entry with the highest score is identified as the Category Winner.
5. Council's Director, Environment and Planning to confirm the Award Category recipients.

PRIZES

Winners - Bronze plaque, framed certificate, and gift basket

Category 2 – Restoration and Development (including adaptive re-use)

OVERVIEW OF CATEGORY

To recognise work done to restore or develop a property to highlight and enhance the appearance of the heritage property. This includes the adaptive reuse of a heritage item in a way which respects its heritage characteristics.

ENTRY AND ASSESSMENT CRITERIA (Conditions of Entry)

a) The restoration/adaptive reuse works have significantly enhanced the character and charm of the property.
b) The restoration/adaptive reuse works are sympathetic to its heritage significance.
c) The restored/developed property presents well to the street.
d) The restoration/adaptive reuse works have removed any visible signs of deterioration when viewed from the street.
e) The restoration/adaptive reuse works provide visible evidence of the owner's commitment to the preservation of heritage.

NOMINEES' RESPONSIBILITIES (Conditions of Entry)

1. Fill in the nomination form nominating a property.
2. ~~Ensure that the property is privately (non-government) owned.~~ Ensure that the property is not a Council asset.
3. Ensure that the property is currently listed as a heritage item in the Cumberland Local Environmental Plan (LEP) 2021
4. Obtain the permission of the landowner to nominate a property.
5. Obtain the landowner's permission for judges to view the property from the street and allow Council officers to take a photo of the property from the street.
6. Provide details of the restoration/development work carried out on the property (mandatory requirement).
7. Provide photos showing before restoration and after restoration/ adaptive reuse works (mandatory requirement).
8. Ensure that all restoration/adaptive reuse works nominated were carried out within the last two years.

JUDGES' RESPONSIBILITIES

Judging will be undertaken by the Cumberland Heritage Committee. The judging process will be as follows:

1. Assess each nomination submitted with each standard nomination form, submitted photos and other information.
2. View properties from the street (optional).
3. Allocate a score out of ten for each of the assessment criteria (as listed above) with 0 being the lowest and 10 the highest.
4. Total the scores for each entry, the entry with the highest score is identified as the Awards Category Winner.
5. Council's Director, Environment and Planning to confirm the Award Category recipients.

PRIZES

Winners - Bronze plaque, framed certificate, and gift basket

Category 3 - HistoResearch: researching our local history

OVERVIEW OF CATEGORY

Participants (individuals or groups/organisations) are invited to research an item or person or event or place of local history and reflect on the National Trust Heritage Festival theme of that year. The research may be presented in a written (text based) form such as an essay or poetry; digital form (including audio visual), or visual art form such as photographic, mixed media or other works. The research may include heritage studies, archaeological preservation, or any other effort in the heritage field. Entries using innovative digital and mixed media forms are encouraged.

This category comprises two Divisions:

- Junior Division: Year 5 to Year 8 (inclusive).
- Open Division: Open to all members of the community aged 15 years and above, including high school students.

Entries may be by individuals or groups.

ENTRY AND ASSESSMENT CRITERIA (Conditions of Entry)

a) The work makes a substantial contribution towards preserving, enhancing, interpreting, or highlighting Cumberland's heritage.
b) The individual or group's entry displays an outstanding appreciation of local heritage.
c) The work raises awareness and understanding of Cumberland's heritage.
d) The work is original, and all sources appropriately acknowledged.

NOMINEES' RESPONSIBILITIES (Conditions of Entry)

1. Submit the work (the entry) with the completed nomination form.
2. Ensure that the nominee's entry is submitted in the appropriate division. Any group entry comprising members from both age divisions may only enter the Open division.
3. Ensure that the work is related to an element of Cumberland's history and heritage.
4. Only one entry can be submitted per person, group or organisation (i.e. historical society, research group, etc.).
5. Ensure that the content is the original work of the entrant, and demonstrates an element of primary research, and that any information sources are appropriately referenced.
6. Ensure that the owner of the work has given permission for the work to be nominated.

JUDGES' RESPONSIBILITIES

Judging will be undertaken by the Cumberland Heritage Committee as follows:

1. Assess work submitted with each standard nomination form.
2. Allocate a score out of ten for each of the assessment criteria (as listed above) with 0 being the lowest and 10 the highest.
3. Total the scores, the entry with the highest score is identified as the Division Winner.
4. The Cumberland Heritage Committee may only award an entry as the winner if it is considered to be of a high standard and meets all the conditions of entry and category criteria.
5. Council's Director, Environment and Planning to confirm the Award Category recipients.

PRIZES

Junior Division	Open Division
Winner: $400 book voucher (or eBook voucher) ~~and~~, framed certificate *Two Runner Ups:* $100 book voucher each (or eBook voucher) and framed certificates	*Winner:* Framed certificate plus prize with a total value of up to $1,000. Choice of either: • Accommodation for 1 night at one of three pre-determined heritage listed properties in the Blue Mountains; OR • Bridgeclimb Sydney gift voucher for three people and three tickets for an Aboriginal Dreaming tour of The Rocks Sydney

	Runner Up: Framed certificate and two tickets for the Tribal Warrior Cultural Cruise.

Category 4 - Keeper of the Stone (Children's Heritage Award)

OVERVIEW OF CATEGORY

To encourage primary school children to learn about, and be involved in, local heritage. The category is run as a colouring-in competition utilising an image based on the theme of the National Trust Heritage Festival for that year.

The category comprises two Divisions:

- Division 1 comprising Kindergarten to Year ~~2~~ 1 (inclusive).
- Division 2 comprising Year ~~3~~ 2 to Year 4 (inclusive).

A winner is selected from each Division. Of those Division winners, one will be determined as the overall winner of the Category.

ENTRY AND ASSESSMENT CRITERIA (Conditions of Entry)

a) The work presented is creative and innovative.
b) The work provides original insight into what "heritage" means to Cumberland's young residents.
c) The work displays an appreciation of Cumberland City's heritage.
d) The work contributes to Council's understanding of young residents' views regarding heritage.

NOMINEES' RESPONSIBILITIES (Conditions of Entry)

1. Fill in the entry form and colour in the stencil image.
2. Submit the nominated work with the completed entry form.
3. Ensure that the owner of the work has given permission for the work to be entered for this award.
4. Ensure that owners of the works submitted are in Kindergarten to Year 4.

JUDGES' RESPONSIBILITIES

All entries will be divided into their respective Division.
Up to twenty (20) entries will be shortlisted for each Division. Shortlisting of entries will be undertaken by Council Officers ~~within the City Strategy Unit~~.

Judging of the shortlisted entries will be undertaken by the Cumberland Heritage Committee. The judging process will be as follows:

1. Assess work submitted with each standard entry form.
2. Each Cumberland Heritage Committee member votes for the top five (5) entries in each Division.
3. Tally the votes received for the entries of each Division. The entry in each division with the most votes is declared the winner. Where an equal number of votes are received by two or more entries in a Division, the committee members are to agree the winning entry.
4. With reference to the winning entry of each division only, the members must then agree the overall winner of the Category with the other division winner being the runner-ups of the Category.
5. Council's Director, Environment and Planning to confirm the Award Category recipients.

PRIZES

Division 1	Division 2	Overall Keeper of the Stone winner
Winner: $100 book voucher (or eBook voucher) and framed certificate Three *Runner Ups:* Framed Certificates	*Winner:* $100 book voucher (or eBook voucher) and framed certificate Three *Runner Ups:* Framed Certificates	• To care for the perpetual Cumberland City Heritage Stone for 12 months • $100 book voucher (or eBook voucher) • Framed certificate

Note: the overall winner will have also been the winner of one of the divisions

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 3

Heritage Rebate Program Guidelines

CUMBERLAND CITY LOCAL HERITAGE REBATE PROGRAM GUIDELINES

BACKGROUND

The Cumberland Local Heritage Rebate Program (Rebate Program) is established by Cumberland City Council and applies to the Cumberland Local Government Area (LGA).

AIM OF THE REBATE PROGRAM

The aim of the Rebate Program is to assist and encourage owners of heritage items in the LGA to undertake positive work to their properties to improve the appearance of these valuable assets. It recognises the additional costs that can be involved in undertaking works to heritage items or properties, such as restrictions on materials that may be used or the need for specialised tradespeople and/or equipment.

The Rebate Program is part of a wider Council effort to generate greater interest in the history and heritage of the area.

INVITATION TO APPLY

Private owners of heritage ~~listed buildings~~ items and private owners of properties located within a heritage conservation area within the Cumberland Local Government Area are invited to apply for an allocation of funding under the *Cumberland Local Heritage Rebate Program*.

The application form identifies the supporting information that must be provided with the application. Only one application is to be lodged for a heritage item or property each year. The application is to detail all proposed works (the project) for which the rebate is being sought.

ELIGIBLE PROJECTS

Funding is not simply granted to all owners of heritage assets. The rebates will be allocated to those projects which are judged to benefit the local heritage assets and are successfully chosen through an assessment informed by a set of criteria.

Eligible projects include those which involve the repair; maintenance of; or reinstatement of missing items on privately owned heritage properties and buildings. Eligible projects are to be located on the exterior of the building; such as front fences, verandahs, windows/ stained glass, roofing, and decorative details.

PROJECTS NOT FUNDED

Rebate funding will generally not be provided for the following types of projects:

- **Where the works to the building/item have been commenced or completed prior to receiving the outcome letter of a rebate program application**
- Where the building is publicly (government) owned
- Where assistance is available from another source
- Where substantial assistance has been previously provided for the same improvement/ project
- Where the applicant has not completed other assisted projects
- For routine maintenance as would apply to any property, e.g.: tidying gardens, gutter clearing,

general cleaning, etc.
· For the purchase of a building, site, or moveable item
· For new additions to a heritage item
· For the relocation of a heritage item
· For internal building work, e.g.: repairs, electrical work, kitchen renovations, or plumbing improvements
· Replacing original material unnecessarily
~~· Where the works to the building/item have been completed prior to lodgment of a rebate program application~~

ASSESSMENT CRITERIA

The Council, in assessing the priority of an application, will take the following matters into account (please note that it is **not** necessary for a project to meet all of these criteria):

- The applicant's ability to demonstrate technical and financial responsibility with regard to the project and demonstrated ability to complete the project within their estimated timeframe (projects must be completed within 12 months).
- The degree to which the applicant is financially contributing to the project (minimum of 50% of the total project cost).
- Projects which clearly complement broader conservation objectives eg projects which implement key findings of heritage studies or projects in conservation areas.
- Projects which would encourage others to better conserve their heritage items.
- Projects involving a building of higher heritage value to the community eg the restoration of an important local heritage house such may have been positively discussed in local media.
- Projects which are highly visible to the public eg the replacement of a verandah to a building on a main street, or visible from railway station.
- Projects which have high public accessibility eg a church, childcare centre or community hall.
- Projects which are in an area that has received little or no funding.
- Projects involving aspects of heritage which have received little or no funding eg historic gardens.
- Projects subject to conservation controls where the owner is able to show hardship arising from conservation work required to the item.
- Urgent projects to avert a threat to a heritage item.
- The eligibility of the proposed works for funding.

LEVEL OF FUNDING AVAILABLE

The annual total Council budget for the Local Heritage Rebate and Local Heritage Award Program is $50,000. The program will use funding from this budget for successful applications. The level of rebate funding allocation per application is limited to a maximum of $4,000 and may be any amount under $4,000 - depending on what is proposed and agreed to for each project. Applicants will be required to provide at least 50% of the project cost.

For some projects, applicants may be required to contribute more than 50%. For example; with projects that have a total works cost of $10,000, Council may contribute the maximum $4,000 and the property owner (applicant) will need to pay $6,000.

The allocated funding to a project is paid as a reimbursement to the applicant ***after*** all costs have been paid; all proposed works have been completed to the satisfaction of Council; and evidence of that payment - such as the paid tax invoice or receipt - is provided to Council.

TIMING OF PROJECTS

If a project is approved for a rebate, applicants will have up to 12 months to complete the project **from the date of receiving the outcome letter from Council**, unless a longer timeframe has been approved by Council due to the nature of the project. In this case, the project must be completed within the allocated timeframe.

WHAT APPLICANTS NEED TO DO

1. Background research
It will assist the application if it is demonstrated why the proposed works are appropriate and beneficial for local heritage. This may involve some research, e.g.:
- Finding historical information related to the building/item (e.g. early photos, news articles, etc.)
- Speaking to a long-time resident on the street who may have knowledge on the building

2. List the work to be carried out
Detail will be required on the proposed works. This should be listed in a clear item-by-item schedule. Applicants may contact Council to check whether the proposed works would be eligible for funding.

3. Obtain quotes for the proposed works
At least two (2) quotes must be provided with the application. If the project is a smaller task that the applicant will be undertaking themselves, evidence is needed of the cost of the materials that will be used. In the case of DIY (do-it-yourself) work, funding may be provided for the materials only. DIY projects should be discussed with Council to ensure they are appropriate.

4. Select colours and materials
Determine the colours and materials that are suitable for the heritage building/item and provide a schedule of colours proposed to be used in the project.

5. Prepare a sketch plan
Applicants are to provide a sketch plan to show where the work is to be done on the building/item. Large jobs may require plans drawn up by a qualified heritage architect.

6. Take photographs
Photographs of the building/item and close-up photos of the proposed heritage works are to be provided with the application.

7. Application form
Complete the application form and attach all the supporting information (as outlined above).

8. Submit the application
By email (as one single document attachment):
To: Council@cumberland.nsw.gov.au
Subject Line: Attn: Local Heritage Rebate Program Application

By post (send the complete application - with form and all supporting materials included):
General Manager
Cumberland Council
PO Box 42
Merrylands
NSW 2160
Attn: Local Heritage Rebate Program Application

THE PROCESS

Following the receipt of applications for Council's Heritage Rebate Program funding, the Cumberland Heritage Committee will consider all applications received and make an assessment based on the criteria listed above and the information provided in the application. The Cumberland Heritage Committee will then make a recommendation of the successful applications. That recommendation will be provided to Council for determination.

All applicants will be notified by letter of the outcome of their application. The letter notification to the successful applicants will state the works that have been approved and the amount of rebate funding allocated to that project.

Given that the Council's funding for the Heritage Rebate Program is limited, there is no guarantee that an application will be successful on the basis that it complies with the assessment criteria.

For successful applications, the applicant should contact Council~~'s Urban Strategy and Planning team~~ and provide the relevant stipulated details prior to undertaking any works. Council will confirm whether the proposed works align with the condition(s) outlined in the outcome letter and/or whether a Development Application (DA) is needed to ensure compliance. Only after the applicants have received that letter will be able to undertake the works.

~~For successful applications, t~~The applicant is to advise Council of the completion of the project and forward to Council the paid receipts/tax invoices for the work done. Council officers will then inspect the work to ensure it has been carried out in accordance with the proposal approved by Council. ~~The rebate (cheque from Council) will then be forwarded for the amount as stated on the notification letter.~~ Once Council has received the required materials and notifications and undertaken an inspection of the completed works, payment of the rebate will be arranged.

Funds ~~Monies~~ are forwarded after the work has been completed in accordance with the outcome letter and all costs paid by the applicant – rebate funding as part of this program is provided as a reimbursement of costs incurred and not a direct payment of costs.

All applicants must notify Council in writing before any work is carried out to confirm that the proposed work can be done as an exempt development. It should also be noted that applications involving major works to heritage items may require formal building and development consent from Council. Further information on how to submit those applications can be obtained by contacting Council's Duty Planner.

FURTHER INFORMATION

Further information in relation to the Cumberland ~~City~~ Local Heritage Rebate Program can be obtained on Council's website www.cumberland.nsw.gov.au.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 4

Minutes - Heritage Advisory Committee - 25 November 2025

CUMBERLAND CITY COUNCIL

Cumberland Heritage Advisory Committee Meeting
25 November 2025

Minutes of the Cumberland Heritage Advisory Committee Meeting held at Council Administration Building in Merrylands on **Tuesday, 25 November 2025**.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Council Officer - Mr Will Wang at 6:07pm.

Acknowledgement of the traditional owners of this land – the Darug People, and pay respects to the elders past and present.

2. Record of Attendance and Apologies

In Attendance:

Name	**Representing**
Mayor Ola Hamed	Councillor
Clr Glenn Elmore	Councillor
Mr Firas Shawash	Community Representative (Chairperson)
Ms Lang Ngo	Community Representative
Ms Kerryn Stanton	Community Representative
Ms Dorothy Warwick	Community Representative
Mr Yakubislam Comert	Community Representative (online)
Mr Christopher Roehrig	Heritage Advisor
Miss Katrina Jelavic	Assistant Heritage Advisor
Mr Jai Shankar	Council – Executive Manager City Planning and Development
Mr Will Wang	Council – Coordinator Urban Strategy and Planning
Ms Esra Calim	Council – Coordinator Planning Operations
Ms Eman Korani	Council – Strategic Planner
Miss Laura Zhou	Council – Strategic Planner

Apologies and absentees:

Name	**Representing**
Mr Bruce Roberts	Community Representative (apologies)
Mr Harry Stephens	Community Representative (apologies)

3. Confirmation of Minutes

No confirmation of Minutes.

4. Business arising from Previous Minutes

No business arising from previous Minutes

5. Reports/Agenda items

5.1 Introduction of the Cumberland Heritage Advisory Committee and Election of the Chair for the Committee

Key Discussion:

- The Committee was informed about the Chairperson nomination process in accordance with the Terms of Reference adopted in June 2025.
- The Committee is to decide how the Chairperson role be elected, either through a fixed Chairperson nomination or adopted rotating chair model.
- Cumberland Heritage Advisory Committee members voted for the rotation of Chairperson, where rotating chair to follow alphabetical order by last name.
- Given Mr Comert attended the meeting online, Mr Shawash was elected as the Chairperson for this meeting.
- The Committee members requested that the Chairperson for each meeting be identified and circulated with the meeting date for 2026.

Action: Council staff to prepare and circulate a Chairperson rotation schedule for 2026.
Recommendation: The Committee recommends that Council note the role of the Cumberland Heritage Advisory Committee and election of the Chairperson.

5.2 Update on Requests from Last Meeting

Key Discussion:

- The Committee received updates on the action items raised at the Cumberland Heritage Advisory Committee meeting on 24 July 2024.
- The Committed was informed that the former Committee members was notified when the Cumberland Heritage Advisory Committee Expression of Interest was published.
- The Committee was informed that the Council staff had explored the idea of having QR codes for Heritage Items of significance in Cumberland and Council was successful in receiving grand from Heritage NSW on the Heritage Interpretation Signage Project.
- The Committee was provided redacted information on the four (4) successful applications from the Cumberland Local Heritage Rebate Program 2022-23.
- Mr Roehrig asked what was the total number of Cumberland Local Heritage Rebate Program 2022-23 applications. Council staff would confirm and report back at the next meeting.

Action: Council staff is to update the Committee on total number of applications received under Cumberland Local Heritage Rebate Program 2022-23.
Recommendation: The Committee recommends that Council note the action items from the 24 July 2024 Cumberland Heritage Advisory Committee Meeting.

5.3 Update on the Cumberland Local Heritage Rebate Program 2024-25

Key Discussion:

- The Committee was provided updates on the Cumberland Local Heritage Rebate Program 2024-25.
- On 19 June 2024, Council endorsed ten (10) out of twelve (12) successful applications to be supported for funding, subject to the program's requirements.
- Five (5) applications out of ten (10) successful applications were completed according to the Cumberland Local Heritage Rebate Program guideline and were eligible for the allocated rebate funding.

Recommendation: The Committee recommends that Council note the updates provided on the Cumberland Heritage and Rebate Program 2024-25.

5.4 Overview of the Activities 2026

Key Discussion:

- The Committee was briefed about the anticipated activities and items for consideration at the upcoming Committee meetings.
- The Committee was informed that the second Cumberland Heritage Advisory Committee meeting would be scheduled for February 2026, discussing Cumberland Local Heritage Rebate and Award Program.
- The Committee was informed that the third Cumberland Heritage Advisory Committee meeting would be scheduled for May 2026, discussing Cumberland Local Heritage Rebate and Award selection.
- The Committee was informed that the fourth Cumberland Heritage Advisory Committee meeting will be scheduled for August 2026, briefing about the Cumberland Local Heritage Award night.

Recommendation: The Committee recommends that Council note the advice received regarding anticipated activities and items for consideration, noting these may change throughout the year.

5.5 Overview of the State Level Heritage Related Changes (Draft Heritage Strategy)

Key Discussion:

- The Committee was briefed about the Draft Heritage Strategy 2025 by the NSW State Government.
- Mr Shawash asked if submissions was still opened. Mr Wang advised the submission had been closed in May 2025.
- Ms Stanton raised questions regarding the state and local heritage items, maintenance responsibilities and relevant provisions in the strategy.
- Mr Roehrig responded noting the strategy was high-level in nature.

- Clr Elmore requested clarification regarding Heritage and Conservation Register under Section 170 of the Heritage Act 1977. Council staff would need to conduct further research on this matter.
- The Committee was informed that an updated would be provided once the Draft Heritage Strategy 2025 was finalised.

Actions: Council staff to report back to the Committee regarding Heritage and Conservation Register under Section 170 of the Heritage Act 1977.
Council staff to provide the Committee an update once the Draft Heritage Strategy is finalised.
Recommendation: The Committee recommends that Council note the updates provided on the NSW Draft Heritage Strategy 2025.

5.6 Proposed Changes to Cumberland Heritage Advisory Committee Terms of Reference and Cumberland Local Heritage Rebate and Award Programs Guidelines

Key Discussion:

- The Committee was updated on the Cumberland Heritage Advisory Committee's Terms of Reference (TOR), Cumberland Heritage Rebate and Award Programs Guidelines adopted on 18 June 2025.
- The proposed changes to the Cumberland Heritage Advisory Committee's TOR, Cumberland Heritage Rebate and Award Guidelines were presented to the Committee.
- The Committee voted in favour of the proposed changes.
- Ms Warwick inquired about the potential grand for state-owned heritage items maintenance.
- Mr Wang advised that NSW Heritage might have relevant grant entry and noted that Council staff could provide the relevant link to the Committee members.

Action: Council staff to send the relevant link regarding NSW Heritage grant concerning state-owned, Council-managed heritage items maintenance.
Recommendation: The Committee recommends that Council:

- Note the updates received regarding the adopted Cumberland Heritage Advisory Committee's TOR, Cumberland Local Heritage Rebate and Award Guidelines.
- Endorse the proposed changes to Cumberland Heritage Advisory Committee's TOR, Cumberland Local Heritage Rebate and Award Guidelines attached.

5.7 Heritage Interpretation Signage Project and Grant

Key Discussion:

- The Committee was informed on Council's successful application on the Heritage Interpretation Signage Project and Grant under the NSW Heritage Grants Program 2025–2027.
- The Committee was informed about the eight (8) selected sites across the Cumberland within the five (5) Council wards.
- The Committee was informed that the project was still in its early stage and further updates would be provided.

Action: Council staff will continue with project delivery and provide updates to the Committee.
Recommendation: The Committee recommends that Council note the update received regarding Heritage Interpretation Signage Project and Grant.

5.8 Discussion on NSW Blue Plaques – Granville Swimming Pool

Key Discussion:

- The Committee was informed about the NSW Blue Plaque program and its nomination process.
- Council staff presented to the Committee the potential nomination of Granville Swimming Pool under the NSW Blue Plaque program.
- The Committee voted in favour of nominating the Granville Swimming Pool for a Blue Plaque, when the NSW Blue Plaque program reopened in the future.

Recommendation: The Committee recommends that Council endorse that investigation is undertaken on the potential nomination of Granville Swimming Pool for a Blue Plaque.

5.9 Update on the Woodville Road Corridor Planning Proposal and Westmead South Planning Proposal

Note: Councillor Elmore left the meeting at 7:31pm due to a declared conflict of interest regarding the Woodville Road Corridor Planning Proposal and rejoined at 7:35pm following conclusion of the item's discussion.

Key Discussion:

- The Committee was provided an update on the Woodville Road Corridor Planning Proposal and the Westmead South Planning Proposal.
- The Cumberland Heritage Advisory Committee members noted the updates provided.

Action: Council staff to provide updates as the project progresses.
Recommendation: The Committee recommends that Council note the updates provided on the Woodville Road Corridor Planning Proposal and Westmead South Planning Proposal.

5.10 Status of Heritage Item and Heritage Conservation Area Related Development Applications

Key Discussion:

- The Committee was provided a list of heritage-related Development Applications (DAs) referred since July 2024.
- The Committee members were informed of heritage-related DAs via email during the notification period, enabling individual submissions.

6 General Business

There was no general business raised.

7 Next Meeting

February 2026
Note: exact date to be confirmed.

8 Close of Business

There being no further business the meeting closed at 7:37 pm.

Signed

Firas Shawash

Digitally signed by Firas Shawash
DN: C=US, E=fshawash@yahoo.com, CN=Firas Shawash
Reason: I am approving this document
Date: 2026.02.12 18:26:57+11'00'

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 5

Minutes - Arts Culture and Events Advisory Committee - 20 November 2025

CUMBERLAND CITY COUNCIL

Arts, Culture & Events Advisory Committee Meeting
20 November 2025

Minutes of the Arts, Culture & Events Advisory Committee Meeting held at Merrylands Library on Thursday, 20 November 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Committee convenor Michael Brown at 6:00pm.

Michael Brown gave an Acknowledgement of Country.

2. Record of Attendance and Apologies

In Attendance:

Name	Representing
Clr Nadima Kafrouni-Saba	Councillor
Clr Ahmed Ouf	Councillor
Ms Deepa Coimbatore Prakash	Community Representative (Chairperson)
Mr Hahano Ki Mala	Community Representative
Ms Nancy Liang	Community Representative
Mr Sankalp Mehta	Community Representative
Mr Vishnu Arunasalam	Community Representative
Ms Vyvienne Abla	Community Representative
Ms Pepa Molina	Community Representative
Nicole Byrn	Council – Director, Community and Culture
Stephanie Hodgson	Council - Executive Manager Community Wellbeing
Michael Brown	Council – Senior Coordinator Arts and Culture
Chloe Babbage	Council - Senior Coordinator Events
Amy Morris	Council – Producer Arts and Culture

Apologies:

Name	Representing
Clr Suman Saha	Councillor (apologies)

Mr Carl Sciberras	Community Representative (apologies)
Ms Eesha Karnik	Community Representative (apologies)
Mr Mohammed Alqadi	Community Representative (absent)

3. Election of Chairperson

There was consensus from Committee members that the elected Chairperson would serve for two meetings to commit their attendance, and the committee would re-elect for the following two meetings.

Deepa Prakash was elected as Chairperson by the committee for November 2025 and February 2026 meetings. Nancy Liang volunteered to be Chairperson for May and August 2026 meetings following observation of the first two meetings.

4. Reports/Agenda items

- **Arts and Culture Presentation**

Key Discussion:

- The Committee received an overview of Council's Arts and Culture team and its role in delivering programs and managing Council's key art spaces.
- Discussion focused on how arts and culture initiatives align with Council's Community Strategic Plan and operational priorities.
- The Committee noted the importance of community engagement, partnerships, and promoting arts and culture across Cumberland.
- Members raised questions about program accessibility, communication, and opportunities for broader reach.

Action: Council staff to distribute email with information on Arts and Culture.

- **Events Presentation**

Key Discussion:

- The Committee received an overview of Council's approach to delivering community-focused events that celebrate cultural diversity and faith traditions.
- Discussion highlighted the importance of community engagement, supporting local community groups, local businesses and committee members promoting Council's events through their networks.
- Feedback included positive comments on the Expression of Interest process and suggestions for volunteer coordination and visibility at events.

Action: Council staff to distribute email with information on Events and Grants.

5. General Business

Key Discussion:

- The Committee noted that no items of general business were submitted for this meeting and discussed the process for submitting future items.
- Clarification was provided that general business can include any topic within the Committee's terms of reference and can be raised via email for inclusion on the agenda or at the meeting.
- Members discussed upcoming major Council events, including Christmas in the Gardens, festive competitions, and annual cultural celebrations.
- Information was shared about Council's events grants program, including funding opportunities for community-led events and application requirements.
- The Committee was advised of a forthcoming Notice of Motion regarding a proposed fun run for discussion at the next meeting.
- Discussion included questions about arts grants, with advice that no new arts grant round is currently scheduled, but priorities may be incorporated into future streams and arts projects can be submitted under some current program streams.

Action: Council officers to send a reminder to Committee members about submitting items of general business for future meetings. Council officers to circulate details of the community events grant program and upcoming major events for promotion through Committee networks.

6. Next Meeting

Thursday, 19 February 2026 at 6:00pm.

7. Close of Business

There being no further business the meeting closed at 7:00pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 6

Minutes - ATSIC Committee - 13 November 2025

CUMBERLAND CITY COUNCIL

ATSIC Committee Meeting
13 November 2025

Minutes of the ATSIC Committee Meeting held at Merrylands Administration Building on Thursday, 13 November 2025.

1. Open of Meeting and Acknowledgment to Country

Community Development Manager, Christina Halligan, opened the Meeting at 6:09pm.

David Williams Acknowledged the Traditional Owners of this land – the Darug People and paid respects to elders past and present.

2. Record of Attendance and Apologies

In Attendance:

Name	**Representing**
Clr Sujan Selventhiran	Councillor
Mr David Williams	Community Representative (Chairperson)
Mr Wayne Trindall	Community Representative
Mr Firas Shawash	Community Representative
Mr Darren Sorby	Community Representative
Mr Richard Morante	Community Representative
Mrs Maureen Walsh	Community Representative
Ms Trudy Healy	Community Representative
Christina Halligan	Council – Manager Community Development
Stephanie Hodgson	Council – Executive Manager Community Wellbeing

Apologies:

Name	**Representing**
Clr Dr Diane Colman	Councillor (apology)
Ms Kerrie Kenton	Community Representative (absent)

3. Confirmation of Minutes

No previous meeting to confirm minutes.

4. Business arising from Previous Minutes

No previous minutes to review.

5. Agenda Items

- **Nomination of Chairperson**

Key Discussion:

David Williams nominated and voted as the Chairperson for the term of ATSIC Committee.

David proceeded to chair the remainder of the meeting.

- **Meeting occurrences time and hybrid model**

Key Discussion:

Committee discussed and accepted dates and times of the meeting recurrence.
The committee determined all committee meetings would be face-to-face; however, members may use a hybrid option should it be required.

6. General Business

Land use of Carnarvon Golf Course

- Committee discussed whether an Aboriginal Heritage study of Carnarvon Golf Course has been conducted.
- Committee members determined to recommend Council contact Metropolitan Local Aboriginal Land Council to advocate to the State Government for an Aboriginal Heritage assessment of the site before works commence.

Action: Council contact Metropolitan Local Aboriginal Land Council and recommend they advocate to the State Government to complete an Aboriginal Heritage Assessment of the site before work is commenced.

RECOMMENDATION: Committee recommends Council approve Council staff to contact Metropolitan Local Aboriginal Land Council to advocate for an Aboriginal Heritage Assessment of Carnarvon Golf Course.

Application for the Committee

- Committee discussed whether further applications to join the Committee would be accepted.
- Committee determined they would reopen Expressions of Interest (EOI) in order to fill the vacant positions in the Committee.

RECOMMENDATION: The Committee to go out for a further Expression of Interest (EOI) process and at the conclusion of the process, the Committee review the applications received and appoint additional member(s) in line with the Terms of Reference (TOR) requirements.

War Memorial Canberra

- Committee discussed the recognition of Aboriginal soldiers at the War Memorial in Canberra and how First Nations people can be included to these exhibitions.
- Maureen and David will liaise outside of the Committee to action this.

Council Update

- Aboriginal Engagement & Education Officer remains in the recruitment phase and will be revisited in the new year.

7. Next Meeting

Monday, 9 February 2026

8. Close of Business

There being no further business the meeting closed at 6:41pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 7

Minutes - Community Wellbeing and Inclusion Advisory Committee

CUMBERLAND CITY COUNCIL

Community Wellbeing & Inclusion Committee Meeting
November 2025

Minutes of the Community Wellbeing & Inclusion Committee Meeting held at Merrylands Administration Building on Monday, 17 November 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Manager Community Development, Christina Halligan at 6:01pm.

Christina acknowledged the traditional owners of the land, the Darug People, and paid respects to elders past and present.

2. Record of Attendance and Apologies

In Attendance:

Name	Representing
Clr Enver Yasar	Councillor
Mr Roydon Ng	Community Representative (Chairperson)
Mr Viyasan Jananayakam	Community Representative
Mr Piran Subramaniam	Community Representative
Ms Desiree Leone	Community Representative
Mr Hai Quang Le	Community Representative
Ms Angela Dion	Community Representative
Ms Kirushikka Arasanayaham	Community Representative
Ms Anupreet Bedi	Community Representative
Christina Halligan	Manager, Community Development
Stephanie Hodgson	Executive Manager, Community Wellbeing
Claudia Encina	Community Development Officer

Apologies:

Name	Representing
Clr Paul Garrard	Councillor
Ms Nivassini Subramaniyan	Community Representative (absent)

Ms Sonam Arora	Community Representative (apology)

3. Confirmation of Minutes

No previous meeting to confirm minutes

4. Business Arising from Previous Minutes

No previous minutes to review

5. Agenda Items

- **Nomination of Chairperson**

Key Discussion:

- The committee deliberated on the process for appointing a Chairperson to lead committee meetings. Members considered various options, including a permanent appointment and a rotational system.
- The committee resolved that the Chairperson role will rotate among members and be determined at the conclusion of each meeting.

Action: Roydon Ng was nominated and confirmed to chair the remainder of the current meeting.

- **Meeting occurrence, time, and hybrid model**

Key Discussion:

- The committee considered the frequency and timing of future meetings, as well as the adoption of a hybrid model to accommodate both in-person and virtual participation. Members explored options to ensure accessibility and efficiency for all participants.
- The committee resolved to implement a hybrid meeting format for all future committee meetings.

Action: Adopt a hybrid meeting format for all future committee meetings and confirm the technical setup required to support both in-person and virtual participation.

6. General Business

Affordable Housing:

- Roydon Ng requested that the Committee seek the support of Council staff to prepare a preliminary report identifying potential community organisations and landholders that may be suitable partners for advancing social and affordable housing opportunities in Cumberland, with particular consideration for women over 55, families affected by domestic violence, young people (18+), and other key marginalised groups who face barriers to secure housing.

  The report would be limited in scope to minimise staff hours and costs, focusing only on high-level partnership opportunities, existing relationships, and readily identifiable sites or assets that could support future community-focused housing initiatives aimed at improving safety, stability, and inclusion for vulnerable residents.
- Council staff advised the Cumberland Homelessness Working Group resolved at its most recent meeting to convene a Cumberland Housing and Homelessness Forum in 2026.

  The forum will address the group's key priority areas, aligned with the Cumberland City Council Homelessness Action Plan 2024–2027. Western Sydney Forum will be requested to prepare a report based on the outcomes of this event. This initiative will also satisfy the recommendation proposed by Roydon Ng.

RECOMMENDATION: The Committee recommends Council staff proceed with the forum with the support of Council.

Terms of Reference Amendment:

- Clr Yasar requested the Committee's Terms of Reference be amended to include Active Transport and Transport Links between communities within Cumberland as subject matter for consideration.

  Hai Quang Le queried whether there was evidence to support this as a meaningful addition, backed by public interest, for the Committee's consideration.

Action: Council staff to invite the Planning Team to the next meeting to present the findings of community consultation that would support the inclusion of Active Transport in the Terms of Reference.

Action: Council staff to explore an amendment to the Terms of Reference to include Active Transport for the Committee consideration by the next meeting.

Council Update:

- Council staff provided an update on current Council initiatives and partnerships in relation to Homelessness.

- Council staff reminded the Committee that the draft *Children and Families Strategy* is currently available on the *Have Your Say* webpage. Members were encouraged to review the document and provide feedback.

Meeting Standing Agenda Items:

- The Committee discussed the optimal structure for future meetings and agreed to include standing agenda items for each focus area under review, namely: Access and Inclusion, CALD, Homelessness, and Community Safety. Active Transport and Transport Links will be incorporated as standing items if the proposed amendments to the Terms of Reference are formally endorsed by the Committee and Council.

7. Next Meeting

Monday, 16 February 2026

Piran Subramaniam nominated himself to chair the next meeting.

8. Close of Business

There being no further business the meeting closed at 6:50 pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 8

Minutes - Domestic & Family Violence Prevention Committee - 1 December 2025

CUMBERLAND CITY COUNCIL

Domestic & Family Violence Prevention Committee Committee Meeting
1 December 2025

Minutes of the Domestic & Family Violence Prevention Committee Meeting held at Merrylands Administration Building on Monday, 1 December 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Christina Halligan at 6.00pm.

Acknowledgement of the traditional owners of this land – the Darug People, and pay respects to their elders past and present.

The Chairperson asked all attendees joining the meeting remotely to mute their microphones unless addressing the Committee and to go through the Chairperson to address the Committee to ensure the meeting is conducted in a professional and respectful manner.

2. Record of Attendance and Apologies

In Attendance:

Name	**Representing**
Clr Ola Hamed	Councillor/Mayor
Clr Dr Diane Colman	Councillor
Clr Ahmed Ouf	Councillor
Preeti Kotwal	Community Representative
Jasmine Aspinall	Community Representative
Oorja Kalra	Community Representative (online)
Ruby Karhani	Community Representative (online)
Sanjaya Sharma	Community Representative (online)
Shuba Bala	Community Representative (online)
Christina Halligan	Council – Manager Community Development

Apologies:

Name	**Representing**
Tania Smith	Community Representative (apology)
Tom Vakai	Community Representative (apology)
Shatha Jajo	Council – Domestic & Family Violence Officer (apology)

3. Confirmation of Minutes

No previous meeting to confirm minutes.

4. Business arising from Previous Minutes

No previous minutes to review

5. Agenda items

- **Nomination of the Chairperson**

Key Discussion:

- Introductions were conducted
- The Committee determined there would be a rotating chair person, to be nominated at the conclusion of each meeting
- Committee member Jasmine Aspinall volunteered to chair the first meeting

Action:

- **Meeting Occurrence**

Key Discussion:

- The Committee discussed the benefits of a hybrid meeting and determined all meetings should be offered with an online option
- All Committee members present concurred the time and day of each meeting was acceptable.

Action: Council staff to generate links to all future meetings

6. General Business

Council Update:

- Council gave a summary of the 16 Days of Activism March. The Committee discussed the need for greater promotion and determined this can be discussed closer to the 2026 March.
- Council updated the Committee on the DFV Hub, including services attending to provide outreach and sharing circles held there.
- Council shared the future focus of the team will be behaviour change and respectful relationships among young people.

Wrap Around Services:

- The Committee discussed the need for wrap around services or locations, providing those experiencing DFV a “one stop shop” type of service to reduce the need to retell stories and experiences several times.

Reducing Isolation:

- The Committee discussed isolation and how it can contribute to heightened tensions in the home. Encouraging participation within the community and finding social outlets can be explored at future meetings.

7. Next Meeting

Monday, 23 February 2026

8. Close of Business

There being no further business the meeting closed at 6.54pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 9

Minutes - Environment Advisory Committee

CUMBERLAND CITY COUNCIL

Environment Advisory Committee Meeting
26 November 2025

Minutes of the Environment Advisory Committee Meeting held at Auburn on 26, November 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Daniel Anderson at 6:20pm.

Acknowledgement of the traditional owners of this land – the Darug People, and pay my respects to their elders past and present.

The Chairperson asked all attendees joining the meeting remotely to mute their microphones unless addressing the Committee and to go through the Chairperson to address the Committee to ensure the meeting is conducted in a professional and respectful manner.

2. Record of Attendance and Apologies

In Attendance:

Name	**Representing**
Clr Enver Yasar	Councillor
Clr Sujan Selventhiran	Councillor
Ms Barbara Dundas	Community Representative
Ms Lily Bouhadir	Community Representative
Ms Nadia Repin	Community Representative
Mr Tony Oldfield	Community Representative (Chairperson)
Mr Firas Shawash	Community Representative
Ms Kerryn Stanton	Community Representative
Mr Daniel Anderson	Executive Manager
Ms Denise Carolus	Business Support Officer

Apologies:

Name	**Representing**
Dr Debashis Raha	Community Representative (apologies)

3. Confirmation of Minutes
N/A

4. Business arising from Previous Minutes
NA

5. Reports/Agenda items

- **Adopt Terms of Reference (TOR)**

Key Discussion:

- The Committee agreed on the TOR, and it was adoptted

Action: Terms of Reference adopted

- **Nominations for Chairperson**

Key Discussion:

- Tony Oldfield was nominated by Barbara Dundas and Nadia Repin, and the nomination was seconded by Councillor Yasar.
- A proposal to rotate the chairperson was put to a vote; the majority supported having a fixed chairperson.
- Tony Oldfield was elected as the chairperson.

- **Discussion of meeting format**

Key Discussion:

- The group discussed communication methods between meetings. WhatsApp and email were suggested, and email was agreed upon as the preferred option.

Action: Confirm with Dr Debashis Raha if he is happy to be a part of the email chain.

6. General Business

- **Shop Local Bonus**

Key Discussion

- Notes Cumberland's low urban tree canopy - and the need to incentivise residents to plant and care for trees on private land and verges.
- Endorses in principle a "Shop Local Bonus" incentive scheme whereby residents who plant a tree receive a local e-voucher redeemable at participating businesses, with Stage 1 focused on low-canopy streets in Regents Park Ward.
- Authorises the General Manager to design the scheme and consult with the Environment Advisory Committee, the local Chamber of Commerce and traders to identify delivery options, governance and funding pathways using existing Council channels.
- Requests that the design consider multilingual access, equity targeting, simple eligibility, and clear measures of success (plantings, survival and uptake).
- Requires a report by 30 April 2026 with costed pilot options and recommendations for rollout across the LGA.
- Clr Y's Tree suggestion/idea was supported by the Committee.

Action: Further discussions will continue at the next Committee Meeting.

Key Discussion

- The Committee discussed tree planting initiatives and whether Council could provide free trees to residents.
- It was noted that there are potential risks when planting on private property; however, these risks are reduced if residents plant the trees themselves.
- Clr Y advised that Council would establish its own nursery by mid-2026 at the former Merrylands nursery site, and free trees should be provided to residents.
- DA confirmed that a staff member will attend the next meeting to provide further information on the Council nursery.
- A suggestion was made to ensure trees planted do not interfere with power lines. Clr Y stated that a Motion has been adopted for a tree planting strategy to determine suitable species. DA advised that Council currently has a tree strategy, but it should be reviewed.
- Clr Y mentioned that $100,000 was allocated however, staff advised that only $2,000 is currently available for tree planting.
- It was suggested that a tree register be created to include significant and heritage trees, such as those in Kibo Reserve and Carnarvon Golf Course.
- DA will investigate whether a tree register exists and suggested it could include photos and historical details.
- Clr Y requested that this information be shared via email with the Committee to illustrate what a significant tree register would look like.
- DA advised that Council employs two Tree Officers who manage public and private trees, and an additional resource may be required.
- The Committee suggested introducing incentives for residents who maintain significant trees, such as rate reductions or rebates after a certain period.

- It was noted that Ausgrid is heavy-handed when trimming trees in some of our areas but more careful in others/suburbs. Clr Y requested that an Ausgrid representative attend the next meeting, and DA will arrange this.
- LB highlighted that cultural diversity influences attitudes toward tree maintenance and emphasised the importance of education.
- DA added that waste reduction incentives could also help. He will liaise with Blacktown Council, which is running a special program, and report back at the next Committee meeting.

Action:

- DA to arrange for a staff member to attend the next Committee meeting to provide information on the Council nursery.
- DA to investigate whether a tree register exists and determine if it requires updating.
- DA to coordinate with Ausgrid to have a representative attend the next Committee meeting.
- DA to update the Committee on Blacktown Council's special program.

7. Next Meeting

Wednesday, 18th February 2026 at 6pm

8. Close of Business

The meeting closed at 7.17pm

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 10

Minutes - Flood Risk Management Advisory Committee - 26 November 2025

CUMBERLAND CITY COUNCIL

Flood Risk Committee Meeting
26 November 2025

Minutes of the Floodplain Risk Management held in Wali Meeting Room of Council's office at 16 Memorial Avenue, Merrylands on Wednesday, 26 November 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Clr Elmore, with Daniel Cavallo (DC) nominated as the chairperson of the meeting. The Meeting was opened by the Chairperson at 6:00pm.

Acknowledgement of the traditional owners of this land – the Darug People, and pay my respects to their elders past and present.

The meeting officially started with introduction of the attendees.

2. Record of Attendance and Apologies

Attendance:

Name	**Representing**
Clr Glenn Elmore	Councillor
Daniel Cavallo	Director Environment and Planning
Elias Elias	Manager Engineering & Building
Scott Kavanagh	Coordinator Engineering Services
Inam Ahmed	Senior Stormwater and Flood Management Engineer
Angela Halcrow	Department of Climate Change, Environment, Energy & Water (DCCEEW) (MS Teams)
Kathy Garancsi	Cumberland SES (MS Teams)
David Grasby	Sydney Water (MS Teams)
Yakub Comert	Committee Member
Gregg Ritchie	Committee Member

Apologies:

Name	**Representing**
Clr Eddy Sarkis	Councillor

3. Confirmation of Minutes

The Committee confirmed that the Minutes of the Advisory Committee held on 5 March 2024 as a true record of the proceedings of the meeting held.

4. Business arising from Previous Minutes

The Committee discussed the previous minutes and the fact they were held during the last term of Council. Council officers have actioned all items recommended by Council which will be discussed within the report.

5. Reports/Agenda items

- **Item 5.1 – Terms of Reference**

Key Discussion:

- The Chair briefed the Committee on the purpose of the meeting and the requirements as outlined in the Terms of Reference (ToR)
- The Committee members present and Clr Elmore accepted the ToR noting the document provides the framework for the operation of the Committee.

RECOMMENDATION: The Committee recommends that Council note the information.

- **Item 5.2 – Flood Risk Management Process in Cumberland**

Key Discussion:

- Scott Kavanagh (SK) provided an update on the Flood Risk Management Process in Cumberland including general information around the catchments, current status, and the type and nature of flooding in the Cumberland LGA.
- Further updates for individual catchments will follow for each catchment in Agenda Items 5.3-5.5 respectively which covers the majority of the Cumberland LGA.
- Clr Elmore enquired about the flood studies and how the Flood Risk Management Grants Process works. Inam Ahmed (IA) and Angela Halcrow (AH) explained funding for grant applications and the general process.

RECOMMENDATION: The Committee recommends that Council note the information.

- **Item 5.3 - A 'Beckett's Creek, Duck Creek and Duck River Overland Flood Study**

Key Discussion:

- SK updated the Committee on the progress of the A'Beckett's Creek, Duck Creek and Duck River Overland Flood Study. Officers have delivered the previous recommendation Council to undertake initial data collection and community consultation which occurred in August 2024.
- This information has been used to develop the hydrologic and hydraulic model. This stage is now complete, with Council's consultants currently running flood events and working towards a draft report and results.
- Committee Members asked general questions around the potential differences in the model. Officers explained that data and inputs to develop these models are becoming more accurate, and that rainfall intensities between past studies and this study have changed, generally reducing.
- AH added that AR&R 2019 V4.2 has higher rainfall intensity comparable to the initial AR&R 2019 data.

- David Grasby (DG) commented that Sydney Water has a 3-year-old study for Duck River which has some important calibration factors and water level mark that can be used by Council's consultants. The report will be provided to Council officers for consideration.

RECOMMENDATION: The Committee recommends that Council note the information.

- **Item 5.4 – Haslams Creek Overland Flood Study**

Key Discussion:

- SK updated the Committee on the progress of the Haslams Creek Overland Flood Study, including previous information on flooding, the purpose of the new study and the project aims.
- SK and IA advised that BMT Pty Ltd. have been engaged to undertake the study following a tender process.
- The consultant is in the early stages of the study completing data collection, analysis and in the initial stages of developing the hydrological and hydraulic model.
- In order to ensure accuracy officers recommend that early consultation be undertaken with the community and property owners within in the catchment. This will allow for relevant information and real-life observations to be considered in the study.
- David Grasby (DG) told the Committee that the City of Parramatta are undertaking a similar study and Shafi Joyia is the contact person for the study. Council officers agreed to liaise with City of Parramatta on study.
- Committee members supported the recommendation that early community engagement be undertaken.

RECOMMENDATION: The Committee recommends that Council note the current project status and endorse that Council officers undertake early engagement with the community on the Haslams Creek Overland Flood Study to inform the preparation of the study.

- **Item 5.5 - Cumberland LGA (Western Creek Catchment) Overland Flood Study**

Key Discussion:

- SK updated the Committee on the progress of the Cumberland LGA (Western Creek Catchment) Overland Flood Study noting it is at a similar stage to Item 5.4 – Haslams Creek
- SK and IA advised that Hydrospatial Pty Ltd, have been engaged to undertake the study following a tender process.
- The consultant is in the early stages of the study completing data collection, analysis and in the initial stages of developing the hydrological and hydraulic model.
- In order to ensure accuracy, officers recommend that early consultation be undertaken with the community and property owners within in the catchment. This will allow for relevant information and real-life observations to be considered in the study.
- Committee members asked what makes a good consultation period and Have Your Say (HYS) given Council are proposing to undertake both elements. Council and DCCEEW advised that ensuring community understanding on the HYS page through videos, FAQs and information on flooding stormwater is important. Council officers to consider this when preparing public information in flood management.

RECOMMENDATION: The Committee recommends that Council note the current project status and endorse that Council officers undertake early engagement with the community on the Cumberland LGA (Western Creek Catchment) Overland Flood Study to inform the preparation of the study.

- **Item 5.6 – Grant Application for 2025/26 Window**

Key Discussion:
- IA updated the Committee on the grants applied for under 2025/26 FY Flood Risk Management Grants program.
- Council applied for two grants, one for the Duck Creek and Duck River Floodplain Risk Management Study and Plan, the next stage of Item 5.3 and the other grant for developing models of smaller watershed catchments within Cumberland.
- AH advised that grants are being finalised with a future announcement by the NSW Government.

RECOMMENDATION: The Committee recommends that Council note the information.

6. General Business

- Kathy Garancsi (KG) thanked Council for taking necessary actions to keep the stormwater network clean to protect the community from overland flooding. This has been a noticeable improvement over the last 10 years. DC thanked KG and informed the Committee that he will convey this to the respective teams.

- Community members asked what/how they would make good representatives on the Committee. AH advised residents should ensure that information is factual and makes sense to them as general community members. Further resources are available on the DCCEEW website and Council can provide any relevant information.

7. Next Meeting

To be confirmed – Proposed May 2026

8. Close of Business

There being no further business the meeting closed at 6:55pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 11

Minutes - Library Advisory Committee

CUMBERLAND CITY COUNCIL

Library Committee Meeting
25 November 2025

Minutes of the Library Committee Meeting held at Merrylands Library on Tuesday, 25 November 2025

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by the Chairperson – Sue Stenning at 6.15pm.

Acknowledgement of the traditional owners of this land – the Darug People, and pay my respects to their elders past and present.

2. Record of Attendance and Apologies

In Attendance:

Name	Representing
Clr Diane Colman	Councillor
Clr Ahmed Ouf	Councillor
Ms Sue Stenning	Community Representative (Chairperson)
Ms Caroline Staples	Community Representative
Mr Bruce Hanke	Community Representative
Mr Graeme Steves	Community Representative
Ms Lynn Revai	Community Representative
Salina Khao	Council – Senior Coordinator Library Services
Gladys Liang	Council – Team Leader Systems & Technical Support
Stephanie Hodgson	Council – Executive Manager Community Wellbeing

Apologies:

Name	Representing
Clr Helen Hughes	Councillor (apologies)
Mr Michael Spicer	Community Representative (apologies)
Ms Emily Deng	Community Representative (apologies)

3. Confirmation of Minutes

No previous meeting to confirm minutes.

4. Business arising from Previous Minutes

No previous minutes to review.

5. Reports/Agenda items

No agenda items or reports.

6. General Business

Library Information

- Is there a library strategy and what year are we currently in?
- The committee asked the following questions:
    - Number of items held by the Library
    - Number of Book Clubs and topics covered
    - Number of English Conversation classes

The Chairperson for each meeting will be confirmed at its commencement.

Action: Council officers to include a Library Strategy with minutes.

Science Fiction & Fantasy Book Club

Proposal from BH to establish a dedicated book club for science fiction and fantasy enthusiasts.

Action: A report be prepared to the Committee by officers outlining the feasibility of an additional Book Club.

Additional Library
CS discussed a seed library to support local gardening and sustainability efforts. Working with the Community Gardens and Environment team.

Action: A report be prepared to the Committee by officers outlining the feasibility.

Annual Report
BH does the Library have an annual report that we can refer to and was advised that this is covered in the Council Annual Report.

Action: Council officers to include a link to Council Annual report with minutes.

7. Next Meeting

The committee resolved that meetings will be held in the Libraries. February meeting will be held at Wentworthville Library.

8. Close of Business

There being no further business the meeting closed at 7:06 pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 12

Minutes - Youth Recreational & Sport Advisory Committee - 18 November 2025

CUMBERLAND CITY COUNCIL

Youth, Recreation and Sport Advisory Committee Committee Meeting
18 November 2025

Minutes of the Youth, Recreation and Sport Advisory Committee Meeting held at Cumberland City Council Merrylands Admin Building on Tuesday, 18 November 2025.

1. Open of Meeting and Acknowledgment to Country

The Meeting was opened by Victoria Franji, in lieu of an elected Chairperson, at 6:04pm.

Acknowledgement of the traditional owners of the land – the Darug People, and respects paid to their elders past and present.

All attendees joining the meeting remotely were asked to mute their microphones unless addressing the Committee.

2. Record of Attendance and Apologies

In Attendance:

Name	**Representing**
Clr Ahmed Ouf (AO)	Councillor
Clr Enver Yasar (EY)	Councillor
Mr Adam Fairley (AF)	Community Representative (Chairperson)
Mr Roydon Ng (RN)	Community Representative
Mr Issa Jebara (IJ)	Community Representative
Mr Peter Macklin (PM)	Community Representative
Mr Bruce Holyck (BHO)	Community Representative
Mr Brian Herc (BHE)	Community Representative
Mr Jafar AlMasaudi (JA)	Community Representative
Stephanie Hodgson (SH)	Council – Executive Manager Community Wellbeing
Linda Wright Babb (LWB)	Council – Coordinator Public Spaces Planning and design
Stephanie McElroy (SE)	Council - Youth Development Team Leader
Victoria Franji (VF)	Council - Senior Coordinator Children and Youth Development
Emma Higgins (EH)	Council - Open Space Liaison and Technical Officer

Brad Horn (BH)	Council - Manager City Open Spaces

Apologies:

Name	**Representing**
Ms Emily Deng	Community Representative
Mr Bakos Hekeik	Community Representative
Mr Trevor Hindoow	Community Representative

3. Confirmation of Minutes

Not applicable due to being the inaugural meeting.

4. Business arising from Previous Minutes

Not applicable due to being the inaugural meeting.

5. Agenda items

- **Introductions**
  Key Discussion:
  All present in person and online introduced themselves including their role/s and, for Community Representatives, shared their reasons for joining the Committee.

- **Intent of Advisory Committee**
  Key Discussion:
  - Committee provided copies of the Terms of Reference for their review and discussed the primary role of the committee.
  - Members reminded about declaring conflicts of interest.
  - Confirmed that meeting minutes will be reviewed and made public.
  - Members who did not attend induction are required to sign the Code of Conduct.

- **Election of Chairperson**
  Key Discussion:
  - AF self-nominated for Chairperson role.
  - RN proposed rotating Chair arrangement, which the members present agreed to.
  - As a result, the Chairperson role will rotate every two meetings. Adam Fairley will serve as Chairperson for this meeting and the next meeting, after which the Committee will select the next Chairperson.

  Action: Adam Fairley elected Chairperson for first two meetings.
  RECOMMENDATION: Not applicable.

- **Presentation: *Open Space Recreation Strategy 2019 - 2029*, Linda Wright Babb**
  Key Discussion:
  - Overview of Cumberland Open Space & Recreation Strategy and Community Facilities Strategy were provided. Copies provided to all present.
  - Strategic direction, implementation, and funding discussed.
  - LWB Shared information on how members can find more details, participate in consultations, and follow projects through Council's Have Your Say page.
  - Discussion topics included the strategy timeframe, the possibility of adding new projects, accelerating projects with additional funding, funding allocation processes, and whether clubs can apply for grants then collaborate with Council on facility upgrades, or undertake their works in line with Council specifications. LWB clarified on all discussion points.

  Action: Nil.
  RECOMMENDATION: Not Applicable

- **Presentation: *Cumberland City Youth Strategy 2022 – 2026*, Stephanie McElroy**
  Key Discussion:
  - Overview of the Cumberland City Council Youth Strategy provided, including its strategic direction and implementation progress. Copies provided to all present.
  - Identified upcoming actions for Year 4 of the Strategy.
  - Noted that the Strategy is in the final year of implementation.
  - Members enquired about how to promote their respective services/clubs to young people. The online Youth Service Directory was discussed.
  - Members expressed interest in being involved in the development of the new Strategy.
  - SM provided clarification on all points raised during the discussion.

  Action: Nil.
  RECOMMENDATION: Not Applicable.

6. General Business

- **Recognition of Youth Homelessness Matters Day (15 April 2026)**
  Key Discussion:
  - RN proposed that the Committee request Council's support to recognise Youth Homelessness Matters Day by incorporating it into Youth Week activities, with the aim of raising awareness and fostering community collaboration to support young people at risk of homelessness. Members supported that the idea should be raised and suggested to the young people who plan and coordinate Youth Week, known as Council's 'Youth for Youth' group.
  -

  Action: Council's Youth for Youth group to consider recognition of Youth Homelessness Matters Day as part of Youth Week 2026 celebrations.
  RECOMMENDATION: Not Applicable**.**

- **Shared Path and Safe Crossing Points Audit**
  Key Discussion:
  - RN requested for Council to assess shared paths and safe crossing points to improve safety, visibility, and connectivity for pedestrians and cyclists along Duck River, Duck Creek, Bright Park, and Lidcombe.

  Action: Council to make enquiries with the Environment and Planning Directorate.
  RECOMMENDATION: Information be provided at next meeting around an audit of shared path and safe crossing points.

- **Junior Cycleway Revitalisation (Mona Park)**
  Key Discussion:
  - RN highlighted the importance of active transport and requested Council clarify the status on Junior Cycleway at Mona Park, covering its history, current condition, feasibility, and potential restoration costs, including funding options and signage improvements.

  Action: Action: Council to make enquiries with the Environment and Planning Directorate around the commissioning of the facility.
  RECOMMENDATION: Not Applicable.

- **Recognition of Cumberland Community Efforts to Save Carnarvon and Coleman Park**
  Key Discussion:
  - RN acknowledged Council's advocacy and community efforts to attempt to protect Carnarvon Golf Course and Coleman Park as vital open spaces and supported continued engagement with the NSW Government to address green space needs and cultural sensitivities.
  - The Committee members agreed and wished to minute their acknowledgement of the support and advocacy efforts made to date.

  Action: Nil.
  RECOMMENDATION: Not Applicable.

- **Member Expectations**
  Key Discussion:
  - AF outlined the importance of members reading material provided to them and being familiar with Strategies discussed today.
  - A member raised the idea of the group serving as a resource and can help support and inform Council's relevant actions.
  - A member discussed the role they play representing the groups they work within the community and the issues experiences by their communities.
  - Members discussed how to incorporate the input of young people, for matters impacting them outside of sport and recreation. The members requested input from Council's Youth for Youth group including a potential presentation from the Youth for Youth group.

Action: Council to request a presentation from the Youth for Youth group at a future committee meeting.
RECOMMENDATION: Not Applicable.

- **Contact sharing**
  Key Discussion:
  - A suggestion was raised from a member around the open sharing of contact details amongst members. This would allow more open communication.
  - Discussed the need to gain consent from all members first before this could occur.

  Action: Council to follow up with each committee member to determine if they consent to their contact details being shared with the group.
  RECOMMENDATION: Not Applicable.

- **Future Meetings**
  Key Discussion:
  - The group discussed future meeting format, dates, times and locations.
  - The group agreed to convene all future committee meetings on the third Tuesday of every quarter at 6:00pm. The meeting will be held in person at Merrylands Customer Service Centre with an option for those unable to attend in person to join via Microsoft Teams. Members noted a preference for in-person attendance, recommending that the hybrid format be used only when necessary.
  - Discussed the availability of technology to support the hybrid meeting format and Council room options and availability to be considered for future meetings.

  Action: Nil.
  RECOMMENDATION: Not Applicable.

7. Next Meeting
6:00pm – 8:00pm
Tuesday, 17 February 2025
Location: TBC
Chairperson: Adam Fairley.

8. Close of Business
There being no further business the meeting closed at 7:00pm.

DOCUMENTS ASSOCIATED WITH REPORT C02/26-11

Attachment 13

Minutes - Wentworthville Gardens S355 Advisory Committee - 2 October 4 December and AGM 6 December 2025

Wentworthville Community Garden (WCG)
Section 355 Committee Meeting
2 October 2025

Present: Frank Cauchi, Maureen Duffy, Ted Duffy, Paul Hardman, Brad Main, and Robyn Main.
Apologies: Ingrid Postema, Councillor Saha , Satheesh Ravichandran
Chairperson: Paul Hardman
Meeting opened: 6.30pm **Minutes**

Agenda Item	Discussion	Actions and Outcomes
1. Welcome, apologies and acknowledgement to country	Paul welcomed the committee members and said acknowledgement of country.	
2. Minutes from Previous Meeting	**Motion:** That the Minutes from the previous meeting be accepted. **Moved by:** Robyn **Seconded by:** Frank **Result:** Carried	
3. Business Arising	Key holders need to be reminded to lock the gates when they leave.	
4. Key Registrar's Report	Ted presented the Key Registrar's report. **Keys allocated:** **Keys allocated:** Mourya Putlura $50 Jeba Rajendran $50 Sasithar Venkatraj $50 **All new keys issued from now on require a $50 deposit.** **Keys waiting to be picked up** Kesavan Nagarajan Alok Samson **Keys returned and deposits refunded.** Thomas Noss *($20 deposit donated)* Naveen Murugesan $20 Deposits held + deposits not claimed $2180 **Motion:** That the Key Registrar's report be accepted. **Moved by:** Ted **Seconded by:** Brad **Result:** Carried	
5. Secretary's report	The Secretary's report below lists the correspondence in / out and outcomes. Plus one more item: Thank you letter sent to Auburn Hospital for donation of tables and other items. **Motion:** That the Secretary's report with amendments be accepted. **Moved by:** Robyn **Seconded by:** Ingrid **Result:** Carried	
6. Treasurer's report	Maureen tabled the Treasurer's report. The report reconciles with CBA statements. The bank balance is $40,256.72 with $49.94 in petty cash. There are $9380.00 in committed funds. **Motion:** That the Treasurer's report be accepted. **Moved by:** Maureen **Seconded by:** Ted	

Agenda Item	Discussion	Actions and Outcomes
	Result: Carried	
7. Installation of water lines and new taps	Has been installed and cost approximately $2300.	• Purchase hoses from Open day takings.
8. Request to site native beehive in a garden	Carol has requested to put her own native beehive in her garden to establish a new hive for her. The Committee is unable to grant approval.	• Advise Carol
9. Open Day update	Planning meeting to be held on Saturday 4 October at 10.30am. Final team planning to be done. Cool room paid . We had a sponsorship offer and stall space request at Open day from another local company. Limited space for an extra stall is an issue. Not accepted will keep in mind for next time. **Motion:** That the Open Day report be accepted. **Moved by:** Robyn **Seconded by:** Frank **Result:** Carried	• Advise company.
10. General Business	**a)** Therese thanked the Committee for approving her use of the garden for a family reunion. **b)** Judith's husband Mick passed away. Card send.	

Meeting Closed: 7.10pm **Next meeting:** **Thursday 4 October 2025** **Time & Venue:** **6.30pm** Grevillia Room – Wentworthville Community Centre

Secretary's Report – Robyn Main

Correspondence In & Out: August - September 2025

To / From	Type & Topic	Action
Emma Higgins – CC & Governance Department	Emailed minutes for August meeting.	
Kristina Roberts - After Hours Nurse Manager | Auburn Hospital	Email offering tables and other items they no longer need.	Pick up tables
Aseel Abdel Khaleq – CC Media & Communications Advisor and Jennifer Pittorino Journalist from Waste Management Review	Email regarding bags from banners and media release & email from Jennifer from Waste Management Review, a specialist magazine for the waste, recycling and resource recovery sectors in Australia.	Send quote for laundering, machine repairs, cotton & price per bag etc. Send photo of members who sewed bags to Jennifer.
Alini Tamrakar CC – Project Officer (Resource Recovery)	Email requesting of compost to be delivered.	Open garden for delivery.
Various people, MPs & Councillors	Emailed invitations for Open Day	

Treasurer's Report – Maureen Duffy

Wentworthville Community Garden

Aug-25			Sep-25		
		$42,908.00			**$42,769.86**
1/8/25	Int	$132.68	1/9/25	Int	$125.56
9/8/25	Key Dep Mourya	$50.00	2/9/25	Dep	$50.00
9/8/25	Mem Yan Chen	$10.00	6/9/25	Dinesh Mem	$10.00
10/8/25	Plant Sale (SqPmt)	$14.71	6/9/25	Nischal Plant	$10.00
16/8/25	Plant Sale Jackie	$5.00	6/9/25	Roopali Mem	$10.00
16/8/25	Plant Sale Nischal	$20.00	6/9/25	Expenses R Main	-$865.21
16/8/25	Expenses R Main	-$450.45	13/9/25	Meenakski Mem	$10.00
16/8/25	Exp M Duffy	-$95.08	13/9/25	Expenses R Main	-$888.57
20/8/25	Dep	$155.00	16/9/25	Expenses B Main	-$988.66
23/8/25	Prabhu Mem	$10.00	20/9/25	Sasithar Key Dep	$50.00
23/8/25	Muthu Mem	$10.00	20/9/25	Fatima Mem	$10.00
		$42,769.86	21/9/25	Rajani Plant	$5.00
			24/9/25	Dep	$100.00
			24/9/25	Expenses M Duffy	-$185.26
			25/9/25	Gibbens Jam Open Day	$22.50
			25/9/25	O'Neill Jam Open Day	$31.50
			25/9/25	Naveen Key Dep Refund	-$20.00
					$40,256.72

GST Provision	$1,000.00	**Petty Cash**	$49.94
Open Day 2025	$5,000.00		
Easter Show 2026	$200.00	**Watering System**	$2,300.00
Replace equipment	$1,000.00		
Key deposits	$2,180.00		
	$9,380.00		

6 December 2025

Present: Frank Cauchi, Marna Doucette, Maureen Duffy, Ted Duffy, Paul Hardman, Babusona Ghosh, Srabanti Ghosh, Sofia Gurung, Colin Helmstedt, Helen Kirkland, Brad Main, Robyn Main, Craig McNamara, John Melbourne, Justin Paulraj, Ingrid Postema, Stephen Quessy, Mitzi Suzuki, Sarojini Thirunavukaras, Veeresh Velmurugan & Kristy Wride.
Apologies: Syamala Modali, Raquel Moran, & Carol Richards.
Chairperson: Paul Hardman
Meeting opened: 4.00pm

Minutes

Item	Discussion	Actions and Outcomes
1. Welcome, apologies & acknowledgement to country.	Paul welcomed everyone to the 2025 Annual General Meeting (AGM) of the Wentworthville Community Garden (WCG). He thanked all the people present for their interest and participation. Paul said acknowledgement to country.	
2. Minutes from the 2024 Annual meeting	The minutes from the 2024 meeting were summarised. **Motion:** That the minutes from the last AGM be accepted. **Moved by:** Ted **Seconded by:** Ingrid **Result:** Carried	
3. Chairman's report (full report attached)	Paul H thanked the Committee, members,. He summarised the work of the Committee and provided an overview of the updated Garden Management Work Plan. **Motion:** That the Chairman's report be accepted. **Moved by:** Paul H **Seconded by:** Brad **Result:** Carried	
4. Treasurer's Report (full report attached)	Maureen reported that the balance of monies at 30.11.2025 was $49,647.85. There are $20,460 in committed funds for GST payment, Open day budget, key refunds, additional water tanks and equipment replacement / maintenance. The Garden continues to operate successfully. The funds held are sufficient to cover anticipated costs for next year and there is no need for the membership or garden plot fees to increase. She summarised the income and expenditure for the last 12 months and the future purchases authorised by the Committee. **Motion:** That the Treasurer's report be accepted. **Moved by:** Maureen **Seconded by:** Steve & Ingrid **Result:** Carried	
5. Secretary's Report (full report attached)	Robyn reported that in 2025 we had 65 new members. Total membership is approximately 160. We were successful again at the 2025 Easter Show winning 1st and 2nd places in the Community Garden section and 2 champion ribbons. Open Day was also very successful with 1340 people attending. She thanked everyone who helped before & on the day . **Motion:** That the Secretary's report be accepted. **Moved by:** Robyn **Seconded by:** Marna **Result:** Carried	

(full report attached)	dealt with the return of keys when members leave and to cover the cost of any replacement keys. He thanked all those members who have helped to open the Garden during the year. He thanked the key holders who have supported the Sunday opening roster. Participants get a text and email reminder prior to their rostered day. **Motion:** That the Key Registrar's report be accepted. **Moved by:** Ted **Seconded by:** Colin **Result:** Carried	
7. General Business	None	

Meeting closed: 4.40pm
Next meeting: 5 December 2026 – 5.00pm at the Garden.

Annual Report - December 2025 Wentworthville Community Garden
Chairman S355 Committee

It is a privilege to report to you the activity that your committee have undertaken and the outcomes that have been achieved during 2025.

During 2025 we have continued to function as a section S355 Committee, responsible to the ongoing governance and oversight requirements of Cumberland Council.

During 2025 your committee have met and acted in accordance with the guiding principles that have been established for our S355 committee. At all times we have taken decisions with the best interest of the long term future of the garden foremost in our decision making process.
We continue to use the meeting protocol and reporting framework that was established in 2013. Your committee meets bi-monthly and all activity and outcomes are reported to the members and to Council in the required time frames. This approach meets the requirements of the Cumberland Council in providing appropriate structure and reporting rigour and in applying the "Council – Ethical Values" to ensure that the required governance process is applied to our decision making and reporting process. Our financial accounts are submitted to Council for their review.

We enjoyed another successful Open Day under the leadership of our Open Day Planning Team. Thank you to the Planning Team and for your support of this major fundraising event. This year we realised a profit of $8400 from our activities and we had around 1,300 people attend the site on the day. Thank you for your hard work both in preparation and in your attendance on the day. As a result of these activities your committee has decided that we will **maintain the current fee structure** for membership and garden beds in 2026. Special thanks to Cumberland Council for their support and involvement in the Open Day activities.

The enthusiasm of the individual members of your committee and their ability to work together as a team to address short and long term issues and needs of the garden and its community has been very encouraging. Ongoing maintenance and development needs of the garden are being addressed as they arise.

The **Garden Management Work Plan GMWP** document has been reviewed at the December 2025 meeting by the Committee and has been updated to reflect the needs which have been identified and achievements during 2025. Please take the opportunity to discuss the plan with your committee members. Our **GMWP** plan is also shaped by your ideas, suggestions and other inputs whether they are formally or informally communicated to Committee Members.
Funds raised at our Open Day are being used to implement the **GWMP.** For example; we have purchased additional Open Day signage, increased water reticulation into the garden from our water storage tanks, purchased new sleepers and compost / garden soil to refurbish and supplement our garden beds. In addition, the plan has been updated to reflect the Committee's plan to capture additional rain water through the use of a new tank system located in the garden area. Initial thoughts are new storage located near the Lapidary Club fence and additional storage around the garage. More details when plans are finalised.

We continue to make use of the Community Garden Newsletter as a means of ensuring that you are aware of the outcome of meetings, achievements and planned activity for the garden. The community garden Facebook page on our website is an additional way in which we communicate garden activities and achievements. We will continue to investigate and use relevant technologies to communicate with garden members.

The facilities provided by Cumberland Council and supplemented by the Garden Committee continue to be well used by members of the garden community. I continue to be encouraged by the number of new members joining the garden and their commitment to addressing the common needs of the garden on

working bee days. Our membership is currently around 150 people with a waiting list for the allocation of garden beds.

This year we were successful in the Sydney Royal Easter Show by again winning the Class 640 Community Gardens produce display. In addition we were able to win prizes for a number of individual produce and flower exhibits. Thank you to all those members of the garden who contributed to the growing, preparation, presentation and display of produce required for both of these achievements.

Garden Committee members have been able to support a number of Council initiatives during the last year. This engagement with Council planned activities is crucial in allowing us to support the Council's engagement with a wide range of Council residents. This year our secretary has led the recycling of Council banners into shopping bags. This has been a great recycling effort of materials that could have otherwise found their way into landfill.

The Bureau of Meteorology BOM have revised their forecast for our summer season. They now expect a dryer than normal Summer. Please ensure that you use the mulch available on your garden to support plant health rather than rely solely on additional water.

I would like to express my thanks to the members of the S355 Committee for their hard work and the exercise of their considerable range of individual talent and abilities in working for the continuing development and success of the community garden.

Paul Hardman

Paul Hardman
6 December 2025 6/12/25.

Treasurer's Report for the Annual General Meeting 2025

The balance of our monies as at 1/12/2024 was $46816.74 and at 30/11/2025 is $49647.85. The Garden continues to operate successfully. We have about 170 members and have more than 8 people on the waiting list for Gardens We ask that you let the Committee know if you are going to be away for an extended time or arrange for another member to tend your garden in your absence.

We again had a very successful Open Day and were very pleased with the cooperation of everyone which helped lighten the load before, during and after the day. We again supplemented the cabbages and cauliflowers this year as with the weather being what it was leading up to Open Day a lot were not ready on the day. We again hired a mobile cool room which was a great help on Open Day keeping some of our vegetables as well as drinks cool for the Day. The profit was $8188.35 which was fantastic considering that there were increased costs associated with putting on the day. We hope to be back again in 2026.

Our major projects this year were installing more waterpoints around the Garden and replacing some of the sleepers that edge gardens that have rotted. We may need to purchase more sleepers to continue the replacement. There is still a problem of hoses not being turned off properly which results in water flooding the garden as well as a waste of a valuable resource. The nozzles we have purchased were ordered to solve this problem and we intend to buy more hoses and nozzles to complete the project.

We have also set aside **$20460** for
GST payment $1000
Easter Show 2026 $200
Open Day 2026 costs $6000
Key Deposits $2260
Replace Equipment $1000
Additional water tanks $10000

There are also costs involved with the day-to-day running of the Garden such as having mulch, blood and bone, Osmocote, Dynamic Lifter and Success Ultra available for general use. The total for providing all of this in the past 12 months was approximately $1500. The money that is paid for Membership and Garden Plots goes towards this as well as anything needed for running repairs to hoses, secateurs etc. At various times we need to replace our equipment, and all these costs are taken out of general revenue. We do not intend to change the Membership fees for next year but are mindful of increasing costs. We try to keep costs low and having members give a hand with mowing and turning compost bins helps with this. Our garden is a lovely place to come and spend time not only gardening but just enjoying the surroundings. Please let one member of the Committee know if there is anything you think we need to have on hand to help with your gardening.

Maureen Duffy Treasurer

Wentworthville Community Garden
Secretary's Report
2025 Annual General Meeting

This year has once again been a successful year for the Garden. We welcomed 65 new members. We have approximately 160 members.

Easter Show

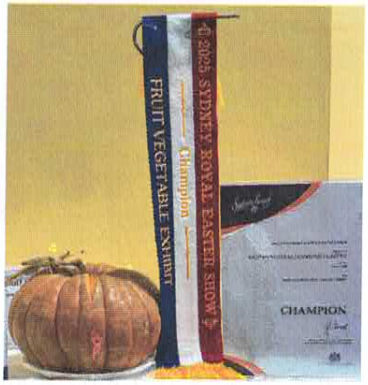
Success again at the Easter Show with 12 first place second places and 8 third places.

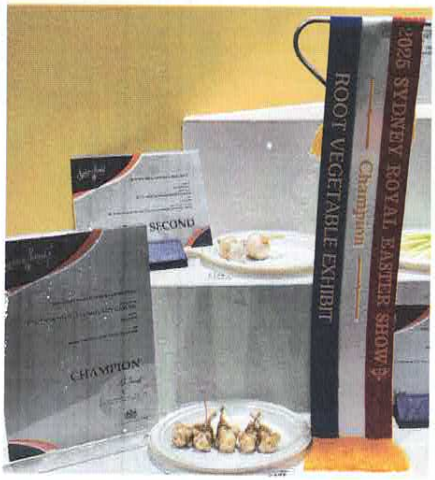
We won first and second in the community garden section.

We also received 2 Champion ribbons for our big pumpkin and some artichokes.

Thanks to everyone who donated produce for the displays and especially to Brad and Varu who put the displays together.









Banner Bags Project

Following on from lasts year's bags and apron's that Raquel made for Open Day, we embarked on a larger Banner Bags project with Council. We made 160 bags before Open Day and Council handed these out as part of their sustainability / recycling initiatives. This project not only produces useful items from the banners, it saves them from going to landfill. Council is paying the garden a set price per bag to make them. We will start this up again in the new year.

We all come here because we enjoy gardening, but this has been a great way to get to know members in different ways.

Thanks to all the members who have helped to sew bags at the garden or at home.







Open Day was a great success again this year with 1350 people coming along.
It is great to see so many members (including friends & family members) helping before and during Open day.

The money raised money will be used to purchase water saving nozzles and hoses to support the newly installed extension to the tank watering system.





The money we raise at Open Day also helps to keep membership and garden plot fees from increasing.

Congratulations to Varu and her team for introducing and running t Lemonade stall at Open Day for the first time.

Special thanks also to Maureen, Frank, Ted and Brad for all their help in organising Open Day.

From our accumulated funds, the Committee has also approved extra funds to install more water tanks. Investigation of the new tanks has started.

Thanks to the Garden Committee. The Committee is responsible for the care, control and management of the Garden, its finances and its facilities. It is pleasure to work with you to ensure that the Garden continues to be a valuable community resource.

Many thanks to **Brad and Mitchell** for all their support through the year.

AGM Annual Key Registrar's Report
December 2025

I am pleased to present the Key Registrar's Report for December 2025. This report provides an overview of the key management activities and updates on how we issue and recover keys.
There are currently 64 keys issued to garden members. We continue recovering keys from some members that have not renewed their membership. These members have been contacted but some have moved on or cannot locate their keys. We require a $50 key deposit which is refunded into the member's bank account when the key is returned.

Key holders have supported our Sunday opening arrangement by being on a roster to open the garden on Sundays. New and existing key holders will be invited to be on the roster. This involves members opening the garden once in a 6 month period. Members who are rostered for the Sunday opening will receive a reminder email and text message on the Friday before their rostered time. Thanks to all members involved in the Sunday opening roster.

New members can apply for a key using an application form obtained from me. Applicants must have been a member for 4 months, attended the garden on a regular basis and have completed the garden induction course.

Ted Duffy
Key Registrar

Wentworthville Community Garden

C/- Secretary
PO Box 852
Wentworthville
NSW 2145

Attention:
Governance Department
Emma Higgins – Open Space Liaison and Technical Officer

Section 355 Garden Committee
2026 Committee Members and 2026 Meeting Schedule

I am writing to advise that the:

- Garden's Annual General Meeting (AGM) was held on 6 December and that the
- meeting dates for 2026 have been set.

The S355 Garden Committee members are:

- Frank Cauchi	
- Maureen Duffy	Treasurer
- Ted Duffy	Vice Chairman
- Paul Hardman	Chairman
- Brad Main	
- Robyn Main	Secretary
- Ingrid Postema	
- Satheesh Ravicchandran.	

The proposed Section 355 Garden Committee meetings that will be held on Thursdays at 6.30pm in the Grevillea Room, Wentworthville Community Centre, Wentworthville on the following dates:

- 5 February
- 2 April
- 4 June
- 6 August
- 1 October and
- 3 December.

The next AGM will be held on 5 December 2026 at the community garden.

The Section 355 Committee is very appreciative of Cumberland Council's support and commitment to the ongoing development and promotion of the Garden. If you require any further information regarding this matter please contact me by email at wentygarden@icloud.com or on mobile 0417 299 456.

Yours sincerely

RMain.

Robyn Main
Secretary
Wentworthville Community Garden
26 January 2026

Wentworthville Community Garden (WCG)
Section 355 Committee Meeting
4 December 2025

Present: Maureen Duffy, Ted Duffy, Paul Hardman, Brad Main, and Robyn Main.
Apologies: Frank Cauchi, Ingrid Postema, Councillor Saha , Satheesh Ravichandran
Chairperson: Paul Hardman
Meeting opened: 6.30pm **Minutes**

Agenda Item	Discussion	Actions and Outcomes
1. Welcome, apologies and acknowledgement to country	Paul welcomed the committee members and said acknowledgement of country.	
2. Minutes from Previous Meeting	**Motion:** That the Minutes from the previous meeting be accepted. **Moved by:** Ted **Seconded by:** Brad **Result:** Carried	
3. Business Arising	Some new hoses have been purchased.	
4. Key Registrar's Report	Ted presented the Key Registrar's report. **Keys allocated:** Srabanti Ghosh $50 Kesavan Nagarajan $50 Felisa Uyan $50 All new keys issued from now on require a $50 deposit. **Keys waiting to be picked up** Alok Samson **Keys returned and deposits refunded.** Kalpana Rajendran $50 Deposits held + deposits not claimed $2260 **Motion:** That the Key Registrar's report be accepted. **Moved by:** Ted **Seconded by:** Paul **Result:** Carried	
5. Secretary's report	The Secretary's report below lists the correspondence in / out and outcomes. Plus one more item: Thank you letter sent to Auburn Hospital for donation of tables and other items. **Motion:** That the Secretary's report with amendments be accepted. **Moved by:** Robyn **Seconded by:** Brad **Result:** Carried	
6. Treasurer's report	Maureen tabled the Treasurer's report. The report reconciles with CBA statements. The bank balance is $49,647.86 with $76.14 in petty cash. There are $9460.00 in committed funds. **Motion:** That the Treasurer's report be accepted. **Moved by:** Maureen **Seconded by:** Ted **Result:** Carried Treasurer has reviewed financial situation. Her recommendation is that the membership and garden plot fee remain the same.	

<table>
<tr><th>Agenda Item</th><th>Discussion</th><th>Actions and Outcomes</th></tr>
<tr><td></td><td>Motion: That the membership and garden plot fee remain the same for 2026/27.
Moved by: Maureen
Seconded by: Paul & Robyn
Result: Carried</td><td>• Membership and garden plot fee remain the same for 2026/27.</td></tr>
<tr><td>7. Open Day update</td><td>Open day was another successful event. 1340 people attended. Need to reinstate name tags & food tokens of some sort. Summary of outcome:
<table><tr><td>$16,123.82</td><td>Takings</td></tr><tr><td>$2,086</td><td>Float</td></tr><tr><td>$14,037.82</td><td>Takings - Float</td></tr><tr><td>$5,221.90</td><td>Total Costs</td></tr><tr><td>$8,815.92</td><td>Total Profit</td></tr></table>As at 22/10/25
Budget for 2026 needs to increase to $6000 due to rising costs. Book cool room early in 2026.
Thank you letter sent to Council.

Motion: That the Open Day report be accepted.
Moved by: Robyn
Seconded by: Paul
Result: Carried

Motion: That the Open Day budget be increased to $6,000.
Moved by: Robyn
Seconded by: Maureen
Result: Carried</td><td>• Budget for 2026 to increase to $6000.
• Treasure to update committed funds in report.
• Book cool room early in 2026.</td></tr>
<tr><td>8. General Business</td><td>a) Garden Management Work Plan updated.
b) Purchase of new water tanks & pumps – Brad the purchase of new slim line 1000/2000 litre water tanks (proposed location beside large green shed and behind the compost bays). Negotiate collection of water off Lapidary Club’s large shed at the rear of the site.
Brad to confirm size & costs for tanks, pumps and suitable footings. Suggested budget of $10,000.
Motion: That the amount of $10,000 be approved for the purchase of new water tanks and pumps.
Moved by: Brad
Seconded by: Paul
Result: Carried
c) Unattended gardens – Sudha has not been attending to tend his garden. Ted has call and he said he would. He has not responded to emails or attended in the last 2 months. As per the handbook formal letter to be emailed to ask him to return or give up his garden and return his key.</td><td>• Send GMWP to Council.
• Brad to investigate further new tanks & pumps.
• Treasure add $10,000 to committed funds in report.

• Send unattended plot letter to Sudha.</td></tr>
</table>

Meeting Closed: 7.30pm **Next meeting:** **Thursday 5 February 2026** **Time & Venue:** **6.30pm** Grevillia Room – Wentworthville Community Centre

Secretary's Report – Robyn Main

To / From	Type & Topic	Action
Emma Higgins – CC & Governance Department	Emailed minutes for October meeting.	
P. Fitzgerald CC General Manager & Emma Higgins - CC	Emailed thank you letter to Council to acknowledge the support provided for Open Day.	
Jennifer Pittorino Journalist from Waste Management Review	Received email with final copy of article	Print and distribute
Alini Tamrakar CC – Project Officer (Resource Recovery)	Emails regarding: - Banner Bags project - Purchase order	Send quote (including costs for laundering, machine repairs, cotton & price per bag etc.
Samuel Bowyer CC Finance Manager & Aaron Moreman – CC Treasury Analyst	Email requesting to update the garden email address for our bank account with CBA.	Email address updated.
Baslican Sathi – Managing Director Life Lift Care Pty Ltd	Email re sponsorship and stall space at Open Day.	
Karen Joynes	Email re use of helium balloons at Open Day. She would like them banned.	Replied – present request to Open Day planning committee. Researched legislation about releasing helium balloons – up to 20 can be released at one time. Balloons were not released.
Alan Fowler – Laing & Simmons	Email advising of Karen's email.	None
Mohamad Mydeen – member	Email requesting use of garden for birthday party.	Emailed committee – approved.
P. Fitzgerald CC General Manager &	Email advising of *'Offers of Gifts and Benefits'*	Advise committee.

Treasurer's Report – Maureen Duffy

Wentworthville Community Garden

Oct-25			Oct-25			Nov-25		
		$40,256.72			**$37,673.03**			**$49,685.88**
1/10/25	Interest	$114.39	15/10/25	Nisc Raffle	$20.00	1/11/25	Int	$124.81
1/10/25	Stockman Jams	$255.00	16/10/25	Dep	$340.00	1/11/25	Kavitha O/day curry stall	-$77.00
1/10.2025	L&S Wenty Donation	$400.00	16/10/25	Dep	$70.00	5/11/25	Gdn 1/2 Sofia	$14.71
1/10/25	Daniel Jams	$50.00	16/10/25	Dep	$72.10	13/11/25	Dep	$140.00
1/10/25	Produce Sale	$8.00	17/10/25	Exp R Main	-$1,246.12	15/11/25	Exp M Duffy	-$187.51
1/10/25	Plant Sale	$15.00		Exp R Main	-$529.75	22/11/25	Yan Chen Gdn 1/2	$15.00
1/10/25	Herlihy Jams	$58.50	18/10/25	Velm	$14.00	22/11/25	Veeresh Gdn 1/2	$15.00
5/10/25	Plant Sale	$14.22	19/10/25	Sq Pmt OPEN DAY	$4,111.34	22/11/25	Nisch Jams	$20.00
5/10/25	Cool Room Hire	-$383.90	20/10/45	Exp M Duffy	-$203.87	22/11/25	Kalpana Key Dep Refund	-$50.00
8/10/25	Plant Sale	$20.00	20/10/25	Arun Raffle	$20.00	22/11/25	Exp R Main	-$171.50
8/10/25	R Main Exp	-$382.82	20/10/25	Dep (Coin)	$908.50	22/11/25	Sq Pmt Vege Stall	$27.47
9/10/25	Dep	$183.00	20/10/25	Dep (Float)	$2,086.00	24/11/25	Dep	$91.00
10/10/25	E Bourke Jams	$108.00	20/10/25	Dep (notes)	$7,159.00			**$49,647.86**
11/10/25	Veeresh Mem	$10.00	20/10/25	Dep	$361.00			
11/10/25	Sultan Raffle	$25.00	20/10/25	Exp R Main	-$398.11			
11/10/25	Float & Band Pmt	-$2,486.00	26/10/25	Exp Arun (Open Da	-$273.59			
11/10/25	AFL Sausages & Water	-$31.20	26/10/25	Dep	$49.54			
11/10/25	R Main Exp	-$759.88	29/10/25	Exp Lajana O/Day	-$27.62			
15/10/25	P Hardman	$184.00	29/10/25	Ex Justin O/Day	-$396.62			
15/10/25	Arun Raffle	$15.00	29/10/25	Exp Justin O/Day	-$91.64			
			29/10/25	Exp Hooriya O/Day	-$31.31			
		$37,673.03			**$49,685.88**			

GST Provision	$1,000.00	Petty Cash	**$76.14**
Open Day 2026	$5,000.00		
Easter Show 2026	$200.00		
Replace equipment	$1,000.00		
Key deposits	$2,260.00		
	$9,460.00		

WENTWORTHVILLE COMMUNITY GARDEN

GARDEN MANAGEMENT WORK PLAN

Pursuant to Wentworthville Community Garden S355 Committee Constitution Clause 5

The Garden Management Work Plan (GMWP) is an action plan for the Wentworthville Community Garden (the Garden) to fulfil the requirements of the Council's Plan of Management (POM) for each Park within the Local Government Area.

The Garden falls within the Finlayson Creek Linear Park Network and is categorised as 'General Community Use'. The most recent POM was dated February 2004. This GMWP is therefore based on the most recent POM and will be updated annually. When a new POM is adopted, the GMWP will be adapted to reflect these changes.

Objectives

The main objective of the POM is to guide the future management and development of parks within the Finlayson Creek Linear Park Network ('FCLPN').

Specific Objectives of the POM (page 6):

- Ensure that FCLPN is conserved for recreational purposes
- Ensure FCLPN is a safe environment that is available and accessible for use by the community
- Achieve a consistent and responsible approach to the management and maintenance of the FCLPN resources
- Provide adequate, equitable and appropriate services for the community and ensure they are managed efficiently
- Manage, develop, protect, restore, enhance and conserve the environmental values of FCLPN to ensure it is sustainable for future generations while being visually attractive and pollution free.

Core Objectives for Community Land Category in POM (page 17):

- Promote, encourage and provide for the use of the land, and provide facilities on the land to meet the current and future needs of the local community and the wider public in relation to:
    - Public recreation and the physical, cultural, social and intellectual welfare or development of individual members of the public; and
    - Purposes for which a lease, licence or other estate may be granted in respect of the land (other than the provision of public facilities).

Maintenance Responsibilities for the Community Garden Committee in POM (page 19):

- Construct community garden facilities
- Maintain garden beds and facilities.

Creation date: 6 October 2011 Reviewed annually at December Committee meeting. Last updated: December 2025

GARDEN MANAGEMENT WORK PLAN

Finlayson Creek Linear Park Network Plan of Management Requirements	Wentworthville Community Garden Garden Management Work Plan		
Specific Objectives of the POM	**Strategies to Meet Objectives**	**Progress Completed**	**Progress On-going**
Ensure that FCLPN is conserved for recreational purposes	Establish and develop Community Garden guided by S355 Committee Constitution and Wentworthville Community Garden Handbook Regular review of Handbook.	✓	 *
Ensure FCLPN is a safe environment that is available and accessible for use by the community	Wentworthville Community Garden Handbook New Member Induction Program Develop safety procedures and implement including training on equipment use Key Register system for access including criteria for key issue Regular garden open times in place attended by at least two members for safety and security Garden available to Council as a demonstration site for workshops and other Council Initiatives, as well as to other local groups Investigate communication and social media strategies eg Facebook .	✓ ✓ ✓ ✓ ✓ ✓ ✓	 *
Achieve a consistent and responsible approach to the management and maintenance of the FCLPN resources	Elect S355 Committee to manage the Garden – bi-annually Regular Committee meetings held bi-monthly and Minutes kept Informal Saturday meetings/discussions at the garden – all members welcome.		* * *
Provide adequate, equitable and appropriate services for the community and ensure they are managed efficiently	Garden plots available to Cumberland (formerly Holroyd) City Council residents and groups Establish shared garden gardens with member input into plantings for shared gardens Hold regular Committee meetings Informal meetings at the garden on Saturday morning Keep membership and garden plot fees at a reasonable rate Hold annual Open Days promoted to the public in the local area Hold Workshops open to both members and the public on garden and related topics Facilitate a sense of community by holding lunches and BBQs to celebrate successes and events.	 ✓	* * * * * * * *
Manage, develop, protect, restore, enhance and conserve the environmental values of FCLPN to ensure it is sustainable for future generations while being visually attractive and pollution free	See S355 Committee Meeting Minutes and correspondence outlining future improvements, costings and priorities including: • Improved signage	✓	

ıtion date: 6 October 2011 Reviewed annually at December Committee meeting. Last updated: December 2025

Plan of Management Requirements	Garden Management Work Plan		
	• Install electricity to allow use of water pumps to better utilise harvested water supply and decrease use of generators for open days	✓	
	• Purchase and install water pumps	✓	
	• Install access gateway in south fence for direct access to toilets	✓	
	• Expand garden to allow for more community and gardening spaces to increase membership	✓	
	• Install larger work / storage shed	✓	
	• Install electricity to larger work / storage shed	✓	
	• Install water tanks to harvest rainwater off large storage shed	✓	
	• Install additional water tanks to harvest rainwater off large storage shed and Lapidary Club storage shed roof.	✓	*
	• Remediate area from fallen tree and replant new tree	✓	
	• Drainage – seek advice from Cumberland Council regarding remediation solutions.	✓	
	• Install additional water lines from tanks to accommodate more hose outlets to all sections of the garden.	✓	
	• Host a native beehive through the Cumberland Council Native Bee Program.		*

GARDEN MANAGEMENT WORK PLAN CONTINUTED

Finlayson Creek Linear Park Network Plan of Management Requirements	Wentworthville Community Garden Garden Management Work Plan		
Core Objectives for Community Land Category in POM	**Strategies to Meet Objectives**	**Progress Completed**	**Progress On-going**
Promote, encourage and provide for the use of the land, and provide facilities on the land to meet the current and future needs of the local community and the wider public in relation to: • Public recreation and the physical, cultural, social and intellectual welfare or development of individual members of the public	Workshops by Council and other community groups on gardening and related topics of interest		*
	Annual Open Days promoted to the public throughout the Cumberland (formerly Holroyd) Local Government Area		*
	Garden Induction Program to welcome and reassure new members		*
	Encourage a wide variety of members across the community. Current members include: • Medium density / Unit Dwellers • Non-English-Speaking Background • Wide age group from children through to 94 years of age • People with diverse needs		*
	Promotion and publicity activities such as: • Royal Easter Show Community Garden Competition entry • Contribution to Community Greening Newsletter • Publicity in local newspapers • Develop relationships with other local groups eg Southwestern Sydney Permaculture Group, other Community Gardens, Sydney Edible Garden Trail		* * * * *
	Shared lunches/dinners and BBQ events to encourage social interaction among members		*
	Install new outdoor kitchen facilities and in-built BBQ under shaded community space	✓	
	Purchase new seating and table furniture for shaded community area	✓	
	Host school holiday activities run by Council staff for school age children.		*
Maintenance Responsibilities for the Community Garden Committee in POM	**Strategies to Meet Objectives**		
Construct community garden facilities	Gardens constructed and ongoing improvements identified: • Construct additional gardens following garden expansion • Construct covered plant stands and potting bench	✓ ✓ ✓	

	/ meeting area	✓	
Maintain garden beds and facilities	Wentworthville Community Garden Handbook – revised and updated as needed	✓	
	Working days on Saturday mornings - all members encouraged to come along		*
	Assess condition of garden edges & determine if maintenance or replacement sleepers are needed.		*
	Remediate garden edges as needed using new sleepers		*
	Purchase appropriate compost and soil as needed		*
	Investigate alternative garden edging / base materials.		*

Creation date: 6 October 2011 Reviewed annually at December Committee meeting. Last updated: December 2025

Item No: C02/26-12

NOTICE OF MOTION - COMMUNITY ENGAGEMENT

Councillor: Paul Garrard and Helen Hughes

SUMMARY

Pursuant to Notice, Councillors Garrad and Hughes submitted the following Motion.

NOTICE OF MOTION

That:

1. **Council introduce a new concept referred to as Community Engagement.**
2. **Community Engagement would occur on a separate occasion to the scheduled Council Meeting, preferably on the first Monday of the Month lasting up to two hours.**
3. **Matters raised at the Community Engagement do not need to be associated with any Council Meeting Business Paper, be aligned with Council issues in its statutory role of delivering local services, and an awareness of any other Council related issues.**
4. **The Community Engagement sessions would be Chaired independently, and the General Manager make available Council staff to address community comments.**
5. **Councillors would be invited to be in attendance and minutes taken to record business.**
6. **The General Manager report to Council with an appropriate framework to allow for its operation.**

ATTACHMENTS

Nil

Item No: C02/26-13

NOTICE OF MOTION - INCREASED TIMING AND RESPONSIBILITY OF RANGER ACTIVITY

Councillor: Helen Hughes and Paul Garrard

SUMMARY

Pursuant to Notice, Councillors Hughes and Garrard submitted the following Motion.

NOTICE OF MOTION

That:

1. **When considering the Management Plan for 2026-27, Council consider the widening of the scope of surveillance and responsibilities of Council's Rangers, to allow increased policing of community issues out of hours; and**
2. **In order for Council to consider an increase in its Ranger program and timeframes, that Council seek a report from the General Manager.**

ATTACHMENTS

Nil

Item No: C02/26-14

NOTICE OF MOTION - INDIGENOUS NAMING OF CUMBERLAND COUNCIL WARDS

Councillor: Ahmed Ouf and Sujan Selventhiran

SUMMARY

Pursuant to Notice, Councillors Ouf and Selventhiran submitted the following Motion.

NOTICE OF MOTION

That Council:

1. **Investigate the renaming of the 5 Council wards of Cumberland Council with an Indigenous name for each ward; and**

2. **Refer to the matter to the Cumberland ATSICC for the provision of advice and a recommendation to Council for consideration and determination at a future Council meeting.**

ATTACHMENTS

Nil

Item No: C02/26-15

NOTICE OF MOTION - RECOGNISING COUNCIL EVENT STAFF PERFORMANCE

Councillor: Paul Garrard and Helen Hughes

SUMMARY

Pursuant to Notice, Councillors Garrard and Hughes submitted the following Motion.

NOTICE OF MOTION

In acknowledging the importance of Council's event calendar to the wider community, that:

1. **Council's Event Team be congratulated for its recent successful organisation and implementation of Council's Australia Day celebrations;**
2. **The Chamber recognises the continual improvement of community events delivered by Council's event team and acknowledging the community's expectations; and**
3. **For continuous improvement, it is suggested that a process be developed to enable community feedback for each event.**

ATTACHMENTS

Nil

Item No: C02/26-16

NOTICE OF MOTION - REVIEW OF SOCIAL MEDIA POLICY

Councillor: Michael Zaiter and Joseph Rahme

SUMMARY

Pursuant to Notice, Councillors Zaiter and Rahme submitted the following Motion.

NOTICE OF MOTION

That Council:

1. **Requests the General Manager undertake a review of Council's currently adopted *Social Media Policy;* and**

2. **Requests the General Manager prepare a report to Council that:**

    - **assesses the effectiveness of the existing policy;**
    - **identifies any gaps or challenges in enforcement; and**
    - **provides recommendations on options to strengthen compliance and enforcement of the policy.**

ATTACHMENTS

Nil

Item No: C02/26-17

NOTICE OF MOTION - TRIBUTE TO FORMER NSW GOVERNOR DAME MARIE BASHIR

Councillor: Paul Garrard and Helen Hughes

SUMMARY

Pursuant to Notice, Councillors Garrard and Hughes submitted the following Motion.

NOTICE OF MOTION

That:

1. **The Chamber pay tribute to the former 37th NSW Governor Dame Marie Bashir for her exceptional performance not only as NSW Governor but for her intense dedication to juvenile health and her interest in indigenous health, reflected by her visits to remote communities in Central Australia, the Kimberley and Arnhem Land;**
2. **A permanent memorial be established at a suitable location within the City in memory of her service to both Cumberland and the people of NSW; and**
3. **Council express our sincere sorrow and condolences to her family, and that the Chamber respectfully have a minutes silence.**

ATTACHMENTS

Nil