

Waverley Council Annual Report

2024-2025

waverley.nsw.gov.au



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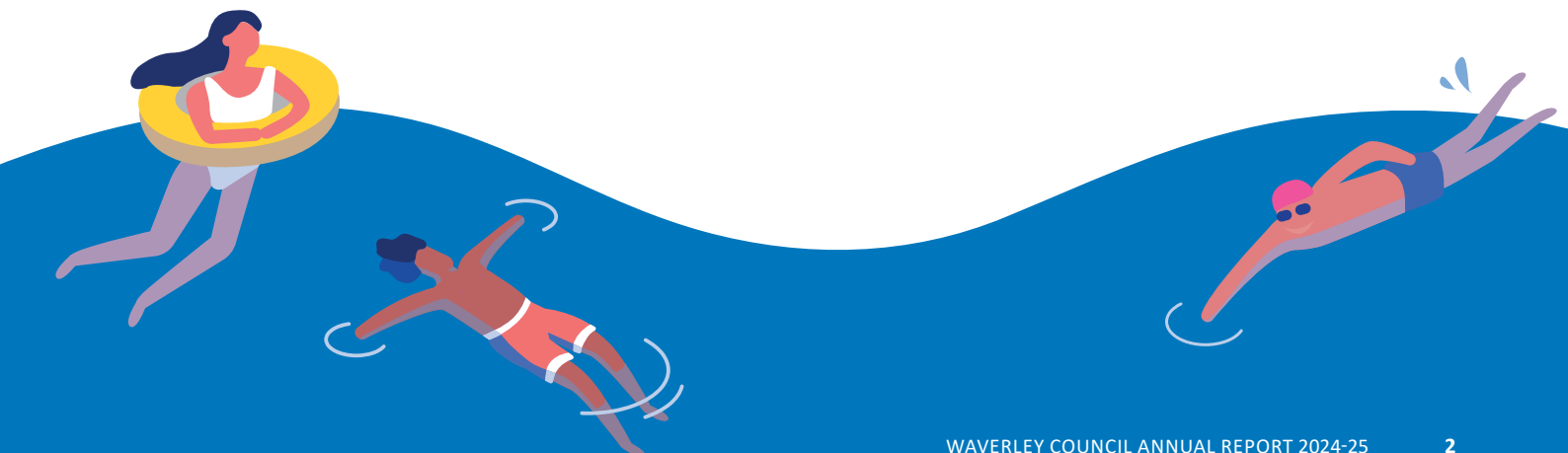
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Acknowledgement and our Reconciliation Vision

We acknowledge the Bidiagal, Birrabirragal and Gadigal people, who traditionally occupied the Sydney coast. We also acknowledge Aboriginal and Torres Strait Islander Elders both past and present.

Our vision for reconciliation is for Waverley to be a vibrant, resilient, caring, and inclusive community where Aboriginal and Torres Strait Islander peoples:

- Practice and celebrate their culture and heritage proudly
- Are honoured for their survival and resilience, and supported to continue to overcome adversity
- Are respected and acknowledged as First Nations peoples with the right to determine their own futures.

Waverley Council will continue to value and protect our environment with respect to Aboriginal and Torres Strait Islander peoples' intrinsic relationship with the land and waters.

Preface

Purpose of this Annual Report

This Annual Report documents Council’s performance during the 2024–25 financial year in relation to the principal activities detailed in the Delivery Program 2022–26 and the Operational Plan 2024–25.

The Annual Report is made up of four parts:

PART
01

Is an
overview
of Council

PART
02

Provides details
of Council’s
performance
against the
Delivery Program
2022–26

PART
03

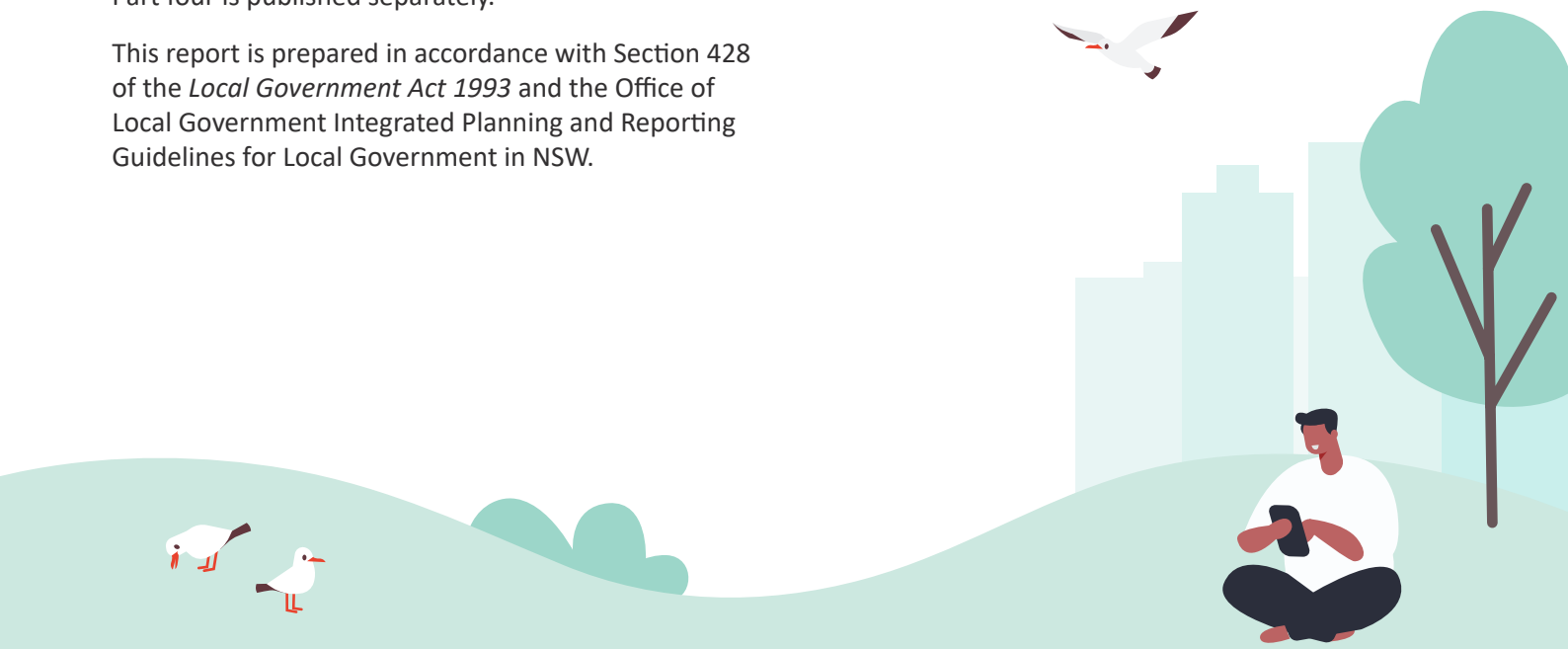
Provides
additional
reporting
information
required by
legislation

PART
04

Contains
Council’s
audited
financial
statements

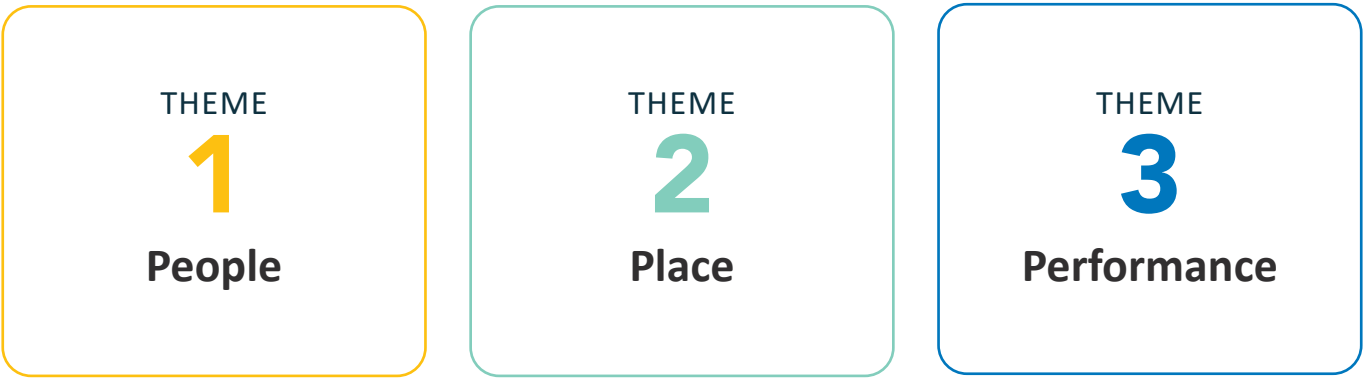
The first three parts are published in one volume.
Part four is published separately.

This report is prepared in accordance with Section 428 of the *Local Government Act 1993* and the Office of Local Government Integrated Planning and Reporting Guidelines for Local Government in NSW.



Our Performance Snapshot

The Waverley Community Strategic Plan 2022–2032 is built around three themes.



The Delivery Program and the Operational Plan are structured around these themes. Sitting beneath the themes are the strategies Council will implement to move in the direction set out in Waverley Community Strategic Plan 2022–2032 and Council’s reporting tracks progress in delivering these. Below is a summary of overall progress in implementing the actions in the Operational Plan 2024–25.

Of the total 151 actions in the Operational Plan 2024–25, 97% (146) of the actions in the Operational Plan were completed, and 3% (five) are in progress.

Summary of progress

Completed	97%
In Progress	3%
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed/on hold – impacted by unforeseen conditions	—



Table 1. Summary of Progress

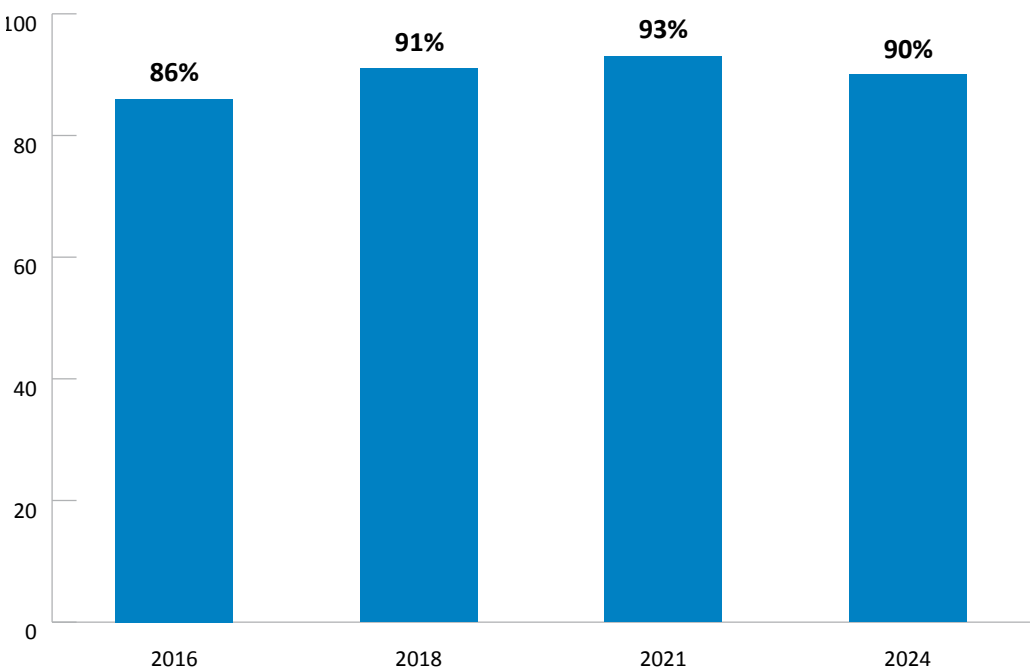
THEMES	COMPLETED	IN PROGRESS	IN PROGRESS – IMPACTED BY UNFORESEEN CONDITIONS	DELAYED	DELAYED – IMPACTED BY UNFORESEEN CONDITIONS
Total	97%	3%	0%	0%	0%
People	100%	0%	0%	0%	0%
Place	92%	8%	0%	0%	0%
Performance	100%	0%	0%	0%	0%

Community Survey 2024

In 2024, Council engaged Micromex Research to undertake a community survey to measure community satisfaction with services offered by Council.

The overall community satisfaction with Council’s performance was 90% in 2024, which is on par with 2021 and Micromex Metro Benchmark.

Overall
Community
Satisfaction
with Council’s
Performance



A Message from our Mayor

This annual report celebrates Council's success over the past year while laying the foundation for an even stronger and more connected Waverley for tomorrow.



We have adopted a back-to-basics approach focused on upgrading and maintaining critical infrastructure, allocating \$58.9 million for capital works. This includes \$1.8 million for the renewal of sealed roads and \$962,000 to repair footpaths. Longer term, we have committed \$483 million to capital works expenditure over the next decade.

Across Waverley, we are making improvements to streetscapes, from the revamp of Charing Cross and the planned uplift at Rose Bay North shops and North Bondi Terminus, to the improved substations, lighting and paving at Bondi Park.

We have been busy updating and upgrading a number of parks and playgrounds, with the recently completed works at Sir Thomas Mitchell Reserve and Scott Street Reserve receiving rave reviews from local children.

There are also a host of significant projects underway, including the development of a Strategic Vision and Masterplan for Bondi Junction – a comprehensive roadmap to help reshape this vital but underutilised precinct into a thriving civic and cultural hub.

Work has begun on the landmark restoration of Bronte Surf Lifesaving Club, delivering a state-of-the-art multi-purpose building with enhanced lifeguard operational facilities and public amenities.

And as part of our commitment to return more Council assets to the public for your enjoyment, we will make historic Bronte House accessible all year round and turn the old caretaker's cottage at Waverley Cemetery into a writers' retreat. We are also exploring options to make the disused Council Chambers a multipurpose community recreation and sports facility.

Council is committed to re-enlivening Waverley through events and activations, demonstrated by the return of New Year's Eve to Bondi Beach for the first time in a decade. In addition, we are investing in new community events, from street parties to pop-up celebrations.

Building on this, in a move to bring more vibrancy to the broader Waverley area, Council has relaxed regulations surrounding outdoor dining and introduced extended trading hours in commercial to make it easier for local businesses to thrive. This decision recognises the important role of businesses owners in activating our streets and creating an exciting atmosphere for locals and visitors alike.

In response to the scourge of antisemitism, Council has taken a proactive stance in promoting social cohesion and challenging hatred in all its forms.

A Message from our Mayor continued

Council's Strategy to Combat Antisemitism is a framework to foster safe and inclusive communities. Strengthening this progress, we developed the Model Antisemitism Strategy – a blueprint that local governments nationwide can adapt to confront antisemitism in their own communities.

I encourage you to reflect on the progress made for our community over the past year and on the enduring foundations we are establishing for future generations.

While important work remains, through continued collaboration we can cement Waverley's status as the best place in Sydney to live, work and visit.

**William Nemesh,
Mayor of Waverley**



A Message from our General Manager

This annual report provides an overview of the collective achievements delivered by our staff, community partners, contractors and volunteers, guided by our Strategic Plan – a key planning framework informed by extensive community consultation.

This 10-year roadmap represents an aspirational vision for Waverley, and the priorities and the strategies in place to make it a reality. Affordable housing, sustainable development, parking, and traffic and pedestrian safety were some of the high priorities identified, along with support for local businesses and growth of our nighttime economy.

A key objective is to deliver quality, efficient services and provide an improved customer experience. Our Customer Experience Strategy is a four-year action plan to transform our organisational structure and boost our capabilities as a service provider. A recent example of our efforts in this area is “Easy As”, a user friendly, one-stop approach to apply for a range of services and permits online. Similarly, we streamlined our online booking system for Council venues, allowing users to browse availability in real time.

A touchstone of Council’s efficiency is our financial sustainability. Our latest budget has a forecast operating surplus of \$23.8 million, which will fund capital works and loan repayments. While exercising fiscal discipline within the principles of a balanced budget, Council still prioritises expenditure in areas that matter most to our community, like the allocated \$483 million over 10 years toward capital works.

Sustainability remains a priority, with Council committed to achieving net zero emissions by 2030. We are already recording annual emission reductions and have approximately halved natural gas consumption over the past four years. By continuing to increase the uptake of solar and renewables, 65 per cent of houses and 15 per cent of apartments in Waverley will be solar powered by 2035. All existing homes and businesses are also set to become 20 per cent more energy efficient by this time. Our newly adopted Environmental Action Plan provides a robust framework for these targets.

Council remains committed to fostering a vibrant community through diverse activities and programs. For young families, our library offers opportunities for learning and connections. At the Mill Hill centre, residents aged 60 and above have a range of programs available to them, including language classes, exercise and technology help. Our Death Café is an example of Waverley supporting and creating a supportive and caring community.

I would like to emphasise my appreciation of our advisory committees, who bridge the gap between Council and the community, working to solve issues across the LGA. I am also deeply grateful to our dedicated volunteers, whose tireless efforts we all benefit from.

I hope this report provides a solid overview of how Council is working to build the best Waverley possible. While I am proud of the collective efforts and achievements of all our staff, I acknowledge there is always more work to do. I encourage our residents to keep engaging with us, so we can better manage and understand our community expectations.

Emily Scott,
General Manager of Waverley Council



Part 1

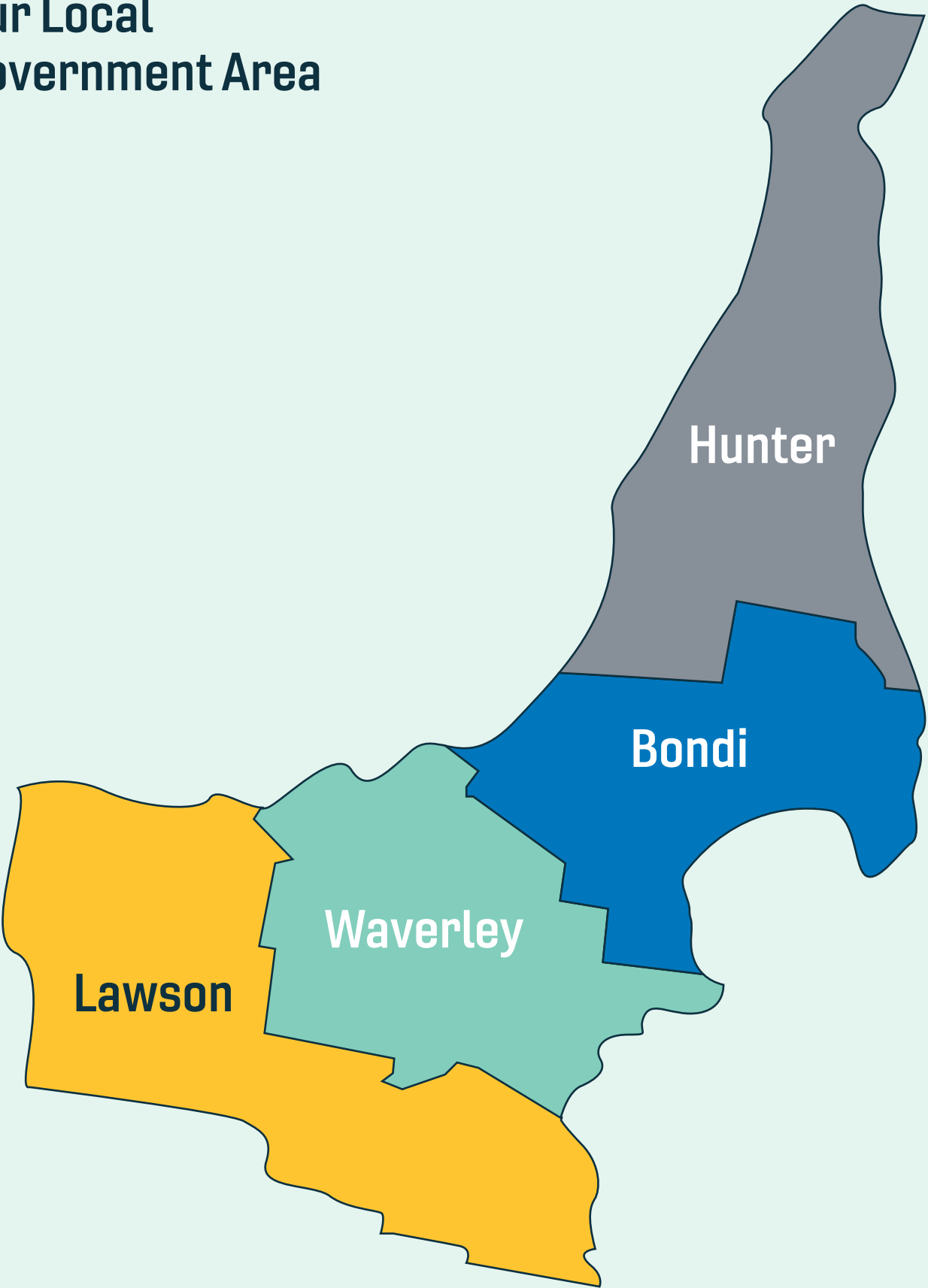
Waverley Council Overview

An aerial photograph of Waverley, New South Wales, Australia. The image shows a vibrant coastal scene with turquoise water, a sandy beach, and rocky shorelines. In the background, a dense residential area with various houses and buildings is visible under a clear blue sky. The foreground features a paved path along the coast, bordered by greenery and a low wall.

Our Community Vision

Waverley is a vibrant and resilient community. We take care of each other, our natural environment and local places. Our community is empowered to collaborate for a sustainable and connected Waverley for future generations.

**Our Local
Government Area**



Getting to Know Waverley



Our Local Government Area¹

9.2km²



SUBURBS

Bondi Beach	North Bondi	Queens Park	Vaucluse
Bondi Junction	Bronte	Rose Bay	Waverley
	Dover Heights	Tamarama	

ATTRACTIONS

Bondi, Bronte and Tamarama Beaches	Waverley Cemetery	Margaret Whitlam Recreation Centre	Page Reserve
Bondi Pavilion	The Coastal Walk		
Bronte House	Bondi Junction	Bronte Gully and Dudley	



31,775²
Dwellings



38,710³
Registered businesses

Population

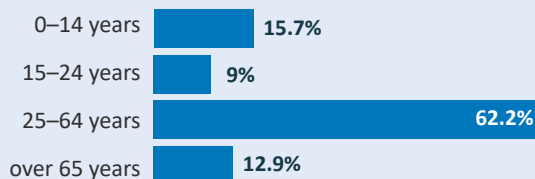
68,605⁴ → **80,100⁵**
Total population BY 2031 Projected population



7,420⁶ persons per sq km
Population density

35.5⁷
YEARS
Median age

Resident Ages



279⁹
Aboriginal and Torres Strait Islander People



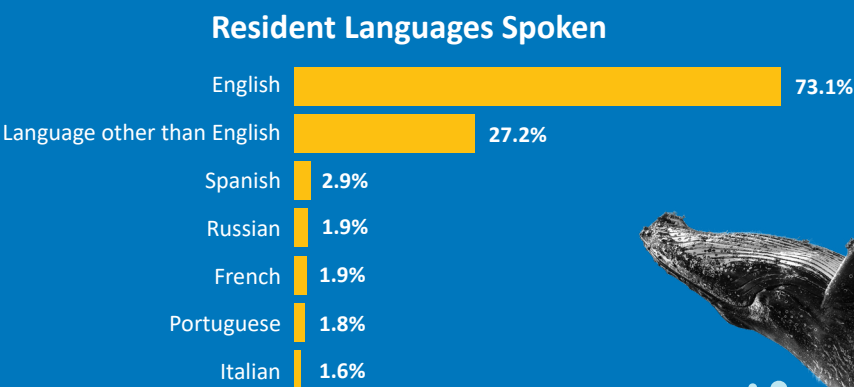
28,307¹⁰
Overseas born residents



11,009¹¹
Jewish community
16% of our total population



Languages we speak at home¹²



Education

17¹⁴
SCHOOLS
Including primary and secondary schools




73%¹⁵
of residents aged over 15 years have completed year 12 schooling or equivalent


44.5%¹⁶
of residents aged over 15 years have a Bachelor or higher degree, compared to 24.1% for Greater Sydney


20%¹⁷
of young people aged 15–24 years attended an educational institution, including high school and/or a higher education facility, such as TAFE or university

Housing

2.3¹⁸
PEOPLE
Average household size



49%¹⁹
Renting households

\$670²⁰
Median weekly rent

29.9%²¹
Single person households

Economy


\$5.07 BILLION²²
Gross regional product


OVER 29,459²³
Jobs in Waverley


OVER \$2,854²⁴ per week
Median total income

HIGH EMPLOYMENT SECTORS

- | | | | | | |
|--------------|----------------------------------|-----------------------------------|-------------------------------------|------------------------|--------------|
| Retail trade | Healthcare and Social Assistance | Scientific and Technical Services | Services and Education and Training | Accommodation and Food | Professional |
|--------------|----------------------------------|-----------------------------------|-------------------------------------|------------------------|--------------|

Sources: 18, 19, 20, 21, 24 ABS Census 2021; 13 ABS Census 2016; 15, 16, 17, 22, 23 Id Profile; 14 Department of Education, The Association of Independent Schools of NSW and Council data

Our Mayor and Councillors

Waverley Council is made up of four wards – Bondi, Lawson, Waverley and Hunter – each electing three councillors.

Twelve Councillors were elected by residents and ratepayers for a four year term on 14 September 2024. The position of Mayor and Deputy Mayor are elected by Councillors for a two-year period. Councillor Will Nemesh was elected as the Mayor and Councillor Keri Spooner as the Deputy Mayor in September 2024.

The responsibilities of Councillors are defined in the Local Government Act 1993 and include:

- Playing a key role in the creation and review of the Council's resources for the benefit of the area
- Reviewing performance, delivery of service, management plans and revenue policies of the Council
- Representing the interests of residents and ratepayers
- Providing leadership and guidance to the community
- Facilitating communication between the community and the Council.

Council meetings and decision making

Ordinary Council meetings are held on the third Tuesday of the month. Extraordinary Council meetings are called at short notice from time to time to address particular issues. The two Council Committees are the Finance, Operations and Community Services Committee and the Strategic Planning and Development Committee, which are held on the first Tuesday of the month.

Residents are welcome to attend and speak at these meetings. The meetings are also live streamed. Agendas and minutes are available on Council's website.

Advisory Committees

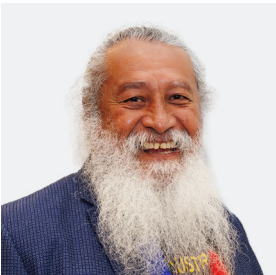
Council convenes and/or supports the following advisory and consultative committees:

- Access and Inclusion Advisory Panel
- Arts, Culture and Creativity Advisory Committee
- Audit, Risk and Improvement Committee
- Capital Works Review Committee
- First Nations Advisory Committee
- Floodplain Management Committee
- Multicultural Advisory Committee
- Resident Parking Scheme Review Committee
- Surf Life Saving Club Committee
- Strategic Property Review Committee
- Sustainability and Transport Expert Advisory Panel
- Traffic Committee.



From September 2024

Bondi Ward



Dominic Wy Kanak
Greens

REPRESENTED COUNCIL ON:

- First Nations Advisory Committee (Deputy Chair)



Margaret Merten
Australian Labor Party

REPRESENTED COUNCIL ON:

Resident Parking Scheme Review Committee

Strategic Property Review Committee (Deputy Chair)

Sustainability and Transport Expert Advisory Panel (Deputy Chair)

Capital Works Review Committee (Deputy Chair)



Michelle Stephenson
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Strategic Planning and Development Committee (Chair)

Arts, Culture and Creativity Advisory Committee (Chair)

Floodplain Management Committee (Chair)

Resident Parking Scheme Review Committee (Chair)

Surf Life Saving Committee (Deputy Chair)

Strategic Property Review Committee

Hunter Ward



Steven Lewis
Independent

REPRESENTED COUNCIL ON:

Strategic Planning and
Development Committee
(Deputy Chair)

Multicultural Advisory
Committee (Deputy Chair)



Dov Frazer
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Traffic Committee (Chair)

Multicultural Advisory
Committee

Resident Parking Scheme
Review Committee
(Deputy Chair)

Strategic Property
Review Committee

Capital Works Review
Committee



William Nemesh
Mayor
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Floodplain Management
Committee (Deputy Chair)

Multicultural Advisory
Committee (Chair)

Surf Life Saving
Committee (Chair)

Strategic Property Review
Committee (Chair)

Capital Works Review
Committee (Chair)

Waverley Business Forum
(Chair)

Lawson Ward



Katherine Westwood
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Finance, Operations and
Community Services
Committee (Chair)

Arts, Culture and Creativity
Advisory Committee

Sustainability and Transport
Expert Advisory Panel (Chair)

Capital Works Review
Committee



Lauren Townsend
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Access and Inclusion Advisory
Panel (Deputy Chair)

First Nations Advisory
Committee (Chair)

Sustainability and Transport
Expert Advisory Panel



Paula Masselos
Australian Labor Party

REPRESENTED COUNCIL ON:

Finance, Operations and
Community Services
Committee (Deputy Chair)

Arts, Culture and Creativity
Advisory Committee

First Nations Advisory
Committee

Surf Life Saving Committee
(Deputy Chair)

Capital Works Review
Committee

Waverley Ward



Joshua Spicer
Liberal Party of Australia

REPRESENTED COUNCIL ON:

Traffic Committee
(Deputy Chair)

Access and Inclusion
Advisory Panel (Chair)

Audit, Risk and
Improvement Committee

Surf Life Saving Committee



Keri Spooner
Deputy Mayor,
Australian Labor Party

REPRESENTED COUNCIL ON:

Access and Inclusion
Advisory Panel

Floodplain Management
Committee

Strategic Property Review
Committee



Ludovico Fabiano
Greens

REPRESENTED COUNCIL ON:

Access and Inclusion
Advisory Panel

First Nations Advisory
Committee

Surf Life Saving Committee

Sustainability and Transport
Expert Advisory Panel

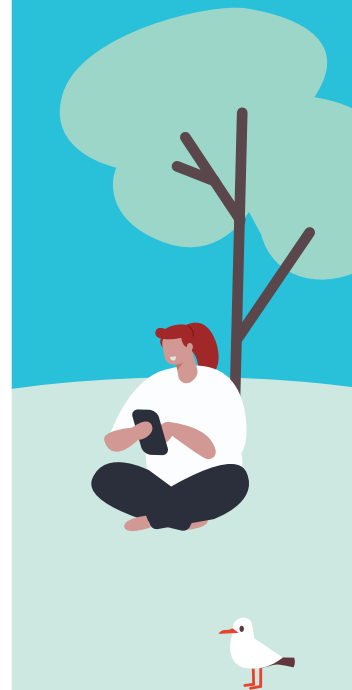
Waverley Business Forum
(Deputy Chair)



Our Council Vision and Values

We keep our community
at the centre and we
strive for excellence

CARE
RESPECT
INTEGRITY
INNOVATION
COLLABORATION



Organisational Structure





Waverley 2035

Following each Council election, it is our responsibility to review our Community Strategic Plan (CSP). In 2024, Council started community engagement to inform the preparation of the new Waverley CSP which Council adopted in June 2025. This plan sets out the Waverley community's vision for the next 10 years. The priorities our community identified guided Council in developing

objectives, strategies and measures for the CSP. The new Plan and related documents will be implemented from 1 July 2025.

However, this Annual Report is based on the last iteration of our Community Strategic Plan, Waverley 2032 which is structured around three themes.

THEME

1

People

Our People theme focuses on a cohesive and connected Waverley community

THEME

2

Place

Our Place theme focuses on the natural and built environment

THEME

3

Performance

Our Performance theme focuses on Waverley being a well governed, transparent and financially sustainable organisation

Theme 1: People

Waverley aims to build a strong, socially connected and resilient community that can flourish no matter what challenges are faced. We will work in partnership with others to support quality of life and wellbeing, creating opportunities for people to come together, be safe and belong. We value our diversity, fostering meaningful connections to Aboriginal and Torres Strait Islander people and culture and strengthening our approaches to inclusion and accessibility. We will strive to improve affordable housing and equitable access to affordable community facilities, programs and services, along with opportunities for social development. We will continue to provide a wealth of cultural programs for our community and visitors, conscious that our local area holds a unique place in the public imagination – an iconic part of Australian culture. We continue to recognise the importance of culture and the arts to social cohesion, lifelong learning, and innovation.

Theme 2: Place

We facilitate architectural design excellence in building infrastructure, functional public spaces and walkable streets in Waverley. Being one of the most densely populated areas in Australia, community-led, place-based planning and design is critical. Council aspires to be a frontrunner and advocate for balanced development in Waverley. Our community has strong environmental values, and healthy, active lifestyles, and we are committed to reflecting this in Council strategies. Improving all modes of transport makes Waverley more accessible, safe, connected and sustainable. We are committed to enabling people

to get around more easily on foot, by bicycle and public transport to reduce traffic congestion and parking pressures.

To ensure we are meeting community expectations, we are focusing on improving roads, footpaths, parks and playgrounds, and being better prepared for climate changes and potential flooding. We aspire to be at the forefront of sustainability to create resilient communities, sustainable buildings, healthy coasts and bushland, conserve energy and water resources. We recognise that any waste sent to landfill has long-term environmental impacts. We aim to progress Waverley to be a zero waste community.

Theme 3: Performance

We will continue to make Waverley an ethical Council that delivers efficient services to the community, on a basis of strong financial sustainability and accountability. Councillors represent and make decisions on behalf of all residents and ratepayers of Waverley, informed by thorough community engagement, strategic focus, and based on data and analysis. We will continue to improve the services we offer our community by building our internal systems, processes, capacity and capability. We are committed to creating a prosperous and sustainable local economy, particularly as the State Government has identified Bondi Junction as a commercial centre linked to the Sydney global economy. We want to protect and enhance our neighbourhood villages while encouraging and supporting the creative and visitor economy.

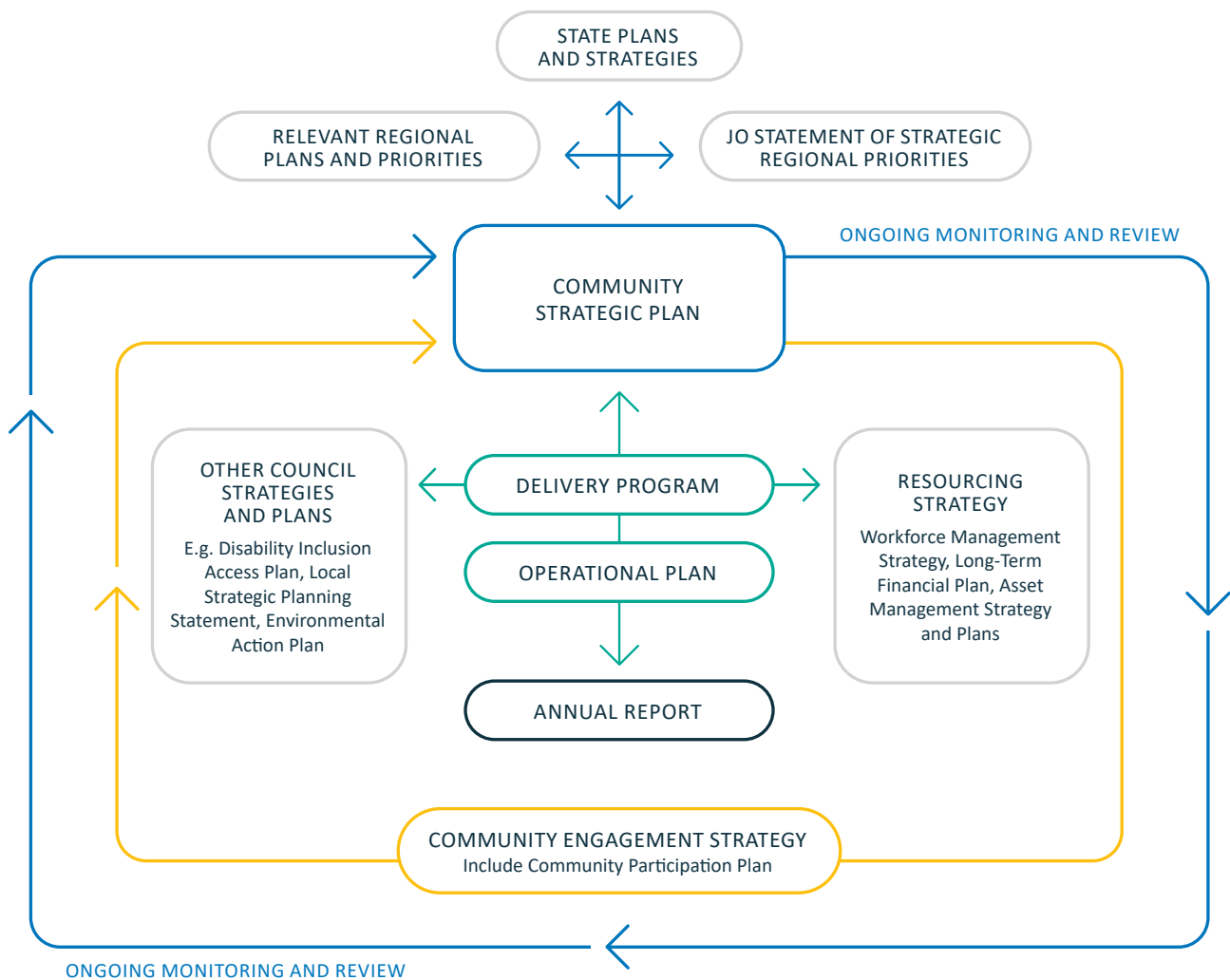


Our Planning Framework

All councils in NSW are required to conduct their business based on an Integrated Planning and Reporting framework.

The framework allows NSW councils to draw various plans together, understand how they interact and get the maximum leverage from their efforts by planning holistically and sustainably for the future. The framework ensures long-term planning for the future with a commitment to the community having a say in what happens in the area.

The framework requires Council to take a long-term approach to decision making which considers the Quadruple Bottom Line, social, economic, environmental, and civic leadership, and the Social Justice Principles of equity, access, participation, and rights. The diagram below shows the framework hierarchy:



Community Strategic Plan

Waverley 2032 (2022–2032) is Waverley’s fifth Community Strategic Plan. Waverley Together (2006–2018), the first strategic plan, was adopted in 2006 as a blueprint to guide Council and the community over a 12- year period. The second iteration, Waverley Together 2 (2010–2022), was adopted in 2010 after extensive community consultation. The third iteration, Waverley Together 3 (2013–2028), was a revision and expansion of Waverley Together 2 and was adopted in 2013. The fourth iteration Waverley Community Strategic Plan 2018–2029 was adopted in 2018.

Under the *Local Government Act 1993*, all councils in New South Wales are required to prepare a Community Strategic Plan. The Community Strategic Plan must identify the community’s main priorities and aspirations for the future. The Community Strategic Plan should be prepared and delivered in partnership with Council, state agencies, community groups and individuals. It should address a broad range of issues that are relevant to the whole community. It is the responsibility of Council to report to the community on the progress toward achieving the priorities and desired outcomes in the Community Strategic Plan regardless of Council’s influence over them. The preparation of the Community Strategic Plan is based on the Integrated Planning and Reporting framework.

Resourcing and delivering the plan

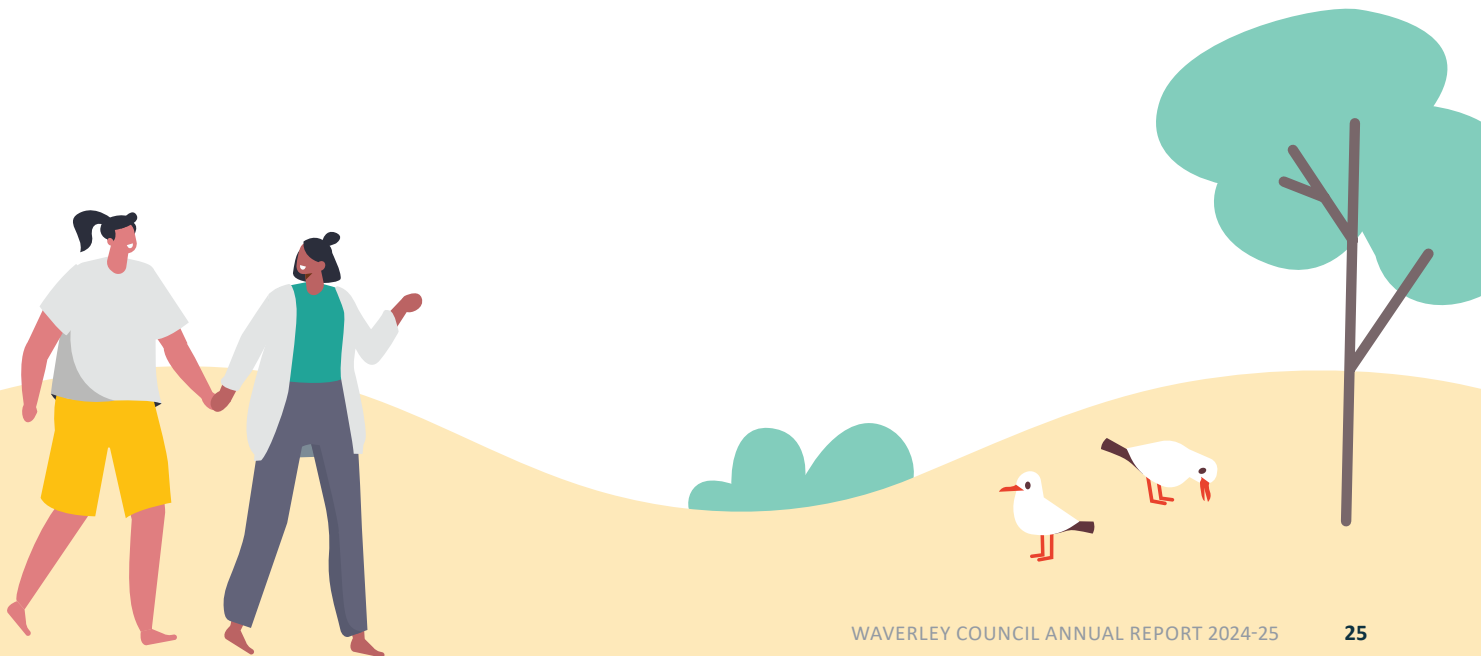
The Community Strategic Plan is the highest-level plan that identifies the community’s main priorities and aspirations for the future, and the broad strategies for achieving these. While Council has a custodial role in initiating, preparing, and maintaining the

plan on behalf of the residents of Waverley, it is not wholly responsible for its implementation. Other partners such as State and Federal Governments and community groups have a role in delivering the long-term community outcomes of this plan. Waverley Community Strategic Plan 2022–2032 has a long-term outlook and covers 10 years. It is reviewed every four years in line with the election cycle and addresses social, environmental, economic, and civic leadership matters in an integrated manner.

Waverley 2026, the Delivery Program (2022–2026) is where the community’s goals in the Community Strategic Plan are systematically translated into actions that the Council will deliver. The Delivery Program is the elected Council’s statement of commitment to the community. Priorities and activities are set to the goals and strategies in the Community Strategic Plan, and appropriate methods to measure the success of the Delivery Program are identified.

The annual Operational Plan sits under the Delivery Program. It lists all the actions that the Council will undertake and the annual operating budget to be applied during the year to achieve its strategic goals. To carry out the activities in the Delivery Program, the Resourcing Strategy sets out how time, money, assets, and people will be allocated. Council has prepared three resourcing strategies to support the delivery of the Community Strategic Plan. It consists of:

- Long-Term Financial Plan
- Strategic Asset Management Plan
- Workforce Management Plan.





External Bodies Exercising Waverley Council Functions

In accordance with a direction issued by the Minister for Planning on the 22 June 2018, the Waverley Development Assessment Panel was re-named the Waverley Local Planning Panel (WLPP).

The Waverley Local Planning Panel determines significant development applications (DAs) in the Waverley LGA. This includes DAs where there are more than ten objections, conflict of interest, or a variation to a development standard in the Waverley Local Environmental Plan 2012 by 10% or more. The WLPP also provides advice to Council on planning proposals.

The WLPP is directed to exercise its function by the Minister for Planning in the Local Planning Panels Direction – Development Applications and in the Local Planning Panels Direction – Planning Proposals. WLPP is made up of a pool of planning experts and meets monthly. Councillors are no longer involved in the decision-making process for determining DAs, allowing them more time to focus on strategic planning issues, such as the planning controls that underpin DA decisions. WLPP meets on the last Wednesday of the month. Meetings are held at Council Chambers. In 2024–25, the panel had 11 meetings.

Partnerships and Cooperation

Council is a member of the Southern Sydney Regional Organisation of Councils (SSROC), an association of local councils in the south-eastern area of Sydney. SSROC provides a forum for the councils to deal with issues they have in common, particularly those that cross boundaries. Issues under consideration include planning, environment, transport, community development, urban design, sustainability, and local government management.

Waverley Library has a collaborative partnership with five SSROC libraries to purchase materials. Council's Library Services share a document delivery van with all Sydney metropolitan area libraries.

Council is a member of the Sydney Coastal Councils Group, which includes councils located on Sydney's coastline and aims to promote coordination on issues relating to the urban coastal environment and waterways.

Council, in conjunction with Woollahra Municipal Council and Randwick City Council, runs the three-Council Regional Environment Program, which undertakes significant projects to achieve meaningful reductions in energy, water and waste across the Eastern Suburbs, including Solar my School, enabling the uptake of electric vehicles and Compost Revolution.

Council and Woollahra Municipal Council partners to share a joint State Emergency Facility located under Syd Einfeld Drive State Emergency Service facility to serve their communities jointly.

Council partners with 17 community organisations to provide services to the Waverley area and regionally through funding and/or subsidised accommodation. These include children's services, youth services, outreach and homelessness services, housing, drug and alcohol, and domestic violence support.

Council jointly coordinates the Eastern Sydney Aged and Disability Interagency with Randwick City Council. Council is an active member of the Eastern Sydney Prevention of Abuse Collaborative, in partnership with NSW Ageing and Disability Commission. Council is an active member of the Eastern Sydney Suburbs Homelessness Assertive (outreach) Collaboration ESHAC and coordinates the regional Street Count. Waverley partners with Randwick Council to coordinate the Eastern Sydney Youth Services Network.

Council partners with the Bondi and Districts Chamber of Commerce to support and enhance opportunity for local small businesses.

Council partners with Central Sydney Public Health Network and South East Sydney Local Health District on death literacy initiatives and to support a compassionate community network.

Council is a member of Resilient Sydney which is a collaboration of 33 Metropolitan councils, committed to collective action to address city wide risks and build stronger, more resilient communities.

Our Financial Snapshot

In the 2024-25 financial year, Council has maintained its focus on delivering its strategic priorities, including its ICT modernisation program implementation, asset maintenance and renewal, and environmental sustainability program.

Council achieved a net operating result for the 2024-25 financial year of \$11.4M surplus (2023-24: \$12.6M surplus) and before depreciation, an operating surplus of \$33.8M compared to the previous year’s operating surplus of \$33.6M.

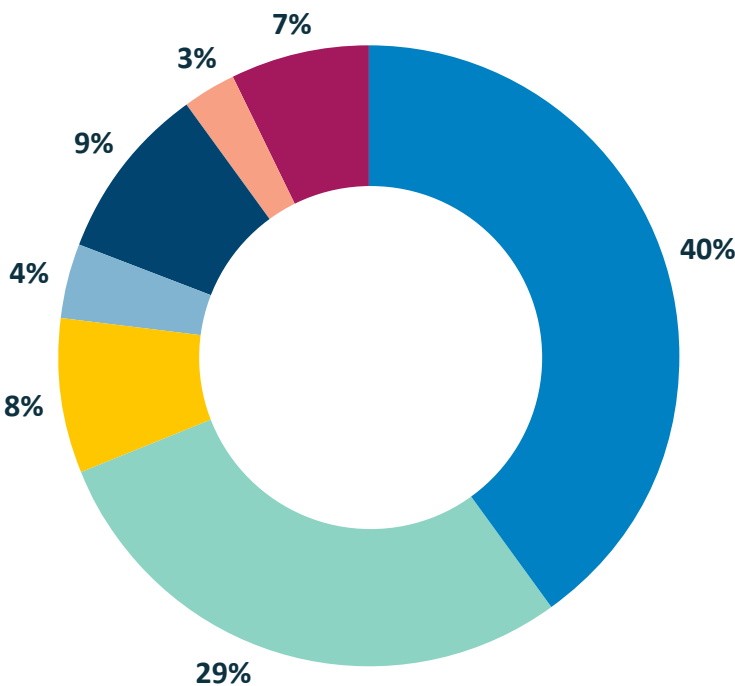
Council invested \$54.4M to renew/upgrade its assets including expanding its Affordable Housing portfolio through a unit block building acquisition. These investments are funded from the 2024-25 operating surplus and Reserves fund.

Income Statement

Council’s total income increased by 6.9% (\$11.9M) compared to the previous year, reporting a total of \$184.2M. The increase is primarily attributable to the rates peg increase and an increase in income from services provision.

The following figure shows the 2024-25 income sources.

Income from continuing operations (\$ ‘000)



REVENUE SOURCES	AMOUNT \$'000	%
Rates and annual charges	73,603	40
User charges and fees	53,322	29
Other revenues	15,164	8
Grants and contributions provided for operating purposes	7,498	4
Grants and contributions provided for capital purposes	16,122	9
Interest and investment income	5,942	3
Other income	12,554	7

Expenses

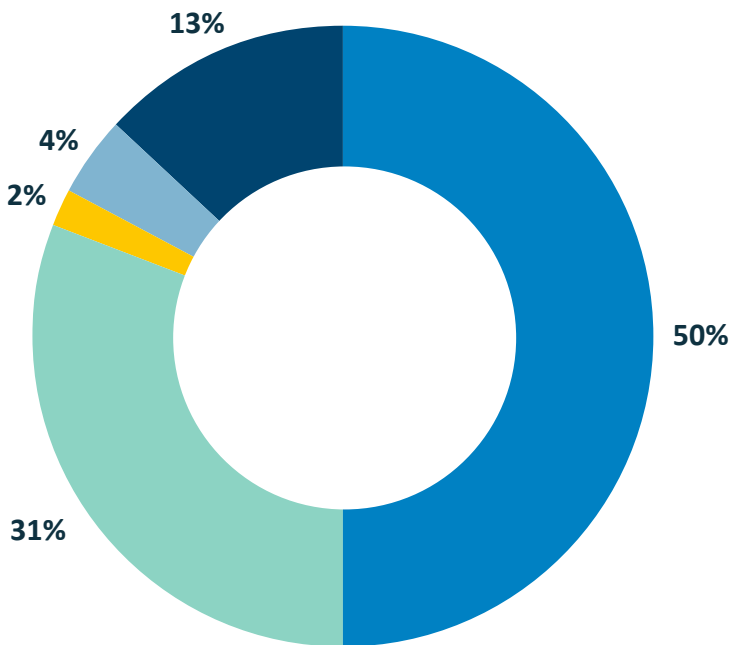
Council’s expenses from operations, including depreciation, amounted to \$172.9M. This represents an increase of 8.2% (\$13.2M) compared to the previous year, primarily driven by employee costs and infrastructure asset’s residual value write off due to assets renewal/upgrade works.

The following figure shows the 2024-25 expense allocations.

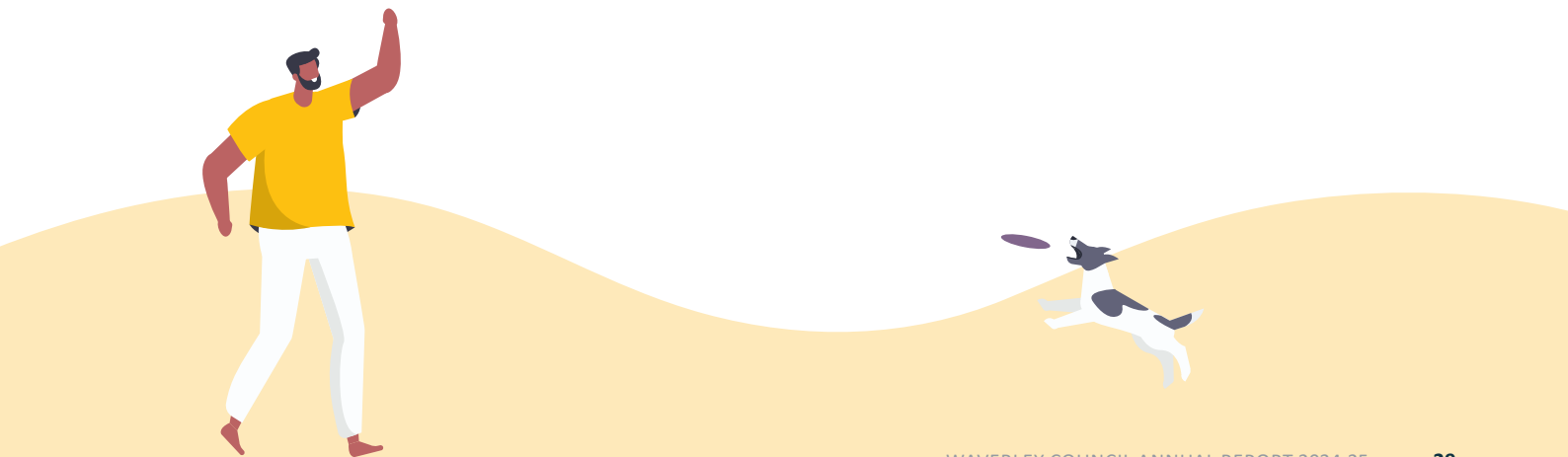
Council achieved an operating surplus of \$11.4M (2023-24: \$12.6M). When excluding capital grants and contributions, it reported an operating deficit of \$4.8M for the 2024-25 financial year compared with a deficit of \$3.9M for the 2023-24 financial year.

The figures below display the financial and infrastructure assets performance measures and how they compare with the local government benchmark.

Expenses from continuing operations (\$ ‘000)



EXPENSES	AMOUNT \$'000	%
Employee costs	86,877	50
Materials and services	53,010	31
Borrowing costs	71	0
Other expenses	3,658	2
Net loss from the disposal of assets	6,795	4
Depreciation	22,441	13

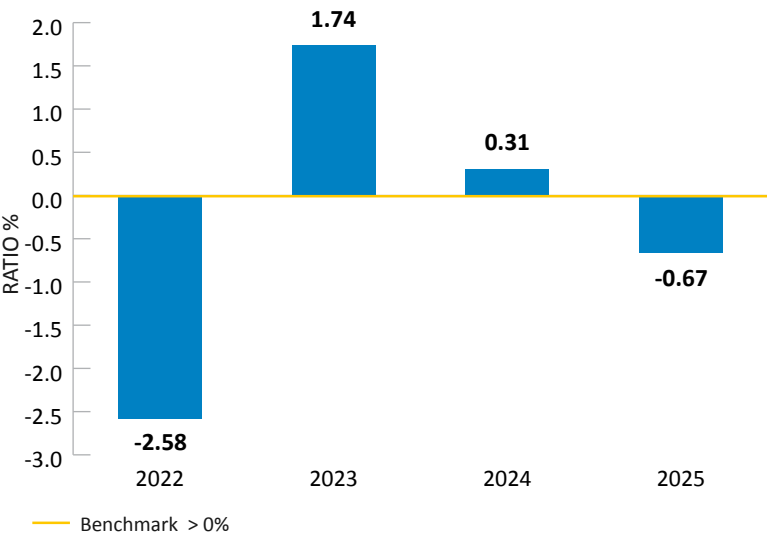


Financial Performance Indicators

Operating performance ratio

This ratio measures Council’s achievement in containing operating expenditure within operating revenue.

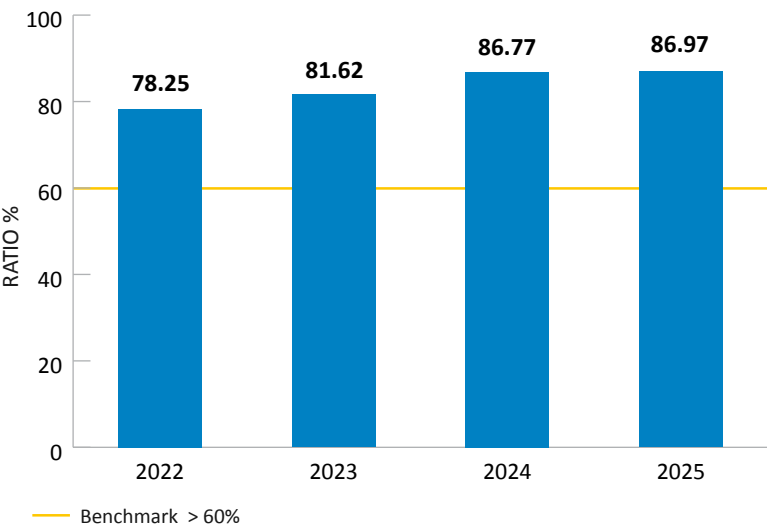
In 2024–25, Council’s operating performance ratio of -0.67% compares unfavourably with the industry benchmark of 0.00%.



Own source operating revenue ratio

This ratio measures fiscal flexibility. It is the degree of reliance on external funding sources such as operating grants and contributions.

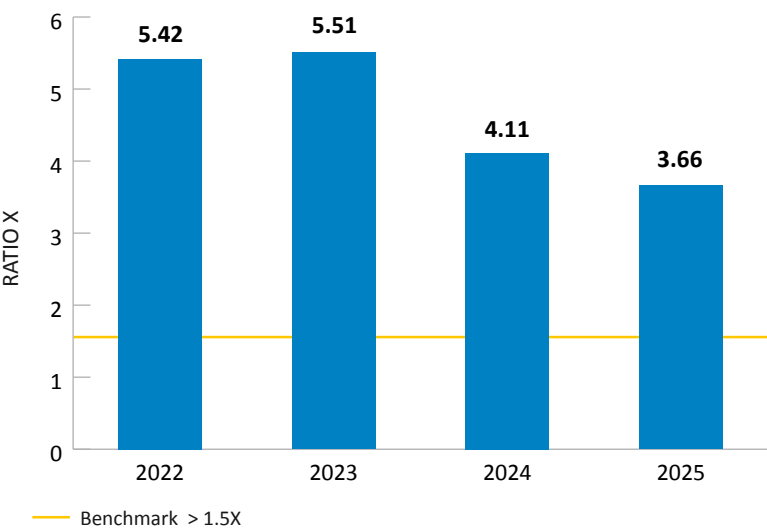
The ratio compares well with the industry benchmark of greater than 60.00%, it shows Council is less reliant on external funding sources to carry out its services and activities.



Unrestricted current ratio

This ratio assess the adequacy of working capital and its ability to satisfy obligations in the short term for the unrestricted activities of Council.

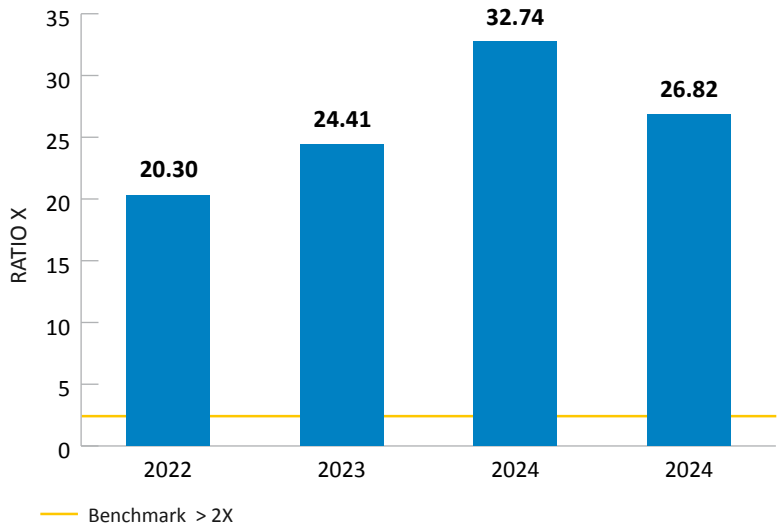
Council’s liquidity remains strong with sufficient liquid assets on hand to meeting short term obligations as they fall due. It compares well with industry benchmark of 1.50x.



Debt Service Cover Ratio

This ratio measures the availability of operating cash to service debt including interest, principal, and lease payments.

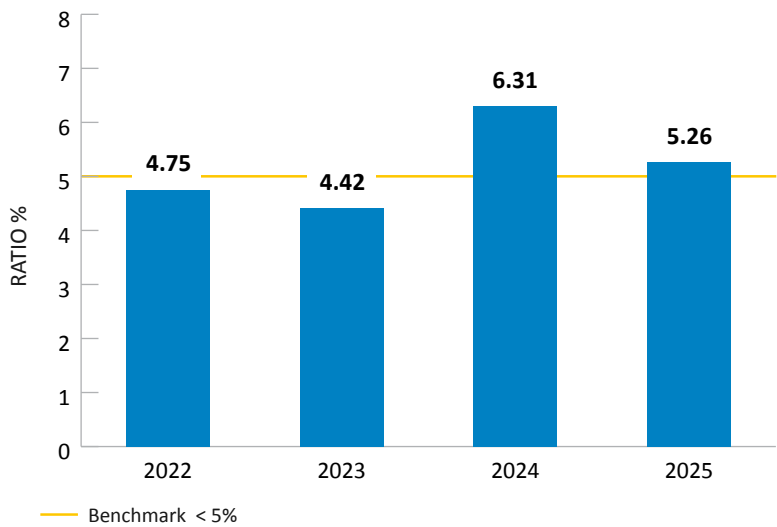
This ratio shows that Council has strong capacity to repay additional debt and provides a favourable comparison with the industry benchmark of greater than 2.00x.



Rates and annual charges outstanding percentage

This ratio assesses the impact of uncollected rates and annual charges on Council’s liquidity and the adequacy of recovery efforts.

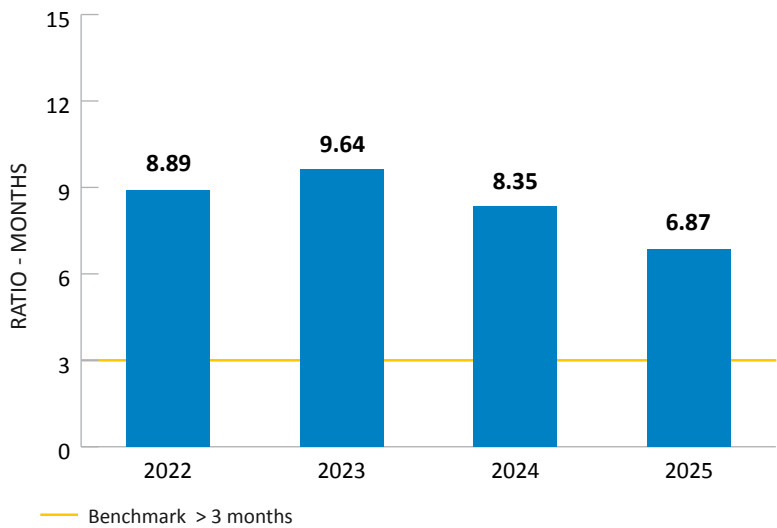
This ratio has improved from the previous year by 16.64% to 5.26%. It is unfavourable when compared to the industry benchmark of 5.00%



Cash Expense Cover Ratio

This liquidity ratio indicates the number of months a Council can continue paying for its immediate expenses without additional cash inflow.

This ratio compares favourably with the industry benchmark of greater than three months.

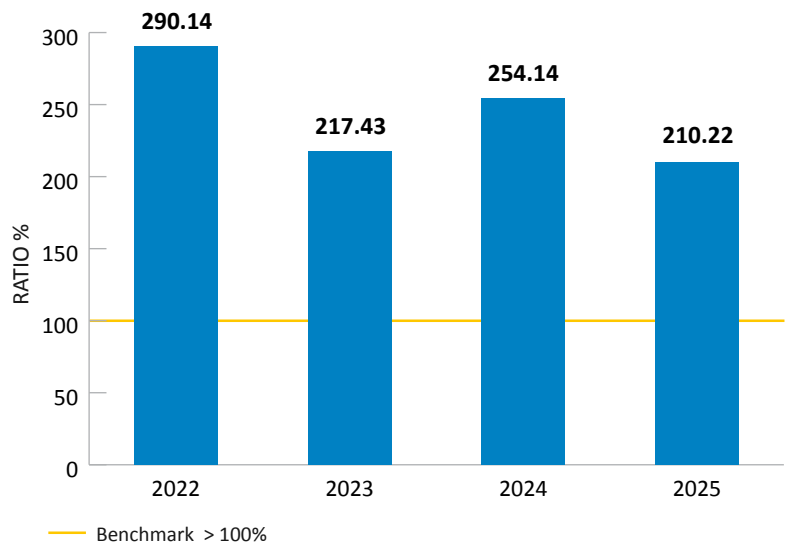


Infrastructure Asset Performance Indicators

Buildings and Infrastructure Renewals Ratio

This ratio assesses the rate at which assets are being renewed relative to the rate at which they are depreciating.

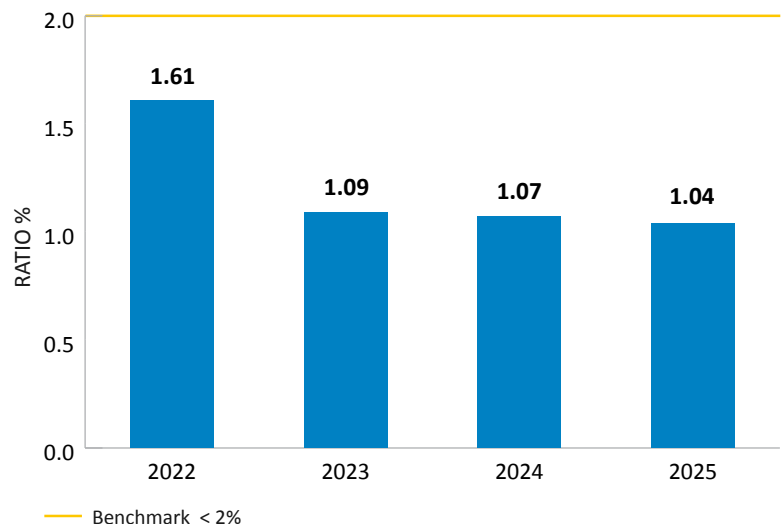
Council's infrastructure assets upgrades and renewals are carried out as per its Strategic Asset Management Plan (SAMP) to ensure the assets are kept to the agreed community satisfaction level.



Infrastructure backlog ratio

This ratio shows what proportion the backlog is against the total value of a Council's infrastructure.

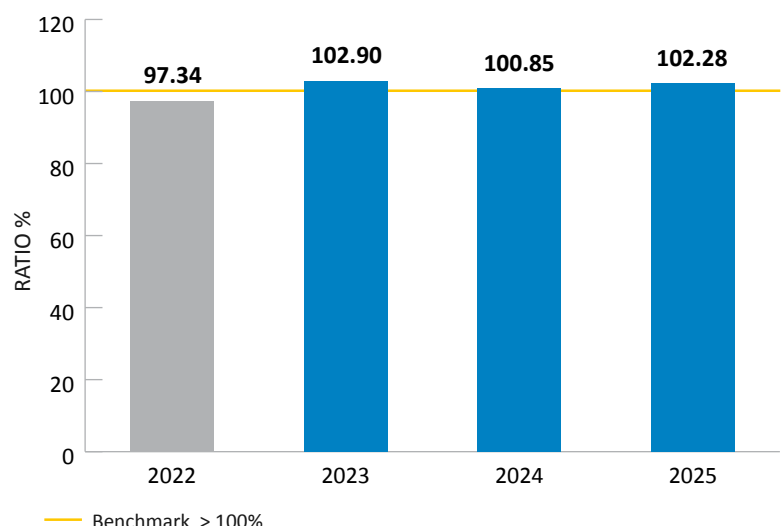
This ratio shows that Council has a small proportion of infrastructure backlog, and it compares favourably with the industry benchmark of less than 2%.



Asset Maintenance Ratio

This ratio compares actual vs. required annual asset maintenance. A ratio above 1.0 indicates Council is investing enough funds to stop the infrastructure backlog growing.

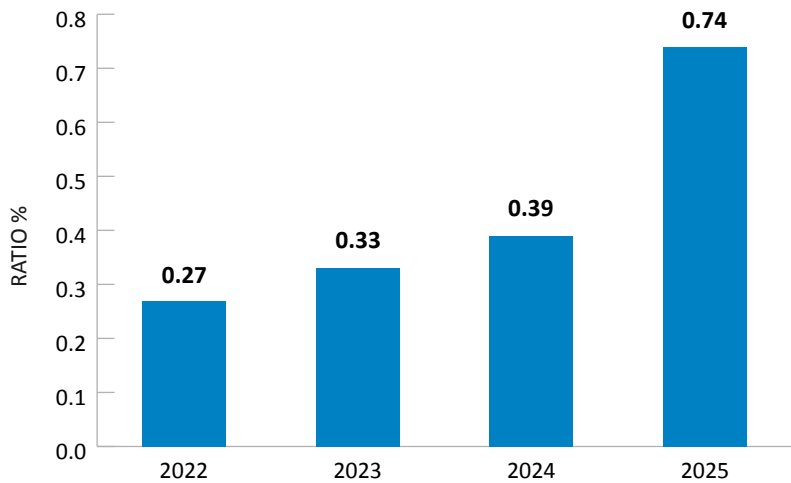
This ratio compares well with the industry benchmark of 100%. It indicates Council's spending on asset maintenance is sufficient to stop the infrastructure backlog from growing.



Cost to bring assets to agreed service level

This ratio provides a snapshot of the proportion of outstanding renewal works compared to the total value of assets under Council’s care and stewardship.

This ratio shows that Council has a reasonable proportion of outstanding infrastructure upgrade/renewal works to bring assets at agreed service levels, as compared to the total value of its assets



Balance Sheet

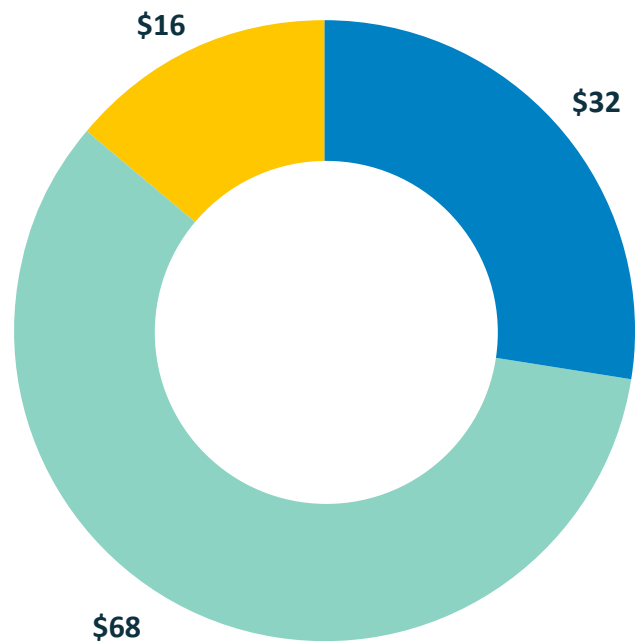
Council’s net assets increased by \$90.1M to \$1.6B compared to the previous year’s \$1.5B. The increase is attributed to the investment in infrastructure assets renewal and upgrade, plant and office equipment (\$54.4M) and asset market value increase (\$78.7M) through a revaluation process in the 2024-25 financial year. The revaluation process is a requirement under the Local Government Reporting Guidelines and Accounting Standards.

Cash, Cash Equivalents and Investments

Cash, Cash Equivalents and Investments totalled \$116.5M as of 30 June 2025, a reduction of \$5.6M from the 2023-24 closing balance of \$122.1M, predominantly as a result of the investment to renew/upgrade Council’s infrastructure assets, including an acquisition of a unit block building for the Affordable Housing program.

The following chart illustrates the allocated cash and cash investments as of 30 June 2025.

Cash and cash investments (\$m)



EXPENSES	AMOUNT \$M
Externally restricted	32
Internally restricted	68
Unrestricted	16

Financial Result and Outlook

The decline in operating result (due to expenses growing faster than income) and the requirement for infrastructure assets renewal/upgrade reflects Council's broader challenges.

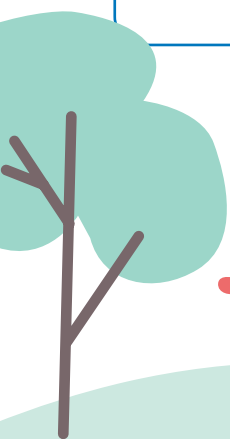
Council is in a finely balanced financial position and is actively addressing cost control and targeted revenue strategies to ensure its financial sustainability for the provision of current and future services, infrastructure asset maintenance, renewal/upgrade to meet the community's needs over the short, medium and long term.



Awards Received

Council received multiple awards in recognition of environmental excellence, and infrastructure. The awards included:

TYPE	CATEGORY	PROJECT/LOCATION
Australian Institute of Architects	NSW Architecture Awards – Award for Interior Architecture	Boot Factory and Mill Hill Centre Precinct
Australian Institute of Architects	NSW Architecture Awards – The Milo Dunphy Award for Sustainable Architecture	Boot Factory and Mill Hill Centre Precinct
Australian Institute of Architects	Sustainability Commendation for the Boot Factory- Australian Interior Design Awards	Boot Factory
Australian Institute of Architects	Sustainability Commendation for the Mill Hill Centre- Australian Interior Design Awards	Mill Hill Centre
Local Government Professionals Australia, NSW Excellence Awards	Community Partnerships Population under 150,000	The Waverley Repair Cafe
Local Government Professionals Australia, NSW Excellence Awards	Environmental Leadership Highly Commended	Bondi Junction Circular Economy Roadmap
Local Government Week Awards	RH Dougherty, Excellence in Communications	Summer Safety Campaign
Planning Institute of Australia	Improving Planning Processes	New Flood Planning Development Control Plan
LG Professionals Australia	Finalist- NSW Excellence Awards	Death Café/ Death Literacy program



Grants and Donations Awarded

In 2024-25 Council awarded a range of community and small grants and donations amounting to \$514,564

GRANT/DONATION AWARDED	AMOUNT (\$)
Total Grants / Donations	
Community Grants*	313,364
Waverley Action for Youth Services Inc.	92,141
Wayside Chapel (Norman Andrew's House)	51,600
Bondi Beach Cottage Inc.	20,640
Australian Kiteflyers Society	20,640
Randwick Waverley Community Transport	20,305
Bondi Toy Library	21,280
The Junction Neighbourhood Centre	20,216
Eastern Area Tenants Service (EATS)	20,206
Wairoa School	20,216
Waverley Randwick Philharmonic Society	5,320
Waverley Bondi Beach Band Inc.	5,320
Waverley Historical Society	5,160
City East Community College	5,160
North Bondi Playgroup	5,160
* Community Grants are provided to enable the delivery of services that support the needs of children, women, and families; young people and their families; tenants and people who are homeless; people with disability and older people; neighbourhood centres and outreach services.	
Surf Club Grants	85,120
Tamarama Beach Surf Club	21,280
North Bondi Surf Club	21,280
Bondi Beach Surf Clubs	21,280
Bronte Beach Surf Club	21,280

Small grants support a range of projects including community projects, cultural projects, and environmental projects.

RECIPIENT	PURPOSE	AMOUNT (\$)
Total Small Grants		116,080
Arts		
Head On Foundation	Head On Portrait Awards 2025	5,000
Luis Zecena	Winds of Sumpango at Bondi	5,000
Daniel Wilkinson	Hot and Delicious Short Films	4,500
Eliane Morel	The Australian Crawl – A Musical	4,500
The Prankqueans Inc	Bondi Bloomfest	4,500
Community		
Bondi Skate Riders Club	Bondi Bowl Bash	5,000
Dover Heights Shule Inc	Chanuka in the Park	5,000
Frank Dasent	Wayside Music Program	5,000
Sebastien Fava Verde	Bondi Beats 2025	5,000
Gabriel Pallo/ Vaucluse Diamond Bay Precinct	Vaucluse Diamond Bay Community Fair	5,000
Community Health Support	AED Initiative – Public Defibrillators	4,980
B’Nai B’rith Courage to Care NSW Inc	Courage to Care	4,500
Cait Scullin	Tasty Trails	4,500
Dance for Parkinsons	Motion and Music for Wellbeing	4,500
Junction Neighbourhood Center	Return to the Waverley Community Hub	4,500
Kids Giving Back	Breakfast for All	3,300
Centre 360 Youth and Family	Young Minds for the Future	3,200
Huseyin Baris Atayman	Fathers of Bondi Gen 2024	2,500
Inala	Inclusive Arts	2,500
COA Sydney	Art room Sink	2,400
South Eastern Sydney Local Health District	Ageing with Confidence Forum	1,200
Marion Burgess	Waverley Park Shared Garden	500
Creative		
Sculpture by the Sea	Sculpture by the Sea 2024	20,000
Waverley Public School P&C Association	Street Appeal Project	5,000
Environment		
Dive Centre Bondi	Dive Against Debris	4,000

Grants Received

In 2024–25, Council received a range of grant funding including:

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
Office of the Local Government	Financial Assistance Grants	1,243,209
Transport for NSW	Active Travel to School- Road Safety and Traffic Calming	851,710
Transport for NSW	Get NSW Active- Curlewis Street streetscape upgrade	495,557
Transport for NSW	Active Travel to School- Traffic Control Devices	390,414
Office of the Local Government	Financial Assistance Grants	372,573
Department of Infrastructure, Transport, Regional Development, Communications, Sports and the Arts	Road to Recovery Grant	361,163
NSW Department of Education	Salary Grant – Early Education Centre	225,826
Transport for NSW	Traffic Route Lighting Subsidy Scheme	204,000
State Library of NSW	Library per Capital Grant	203,530
Transport for NSW	Sydney Traffic & Safety Programs- 40km/hr speed zone review- signage	187,106
Australian Government Department of Health, Disability and Ageing	Program Grant – Seniors	184,422
State Library of NSW	Library Infrastructure Grant- Waverley Library Refurbishment	179,011
Transport for NSW	Regional Road Block Grant – Regional Road Management	175,000
Department of Education, Australian Government	Education Grant – Early Education Centre	140,978
Department of Climate Change, Energy, the Environment and Water	Open Streets Program – Gould Street Party	135,345
NSW Department of Communities and Justice	Community Building Partnership Program- Scott Street Reserve	120,000
Transport for NSW	Road Safety Program (Federal & State Stimulus Project)- York Road Slip Lane	108,190
Transport for NSW	Block Grant Traffic – Traffic Management	102,000
Transport for NSW	Walking Strategy- Get NSW Active Program	98,950
Department of Finance	Essential Service Levy Grant	90,000

Grants Received continued

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
NSW Department of Planning	Local Roads and Community Infrastructure Grant Phase 2- Old SH Pedestrian Crossing Upgrades	87,167
NSW Premier's Department	Local Small Commitments Allocation – Vaucluse; Install, operate and maintain Electric Vehicle (EV) charging stations	87,127
Office of Sport	Surf Club Facility Program- Bronte Surf Club & Community Facilities and Bondi Bathers Surf Life Saving Club	86,306
Transport for NSW	Permit Plug and Play Pilot Program	84,221
NSW Premier's Department	Local Small Commitments Allocation – Coogee; Install, operate and maintain Electric Vehicle (EV) charging stations	82,422
Transport for NSW	Bicycle Strategy- Get NSW Active Waverley Cycling Strategy and Action Plan	77,556
NSW Environment Protection Authority (EPA)	Local Government Waste Solutions Fund - Pathway to a Circular Bondi Junction Precinct	72,930
Transport for NSW	Local Government Road Safety Program - Bicycle Safety/Safe Systems/Pedestrian Safety	72,811
Transport for NSW	Flood Study Risk Grant	72,051
Department of Climate Change, Energy, the Environment and Water of Australia	Coastal Management Program Stage 2 studies	65,000
NSW Premier's Department	Drive Electric NSW EV Kerbside Charging	62,937
Library Council of NSW	Local Priority Grant	57,625
NSW Premier's Department	NSW Social Cohesion Grants- Culture Waves Project	56,786
NSW Premier's Department	Local Small Commitments Allocation Grants Program- Sir Thomas Mitchell	48,000
Transport for NSW	Bus Route Subsidy- Maintain Public Roads Used by Bus	44,866
NSW Department of Education	The Elsa Dixon Aboriginal Employment Grant (NSW Social Cohesion Grants Local Government Round 3)	41,675
Department of Climate Change, Energy and the Environment and Water	Drive electric NSW EV fleets incentive	41,466
Museum and Galleries of NSW	Dobell Exhibition Grant	40,000
Transport for NSW	Get NSW Active- Adelaide and Grafton Street Shared Path	38,950
NSW Environmental Protection Authority EPA	Illegal Dumping Pre Program- Waste's Illegal Dumping project	37,328

Grants Received continued

GRANT PROVIDER	PURPOSE	AMOUNT (\$)
Australian Government Department of Health, Disability and Ageing	Program Grant- Sector Support and Development	30,092
Department of Planning, Housing and Infrastructure	Places to Roam Community Gardening Grant	23,000
Australian Indigenous Australians Agency	Ruby Hunter Grant- Aboriginal Naidoc Performance	16,000
Creative Australia	Australian Cultural Fund	15,000
Office of Local Government	Education Grant – Salary Grant	13,094
NSW Department of Planning	Library Special Purpose Grant	12,500
Office of Sport	Surf Club Facility Program- Bondi Bathers SLSC	6,306
Department of Climate Change, Energy, the Environment and Water	Saving our Species Program	5,000
NSW Department of Communities and Justice	Program Grant- Youth Week	3,366
NSW Department of Planning	Strong Start Cadetship Program	1,116
Transport for NSW	Get NSW Active – Sydney Einfeld Drive Bike Parking	823
Department of Communities and Justice	Anzac Community Grants Program	750

Part 2

Delivery Program Achievements



Theme 1: People

**Our People theme
focuses on a cohesive
and connected
Waverley community**

Waverley aims to build a strong, socially connected and resilient community that can flourish no matter what challenges are faced. We will work in partnership with others to support quality of life and wellbeing, creating opportunities for people to come together, be safe and belong.

We value our diversity, fostering meaningful connections to Aboriginal and Torres Strait Islander people and culture and strengthening our approaches to inclusion and accessibility.

We will strive to improve affordable housing and equitable access to affordable community facilities, programs and services, along with opportunities for social development.

We will continue to provide a wealth of cultural programs for our community and visitors, conscious that our local area holds a unique place in the public imagination – an iconic part of Australian culture. We continue to recognise the importance of culture and the arts to social cohesion, lifelong learning, and innovation.



People: Key Highlights

Mark and Evette Moran Nib Literary Award

The Mark and Evette Moran Nib Literary Award celebrates the most compelling research-based literature published annually. It recognises nominated works that best fulfil the criteria of literary merit, quality research, readability and value to the community.

Council administers the Mark and Evette Moran Nib Literary Award with the generous support of principal sponsors Mark and Evette Moran, and the ongoing commitment of community partner Gertrude and Alice Bookshop and Café.

Melissa Lucashenko won the 2024 Mark and Evette Moran Nib Literary Award for her novel *Edenglassie* (UQP), along with the generous \$40,000 prize. The winning book was chosen from 175 nominations by a panel of esteemed judges.

Singer-songwriter Deborah Conway was awarded the \$4,000 Nib People's Choice Prize for her candid memoir, *Book of Life*. Both Lucashenko and Conway received the \$1,500 Alex Buzo Shortlist Prize, along with other finalists: *Reaching Through Time* by Shauna Bostock, *Donald Horne* by Ryan Cropp, *Wifedom* by Anna Funder, and *What the Tree See* by Dave Witty.



Nib Literary Award finalists



Artist Bronte Leighton-Dore with her winning work - *Silent Meeting, a blue sky, South Coast*

Waverley Art Prize

Bronte Leighton-Dore was announced as the winner of the 38th annual Waverley Art Prize for her painting *Silent Meeting, a blue sky, South Coast*.

The art prize is presented in partnership with the Waverley Woollahra Art School, the longest running artist-run initiative in Waverley.

Highly Commended mention also went to Christopher Zanko for *Midday Brick House*, a wood relief carving that captures the essence of a brightly illuminated day, where the sun's rays saturate the brick façades of a home, casting an almost ethereal aura of warmth.

The Mayor's Prize of \$2,000 went to Sophie Bray for her work *Alone with a thousand eyes* and Highly Commended went to Jasmine Mowbray for *Arcadia*. The Local Prize of \$1,500 went to Lisa Patroni for her work, *Geometry of Echoes*.

The Waverley Art Prize was established in 1986 and has a long history as a painting and drawing prize, with an illustrious alumni of previous winners. This year, 419 entries were received with 38 finalists.

A Community Conversation on End-of-Life

In August 2024, the Dying to Know event was held at the Margaret Whitlam Centre in Waverley. It was an opportunity for community members to hear from a specialist panel on end-of-life issues and to ask questions. Member of Parliament Allegra Spender opened the event, and the panellists were:

- Dr Linda Sheahan, Clinical Stream Director Palliative and End of Life Care for South East Area Health Service, and Clinical Ethics Consultant - and lead for the SESLHD Clinical Ethics Support Service
- Anita McBride, Community Development Specialist, Metropolitan Memorial Park
- Yvonne Coburn, National Champion, Palliative Care Australia
- Dr Patrick Bolton, Complex Care Physician and Medical Lead for Voluntary Assisted Dying, Southeastern Sydney, Local Health District.

Key points discussed included the importance of GP's role in planning end-of-life care, how to access

palliative care earlier, and how earlier information improves the palliative care journey as a whole.

Every month, Council staff run Death Cafés at the Mill Hill Centre. The first Death Café was held in 2025, with end-of-life doula and preparedness coach Kelly McDonnell and Angela Mizinska discussing what a death café is and why they are so important within our community.

Death Café events allow community members to come together to share their experiences with death and dying, discuss end-of-life planning openly, and ask questions they find it difficult to ask in everyday life.



Dying to Know event

Reconciliation Action Plan Implementation

The range of initiatives implemented include:

- NAIDOC week events were held in July 2024, including the Ruby Hunter tribute concert and NAIDOC in the Park in collaboration with Randwick Council and Centennial Parklands
- An Aboriginal Heritage Study has commenced, following a recommendation from the Reconciliation Action Plan Advisory Committee. The Gujaga Foundation is leading the study in collaboration with Elders, traditional custodians and leading academicians, including Dr Paul Irish. The study will provide a strategic approach for the conservation and management of Aboriginal cultural heritage within Waverley, including recommendations on how it can be effectively integrated into Council's current land use planning process and preparation of Plans of Management
- Two Aboriginal trainees continued their work with Council in Customer Service and the Open Spaces

team. One of these trainees was awarded as the Regional Winner of the 2025 Aboriginal and Torres Strait Islander Student of the Year for the Central and Northern Sydney Region. A further six trainees were employed early 2025, working in Community Programs, Arts and Culture, Library and Open Spaces.

- An art exhibition was held in Waverley Library with the work of Aboriginal students from Waverley College who worked with Council on a National Reconciliation Week art project
- Forty Council officers attended an Aboriginal Cultural Protocols training session with local traditional owners, to complement the Waverley Aboriginal Cultural Protocols document
- The third annual Dawn Reflection was held on 26 January 2025, to recognise the ongoing contribution and survival of Aboriginal and Torres Strait Islander peoples. The crowd respectfully experienced a Welcome to Country, smoking ceremony and cultural performances at Bondi Beach.

Volunteer Expo

The Waverley Volunteer Expo was held on 28 September 2024 at the Bondi Pavilion, attracting more than 25 stall holders from various volunteer groups across the community. This activity showcased the various volunteer opportunities available in the community, the benefits of volunteering, and provided an opportunity to connect with people and organisations.

Children, Youth and Family Services

Access to quality and affordable, high quality early education and care

Two hundred and twenty-one families participated in Council's Early Education Centres and Family Day Care community survey, with 72 per cent of families indicating their motivation for enrolment is reputation, while 97 per cent of families rated their overall experience 'excellent' or 'good'. Families described their experience with Council services as caring, community, quality, friendly and professional.

Targeted early intervention 0-5 years

Council's Family Support service continued to receive funding from the Department of Communities and Justice (DCJ). This year, the service received 400

requests for information, advice and referrals. Thirty-five parents participated in the 'Tuning into Kids' Program. One hundred and forty-five parents attended workshops, including Setting Boundaries, Navigating Sibling Relationships, Meltdowns & Tantrums and the Starting School Forum. Playgroup in the Park attracted 214 participants. The Family Support Newsletter has a circulation of 1,000 subscribers.



Local kids playing

Waverley Youth Summit

The summit was held on 15 November 2024 with 33 primary and secondary students from eight local schools to identify their priorities for the Waverley Community Strategic Plan and how Council could better connect with them. This information has contributed to the development of the Waverley Community Strategic Plan and is guiding the development of new youth-focused initiatives.



Youth Week Beach Bash

Youth Week

An organising committee of 14 young people co-designed the 'Bondi Beach Bash' 2025 event for the annual celebration of Youth Week at the Bondi Pavilion in April 2025. Four hundred young people attended this under-18's event, during which young and emerging bands, MCs and DJs showcased their

talent. Young people supported by WAYS Youth & Family ran a food stall, and headspace Bondi Junction and Waverley Library provided fun, interactive and social activities.

Eastern Sydney Youth Services Network (ESYSN)

The ESYSN met six times during the year, engaging with 32 service organisations. The network connected youth services providers with best practice resources, training, referral pathways and collaborative opportunities that assisted young people in accessing accommodation, disability supports, health and mental health services and early intervention programs that addressed the priority needs of young people identified in annual planning.

Transition to high school for vulnerable and at-risk students

The project delivered two forums in partnership with the NSW Department of Education and ESYSN member services. Eighty-five people, including school executives and learning support staff as well as youth and family services based across the Eastern Suburbs region, attended the Schools and Services Networking Forum held in May 2025. The project's impact in 2024 resulted in successful high school transitions for 95% of the participating Year 6 students across 30 primary schools. One hundred and twenty people attended the Online Transition Planning Forum in August 2024.

Parenting information

A seminar session providing information about adolescent development, strategies for effective communication and behaviour management, and further parent support pathways was delivered in partnership with WAYS Youth & Family in October 2024. The session was attended by 29 parents who indicated 93 per cent to 100 per cent satisfaction with having learned relevant information to assist their parenting of teenage children.

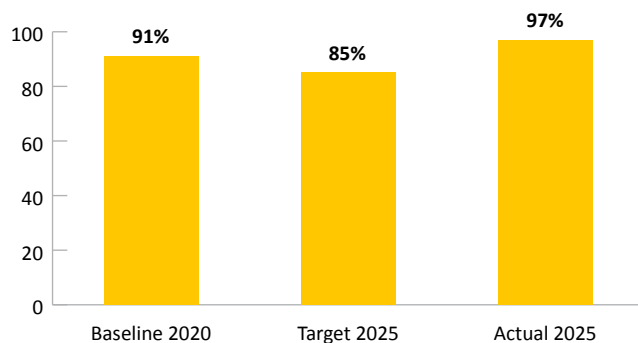
Arts and Culture Programs

Programs delivered included Bondi Festival 2024, Waverley Art Prize 2024, Festival of the Winds, Sydney Jewish Writers Festival, Carols by the Sea, magic-realist musical theatre piece The Birth and Death of Stars, Bondi WAVE program and concert, New Year's Eve at Dudley Page, Boot Factory Big Opening Bash weekend, The Whale in partnership with Sydney Festival, Rising Youth Makers Market at the Boot Factory, Global Table, Garry Starr, An Evening without Kate Bush (Mardi Gras Programming), music event

highlights with luminaries including Tim Freedman, Ben Lee, Odette, Grace Knight and Unknown Paths, NT Live theatrical cinema screenings, Youth Week Bondi Bash, Sunshine Singers, Poetica - A Night at the Chelsea Hotel, and an expanded Local Creative Collaborations program.

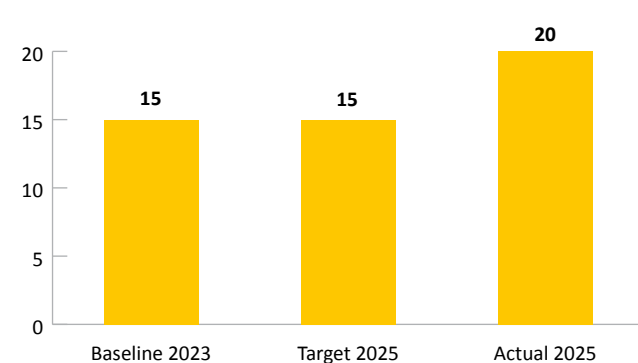
Council also delivered multiple author talks in the Talks and Ideas program, including powerhouse authors Rachel Coopes, Kate Granville, Zoe Foster Blake, Michael Klim, Gina Chick, Brooke Boney and Kumi Taguchi.

Positive community and stakeholder feedback for evaluated events



Of the total responses received for evaluated events, 97% were positive in 2025, a 6 percentage point increase from the baseline year and above the set target of 85%.

Number of new arts and events sector partnerships to facilitate growth for our cultural and creative sector



Council established 20 new partnerships in 2025 against the target and baseline of 15 partnerships.

Creative Library Programs

The Library organised 1,482 programs that engaged 29,230 community members. Highlights included John Zubrincki Author Talk as part of History Week, Elana Benjamin Author Talk, In Conversation with Indira Naidoo on Indian-Jewish Food, Understanding Arthritis talk by university professor Paul Bird, Dervla McTiernan author talk and the Elioth Gruner art lecture by Steven Miller. Technology programs included two lectures by university academics, classes in graphic design, filmmaking, AI driven art and design

using AI, website creation, avoiding fake news and the Library's 60th birthday celebration.

The Children's Library team continued to hold regular Story Times (including bilingual sessions in Mandarin, Russian and Turkish), Rhyme Times and school holiday activities, as well as introducing new children's 'Tech Tuesday' and 'Crafternoon' programs, and two very popular 'Pride Youth' pop-up activities during Higher Secondary Certificate (HSC) study times. Technology programming included one-on-one Tech Help sessions, virtual reality activities, and a tech seminar series focused on scam awareness, online dating and tech development. The Family History Digitisation Station remained popular, with new recording devices added to the service. Other Library sessions included collage making, Green Thumb, Bad Movie Club, HSC talks, and craft workshops (e.g., jewellery making). A large chess set was also made available to customers in the main foyer during the weekend and holidays.

In addition, the team introduced monthly activities at the new Boot Factory venue, including a collaboration with Road Safety was held in June 2025. Students from the Rose Bay Integrated Education Facility also visited weekly, and the team delivered several youth events including a popular stall at the Bondi Beach Bash.



Waverley Library

2025 Waverley Youth Art Prize

The Waverley Youth Art Prize provides a platform to celebrate and recognise the talents of emerging artists aged 9 to 18 who live, study or spend time in Waverley. This year marks 40 years of the Waverley Youth Art Prize, and to celebrate, young artists were asked to interpret the theme 'celebration time' in their artwork.

The judging panel included Luke Kennedy, who created the North Bondi mural above Wally Weekes pool and also won the Art Prize in 2003, and Archibald Prize winner Fiona Lowry, who is also a former Youth Art Prize winner.

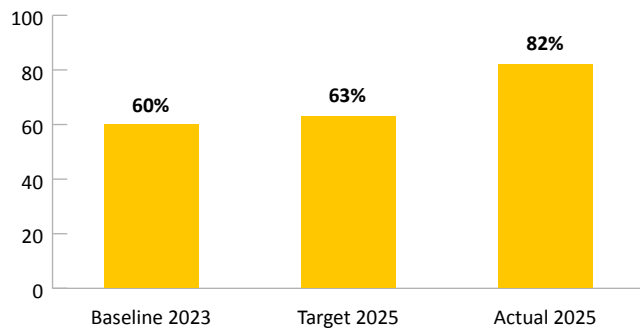


2025 Waverley Youth Art Prize

The full list of winners includes:

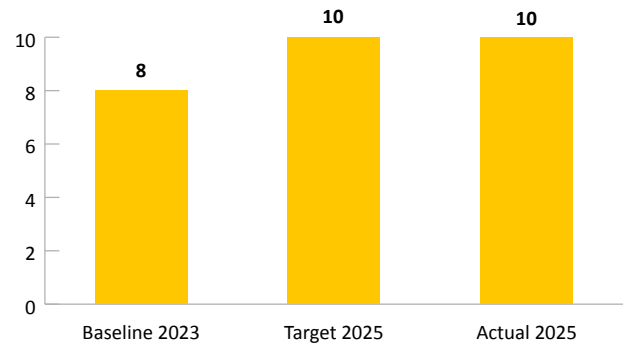
ARTIST NAME	ARTWORK TITLE	RESULT
Poppy Michael and Stella Michael	The Aftermath	Best Three-Dimensional Creation
Lior Kaunitz	Wombat	Best New Media Artwork
Emily Johanna Liyanage	A stroll between seasons	The Mayor's Prize Highly Commended
Wendy Wei	Australia's Brushstroke	The Mayor's Prize Winner
Lexi Smith	The Smallest Celebration	Best Interpretation of the Theme
Age category prizes		
Junior Category (9-12)		
Marlow Emmanuel Haskas	Freddy	1st prize
Lilee Corkill	Sunrise Over the Ocean	2nd prize
Clair Chen	Future House	3rd prize
Samuel Ren	It's Quiet Christmas Night	Highly commended
Intermediate Category (13-15)		
Lavender Chow	Off Duty Lifeguard	1st prize
Avery Chen	Grandparents' Golden Wedding Anniversary	2nd prize
Alex Ryan	Blue with Flowers	3rd prize
Celine Wang	Birthday Celebrations	Highly commended
Senior Category (16-18)		
Maggie Edwards	Corner of the QVB	1st prize
Charlotte Birbeck	Celebration of Sound	2nd prize
Angelina Wu	Awakening the Dragon	3rd prize
Sylvia Zhang	Gala of the Deep	Highly commended

Increased participation/attendance at arts and culture and events programs and activities



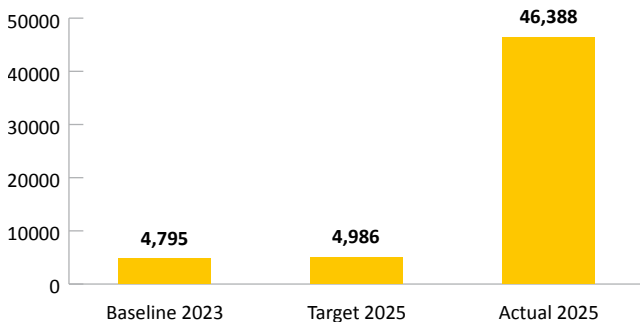
Participation/attendance at arts and culture and events programs and activities increased to 82% in 2025 as against the baseline of 60%.

Number of cultural grants supported by Council



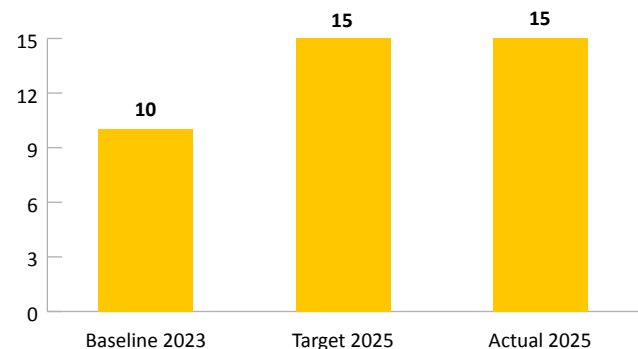
Council supported 10 cultural grants in 2025, against the baseline of 8 in 2023.

Increased reach for arts, culture and events communications



There are 46,388 news subscribers to arts, culture and events communication channels in 2025 as against the baseline of 4,795.

Number of engagements with/of local creatives and suppliers



In 2025, there were 15 engagements with/of local creatives and suppliers in line with the set target and above the baseline of 10.

Local Creative Collaborations Program

Fourteen applications were assessed for the Local Creative Collaborations Program, with six projects successful in being allocated program support (funding and venue access). The first project titled When the Entropy Hits was launched in June 2025 by local performer Harriet Gillies.

The program facilitates in-kind and cash support to artists and creative teams to develop work at Bondi Pavilion and present it to the local and artistic community in a meaningful and enriching way. This program places local artists at the forefront at Bondi Pavilion.

Social Cohesion Roundtable

In response to growing concerns about social cohesion and the rise in antisemitic attacks, the Mayors of three major Sydney Councils (Waverley, Inner West and Liverpool) hosted a Mayoral Roundtable in February 2025 to bring together local government leaders on this important issue. Twenty-two mayors attended this roundtable and issued a joint statement committing to working together in the future. This roundtable demonstrated the critical role of local government in safeguarding the wellbeing and resilience of communities and strong leadership.

The roundtable was a platform for Mayors to collaborate on solutions to ensure everyone feels safe and secure. The focus will be on proactive measures to strengthen social cohesion, foster unity and address community concerns.



Mill Hill Welcome Back Soiree

Strategy to Combat Antisemitism

In March 2025, Council launched its Strategy to Combat Antisemitism – a first-of-its-kind initiative at the local government level to address and prevent antisemitism in the community.

This strategy provides a clear, structured approach to combating antisemitism by:

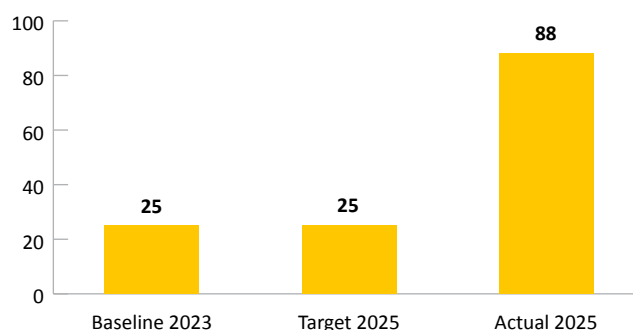
- Strengthening community resilience against hatred and extremism
- Enhancing public safety measures
- Promoting education and awareness initiatives
- Encouraging interfaith and intercultural dialogue
- Partnering with key stakeholders, including community groups, law enforcement, and government bodies.

Mill Hill 60+

The Waverley Community and Seniors Centre relocated back to the newly refurbished Mill Hill Centre, following three years of operation at the Waverley Library. To celebrate, a well-attended Welcome Back Soiree was held and a dance group performed at the opening day launch of the Boot Factory – Mill Hill reopening. The new Mill Hill 60+ program calendar has been expanded, providing a range of fitness, social and learning activities with more than 900

people attending each month.

Number of activities that promote community connection organised



88 activities that promote community connections were organised in 2025 as against the baseline year of 25.

Waverley Community Living Program

The Waverley Community Living Program (WCLP) collaborated with the Council for Intellectual Disability to deliver inclusive employment ambassador training to WCLP staff, promoting best practice to support other departments in Council. Staff supported a WCLP participant to volunteer at the Waverley Community and Seniors Centre every week, and a short term job opportunity was created with a former participant to help explore and progress inclusive employment options.

Culture Waves Program

The Culture Waves Program was an initiative funded by the NSW Department of Premier and Cabinet, through the NSW Social Cohesion Grants for Local Government program.

Over Terms 1 and 2, 23 high school students aged 14-18 from across Waverley came together to take part in this youth leadership program exploring cultural identity, inclusion, and community connection through storytelling and event design.

Participants engaged in conversations and activities on various intercultural topics through seven group workshops and four individual mentoring sessions with volunteer mentors to develop new skills and create Culture Fest. Culture Fest was a youth-led celebration of the diverse cultures shaping our community.

Ten mentors were recruited for the program, who provided support around sharing stories, finding strength, building support networks and creating positive change.

Waverley Community Awards 2025

The Waverley Community Awards recognise the people and groups in our community who are passionate about making a difference and dedicated to making Waverley a special place to live. Held every two years, these awards connect our community by celebrating a shared spirit of generosity and a desire to help others.

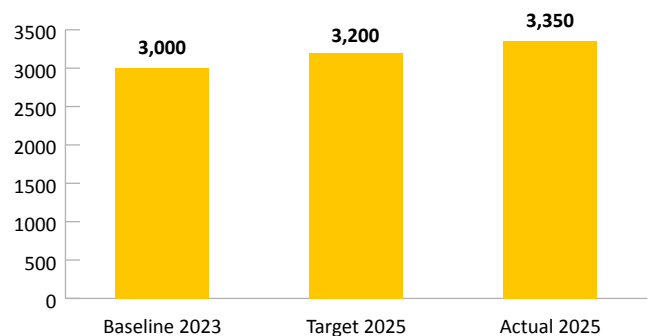
In 2025, the awards were held at the Bondi Pavilion on May 22nd. The recipients included:

RECIPIENT	AWARD
Chiara Di Giorgio	Second Nature Award
David Gellert	Youth Award
Trent Knox	Community Life Award
Bronte Gully Bushcare Group	Working Together Award
Tamera Lang	Strengthening Community Award
Lifeline Bondi Volunteer Telephone Crisis Support Team	Working Together Commendation
Carrie Furneaux	Strengthening Community Commendation

Bondi Pavilion Utilisation

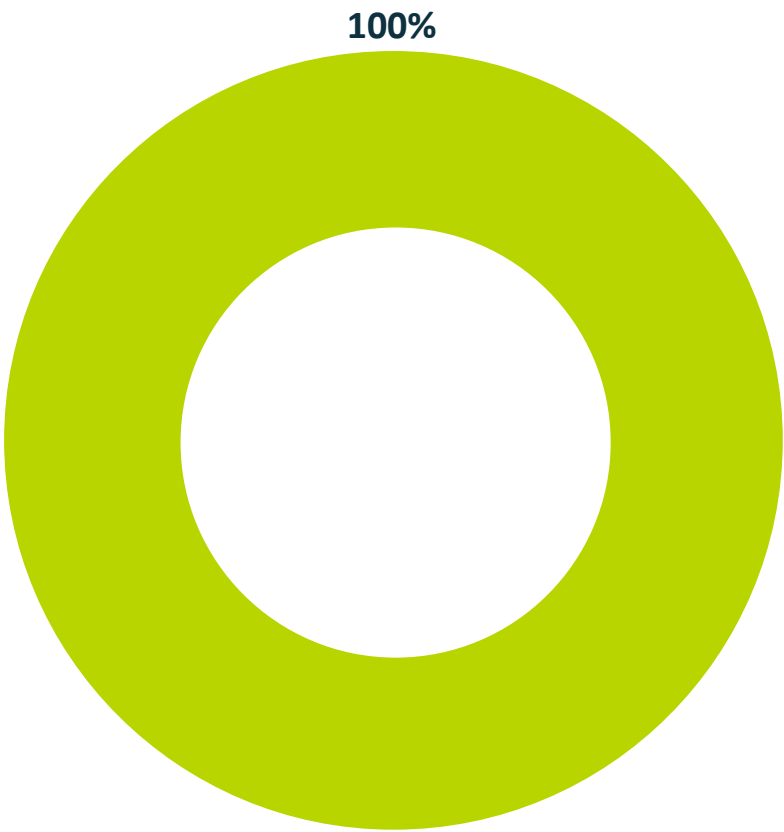
Awareness and utilisation of the Pavilion remained high with more than 10,000 venue hire enquiries resulting in 3,350 booked sessions over the 12-month period. In addition to Council-run programs, activities included regular community hirers, large scale annual events and a range of casual hirers utilising the venue for health and fitness sessions, private functions, meetings, conferences, theatre and music performances, talks, workshops, corporate events and festivals. Implementation of the new venue booking platform Bookable was completed with hirers now able to view, book and pay for venue hire online, significantly improving the customer experience for booking hireable spaces.

Bondi Pavilion bookings (all users)



Bondi Pavilion bookings increased to 3,350 in 2025, a 3.5% increase in bookings since 2023.

People: Progress Summary



Completed	100%
In Progress	—
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed – impacted by unforeseen conditions	—

Of the 39 actions in the People theme of the Operational Plan 2024–25, 100% (39) were completed.



Theme 2: Place

Our Place theme focuses on the natural and built environment

We facilitate architectural design excellence in building infrastructure, functional public spaces and walkable streets in Waverley. With the highest population density in Australia, community-led, place-based planning and design is critical. Council aspires to be a frontrunner and advocate for balanced development in Waverley.

Our community has strong environmental values, and healthy, active lifestyles, and we are committed to reflecting this in Council strategies. Improving all modes of transport makes Waverley more accessible, safe, connected and sustainable. We are committed to enabling people to get around more easily on foot, by bicycle and public transport to reduce traffic congestion and parking pressures.

To ensure we are meeting community expectations, we are focusing on improving roads, footpaths, parks and playgrounds, and being better prepared for climate changes and potential flooding. We aspire to be at the forefront of sustainability to create resilient communities, sustainable buildings, healthy coasts and bushland, conserve energy and water resources. We recognise that any waste sent to landfill has long-term environmental impacts. We aim to progress Waverley to be a zero waste community.



Place: Key Highlights

Solar My Suburb

The Regional Environment Program of Waverley, Woollahra and Randwick Councils (3-Councils) has been running Solar My Suburb, an initiative to assist community organisations and clubs to transition to solar power, with support provided from start to finish.

Solar My Suburb helps the organisations by providing a free independent solar assessment, advice and guidance to access grants and funding opportunities, support to compare and select a quality system from a trusted installer and assistance to promote the organisations' success to inspire further updates in the community.

More than 40 organisations are participating in the Solar My Suburb program across the three councils with 21 successfully installing solar. Collectively, this represents 584kW installed. In Waverley, 14 organisations are part of the Solar My Suburb program, with six sites installing solar including: North Bondi Surf Life Saving Club, Nefesh Synagogue, Tamarama Surf Life Saving Club, St Mary's Childcare, Independent Community Living Australia, and Jubilee Church. These six sites in the Waverley LGA are collectively

saving approximately 532 tonnes of CO₂ and \$287,000 on electricity bills per year, allowing for greater reinvestment into the community.

FOGO Service Trial

The project plan for the FOGO trial was successfully implemented, with the delivery of a starter pack to all households in the trial. The project was uploaded to the Have Your Say section of Council website for community feedback, and Council officers delivered 12 engagement sessions across 13 streets that are part of the trial. Since the start of the trial, the Waverley community has diverted nearly 60 tonnes of FOGO from landfill. Other waste streams continue to be monitored.



FOGO - Food organics and garden organics



Curlew Street and Charing Cross precinct upgrades

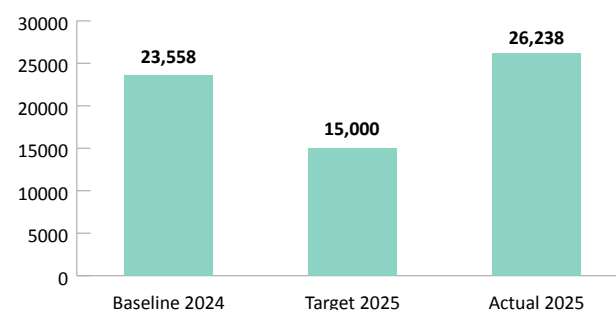
Recycling and Waste Collection

Council partnered with the City of Sydney and Woollahra Councils to deliver our scheduled recycling drop-off events for problem waste items. Problem waste recycling stations remain active within the Library and Customer Service Centre. Nearly 2.3 tonnes of e-waste have been collected since July 2024. More than 400 Waverley residents attended the August and November 2024 Recycle It Saturday events dropping off a range of items, including over 3,000 kg of e-waste.

Curlew Street and Charing Cross Precinct Upgrades

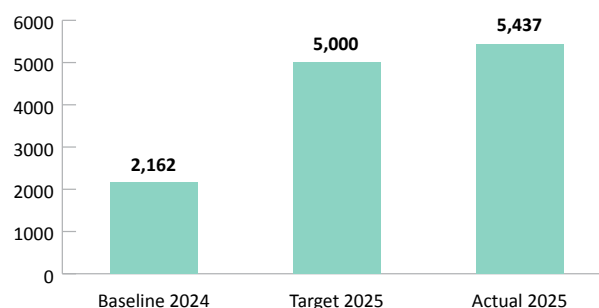
The upgrade of Curlew Street, between Campbell Parade and Glenayr Avenue, was completed. This section of the project delivered a net increase of 29 new street trees and approximately 750m² of new soft landscaping areas, 100m of new stormwater drainage network, new storage cells allowing infiltration to the soil underneath, a new permeable bike path, and a new raingarden area near Gould Street. The Charing Cross preliminary early works undergrounding with completion expected in 2025-26. The Charing Cross civil works commenced early 2025 with completion scheduled for 2025-26.

Road renewed/treated program (m²)



26,238 m² of road was renewed/treated in 2025 as against the set target of 15,000 m² and baseline of 23,558 m².

Footpath renewed (m²)



5,437 m² of footpath was renewed/treated in 2025 as against the set target of 5,000 m² and baseline of 2,162 m².



Council presentation on the EAP in the new Boot Factory

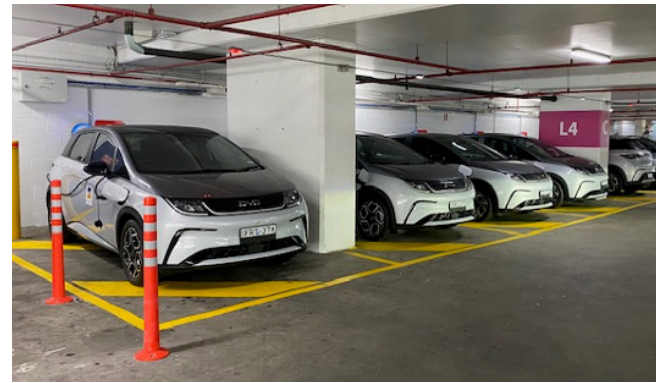
Council has significantly reduced our emissions over the last decade by reducing energy consumption and purchasing 100% renewable electricity. This is supported by the electricity grid having significant increases in renewable energy each year. The bulk of Council's emissions now are from our fleet, which is progressively transitioning to electric. In 2024-25, most of Council's operational passenger vehicles became electric with new EV chargers installed at the Library.

The EAP outlines a pathway for emissions reductions in the community, including increased use of renewable energy and active transport, electrification of transport, and removal of gas appliances.

Environmental Action Plan - 2025– 2035

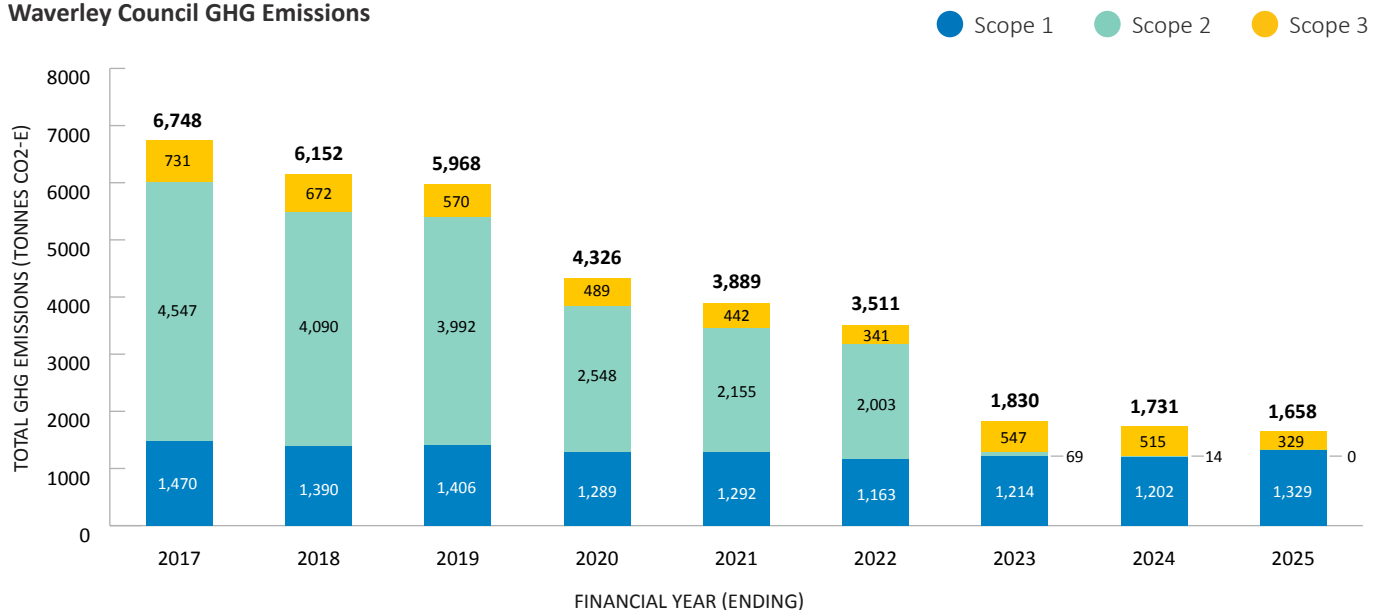
In June 2025, Council adopted the next iteration of the Waverley Environmental Action Plan (EAP). The Plan was developed following extensive community consultation. The Plan maintains Council's ambitious targets in the areas of greenhouse gas emissions, water, circular economy and urban ecology, not just for Council but for the entire community.

Key targets are the net zero emissions by 2030 for Council and by 2035 for the broader community.



Council's electric vehicle (EV) fleet in Bondi Junction

Waverley Council GHG Emissions



Scope 1 (in blue) represent emissions sources directly controlled by Council, such as fuel and gas for fleet and plant operations

Scope 2 (in green) represent emissions indirectly sourced through electricity generation.

Scope 3 (yellow) represents indirect emissions generated through Council authorised activities, but not owned or controlled Council, for example staff transport, and leased sites. Currently calculated as a factor of Scope 1 & 2 emissions.

Strategic Asset Management

Following the delivery of the Strategic Asset Management Plan (SAMP6) program, Council developed its seventh Strategic Asset Management Plan (SAMP7). The suite of documents outlines the objectives, strategy, and plans for managing its asset portfolio over the 11-year period from 2025 to 2036.

The strategic plans outline Council's resourcing requirements to deliver operations, maintenance, renewal, upgrades, expansion and disposals required for its assets to meet community and technical demands over the planned period.

Council adopted SAMP7 in June 2025, and the Plan incorporates key updates such as:

- The Asset Management Policy document establishes Council's Five Core Asset Management Objectives and decision-making principles
- The Asset Management Strategy establishes Council's approach to asset lifecycle management, the climate change scenario, asset hierarchy, asset information management, as well as the apportionment of capital and operational expenditure within the 11-year Plan
- The Asset Management Plans establish Council's current state and expenditure plan for each of the eight asset classes. Council's refreshed asset information, hierarchy, and data have been used to develop the degradation profiles for each asset class and to assess the impact of the current funding plan.

The SAMP7 program targets the delivery of the long term financial plan, the implementation of the asset management system, improving data accuracy for decision-making, and moving Council towards planned and preventive asset management approaches.

Syd Einfeld Drive Bike Parking

In August 2024, Council opened the Syd Einfeld Drive Bike Parking facility with secure storage for up to 51 bikes next to Bondi Junction Train Station and Bus Interchange.

The parking facility, located beneath the Syd Einfeld Drive overpass, is the first of its kind in Bondi Junction. It offers a new level of security, accessible only to cyclists using pre-registered Opal cards (for free). Bike riders can register their Opal cards for use on the Bike Shed page on the Opal website.

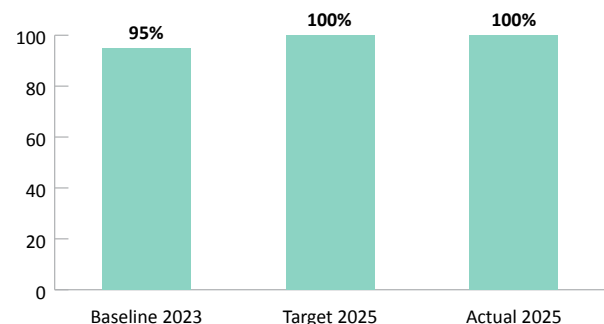
The \$277,000 for the project was funded by Transport for NSW's Active Transport Walking and Cycling Program.

Health and Safety

There were 492 food safety inspections completed during the reporting period. There were also 117 food related customer requests investigated, including 24 alleged foodborne illness cases. The Sushi Food Safety project was nominated for the NSW Food Authority Champion Awards and was presented at both the NSW Annual Food Conference and the National Environmental Health Conference.

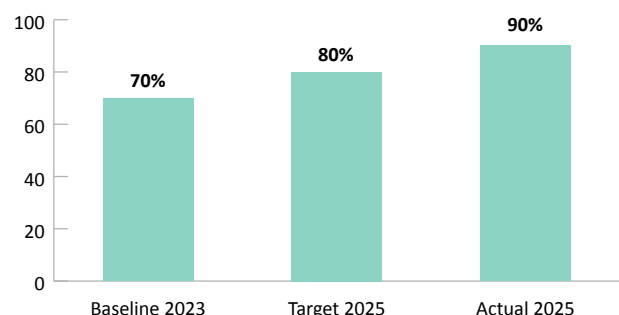
Other programs implemented include the Joint NSW Health swimming pool water quality monitoring program, implementation and completion of underground petrol storage systems and vapour recovery program, beauty and skin penetration inspection program and inspection of temporary food stalls operating at Bondi Beach markets, temporary fairs and events, i.e. Festival of the Winds.

Percentage of food premises inspections conducted as scheduled



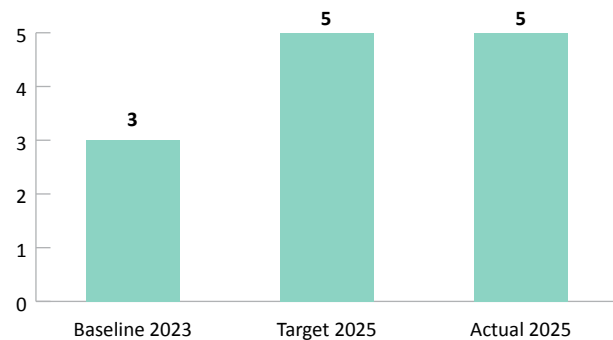
100% of food premises inspections were conducted as scheduled in 2025 in line with the set target.

Percentage of noise related complaints completed within 7 days



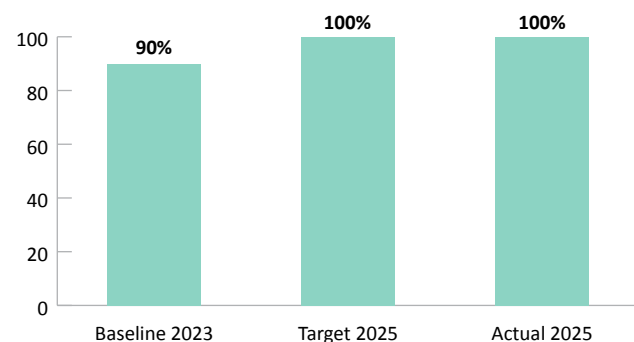
90% of noise related complaints were completed within 14 days above the set target of 80%.

Frequency of daily patrols in dog-on-leash areas



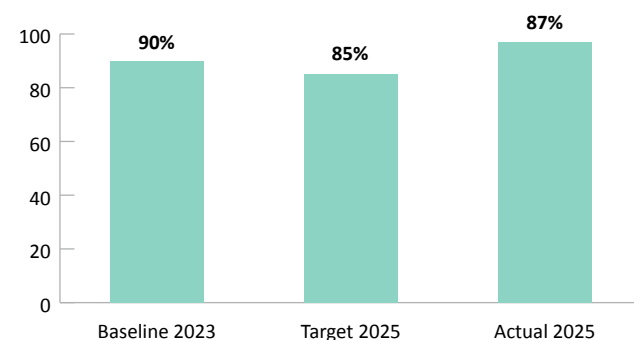
The frequency of daily patrols in dog-on-leash areas have increased to five times as against the baseline of three times.

Percentage of dog attacks reported within timeframes



100% of dog attacks are reported within timeframes.

Percentage of residential and commercial areas monitored twice weekly



97% of residential and commercial areas are monitored twice weekly as against the set target of 85% and baseline of 90%.

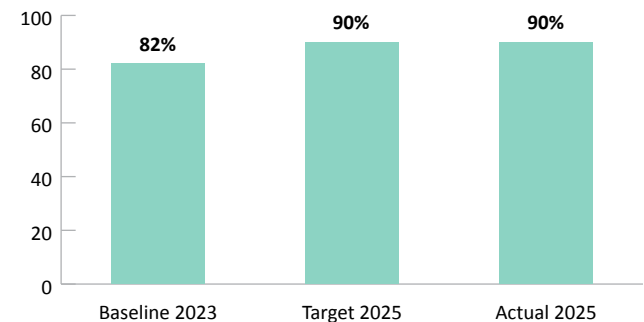
Building Certification

In the 2024-25, Council received 98 building certification applications (Building Information Certificates, Complying Development Certificates and Construction Certificates). Of these, 60 were approved, eight cancelled, 24 deferred, one refused, three withdrawn, and two are still under assessment.

Fire Safety

In 2024-25, Council's Fire Safety team received 126 referrals seeking technical expertise input. All requests have been completed.

Percentage of fire safety assessments submitted on time



90% of the safety assessments were submitted on time in line with the target and above the baseline of 82%.

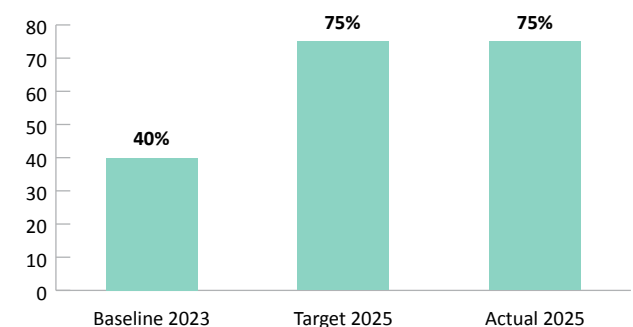
Illegal Building Complaints

In 2024-25, Council received a total of 780 complaints, relating to the following themes:

- Asbestos related sites: 7
- Condition of the existing building: 159
- Construction hours of operations: 108
- Dangerous work practices: 62
- Illegal work: 355
- Unauthorised use: 82
- Structurally unsafe buildings: 7

A total of 764 cases were finalised and the remaining 16 are under investigation.

Percentage of asbestos and sewage complaints completed within 14 days



75% of asbestos and sewage related complaints were completed within 14 days in line with the set target of 75%.



The Boot Factory, photo by: Peter Bennetts

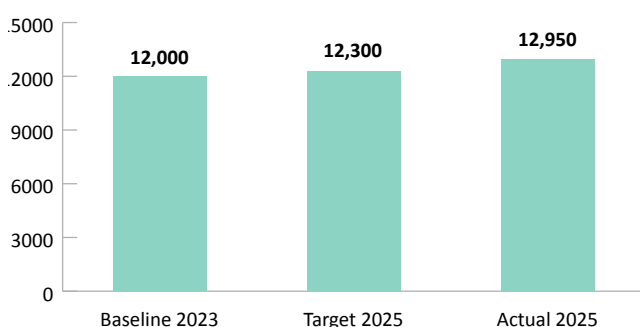
The Boot Factory and Mill Hill Centre Win Major Design And Sustainability Prizes

The Boot Factory and Mill Hill Centre on Spring Street in Bondi Junction were reopened in November 2024 as a vibrant community space, including a redesigned Normal Lee Place.

Archer Office, the architects chosen by Council to work on the restoration, and the project have recently been recognised with four awards/commendations, including the following for the transformative work on the Boot Factory and Mill Hill Centre:

- Award for Interior Architecture - NSW Architecture Awards
- The Milo Dunphy Award for Sustainable Architecture - NSW Architecture Awards
- Sustainability Commendation for the Boot Factory - Australian Interior Design Awards
- Sustainability Commendation for the Mill Hill Centre - Australian Interior Design Awards

Community Venues bookings (all users)



Community venue bookings increased to 12,950 in 2025 as against the set target of 12,300 and baseline of 12,000.

Affordable Housing Portfolio

In March 2025, Council acquired a six-unit apartment block at 49 Mitchell Street, Bondi Beach. This is a win for the community, gaining additional high-quality housing in an accessible location, funded from developer contributions through Council's affordable housing reserve. The property will add to Council's portfolio of 24 units let at affordable rents to Waverley households on low to moderate incomes.



49 Mitchell St, Bondi Beach

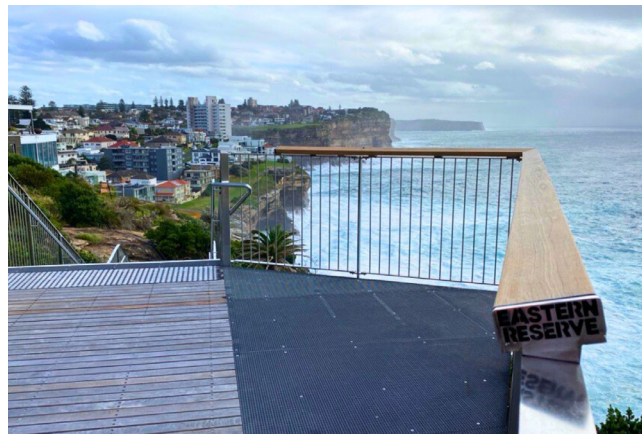
Recent Upgrades in Waverley

Upgrades to the coastal boardwalk at Dover Heights

The Dover Heights section of the Eastern Reserve clifftop boardwalk is complete. This project was co-funded by the NSW State Government and Waverley Council.

The boardwalks form part of a larger project to improve the safety and usability of the clifftop walking trail, ensuring the community's access to our clifftop parks with spectacular views is maintained for generations to come.

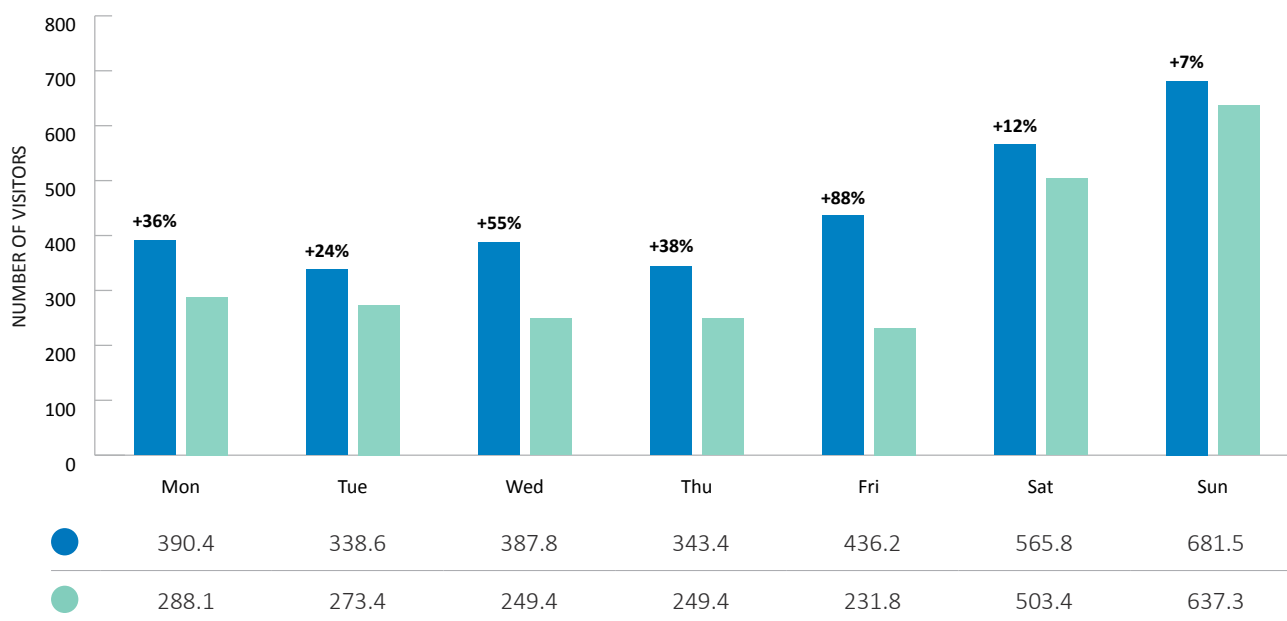
Upgrades included improved viewing platforms, stairs, balustrades and handrails, upgraded seating on viewing platforms, main entry upgrades, new fencing, stormwater upgrades and accessibility upgrades to viewing opportunities at key entrances.



Upgrades to the coastal boardwalk at Dover Heights

Diamond Bay Reserve Cliff Walk Visitation - Daily Averages

- After cliff walk upgrade: data collected 16/12/24–11/4/25
- Before cliff walk upgrade: data collected 30/7/20–2/12/20



Since its completion, the boardwalks saw a 48% average increase in visitation during the week and a 9.5% increase on weekends



Repairs on the coastal walk beneath Marks Park

Repairs are underway on the coastal walk beneath Marks Park

Following extreme coastal weather and natural erosion in April 2024, a cliff collapse occurred below Marks Park on the Bondi coastal walk, taking some of the walkway with it. Reconstruction work is underway and is expected to be completed in 2025, weather permitting. Work has progressed in two stages, the first being stabilisation of the cliff face, which is complete, and reconstruction of the footpath and safety balustrades, which is currently underway.



Scotts Street Reserve

Upgrade to Scott Street Reserve

Upgrade works at Scott Street Reserve Playspace were completed to improve the play experience at the playground in accordance with Council's Play Space Strategy. Works included the installation of new play equipment, softfall safety surfaces, new furniture, landscaping and new footpaths to improve accessibility.



Sir Thomas Mitchell Reserve Playground

Upgrade to Sir Thomas Mitchell Reserve Playground

Council commenced an upgrade to the playground at Sir Thomas Mitchell Reserve to improve the play experience at the playground in accordance with Council's Play Space Strategy. Works included installing of new play equipment, softfall safety surfaces, new furniture, landscaping and new footpaths and stair access to improve accessibility. The playground is expected to be open to the public in August 2025.



Bondi Beach Park Drive

Bondi Park Lighting and Electrical and Park Drive Upgrades

Council continued to upgrade the lighting and electrical infrastructure at Bondi Park. This year's program was aligned with the carparking and footpath upgrades in Parks Drive, coupling improved lighting with new footpaths, re-levelled carparking spaces and drainage improvements. The project included the installation of two new substations to help power all the park lighting, outdoor event spaces, electric vehicle charging station, pavilion, surf clubs, toilets, and other park building needs now and into the future. The new substations now supply enough power for Council to continue installing park lighting and additional electric vehicle charging stations next year.

Vibrant vision progresses:

Bondi Junction Master Plan

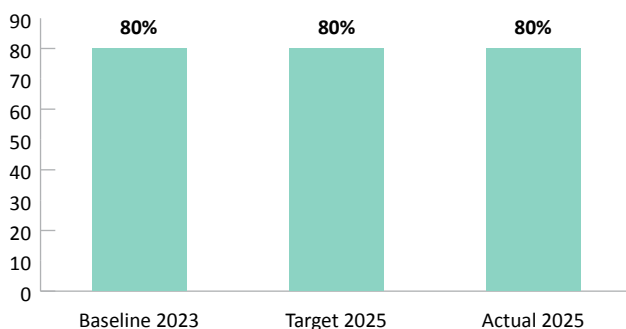
Council's reshaping of the Bondi Junction town centre has reached a new milestone with the appointment of the urban design and planning consultancy. The company will deliver the Bondi Junction Strategic Vision and Master Plan.

The project will shape the future of one of Sydney's most significant town centres, setting a clear long-term direction for land use, transport, public space, and community outcomes.

The project will be delivered in stages, beginning with a strong focus on community and industry consultation to better understand the current and future needs of residents, businesses and visitors. The Master Plan will ensure Bondi Junction continues to thrive as an energetic, accessible and resilient centre for decades to come.

Council will provide regular updates as the project progresses, with formal community consultation to commence later this year.

Percentage of applications that meet LEP and DCP are determined within 40 working days after notification



80% of applications that meet LEP and DCP were determined within 40 working days after notification.

Council Signs MoU with Share Bike Operator

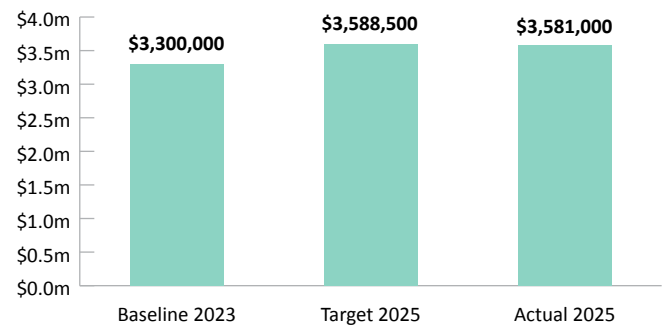
Council has signed Memorandums of Understanding (MoUs) with sharebike providers, Lime, Hellobike and Ailo agreeing to take clear action to better manage and regulate their share bikes, contribute to the provision of parking infrastructure and establish parameters on how and where bikes can be ridden and parked. Shared e-bikes ridden dangerously and dumped on footpaths have become a safety issue within the Waverley Local Government Area (LGA).

The agreement sets a maximum number of share bikes at any one point in time within Waverley LGA. The agreement provides for designated parking

locations and restricted parking zones. Parked e-bikes deemed to be obstructing public access must be relocated within three hours of being identified; otherwise Council may impound the e-bike and issue a fine to the operator.

The agreement commenced on 30 June 2025 for a period of 24 months, starting with a six-month trial period using designated areas on footpaths and potential on-street spaces. The sharebike providers will contribute towards the cost of the new infrastructure.

Revenue generated from Council's car parks



Revenue generated from Council's car parks increased to \$3,581,000 from the baseline year of \$3,300,000.

Electric Vehicle Charging

In November 2023, Waverley, Woollahra and Randwick Councils endorsed the 'Leading the Charge: Electric Vehicle Infrastructure Strategy', outlining the vision and infrastructure required to meet the growing number of EVs on our roads.

Over the past year, Waverley, Woollahra and Randwick Councils have helped expand the network from 75 charging spaces to more than 300, providing our community with more choice and convenience.

Different types of chargers have been installed in different locations, with slower (AC) chargers in residential areas and faster (DC) chargers at shopping centres, beaches and other high turnover areas.

In 2024-25, EV charging was made available in several new locations, including Barracluff Street, Francis Street, Marks Park, Waverley Oval and Bronte Beach.

These new chargers are required to help the large percentage of residents living in multi-unit dwellings (60 per cent) or renting (50 per cent), where home charging is less available. Public charging helps to bridge this gap, while also cutting emissions and creating quieter, healthier suburbs.



Regen Sydney with community members in the Boot Factory

The EV rollout is funded by the NSW Local Small Commitments Allocation Grants (LSCA), the NSW Government Kerbside Charging Grants, Council and private sector investment.

Second Nature Program

Council participated in the development and launch of a new Resilient Sydney strategy, working collaboratively to support thriving communities through place-based resilience.

Council also appointed our first Thinker in Residence, Regen Waverley, to foster the development of a cross-sector community of practice focused on co-creating a neighbourhood scale social and Ecological Resilience.

Through the Second Nature engagement program, 20 newsletters and more than 60 educational events were held, reaching 3,500 community members on Waverley's Environmental targets, topics and actions.

Improving Circularity in Bondi Junction and Beyond

Funded by the NSW Environmental Protection Authority, Council worked with leading local

businesses to develop a Circular Economy Roadmap for Bondi Junction, implementing nine pilot projects to embed circular economy practice through improved materials recovery and reuse. The project included an online directory and awareness campaign to guide consumers to businesses offering repair, reuse and recycling services, establishing a volunteer-led Repair Cafe and community, partnering with End Food Waste Australia to demonstrate cost savings for food businesses, and profiling sector based opportunities through business networking nights with Sustainable Salons and Too Good to Go.

Enhancing Climate Resilience

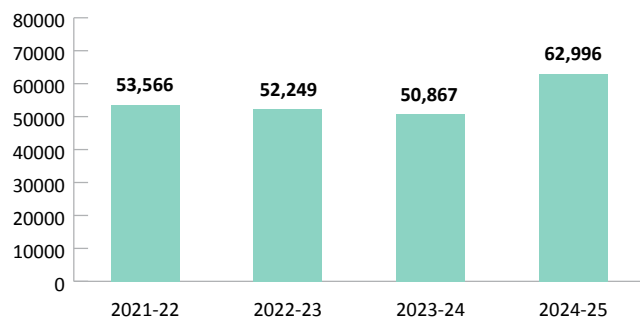
The Love our Coast campaign, which culminated in the Marine BioBlitz in March 2025, raised awareness of the impact of climate change on our marine biodiversity through expert talks, films and scientific collaborations. Projected climate impacts were included in the Environment Action Plan and the Strategic Asset Management Plan which Council adopted in June 2025. The impacts of climate change were presented to employees and the community through a systems thinking game. Council has also progressed the development of a Waverley Beaches

Coastal Management Program, commencing seawall condition assessments and geotechnical studies to determine the best way to mitigate risks associated with coastal inundation and erosion, sea level rise and other coastal hazards in the years to come.

Beach Quality Report

The NSW Government's Beachwatch program monitors and reports on water quality at three swimming sites in the local government area, with the performance of these sites reported annually in the State of the Beaches report. In 2024-25, Bondi, Tamarama and Bronte beaches received Good Grade ratings, meeting Council's Water Quality target.

Council Potable Water Use



Council slightly exceeded its water consumption target of 62,000 kl in 2024-25.

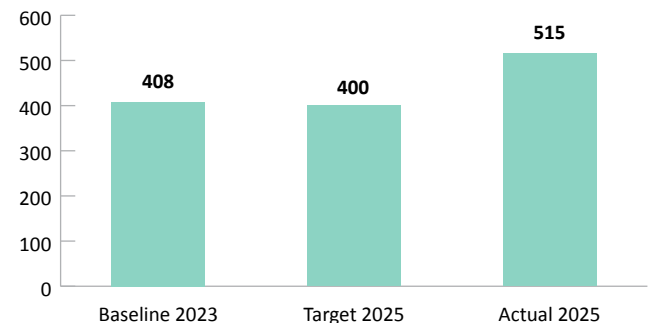
Planting and Protecting Trees and Vegetation

Council has continued to progress actions to protect, restore and manage public and private trees and green spaces towards our targets of 20 per cent canopy cover and 15 per cent shrub and ground cover by 2032. Achievements included planting 515 street trees, increasing the number of trees on the significant tree register to 121, supporting 74 new habitat gardens on private land through the Living Connections program and restoring native plants at more than 80 abandoned gravesites through the volunteer Cemetery Gardening Program. Council continued to conserve and maintain Eastern Suburbs Banksia Scrub (ESBS) at York Road and the remaining Acacia terminalis subspecies Eastern suburbs plants that are found in Dover Heights. A submission was sent to the Department of Planning to deter illegal tree and vegetation clearing and increase enforcement mechanisms for Council officers.



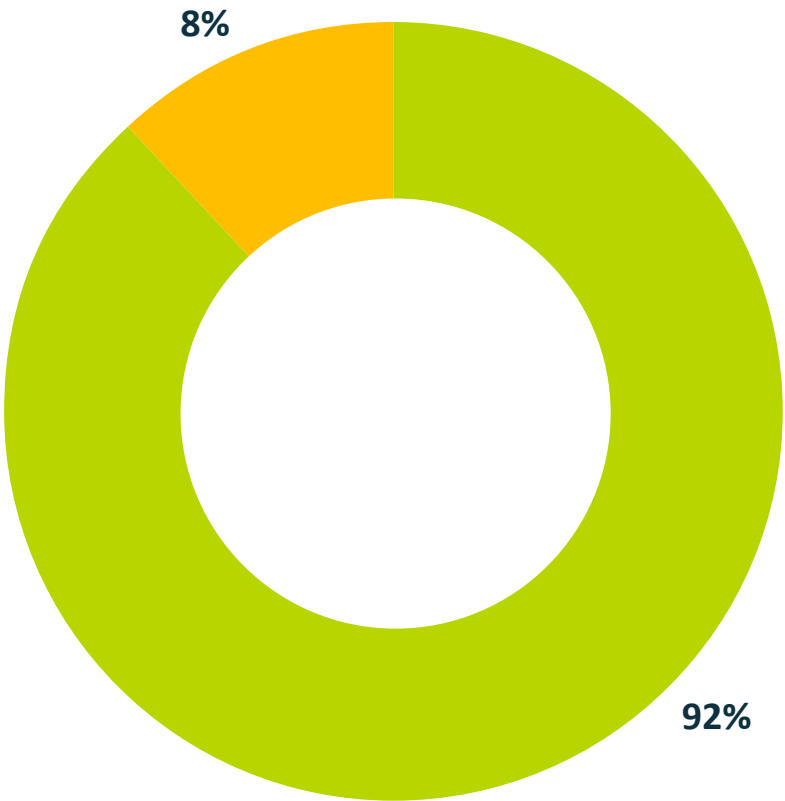
A Waverley Cemetery Gardening volunteer

Number of trees planted



515 street trees were planted during the year exceeding the target of 400 trees and baseline of 408 trees.

Place: Progress Summary



Completed	92%
In Progress	8%
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed – impacted by unforeseen conditions	—

Of the 65 actions in the Place theme of the Operational Plan 2024–25, 92% (60) were completed and 8% (5) are in progress.



Theme 3: Performance

Our Performance theme focuses on Waverley being a well governed, transparent and financially sustainable organisation

We will continue to make Waverley an ethical Council that delivers efficient services to the community, on a basis of strong financial sustainability and accountability. Councillors represent and make decisions on behalf of all residents and ratepayers of Waverley, informed by thorough community engagement, strategic focus, and based on data and analysis. We will continue to improve the services we offer our community by building our internal systems, processes, capacity and capability.

We are committed to creating a prosperous and sustainable local economy, particularly as the State Government has identified Bondi Junction as a commercial centre linked to the Sydney global economy. We want to protect and enhance our neighbourhood villages while encouraging and supporting the creative and visitor economy.



Performance: Key Highlights

2024 Brightest and Best Business Awards

In November 2024, the Brightest and Best Awards celebrated the most outstanding businesses in the community. The awards were a celebration of the spirit that makes Waverley a special place. Every entry was carefully judged, with winners selected based on their outstanding achievements in their respective industries.



Brightest and Best Business Awards Winners

151 entries were received and the winners were:

AWARD CATEGORY	WINNING BUSINESS
Retail and E-Commerce	WEST 14TH
Childcare and Education	The Rhythm Village
Professional Services	Bondi Bike Shop
Construction and Trade	Proximity Plumbing
Healthcare & Medical	Summit Physio & Sports Medicine
Sustainability Excellence	The Travel Corporation
Creative & Digital	Believe Advertising & PR
Tourism and Leisure	The Blue Hotel Bondi
Hospitality and Entertainment	Divide 8 Pizza
Beauty and Wellbeing	Blow Bar Co
Fitness and Nutrition	AGOGA
Young Entrepreneur of the Year	NALUKA
Business Woman of the Year	Immersia Freediving

Oxford Street Mall Nighttime Activation

Council voted to extend the operating hours of Oxford Street Mall to 3am with the aim of activating late night activity and making it even safer for our community.

According to the Transport for NSW's (TfNSW) Safer Cities Survey Report, people feel safer in activated public spaces that are well-lit and highly used. Around 51% of participants in the TfNSW survey said they would be more likely to go out at night alone if they felt safer.

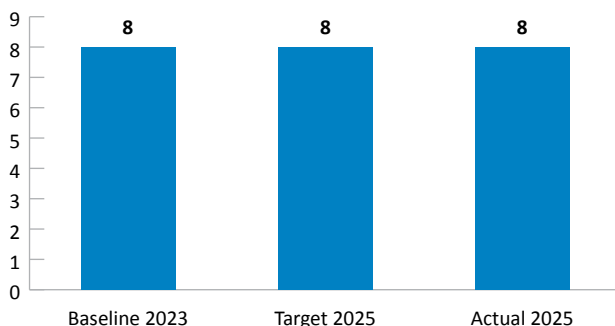
Precinct Engagement

Precincts continued to be engaged on strategic issues such as the Community Strategic Plan, the Strategic Asset Management Plan, the Bondi Junction Masterplan, Ruthven Street Improvements, Bronte Park and Beach Christmas Day Consultation, Bronte House Future Usage and Public Access, Footpath Seating Policy and Guidelines, proposed changes to the Waverley Development Control Plan, Planning Agreement Policy Amendments and the Petitions Policy.

During the year, 60 Precinct meetings and four Combined Precincts meeting were held.

Precinct feedback continued to be very positive about the effectiveness of engaging through online, face- to-face and hybrid meetings as they allow greater participation from a wider group of people.

Number of community engagement channels to reach diverse segments of community



Council has maintained 8 engagement channels to reach diverse segments of the community in line with the baseline and target of 8.

Art Deco Architecture Walk

Council developed and printed an Art Deco (Architecture) walk offering place-based experience for visitors. The walk aligned with Souter's Bondi exhibition at Bondi Pavilion, which was held from May to June 2025, and coincided with global celebrations of the 100th anniversary of Art Deco. It was made available online with initially over 250 flyers being printed. The walk was well-received with more than 500 additional flyers printed.



Bondi Art Deco Architecture Walk

Psychosocial Strategy

A gap analysis of the draft Managing Psychosocial Hazards at Work Procedure against the SafeWork Australia model code of practice for managing psychosocial hazards was completed and presented to the Audit, Risk and Improvement Committee in March 2025. Internal consultation of the Managing Psychosocial Safety Hazards at Work Procedure was completed in April 2025, and the Consultative Committee endorsed the Plan in June 2025. Face-to-face bullying and harassment training sessions were organised. One hundred and thirty people leaders attended the StateCover Psychosocial Safety Training. StateCover held feedback sessions with outdoor workers to develop the 2025 wellbeing plan to encourage employee engagement. The draft Wellbeing Strategy is prepared following StateCover feedback sessions.

Health and Safety Wellbeing Programs

Health and safety wellbeing programs and activities delivered include:

- Health Expo for outdoor staff included heart health checks and information on nutrition, mental wellbeing, healthy ageing and sleep information
- Noise testing was arranged to support SafeWork NSW legislation for audiometric testing in the workplace and to build a base for workgroups that are required to be tested under this legislation
- Toolbox talks were organised for outdoor workforce for asbestos management process and initial discussions commenced for Identification training for asbestos.

- Risk assessment was undertaken for multiple projects including the Angel Ring project, Lifeguard Challenge, the new Side by Side vehicles and the safe transport of 240l bins ensuring safety of workers and reduction in future injuries
- Skin check and flu vaccination program was offered to outdoor and indoor workers in May 2025
- Onsite Employee Assistance Program debrief sessions for a critical incident response was organised in January and March 2025
- Audiometric testing result project with outdoor staff, providing test results and checking personal protection equipment was completed in June 2025
- Buggy Monitoring Project was organised to ensure employees are implementing the training provided, wearing seat belts and driving safely in May 2025.

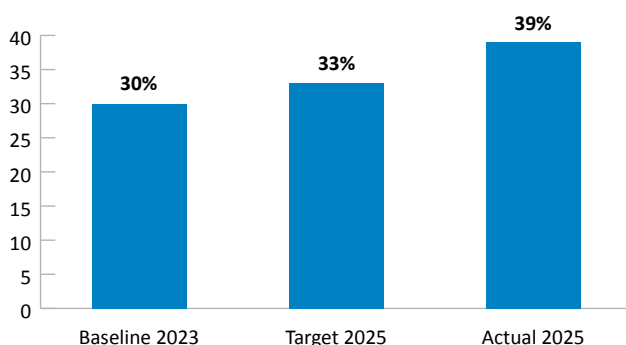
Waverley Library Strategy Implementation

Implementation of the refurbishment plans supported by the Public Library Infrastructure Grant was progressed, including planning for the introduction of customer service pods, automated returns shelving, sound minimisation installations and upgrades to furniture on level one.

Weekend opening hours were extended to 9.30 am-5 pm on Saturday and Sunday in response to community feedback, with visitation increasing up to three hundred per cent across weekends.

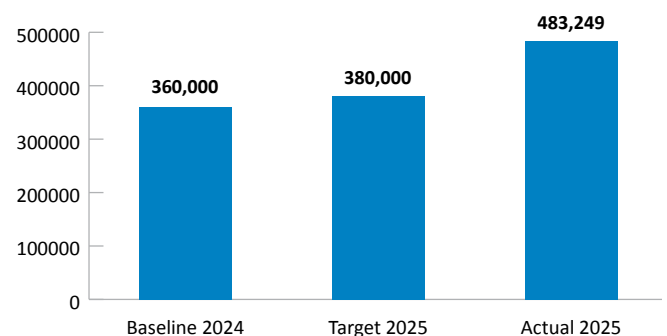
Staff resources were enhanced to further support the implementation and promotion of the library membership plan, with membership increasing by 17 per cent over the year.

Library Membership (% of population)



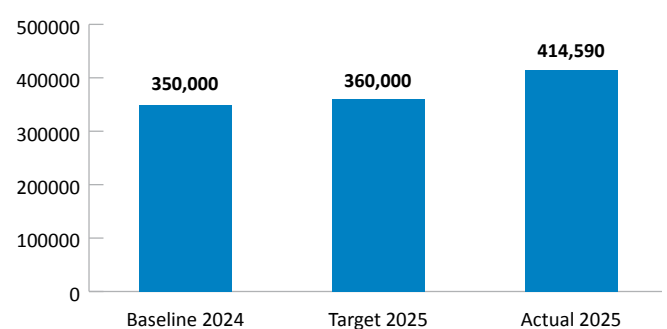
Library Membership increased to 39% of the population in 2025, an increase of 6 percentage points from the set target of 33% and 30% from the baseline of 2023.

Library Visitation



Library visitation increased to 483,249 in 2025, 27% above the set target and 34% above the baseline.

Library circulation (loans)



Library circulation increased to 414,590 in 2025, 15% above the set target and 18% above the baseline.



Community Strategic Plan 2025-35 and Workforce Management Strategy 2025-29

Service Reviews

Financial sustainability and Lifeguard Services reviews were completed. The financial sustainability review assessed the long-term sustainability of Council's current financial settings and direction, identified key drivers and determinants of future sustainability and facilitated the development of an improved sustainable long-term financial plan. Council also reviewed its Asset Management Strategy and undertook a detailed review of the current structure of the waste budget.

Council reviewed its Lifeguard services to enhance the effectiveness and efficiency of its Lifeguard Services and beach safety operations. Current practices were analysed and benchmarked against relevant mandated requirements and legislation, and provided actionable recommendations for change.

Integrated Planning and Reporting Documents

Following the local government election in 2024, Council commenced the community consultation in October 2024 to ensure all segments of our community are engaged. Council continued the community consultation and engagement program until March 2025. More than 380 community members were engaged on the vision and priorities for Waverley. Based on the community feedback received, the Waverley Community Strategic Plan 2025-2035, the Long Term Financial Plan 7, the Strategic Asset Management Plan and other

associated documents were drafted and placed on public exhibition from 1 May 2025 to 28 May 2025. Council considered the community feedback received during the exhibition period and adopted the documents on 17 June 2025.

Workforce Management Strategy

Our Workforce Strategy (2025–2029) focuses on attracting, retaining, and developing a high-performing workforce aligned with our Community Strategic Plan (CSP), Delivery Program (DP), Operational Plan (OP), and Long-Term Financial Plan (LTFP). This strategy addresses the challenges posed by rapidly evolving technology, workforce shifts, and financial sustainability. Ensuring a customer-centred approach, sustainable practices and Waverley's commitments to diversity, reconciliation, and accessibility are embedded in everything we do.

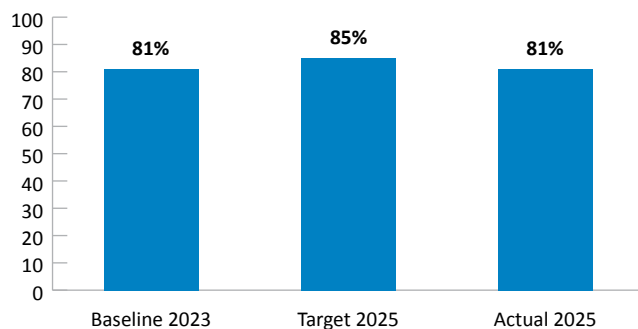
Youth Entrepreneurship Program

In April 2025, the Youth Entrepreneur program was delivered for St Clares College students. With mentoring from local business owners, Year 10 and 11 students developed problem-solving, teamwork and business skills, successfully creating and pitching their start-up proposals. This program was delivered in collaboration with the NSW Regional Industry Education Partnerships, St Clares College, XperientialAI, Bondi Innovation, and Bondi and Districts Chamber of Commerce.

Customer Service Centre – Service Levels

MEASURES	BASELINE	TARGET 2024	ACTUAL 2025
Customer complaints management	81% complaints closed within SLA (2023)	85% complaints closed within SLA	81% complaints closed within SLA
Contact Centre - Average call handling time	3 min 39 secs (2023 Annual average result)	<3 min 30 sec (80%)	4 min
Front Counter - Average wait time	4 m 10 sec (88% < 5 mins) (Annual average result)	<5 mins (80%)	3 min 17 secs (91% < 5 mins)
Front Counter - Average service time	7 min 38 secs (2023 Annual average result)	<7 mins 30 sec (80%)	7 min 56 secs
Contact Centre - First Call Resolution	7% transfer rate (2023)	Transfer rate (<10%)	Transfer Rate <5%

Customer complaints management



81% of complaints received were closed within the SLA. This is in line with the baseline year and slightly lower than the set target

ICT Modernisation at Waverley

In March 2025, Council began our ICT Modernisation Initiative – the WavOne Program to move Council’s finance, asset management, HR, and payroll systems into an integrated platform. This new system will connect information across the organisation, making everyday tasks faster, more accurate, and more transparent. Over the next five years, Council will invest \$12 million to improve our systems, strengthen security, manage our operations, and make it easier for staff to deliver great customer service. In 2024–25, \$2.5 million supported projects to boost cyber security, enhance privacy and records management, improve customer service performance, and upgrade systems. The initiative will reduce paperwork, give staff better tools, and provide managers with real-time insights to improve decisions and community outcomes over time.

Commercial Centre Occupancy Audit

Council conducts an audit twice a year to measure occupancy trends and the industry mix at ground level across each commercial centre.

The audits identify vacancy trends in Waverley’s commercial areas for better understanding and planning to meet the needs of business owners, residents, and visitors. The audit measures all areas in Waverley zoned for commercial purposes as defined under the Environmental Planning Instruments.

The designated study areas are:

- Bondi Junction
- Bondi Beach
- Bondi Road
- Charing Cross
- Macpherson Street (Bronte)
- Bronte Beach
- Rose Bay.

Occupancy Audit Summary

The following information is a summary of information for all of Waverley as of February 2024.

Occupancy rates

COMMERCIAL CENTRE	OCCUPANCY % OCTOBER 2023	OCCUPANCY % FEBRUARY 2024	OCCUPANCY % AUGUST 2024	OCCUPANCY % FEBRUARY 2025
Bondi Junction	86.2	88.7	90.2	89.2 ↓
Bondi Beach	91.7	90.5	90.3	94.7 ↑
Bondi Road	90.7	94.3	93.8	93.6 ↓
Bronte Beach	100	100	100-	100 -
Charing Cross	95.1	96.1	94	95.0 ↑
Macpherson Street	90.7	89.5	93.9	95.8 ↑
Old South Head Road	88.8	89.8	91.7	94.3 ↑
Waverley Total	89.7	90.8	91.4	92.6 (1.2%↑)

The occupancy rate excludes properties that are for lease, empty and premises that are awaiting development application (DA) approval.

Vacancy

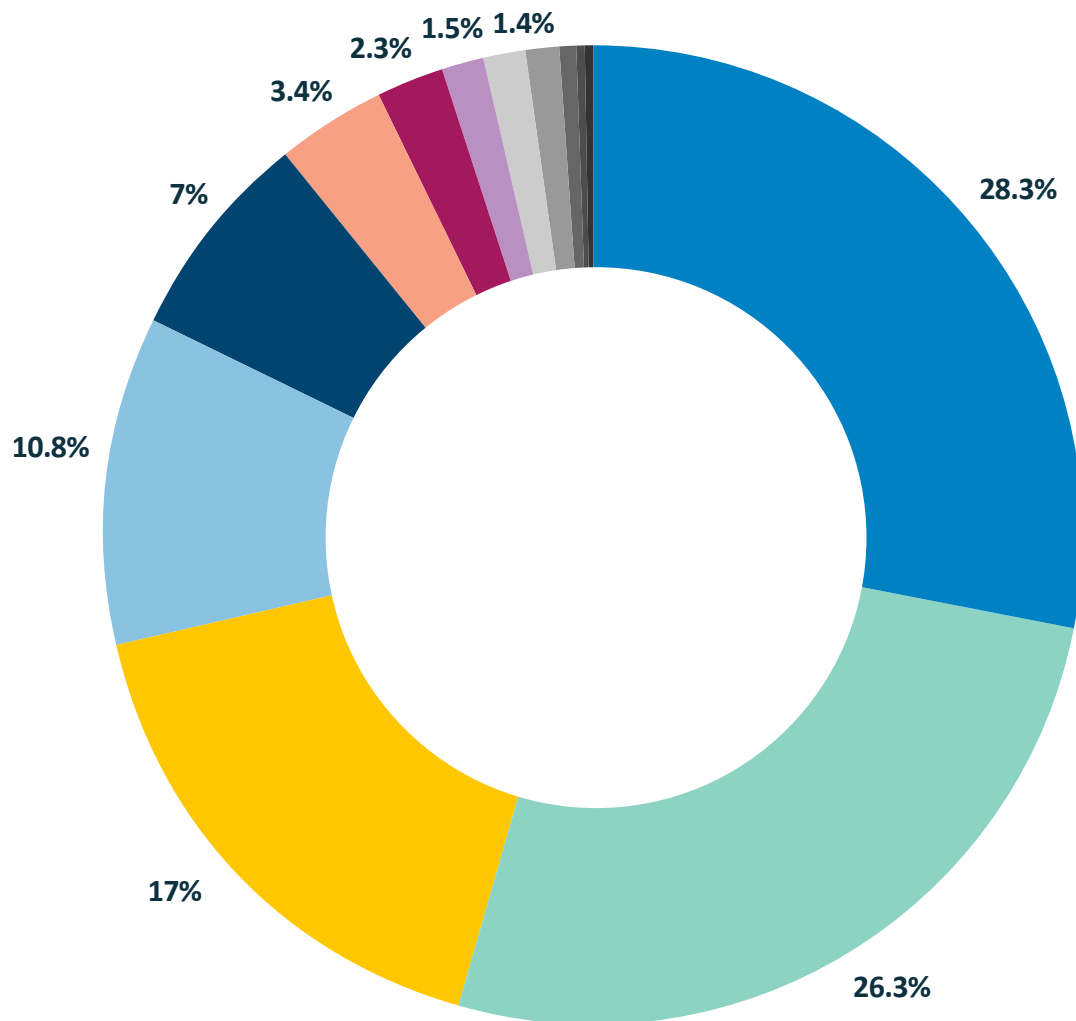
TYPE OF PROPERTY	FOR LEASE	VACANT	SUBJECT TO DA	TOTAL OCCUPIED BUSINESSES
February 2025 Audit (with % change from previous audit)	40 (↓7.0%)	20 (↑42.9%)	28 (↓41.7%)	1,107 (↓0.3%)
August 2024 Audit	43	14	48	1,110

Summary of Commercial Centres

Industry Mix

Top 3 Industries

- 1. Accommodation and Food Services - 28.3%
- 2. Retail Trade - 26.3%
- 3. Other Services - 17%



Accommodation & Food Services

Retail Trade

Other Services

Healthcare & Social Assistance

Arts & Recreation Services

Administrative & Support Services

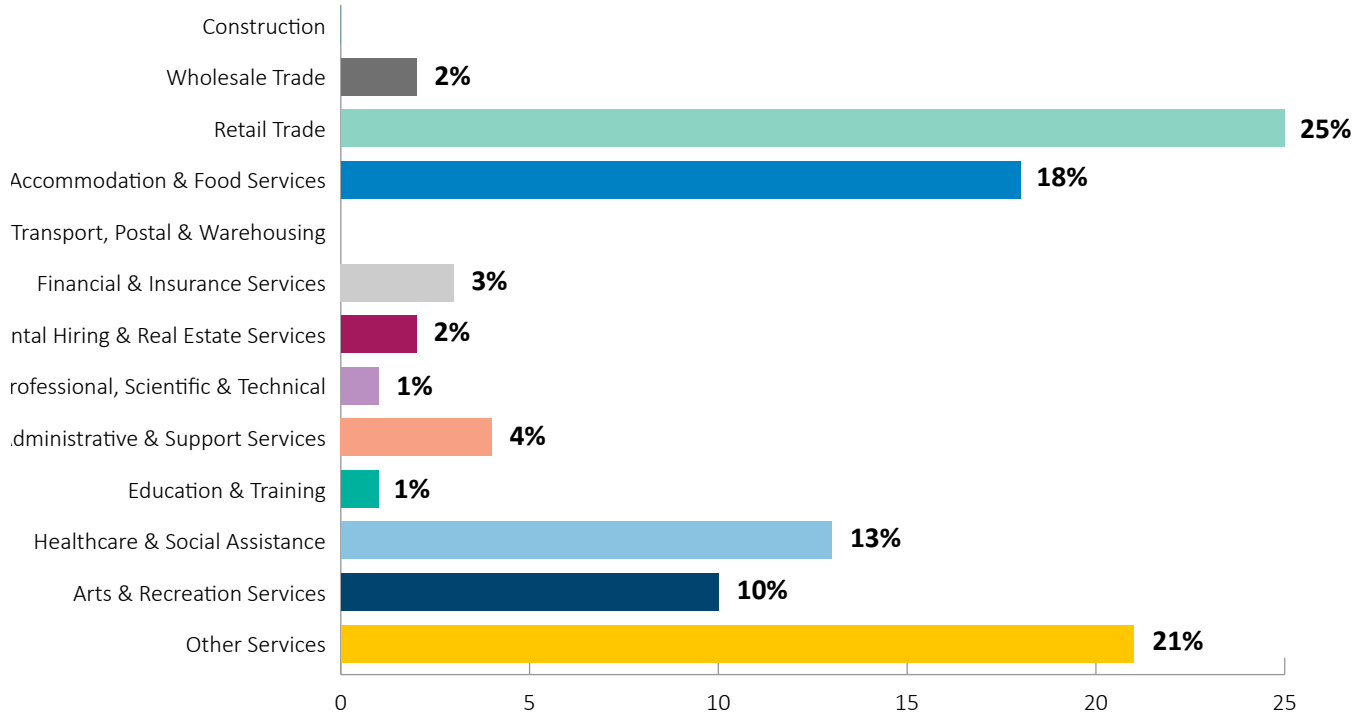
Rental Hiring & Real Estate Services

Professional, Scientific & Technical

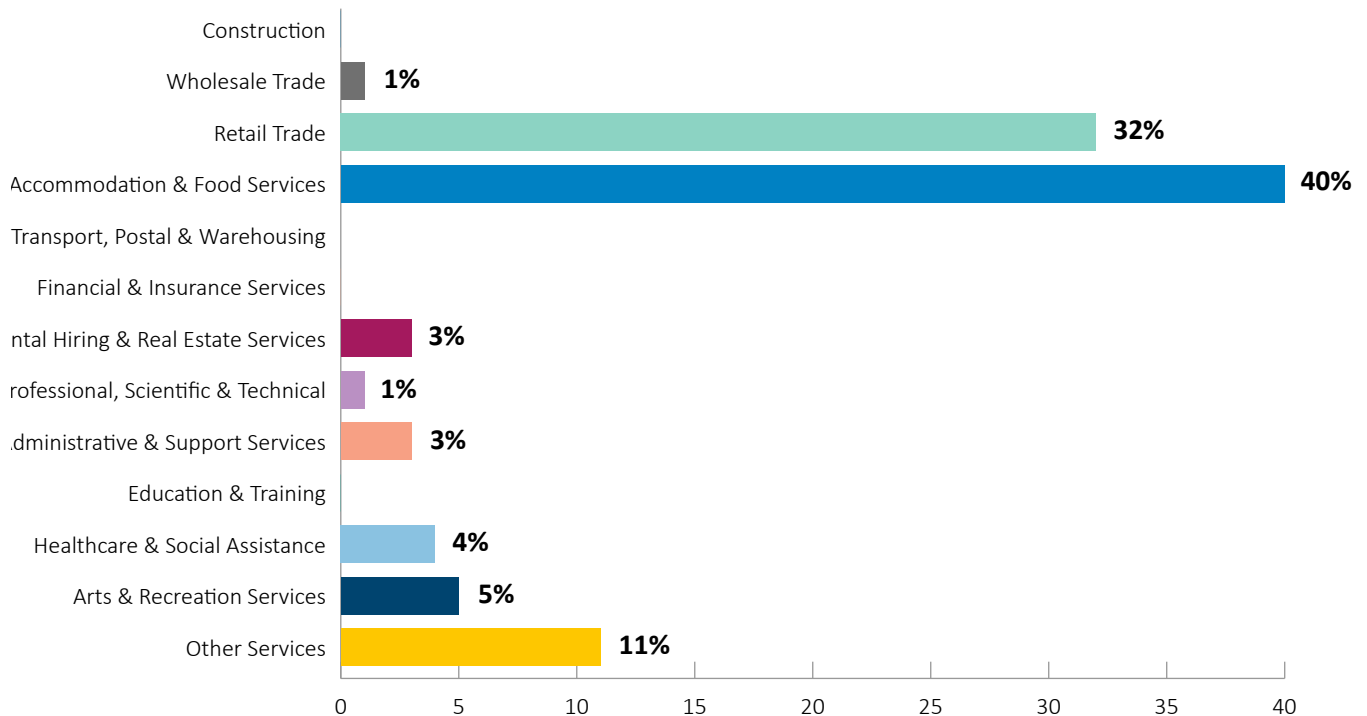
Financial & Insurance Services

Tenancy Mix

Bondi Junction

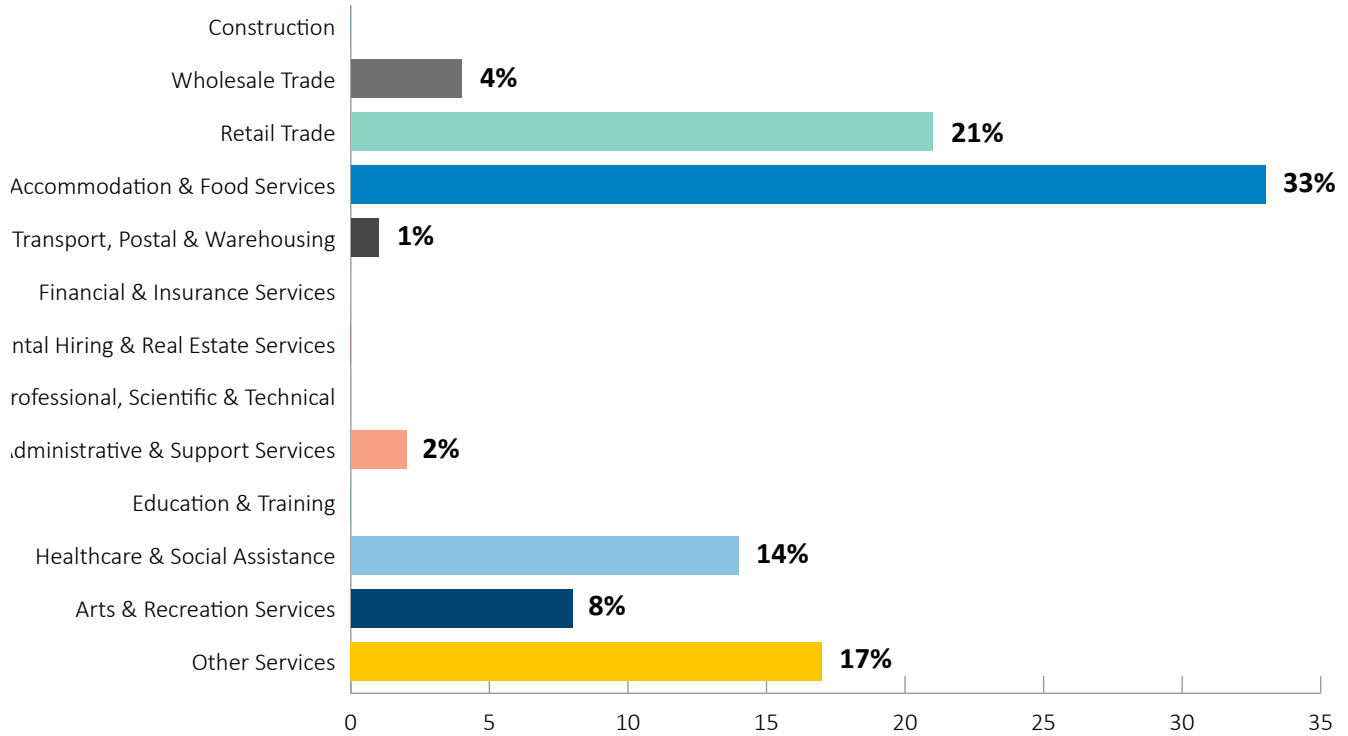


Bondi Beach

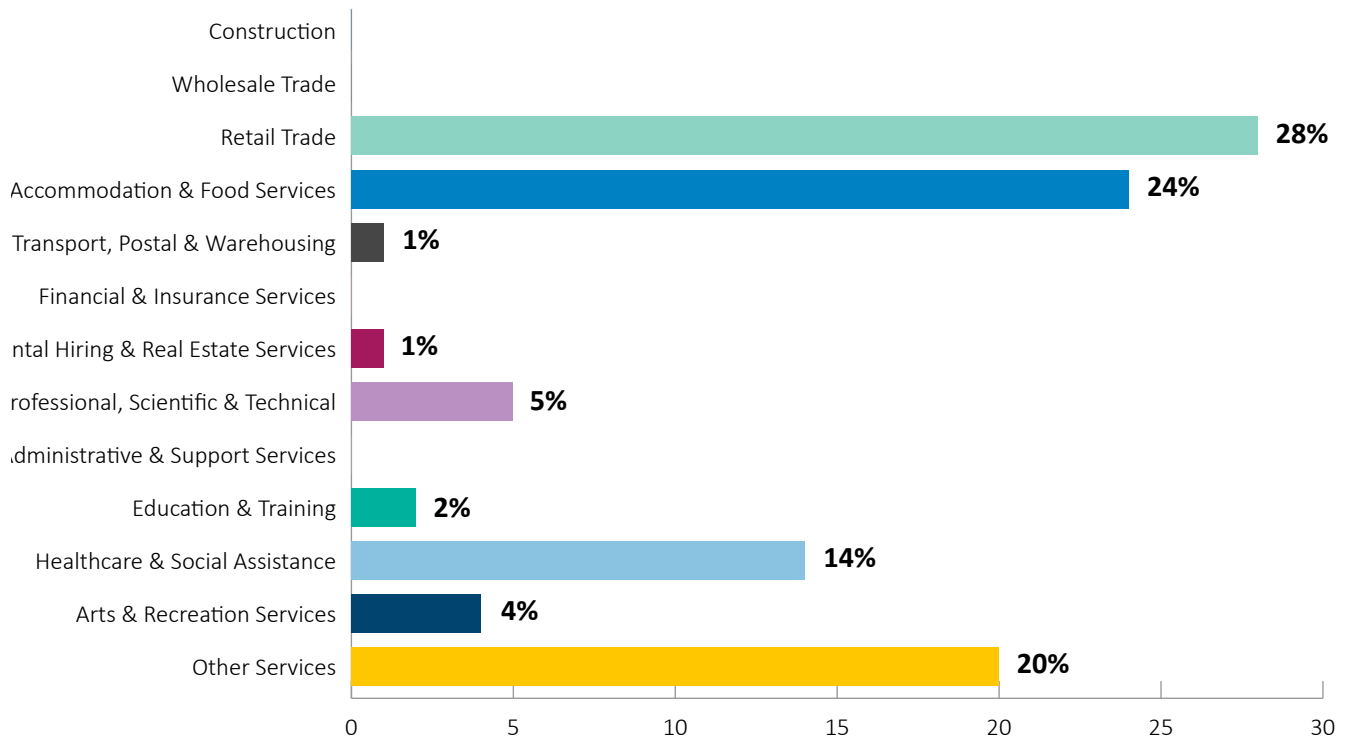


Tenancy mix

Bondi Road

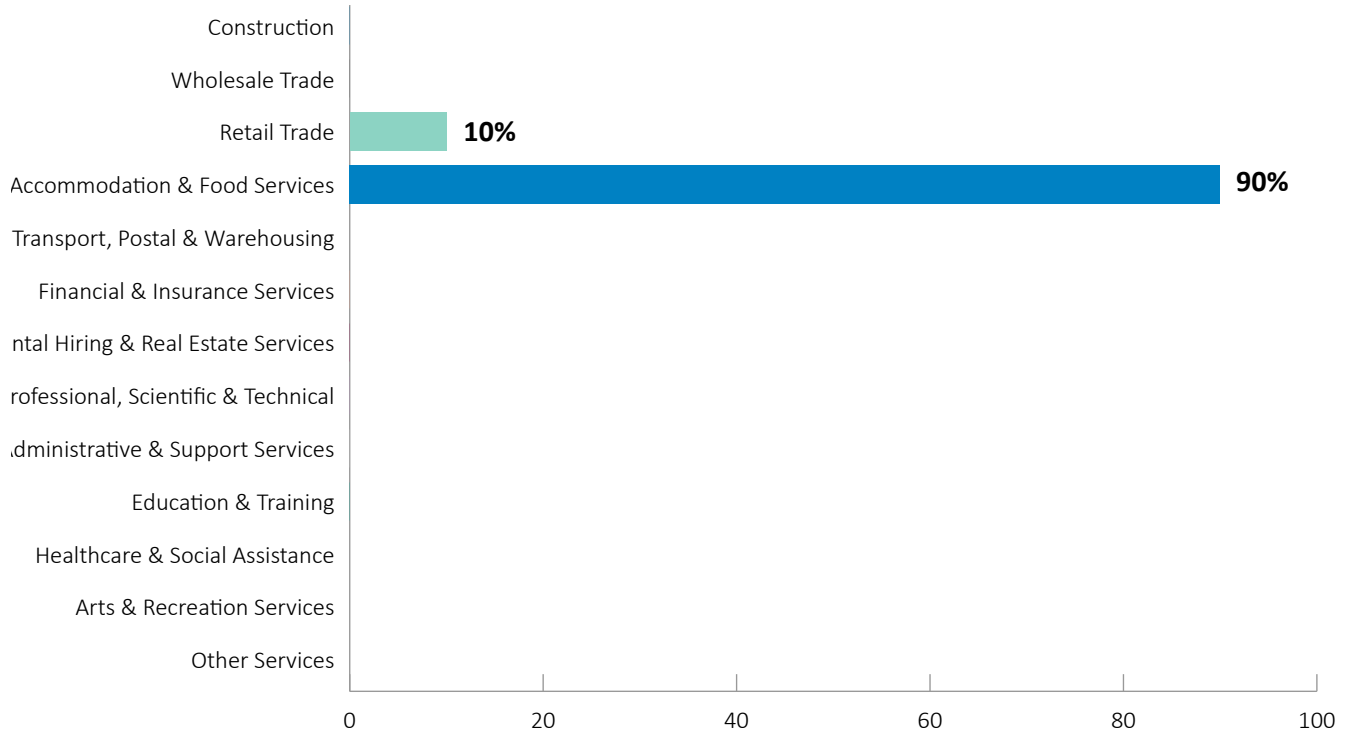


Charing Cross

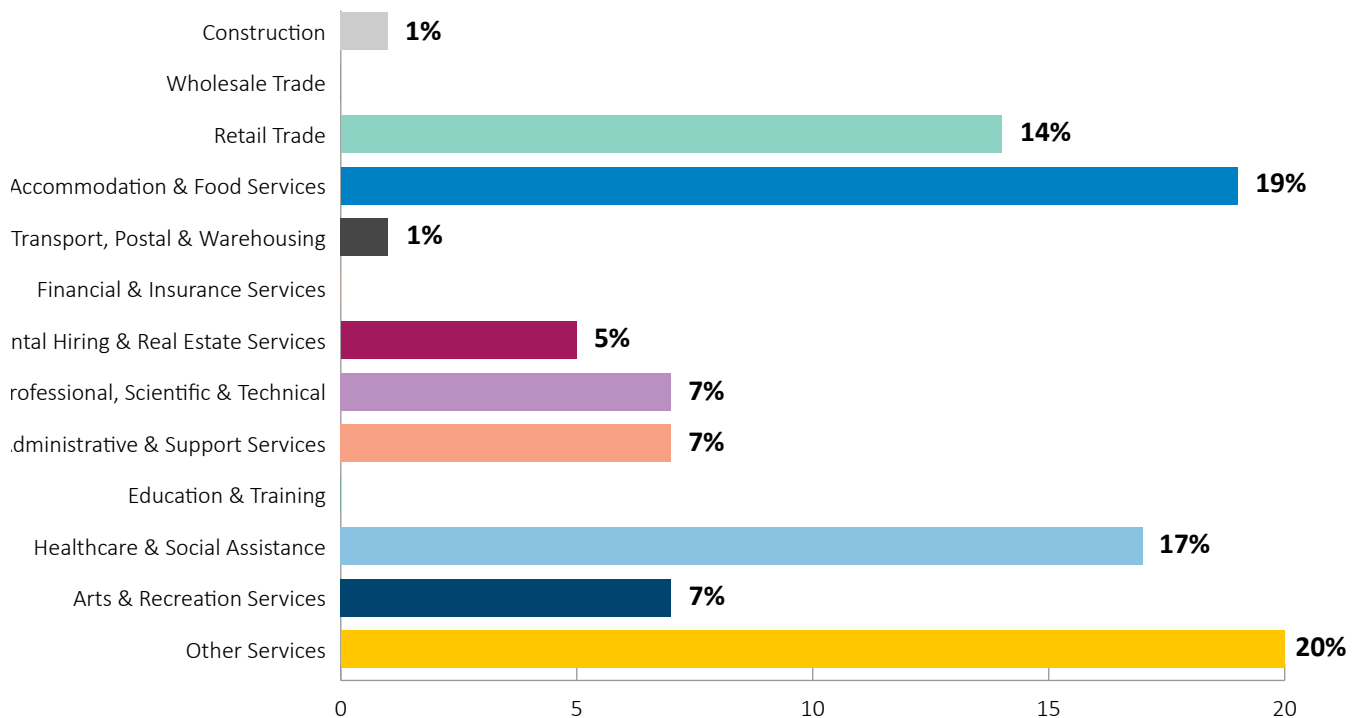


Tenancy mix

Bronte Beach



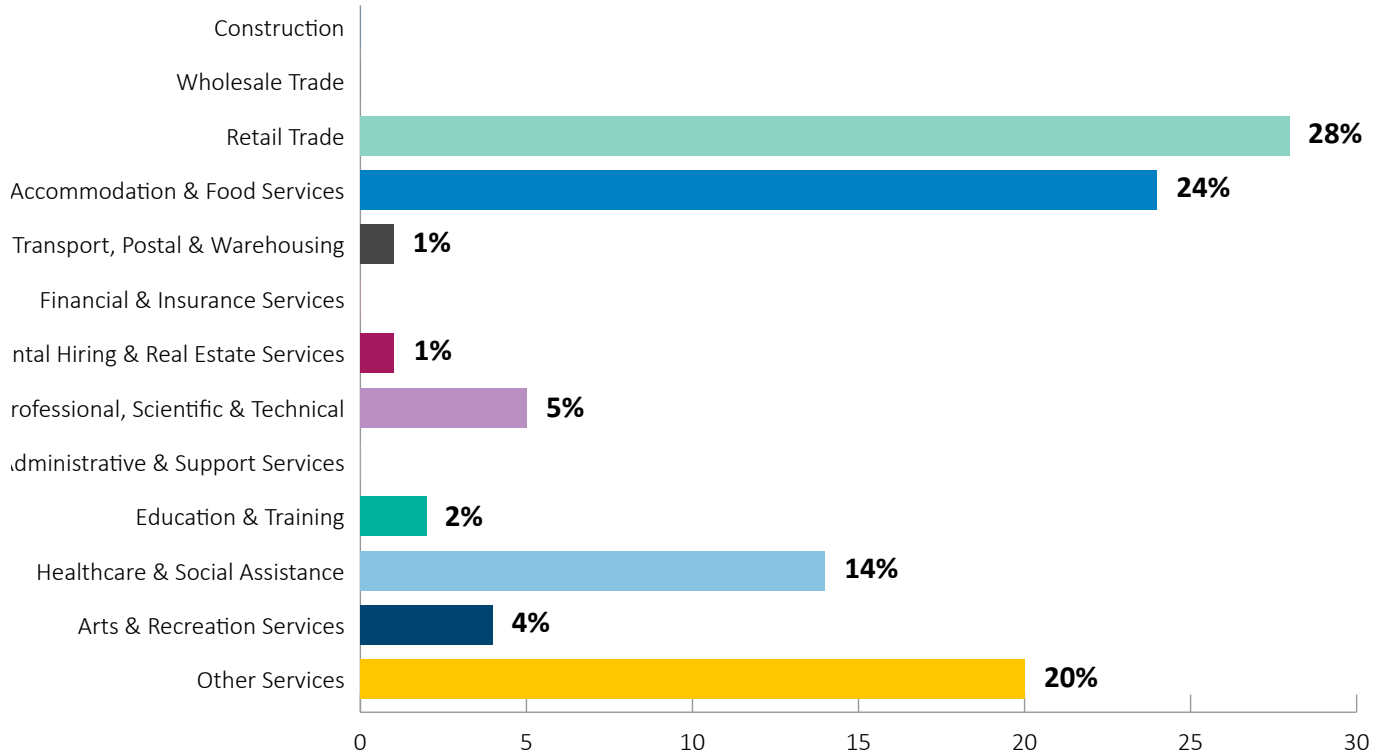
Old South Head Road



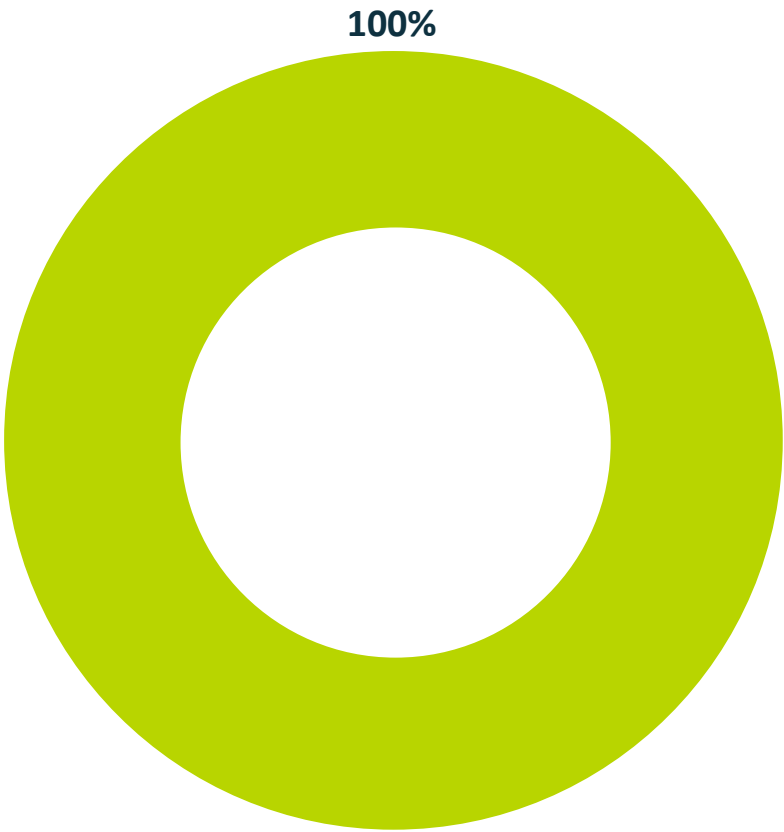
Please note: The commercial centre on Old South Head Road in Rose Bay falls under the jurisdiction of two councils. Council is responsible for auditing businesses on the eastern side of the road only.

Tenancy mix

Macpherson Street



Performance: Progress Summary

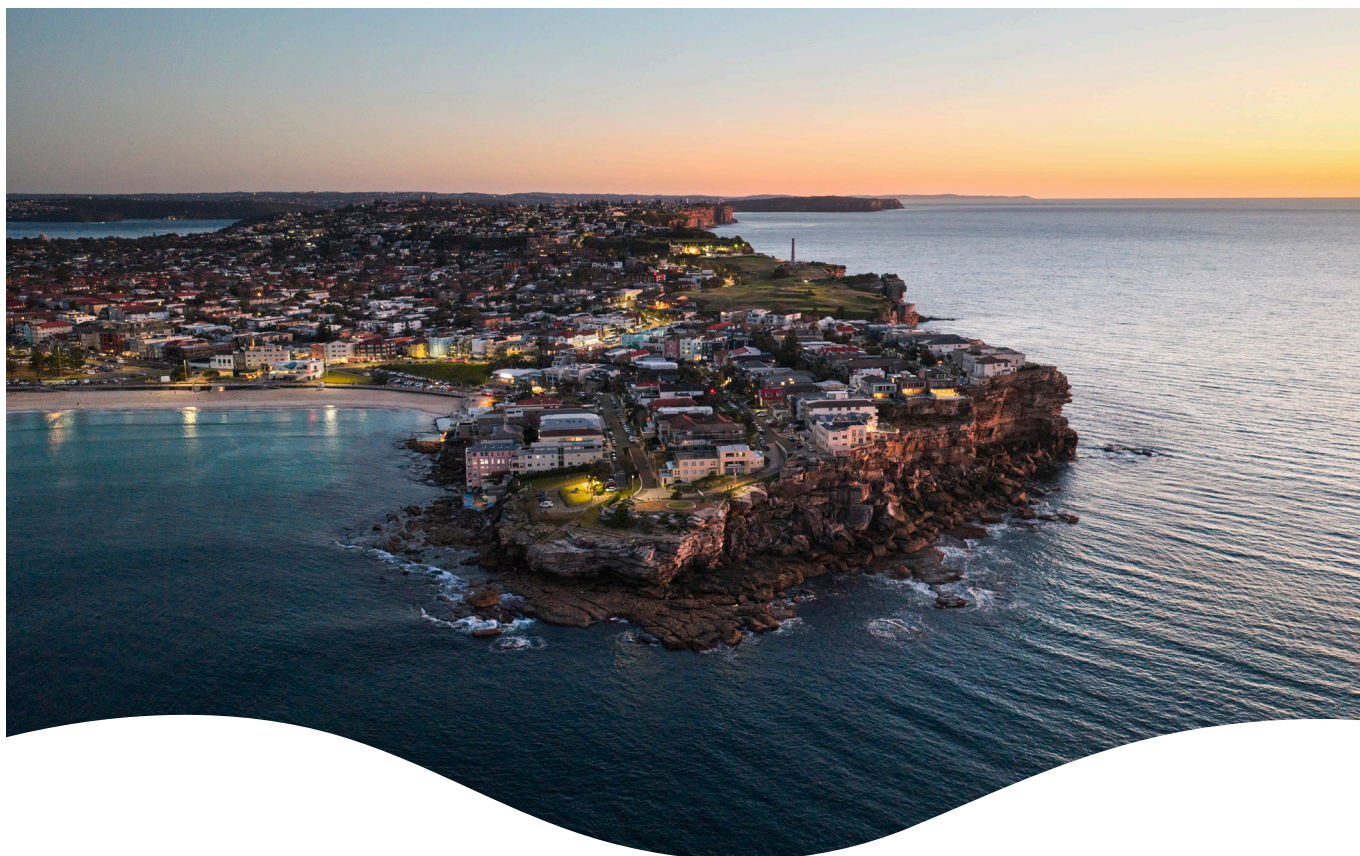


Completed	100%
In Progress	—
In Progress – impacted by unforeseen conditions	—
Delayed	—
Delayed – impacted by unforeseen conditions	—

Of the 47 actions in the Performance theme of the Operational Plan 2024–25, 100% (47) actions were completed.

Part 3

Meeting our Additional Legislative Requirements



Amount of Rates and Charges Written Off

The following rates and charges were written off during the year.

DESCRIPTION	RATES (\$)	WASTE & OTHER CHARGES (\$)	EXTRA CHARGES (\$)	TOTAL (\$)
Rates for 2023-24 financial year as per council resolution 7 October 2008 (32-48 Denison Street)	170,406.43	140.79	—	170,547.22
Postponed 2018-19 rates and interest charges	718.52	—	377.43	1,095.95
Subtotal	171,124.95	140.79	377.43	171,643.17
Pension rebate Government Abandonment Section 575 (<i>Local Government Act</i>)	233,132.58	141,117.39	—	374,249.97
Pension Council Abandonment Section 582	74,848.75	—	—	74,848.75
Subtotal	307,981.33	141,117.39	0.00	449,098.72
Grand Total	479,106.28	141,258.18	377.43	620,741.89

Mayoral and Councillor Fees, Expenses and Facilities

MAYORAL AND COUNCILLOR FEES AND EXPENSES	AMOUNT (\$)
Mayoral fees	45,658
Councillor fees	256,798
Office equipment and maintenance	42,009
ICT Usage (mobile and landline)	13,131
Conference and seminars	31,617
Professional development	71,131
Interstate visits	–
Overseas visits	–
Spouse expenses	–
Provision for childcare	972
General expenses (Maintenance, postage, travel, stationary)	275,622
Total	736,938

In accordance with the Councillor Expenses and Facilities Policy, the following Councillors purchased equipment from Council at the end of the previous term at the written down value of zero:

- Cr Sally Betts
- Cr Angela Burrill
- Cr Ludovico Fabiano
- Cr Leon Goltsman
- Cr Michelle Gray
- Cr Tony Kay
- Cr Elaine Keenan
- Cr Will Nemesh

Cr Paula Masselos bought back equipment at a value of \$104.

Councillor Training and Ongoing Professional Development

The following councillors completed an induction training course, induction refresher course or supplementary induction course during the year:

- Cr Will Nemesh (Mayor)
- Cr Keri Spooner (Deputy Mayor)
- Cr Ludovico Fabiano
- Cr Dov Frazer
- Cr Steven Lewis
- Cr Paula Masselos
- Cr Margaret Merten
- Cr Joshua Spicer
- Cr Michelle Stephenson
- Cr Lauren Townsend
- Cr Katherine Westwood
- Cr Dominic Wy Kanak.

Nineteen professional development courses, events and activities were delivered as part of the ongoing professional development program.

The following Councillors participated in ongoing professional development program during the year:

- Cr Will Nemesh (Mayor)
- Cr Keri Spooner (Deputy Mayor)
- Cr Ludovico Fabiano
- Cr Dov Frazer
- Cr Steven Lewis
- Cr Paula Masselos
- Cr Margaret Merten
- Cr Joshua Spicer
- Cr Michelle Stephenson
- Cr Lauren Townsend
- Cr Katherine Westwood
- Cr Dominic Wy Kanak.

General Manager and Senior Staff Remuneration

In 2024-25, Council employed five senior staff as identified under the Local Government Act 1993.

The five staff included the General Manager, and four Directors. Please note that there were multiple acting arrangements during the reporting period. Therefore, the amount includes payments made during acting arrangements (more than five days of acting).

POSITION	TOTAL REMUNERATION INCLUDING ALL BENEFITS (\$)
General Manager’s Remuneration	459,440
Senior Staff Remuneration	1,238,893
Total	1,698,333

The total remuneration includes:

- I. The total value of the salary component of their packages
- II. The total amount of any bonus payments, performance payments or other payments made that do not form part of the salary component of their packages
- III. The total amount payable by Council by way of the employer’s contribution or salary sacrifice to any superannuation scheme to which any of them may be a contributor
- IV. The total value of any non-cash benefits for which any of them may elect under the package V. The total amount payable by Council by way of fringe benefits tax for any such non-cash benefits organisation.

Overseas Visits by Council Staff

In 2024-25, there were no staff overseas visits.

Statement of Persons performing paid work

Below are the details of total number of persons who performed paid work for Council on 4 December 2024 including the number of persons directly employed by the council.

576 people were recruited on a permanent full-time basis	20 people were engaged by the Council, under a contract or other arrangement with the person’s employer, that is wholly or principally for the labour of the person
47 people on a permanent part-time basis	
92 people on a casual basis	6 people were recruited under a contract or other arrangement with the person’s employer, as an apprentice or trainee.
62 people under a fixed-term contract	
5 senior staff were employed by the council for the purposes of the <i>Local Government Act 1993</i>	

Report on Infrastructure Assets

As at 30 Jun 2025

ASSET CATEGORY	ESTIMATED COST TO BRING ASSETS TO SATISFACTORY STANDARD \$'000	ESTIMATED COST TO BRING TO THE AGREED LEVEL OF SERVICE SET BY COUNCIL \$'000	2024/25 REQUIRED MAINTENANCE \$'000	2024/25 ACTUAL MAINTENANCE \$'000	NET CARRYING AMOUNT \$ '000	GROSS REPLACEMENT COST (GRC) \$'000
Buildings	3,483	3,483	5,847	6,432	293,618	388,280
Sub-total	3,483	3,483	5,847	6,432	293,618	388,280
Other structures	610	610	49	60	27,650	37,989
Sub-total	610	610	49	60	27,650	37,989
Roads						
Sealed roads	328	328	1,659	1,669	206,018	370,816
Footpaths	561	561	5,828	5,808	58877	87,976
Kerb and gutter	62	62	2,916	2,860	30,158	39,865
Other road assets	1,058	1,058	—	—	84,756	123,242
Sub-total	2,009	2,009	10,403	10,337	379,809	621,899
Stormwater drainage						
Stormwater drainage	—	—	502	577	22,763	29,721
Stormwater conduits	631	631	—	—	76,750	108,273
Sub-total	631	631	502	577	99,513	137,994
Open space/ recreational assets						
Open space & recreational assets	3,256	3,542	6,254	6,175	130,961	206,136
Sub-total	3,256	3,542	6,254	6,175	130,961	206,136
Total — all assets	9,989	10,275	23,055	23,581	931,551	1,392,298

Report on Infrastructure Assets continued

Key

1	Excellent / very good	No work required (normal maintenance)
2	Good	Only minor maintenance work required
3	Satisfactory	Maintenance work required
4	Poor	Renewal required
5	Very poor	Urgent renewal/upgrading required

ASSETS IN CONDITION AS A PERCENTAGE OF GROSS REPLACEMENT COST

ASSET CATEGORY	1	2	3	4	5
Buildings	43.5%	28.5%	18.1%	6.3%	3.6%
Sub-total	43.5%	28.5%	18.1%	6.3%	3.6%
Other structures					
Other structures	58.7%	9.0%	23.3%	9.0%	0.0%
Sub-total	58.7%	9.0%	23.3%	9.0%	0.0%
Roads					
Roads	7.2%	21.5%	70.8%	0.5%	0.0%
Footpaths	13.6%	66.9%	15.9%	3.6%	0.0%
Kerb and gutter	51.0%	34.8%	13.4%	0.8%	0.0%
Other road assets	26.6%	43.9%	25.1%	4.4%	0.0%
Sub-total	14.8%	33.2%	50.3%	1.7%	0.0%
Stormwater drainage					
Stormwater drainage	30.2%	66.0%	3.8%	0.0%	0.0%
Stormwater conduits	20.3%	60.2%	17.0%	2.1%	0.4%
Sub-total	22.4%	61.4%	14.2%	1.6%	0.4%
Open space/ recreational assets					
Open space & recreational assets	30.3%	23.3%	38.1%	8.1%	0.2%
Sub-total	30.3%	23.3%	38.1%	8.1%	0.2%
Total — all assets	27.0%	32.6%	35.2%	4.1%	1.1%

Explanation of the two estimated costs

Estimated Cost to Agreed Level of Service:

- This cost indicates bringing Council assets that have reached the intervention level agreed by the community to an agreed condition. This condition varies with each asset class and subclass.
- Council has a range of asset condition service levels that are agreed upon., e.g. road assets to be 80% in conditions 1 & 2 with the remainder across conditions 3, 4 & 5.
- This cost provides a meaningful snapshot of the proportion of outstanding renewal works compared to the total suite of assets that the Council has under its care and stewardship.
- Cost to Agreed Level of Service is different from Cost to Satisfactory as it is a measure that does not set a minimum condition standard of 3. Allowing assets to be more accurately represented through their asset lifecycles, whilst reporting on the cost to meet the “Agreed Levels of Service”.

Estimated Cost to Satisfactory Standard:

- The level of satisfactory condition is set at condition 3 for all asset classes. This requires all assets to be strictly maintained at a level of condition 3 and above.
- In determining the cost, Council estimates the amount required to be spent on existing infrastructure only. We take the replacement value of Condition 4 & 5 assets back to Condition 3 or “Satisfactory”, the expected cost to bring the assets up to Condition 3.
- This cost does not take into account the cost to bring assets back to conditions 1 and 2. Utilising asset condition valuation percentages, we estimate the cost to match the minimum condition of 3.



Government Information (Public Access)

The Government Information (Public Access) (GIPA) Act 2009 requires councils to prepare an annual report on their obligations under the Act.

The tables below summarise the access applications received by Council in 2024–25.

Six applications (including withdrawn applications but not including invalid applications) were received during the year. One application was refused partly. A review was carried out under section 7(3) of the

GIPA Act (authorised proactive release of government information), and various information was made publicly available on Council's website.

Schedule 2 Statistical information about access applications to be included in annual report.

Table A: Number of applications by type of applicant and outcome*

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/ DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Media	0	0	0	0	0	0	0	0	0	0.00%
Members of Parliament	0	0	0	0	0	0	0	0	0	0.00%
Private sector business	0	0	0	0	0	0	0	0	0	0.00%
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0.00%
Members of the public (by legal representative)	3	1	0	1	0	0	0	0	5	18.52%
Members of the public (other)	8	5	3	1	4	0	0	1	22	81.48%
Total	11	6	3	2	4	0	0	1	27	
% of Total	40.74%	22.22%	11.11%	7.41%	14.81%	0.00%	0.00%	3.70%		

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

	ACCESS GRANTED IN FULL	ACCESS GRANTED IN PART	ACCESS REFUSED IN FULL	INFORMATION NOT HELD	INFORMATION ALREADY AVAILABLE	REFUSE TO DEAL WITH APPLICATION	REFUSE TO CONFIRM/ DENY WHETHER INFORMATION IS HELD	APPLICATION WITHDRAWN	TOTAL	% OF TOTAL
Personal information applications*	0	0	0	0	0	0	0	0	0	0.00%
Access applications (other than personal information applications)	9	5	3	1	4	0	0	1	23	85.19%
Access applications that are partly personal information applications and partly other	2	1	0	1	0	0	0	0	4	14.81%
Total	11	6	3	2	4	0	0	1	27	
% of Total	40.74%	22.22%	11.11%	7.41%	14.81%	0.00%	0.00%	3.70%		

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

REASON FOR INVALIDITY	NO OF APPLICATIONS	% OF TOTAL
Application does not comply with formal requirements (section 41 of the Act)	6	100.00%
Application is for excluded information of the agency (section 43 of the Act)	0	0.00%
Application contravenes restraint order (section 110 of the Act)	0	0.00%
Total number of invalid applications received	6	100.00%
Invalid applications that subsequently became valid applications	6	100.00%

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of Act

	NUMBER OF TIMES CONSIDERATION USED*	% OF TOTAL
Overriding secrecy laws	0	0.00%
Cabinet information	0	0.00%
Executive Council information	0	0.00%
Contempt	0	0.00%
Legal professional privilege	1	100.00%
Excluded information	0	0.00%
Documents affecting law enforcement and public safety	0	0.00%
Transport safety	0	0.00%
Adoption	0	0.00%
Care and protection of children	0	0.00%
Ministerial code of conduct	0	0.00%
Aboriginal and environmental heritage	0	0.00%
Privilege generally- Sch 1(5A)	0	0.00%
Information provided to High Risk Offenders Assessment Committee	0	0.00%
Total	1	

* More than one public interest consideration may apply in relation to a particular access application and if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act.

	NUMBER OF TIMES CONSIDERATION USED*	% OF TOTAL
Responsible and effective government	1	10.00%
Law enforcement and security	0	0.00%
Individual rights, judicial processes, and natural justice	7	70.00%
Business interests of agencies and other persons	2	20.00%
Environment, culture, economy, and general matters	0	0.00%
Secrecy provisions	0	0.00%
Exempt documents under interstate Freedom of Information legislation	0	0.00%
Total	10	

Table F: Timeliness

	NUMBER OF APPLICATIONS	% OF TOTAL
Decided within the statutory timeframe (20 days plus any extensions)	10	90.91%
Decided after 35 days (by agreement with applicant)	0	0.00%
Not decided within time (deemed refusal)	1	9.09%
Total	11	

**Table G: Number of applications reviewed under Part 5 of the Act
(by type of review and outcome)**

	DECISION VARIED	DECISION UPHELD	TOTAL	% OF TOTAL
Internal review	2	0	2	66.67%
Review by Information Commissioner*	1	0	1	33.33%
Internal review following recommendation under section 93 of Act	0	0	0	0.00%
Review by NCAT	0	0	0	0.00%
Total	3	0	3	
% of Total	100.00%	0.00%		

* The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

**Table H: Applications for review under Part 5 of the Act
(by type of applicant)**

	NUMBER OF APPLICATIONS FOR REVIEW	% OF TOTAL
Applications by access applicants	4	100.00%
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0	0.00%
Total	4	

Table I: Applications transferred to other agencies.

	NUMBER OF APPLICATIONS TRANSFERRED	% OF TOTAL
Agency-Initiated Transfers	0	0%
Applicant- Initiated Transfers	0	0%
Total	0	

Compliance with the Companion Animals Act and Regulation

The statement on activities relating to enforcing and ensuring compliance with the Companion Animals Act and Regulation for this year include:

Thirty-two dog attacks were reported during the year. Three dangerous dog declarations and six menacing dog declarations were issued. Council spent \$23,723 on companion animals' management. The money is used for pound fees and charges, rehoming of impound dogs and cats and equipment for Rangers. The lodgement of the companion animal pound data was completed and returned to the Office of the Local Government on 27 July 2025.

Council Rangers, along with Customer Service staff provide ongoing public education in relation to responsible dog ownership. This includes training sessions on registration, microchipping, and control of animals in public. In 2024, training days were organised at Barracluff Park and Bronte Park, encouraging dog owners to bring their pets to the park for free obedience training and education of rules and regulations.

Rangers undertake daily patrols of popular dog walking areas and speak with owners to ensure responsible dog ownership. Council provides responsible pet ownership information at: waverley.nsw.gov.au/residents/pets.

Strategies are in place for complying with the requirement under section 64 of the *Companion Animals Act* to seek alternatives to euthanasia for unclaimed animals.

Education of dog owners includes responsible dog ownership when in public and when at home, legislative requirements regarding dogs in public and prohibited areas and enforcement action that could be taken, possible outcome of a dog attack and enforcement powers of a Rangers under the *Companion Animals Act*. Other strategies include working with Council's pound to enhance rehoming opportunities, track outcomes and to identify areas of improvement.

Council provides off leash parks at the following locations. :

1. Diamond Bay Reserve, Vaucluse
2. Raleigh Reserve, Dover Heights
3. Hugh Bamford Reserve, Dover Heights
4. Dickson Park, Bondi
5. Waverley Park, Bondi Junction
6. Queens Park (managed by Centennial Parklands).
7. Varna Park, Waverley
8. Tamarama Park, Tamarama.

Council provides timed off-leash areas at Marks Park, Tamarama, Bronte Park, Bronte and Barracluff Park, North Bondi.

Amount Incurred in Legal Proceedings

Planning Matters

Council spent \$686,436.30 (incl GST) on legal appeal proceedings for planning matters. Under the provisions of the *Environmental Planning and Assessment Act 1979*, Council received an amount of \$266,776.88 as Section 8.15 costs recovered to Council under the *Environmental Planning and Assessment Act 1979*. Of the 27 planning appeals lodged in the Land and Environment Court against Council, 25 appeals were finalised, and three appeals were discontinued. Of these 27 planning appeals, 22 of these involved amendments being made and subsequent agreements being reached (via section 34 or section 34AA). Three planning appeals proceeded to hearing, one was dismissed by the Court and two were upheld.

Building Compliance

Council spent \$76,313 on building compliance proceedings and \$27,720 was recovered. Of the 18 appeals pertaining to breaches, 17 were finalised and one is ongoing.

Environmental Health

Council spent \$2,309 on environmental health (illegal dumping) related cases. All the three cases were finalised.

Animal Control

Council spent \$27,993 for legal proceedings related to companion animals, health and safety matters and regulatory control. All cases were finalised, \$4,340 were recovered as costs to Council.

Civil Enforcement

Council spent \$8,772 on civil enforcement proceedings. Of the two appeals, one appeal is finalised, and one is ongoing

Construction and Infrastructure

Council spent \$784,721 on construction and infrastructure related legal matters. The matter was settled out of court.



Progress Against Equal Employment Opportunity (EEO) Management Plan

ACTIVITY	MEASURES	PROGRESS COMMENTS
Continue to deliver Disability Awareness training for all Council staff, including training on dignity of risk	All people leaders are trained	Mental Health Ambassador Program Disability Awareness E- learning training for staff, supervisors and managers was developed and made available for staff. Staff intranet resources were updated. Inclusive employment initiative was explored, and training for staff trialled
Continue to provide learning and development opportunities to support staff to apply access and inclusion principles and practices into their job responsibilities, including use of inclusive communications	Staff apply access and inclusion principles and practices into their job responsibilities. Staff feel comfortable to discuss reasonable adjustments and flexible work requests.	Council staff is preparing a neuro-affirming workplace covering topics such as Inclusive Workplace Practices and Culture, Helping People who hoard, Reframing Autism, Supported Decision Making, Sexualised Behaviours of Concern and Intellectual Disability, Care in transit – Designing for Passengers, Transport Operators and Homelessness, Managing Psychosocial Hazards and Person Centred Aged Care modules
Employ, develop, and support Aboriginal people through the creation of employment opportunities.	Continued participation in the Elsa Dixon Aboriginal Employment Program.	Council recruited eight school-based trainees across multiple departments
Develop and deliver training and initiatives to promote diversity and inclusion and reporting of unsafe practices.	Council provides a safe and healthy workplace. Staff understand unconscious bias. Staff are aware how to report unsafe practices.	Staff completed Conflict Resolution training, including how and when to raise concerns. Council's health and wellbeing support program is promoted to all staff. Any employee allegations of bullying and harassment are escalated to the People and Culture team and are promptly investigated. Inclusion is embedded in Council values and linked to recognition and award program. In May 2025, Council staff attended the Rose Bay Secondary College careers fair with the aim of increasing the range and diversity of school leavers being attracted to traineeships or apprenticeships

Progress Against EEO Management Plan continued

ACTIVITY	MEASURES	PROGRESS COMMENTS
Continue to promote a culture that encourages women to apply for leadership roles.	Women at all levels of the organisation believe they have equal opportunity as their male counterparts for promotion.	Currently 43% of our manager cohort are female
Attract and promote women in non-traditional roles through website and other media.	Increased number of women applicants through targeted campaigns. Success stories published.	Staff achievements were showcased in our Staff Newsletter
Develop support mechanisms for ageing/mature staff and linking them to resources, including retirement planning.	External information and support are promoted to staff.	Council supports the ongoing employment of older workers and transition to retirement plans, including extended leave, job-share, access to superannuation and retirement information sessions
Develop systems that provide for knowledge sharing and mentoring to support succession planning and phased retirement	Staff are supported to discuss transition to retirement options.	Council's Higher Duties policy supports succession planning by providing an avenue for staff to step into a senior role, allowing the usual job holder extended leave or reduced hours
Embed Council's Values into key programs including induction, performance management and leadership programs.	Staff are rewarded and held accountable for demonstrating behaviour consistent with Council Values.	Inclusion is embedded in Council values and linked to recognition and award program. The Staff Skills and Performance Assessment is also linked to Council's Values
Review Council's Recruitment Framework and end to end recruitment practices to ensure alignment to our diversity and non-discriminatory recruitment objectives.	Staff confidence in Council's recruitment practices is increased.	The recruitment framework including overarching policy, advertising channels and associated processes was comprehensively reviewed. Further enhancements to improve accessibility for candidates within the system were also adopted, including a dedicated project aimed at streamlining the application process and improving the overall candidate experience. Following this review, a detailed report outlining recommended incremental improvements was prepared for the Executive Leadership Team
Review and implement an action plan to address the relevant recommendations contained under Respect@ Work Harassment National Inquiry Report 2020.	Initiatives implemented to address Council's positive duty to eliminate sexual harassment.	Council has developed a mandatory Bullying and Harassment Policy and Gender based Harassment Policy for all staff

Progress Report - Disability Inclusion Action Plan (DIAP)

Focus Area 1	Inclusive Attitudes and Behaviours
Outcome Statement 1	Council values and supports inclusive attitudes and behaviours across Council and the community.

1.1

Provide community awareness raising activities to support inclusive attitudes and behaviours

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.1.1. Continue to deliver a community awareness program to promote inclusive attitudes and increase understanding of hidden disability and codesign some initiatives with people with disability	Initiatives developed and promoted ≥ 2	Codesign story telling project is in progress. People with disability participated in multiple high-profile Council promotions such as Mardi Gras and Bondi Festival launch
1.1.2. Continue to increase the visibility of people with disability in Council publications and communications	Positive image library expanded	Council continues to incorporate inclusive imagery within publications and promotions

1.2 Increase organisational understanding, knowledge and skills to apply access and inclusion principles and practices in their key job responsibilities

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.2.1. Continue to deliver Disability Awareness training for all Council workers, including training on dignity of risk	# staff trained/resources	Mental Health Ambassador Program Disability Awareness E- learning training for staff, supervisors and managers was made available. Staff intranet resources were updated
1.2.2. Continue to provide learning and development opportunities to support staff to apply access and inclusion principles and practices into their job responsibilities, including use of inclusive communications	≥ 2 sessions	Council staff is preparing a neuro-affirming workplace covering topics such as Inclusive Workplace Practices and Culture, Helping People who hoard, Reframing Autism, Supported Decision Making, Sexualised Behaviours of Concern and Intellectual Disability, Care in transit – Designing for Passengers, Transport Operators and Homelessness, Managing Psychosocial Hazards and Person Centred Aged Care modules

1.3 Engage with local business to promote the benefit of providing accessible services, environments and inclusive communications

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
1.3.1. Continue to award good practice in access and inclusion through Council's Local Business Awards	Annual Inclusion Award promoted & delivered	2025 Business Awards was targeted to mainstream businesses to improve awareness of disability inclusion
1.3.2. Continue to promote the benefits to local business of inclusive and accessible services and employment practices	# initiatives / ≥ 2 promotions	Business Resource Centre promotes inclusive practice. The Chamber of Commerce was awarded a grant to deliver workshops on inclusive business practice in 2025-26

Focus Area 2 Liveable Communities

Outcome Statement 2

People of all abilities have opportunities to live independent lives in their community and to connect, engage and make choices about the services they access.

2.1 Work with partner agencies to increase access to services and information that support people to live independently

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.1.1. Continue to deliver quality services that promote independence and wellbeing and support people with disability to make community connections	Annual satisfaction survey	Annual satisfaction surveys were completed for all services. The Early Education Centre delivered additional support for nine children
2.1.2. Deliver an information program that helps people navigate the service system, including targeted information for people from diverse backgrounds.	Annual program delivered/ ≥ 2 sessions	Programs delivered include sessions on Disability Gateway information, Aged Care Reform navigation, and Carers NSW information session. E- News and interagency focus on disability reform and inclusion. Palliative care pathway navigation initiatives are delivered
2.1.3. Implement an Access and Inclusion Grant to increase opportunity for people to participate in mainstream activities	Grant delivered / EOI developed and promoted	Wairoa School 's Pathways to the Pavilion project was successfully delivered to increase student confidence in community participation through song writing, music and performance. The Chamber of Commerce awarded a grant to deliver workshops on inclusive business practice in 2025-26
2.1.4. Identify and promote digital inclusion initiatives to help upskill people and create more opportunities to access supports and connections	Initiatives promoted / identify options	Digital inclusion 1:1 support development is in progress

2.2 Recreational and cultural activities and events are inclusive and are actively promoted.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.2.1. Implement and promote accessible event guidelines to improve the accessibility and inclusiveness of all events held in Waverley	Guideline finalised	Guidelines were finalised and promoted
2.2.2. Increase the number of accessible and inclusive events and cultural programs	≥2 Cultural & Arts activities	Several no obstacle events were organised including Bondi Festival. Helios (Bondi Festival) and Are You Pulling My Leg accessible comedy night were organised with AUSLAN interpreting and live captioning. Venue accessibility options at Bondi Pavilion are promoted for all programs. Council supported arts and culture workshop for young people and artists with disability
	≥ 2 Library activities	Library activities delivered include Story Time and sensory play for under 5s, read-along audio picture books for children who benefit from multimodal learning, including those with vision impairments or learning difficulties, and Home Library Service was delivered to 85 housebound members. E-audio and eBooks were increased. Library film screenings were captioned and monthly Community Access Program was organised with the Rose Bay Senior College Integrated facility
2.2.3. Carer's companion card promoted and accepted at all paid events	Carers Companion Card promoted	Carers Card was promoted across Council web platforms and events
2.2.4. Identify sporting and recreational opportunities and gaps within the region and work with neighbouring Councils and organisations to increase the number of recreational activities	1x event delivered Research 2024-25	Dance for Parkinson's Weekly Program was supported. Research on recreation and sporting opportunities are in progress.

2.3 Advocate for increased diversity of housing stock that is affordable and accessible.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
2.3.1. Maintain Waverley's social housing program and upgrade units to be accessible where possible	# units maintained	Forty-four units are maintained. The unit block at 2A Edmund Street is being refurbished for inclusion in the Affordable Housing portfolio
2.3.2. Research housing needs of older people and people with disability to better understand future demand for housing that is affordable and accessible	Research completed/ WCLP housing pathway review	Waverley Community Living Program housing pathway research and review were completed. Further pathway options will be explored in 2025-26. Management review with new Housing Provider was completed
2.3.3. Continue support for housing and homelessness partnerships and initiatives to deliver housing outcomes	# referrals	Ten monthly Eastern Suburbs Homelessness Assertive-outreach Collaboration meetings were held. Twenty referrals and three intensive interventions were delivered. Six people with complex needs were housed
	Annual Street Count	Council supported the coordination of the regional street count. Twenty-three people were counted during the 2025 street count

Focus Area 2 Liveable Communities

Outcome Statement 3

All new council assets, buildings and open spaces are designed to be fully accessible, and Council proactively manages the built environment to meet our diverse community needs now and, in the future.

3.1 Increase access to Council facilities, venues, parks and beaches

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
3.1.1. Continue to design all new council venues to accessible universal design principles and identify and install accessible signage, facilities, and fixtures such as hearing loops, recharge points and calm spaces	Annual upgrades Bondi Pavilion/ Mill Hill-Boot Factory	Mill Hill-Boot Factory was upgraded to Australian Standards with accessible toilets and hearing loops
3.1.2. Continue to deliver a program to upgrade and install accessible public toilets and accessible adult change facilities and maintain information in the National Toilet Map	Annual upgrades and information updates	Ongoing maintenance of accessible toilets was delivered through the annual asset maintenance program. Changing places accreditation for Bondi Pavilion is in progress. MLAK keys are available onsite
3.1.3. Incorporate accessibility and universal design as a key component of the annual capital works program to upgrade streetscapes	Annual program implemented	Curlewis Street Streetscape upgrade is designed to deliver accessibility outcomes. Pedestrian access improvements include works at Glenayr Avenue, MacPherson and St Thomas Street, Curlewis Street, Charing Cross and Bondi Junction
3.1.4. Conduct access audits of streetscapes in commercial and village centres to identify continuous paths of travel, kerb ramp placement and social infrastructure, including street furniture and calming spaces	Audit completed as per schedule year 2	Accessibility audit of footpaths in higher density areas was undertaken as part of the walking strategy preparation. Kerb ramp program is in development.
3.1.5. Prioritise repair of damaged footpaths when access for wheelchair users or people who are less mobile are blocked and there is no alternate path of travel	# repairs	Repair of footpaths is prioritised based on safety risk. Council maintains safe alternate paths of travel as a priority

3.1 continued

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
3.1.6. Provide clear paths of travel along property lines where possible	Guideline review - Year 3-4	Café seating compliance is maintained. Guideline will be reviewed in 2025-26
3.1.7. Develop an accessible beach and coastal walk strategy to identify opportunities for inclusive recreation and play	Park Plans of Management (PoMs) with access upgrades Strategy developed- Year 3-4	Universal Access and Inclusion assessment and recommendations will inform the Coastal Reserves Plan of Management, which covers 14 parks and reserves. Preliminary findings were presented to the Access and inclusion Panel. Further consultation is planned in 2025-26. Clifftop Walkway boardwalk and park entry upgrades at Diamond Bay and Eastern Reserve have included step free access at park and boardwalk entrances to provide equity of experience of the clifftop walk. Entry points include seats with back and armrests with space for mobility devices and water bubblers. Entry points at Lancaster Road, Eastern Reserve, Kimberley Street, and Diamond Bay include step free access onto portions of the boardwalk linking to lookouts to provide equity of experience. Upgrades included stairs through steeper terrain, stairs with correct stair to tread ratios, landings, TGSi's top and bottom, stair nosing highlights and handrails on both sides. Parks Drive, Bondi Park upgrades to South carpark and adjoining park, included footpath surface re-leveling, installation of additional kerb ramps and lighting upgrades to improve safety and accessibility. New footpath extension adjoining Parks Drive North provides step free accessible link to existing accessible picnic tables and picnic shelter in North Bondi
3.1.8. Maintain opportunities for beach access and extend the days beach matting is rolled out at Bondi	Beach Matting available > 3 dpw	Beach wheelchairs are maintained at Bondi Beach. Options to roll out beach mat is being explored
3.1.9. Implement the inclusive play strategy and ensure opportunity for co-design and selection of accessible equipment	Annual upgrades	Gilgandra Reserve and Scott Street Reserve Playgrounds were upgraded to ensure step free access with connecting footpaths and mobility device friendly rubber soft-fall around equipment, water bubblers and park seating with arm and backrests accessible from new footpaths. Sir Thomas Mitchell playground upgrade is in progress
3.1.10. Develop a Wayfinding strategy to meet the needs of people with disability and prioritise upgrading signage in major centres	# Wayfinding upgrades	Upgraded signage is installed at entry of all parks and wayfinding signage is in place across Bondi and Bronte Parks

Focus Area 2 Liveable Communities

Outcome Statement 4

The community is a place where people can move around easily and can access services, facilities and participate in community life.

4.1 Increase access to Council facilities, venues, parks and beaches

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
4.1.1. Increase the number of accessible drop off and pick up zones at key destinations	# accessible PUDOs	Additional PUDO space is planned for Waverley Park and in the vicinity of St. Catherines School
4.1.2. Develop and implement a parking strategy to prioritise parking that is accessible to people with disability at key locations and outside venues	Audit completed and implemented	Eight new spaces are identified under Council's Mobility Parking Space policy. Review of resident Parking Scheme is scheduled for 2025-26
4.1.3. Implement a sensor scheme to provide real time information on the availability of mobility parking	Sensor scheme trial implemented	Sensor Scheme is established
4.1.4. Continue to monitor and enforce the appropriate use of mobility parking	# enforcements	773 Mobility Parking Scheme infringements fines were issued
4.1.5. Upgrade priority bus stops and shelters, including lighting, and link to a continuous accessible path of travel where possible	# annual bus shelters upgrades	Access improvements are planned at 80 locations as part of bus shelter replacement. E.g. Seating, Transportation Geospatial Information System, and exploring localised footpath widening opportunities
4.1.6. Ensure clear signage and information about alternative paths of travel is made widely available when construction on footpaths impedes accessibility	# signage	Signage information is provided as required by the traffic guidance scheme during construction activities
4.1.7 Online maps are updated and provide information to support whole of journey planning	Discover Waverley up to date	Explore Waverley websites are updated to include footpath gradients

Focus Area 3 Meaningful Employment

Outcome Statement 5

People of all abilities have access to meaningful employment.

5.1 Support and advocate for local employment opportunities.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
5.1.1 Support disability employment initiatives and facilitate connection with local business, encouraging skill development and employment opportunities	> 2 initiatives supported	Inclusive employment initiative is explored, and training for staff is trialled. Council staff will work with the Chamber of Commerce to deliver inclusive business practice workshop in 2025-26. Council supported a two-day Disability Employment Summit for advertising, broadcast and production sectors to explore the employment of people with disability in the industry

5.2 Ensure that Council's workforce, recruitment policies and purchasing procedures support diversity and inclusion principles.

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
5.2.1. Set a disability employment target and monitor strategies to increase and support employment of people with disability	Annual progress report	Reasonable adjustment policy is drafted
5.2.3. Identify skill development opportunities within Council and establish identified Council placements and traineeships	Identify options / # of placements	A temporary placement to assist with a job carving initiative and support for volunteers is established
5.2.3. Drive a culture of inclusive leadership by maintaining a staff award for inclusion and identifying and supporting staff ambassadors	Inclusive leadership actions	Inclusion is embedded in Council's Values and linked to recognition and award program. Council will progress ambassador initiative to improve organisational responses to employment

Focus Area 4

Engagement and Accessible Systems

Outcome Statement 6

Council is an organisation that is aware of and responsive to the needs of people of all abilities.

6.1

Increase access to and awareness of council information, feedback systems and services for people with disability

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
6.1.1. Key publications and documents are made available in a diverse range of formats	# alternative formats/ requests	Alternative formats are available. Contacts are promoted as part of event promotions. Website content review is in progress
6.1.2. Continue to ensure Council's website is compliant with WCAG 2.0 and accessibility upgrades are progressively implemented based on an access audit	Website compliance	Council website and satellite website are reviewed for enhanced accessibility
6.1.3. Ensure information about accessibility is included in promotional material and signage	Information tools developed	Event accessibility information is provided for events and cultural activities

6.2

Council community consultation and engagement processes are inclusive and support participation and the views of a diverse range of users

ACTION	KEY PERFORMANCE INDICATOR	COMMENT
6.2.1. Inclusion is embedded in Customer service and ensure Council's engagement and feedback systems are promoted and easy to use, and feedback is accurate and timely	# complaints / feedback related to inclusion # targeted engagement	Feedback management system enables customer feedback at the conclusion of a transaction with Council. Online booking services are established. Engagement pop ups and forms updates include accessible communication contact
6.2.2. Council's Access and Inclusion Panel is supported and actively engaged in monitoring DIAP outcomes	> 3 meetings per year	Terms of Reference was updated, and a new panel is recruited. Four meetings were scheduled. Key initiatives include Coastal Reserves and Walking Strategy. Four priority areas were identified to progress in 2025-26

Swimming Pool Inspections

There was one private swimming pool inspection that was of tourist and visitor accommodation and 19 inspections of more than two dwellings.

Forty-five inspections resulted in issuance a certificate of compliance under Section 22D of the *Swimming Pool Act*. No inspections resulted in issuance of a certificate of non-compliance under clause 21 of the *Swimming Pool Regulation*.

Works Undertaken on Private Land

There were no works undertaken on private land.

Recovery and Threat Abatement Plans

Under the National Recovery Plan *Acacia terminalis* subspecies *terminalis* (Sunshine Wattle), this action is outlined Waverley Council identified as a relevant public authority. Action 3.6: DECCW will liaise with other public authorities that manage land that supports *A.t.terminalis* to prepare site management statements for *A.t.terminalis* habitat under their management.

The Loombah site in Dover Heights contains the critically endangered *Acacia terminalis* subspecies *eastern suburbs* (note amended name). Council received \$5,000 under the Save Our Species fund in 2024-25 to support the ongoing conservation of these plant species which is implemented by professional bush regeneration contractors.

Under the Eastern Suburbs Banksia Scrub (ESBS) Endangered Ecological Community Recovery Plan (2004) Waverley Council must consider this Plan when looking at any development and management of land. This did occur in providing input in 2024-25 on the State Significant Development proposed for Moriah College which directly neighboured and included areas of ESBS.

Council also implements conservation of this endangered ecological community on the York Road verge adjacent to the Centennial Parklands property lot through the regular engagement of professional bush regeneration contractors.

Environmental Upgrade Agreements

In 2024–25, there were no Environment Upgrade Agreements in place.



Anti-Slavery Statement

There were no issues raised by the NSW Anti-Slavery Commissioner (Commissioner) during the year concerning the operations of the council.

Council has taken the following steps to further ensure Goods and Services procured during the year were not the product of modern slavery within the meaning of the *Modern Slavery Act 2018*.

- New suppliers (with the exception of sole traders) were required to complete a modern slavery risk assessment
- Modern slavery is included as part of procurement training to relevant staff
- Information on modern slavery and requirements are made available on staff intranet
- Relevant clauses are updated in standard request for tender, request for quotes and standard contracts
- All suppliers responding to tenders are required to acknowledge requirements of the modern slavery act and agree to providing periodic evidence of compliance if requested
- Reported progress of compliance to the Audit and Risk Committee
- Policy of procuring through Local Government accessible panels is in place where supplier compliance has been assessed and verified to be on the panel
- Council updated all its creditors categories in its financial system to align with the Commissioner's risk-based suppliers categories
- Council engaged Givvable, a third party, to conduct a Materiality Assessment of its creditors against the Commissioner's requirements. 113 IT and Cleaning suppliers (high-risk categories identified by the Commissioner) were analysed. Three suppliers were identified who need to improve their procedures
- Council authorised Givaable to engage with these three suppliers to provide training and education to improve their procedures.

Development Contributions

Development Contributions received under Section 7.12 were allocated to the projects tabled below.

Details such as project number, project description, amount of monetary contributions or levies used or expended on project, actual cost of the project and project status are included in the table. Council received \$4,797,842 via developer contributions and expended \$6,064,658.

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0007	Bronte Surf Club and Community Facilities	(1,726,698)	1,515,044	88%	Work in Progress
C0186	Planting Street Trees	(79,006)	50,603	64%	Complete
C0263	Turf Improvement Program	(254,898)	80,772	32%	Work in Progress
C0289	Bronte Pump House Upgrade and Pump Replacement	(579,323)	391,291	68%	Work in Progress
C0581	Cliff Walk Remediation	(3,345,998)	350,000	10%	Complete
C0686	Wairoa Community Centre	(14,923)	13,593	91%	Complete
C0688	Tamarama SLSC – Building Upgrade	(2,506,403)	318,127	13%	Complete
C0695	Thomas Hogan Reserve Hall Remediation	(3,793)	3,793	100%	Complete
C0711	Barracluff Sportsfield	(315,182)	240,000	76%	Complete
C0714	Public Art Commissions	(260,970)	10,970	4%	Work in Progress
C0726	Boot Factory Restoration and Mill Hill Upgrade	(5,880,775)	462,852	8%	Complete
C0807	SAMP Renewal Roundabouts / Speedhumps Traffic Islands/ Line	(184,616)	120,619	65%	Complete

DEVELOPMENT CONTRIBUTIONS

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0811	Safety by design in public places	(43,230)	43,230	100%	Work in Progress
C0815	Marks Park Amenities	(1,370)	1,370	100%	Complete
C0817	South Bondi Amenities	(6,040)	6,040	100%	Complete
C0831	Margaret Whitlam Recreation Centre	(32,511)	32,511	100%	Complete
C0833	Waverley Library	(155,253)	155,253	100%	Complete
C0834	Waverley Woollahra School of Arts	(26,546)	26,546	100%	Complete
C0839	Bronte House	(13,624)	13,624	100%	Complete
C0845	SAMP- Bus Shelters, Seats and Benches, Bike Furniture, Bin	(60,457)	29,870	49%	Complete
C0847	Campbell Parade to Park Drive Access	(1,028,633)	165,226	16%	Complete
C0848	Street Lighting and Electrical Condition Based Renewals	(192,680)	111,718	58%	Complete
C0850	Waverley Signage Strategy Implementation	(92,685)	33,949	37%	Complete
C0851	Bondi Park Stage 2 Electrical Upgrades	(1,530,421)	200,000	13%	Complete
C0865	Coastal Fencing Upgrades	(9,000)	6,750	75%	Work in Progress
C0876	63a Wairoa WAYS Youth Centre	(79,908)	69,293	87%	Complete
C0879	Tunnel 1 Feasibility Study and design	(11,200)	11,200	100%	Work in Progress
C0886	Waverley Park Playground and Fitness Station Upgrade	(50,459)	33,315	66%	Complete
C0891	Curlewis St Streetscape Upgrade	(3,294,486)	500,000	15%	Work in Progress

DEVELOPMENT CONTRIBUTIONS

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C0955	Bronte Park Community Centre	(8,406)	8,406	100%	Complete
C0965	Bondi Surf Life Saving Club	(55,230)	54,000	98%	Complete
C0967	North Bondi Surf Life Saving Club	(21,053)	21,053	100%	Complete
C0975	SAMP Park and Playground Planning and Design	(253,661)	81,094	32%	Complete
C1005	Footpath Construction - Gould Street- Hastings Parade to Ramsgate Avenue	(68,200)	65,700	96%	Complete
C1014	Kerb and Gutter- Young Street- Clarke Street to Old South Head Road (East/Side)	(25,763)	15,763	61%	Complete
C1029	York Road Slip Lane	(549,364)	172,870	31%	Complete
C1036	Hugh Bamford Hall	(19,800)	19,800	100%	Complete
C1037	42 Brighton Boulevard (Bondi Beach Cottage)	(32,248)	23,578	73%	Complete
C1103	Hall Street at Old South Head Road	(274,300)	209,595	76%	Complete
C1118	Bondi Park Plan of Management	(1,971,965)	109,687	6%	Complete
C1124	Gilgandra Reserve Park and Playground Upgrade	(175,985)	30,310	17%	Work in Progress
C1163	Footpath Ancillary Works for Road Resheeting	(22,540)	7,540	33%	Complete
C1165	Grinding Program	(15,000)	15,000	100%	Complete
C1166	Footpath Construction – King Street, Ocean Street to Bennett Street	(41,898)	5,000	12%	Complete
C1167	Kerb and Gutter Ancillary Works for Road Resheeting	(118,000)	45,000	38%	Complete

PROJECT NO.	PROJECT	2024/25 ACTUALS	TRANSFER FROM CONTRIBUTIONS	% OF PROJECT COST FUNDED BY CONTRIBUTIONS OR LEVIES	PROJECT STATUS
C1183	Scott Street Reserve	(211,756)	51,756	24%	Complete
C1184	Bondi Temporary Amenities	(21,575)	21,575	100%	Complete
C1185	Bondi Pavilion	(9,372)	9,372	100%	Complete
E0007	Marks Park- Coastal Walk Landslip	(305,434)	100,000	33%	Work in Progress



Voluntary Planning Agreements

DA	DETAILS OF PROPOSAL	NAME OF THOSE PARTY TO THE AGREEMENT	ADDITIONAL FSR SOUGHT	EXCEEDANCE (SQM)	CONTRIBUTION (\$)
DA-472-2022-A	Demolition of buildings and amalgamation of lots and construction of a new part three, part 4 storey shop top housing development with two levels of basement parking	Clutch Developments Pty Ltd	3.4%	142	573,680
DA-296/2019/D	Modification of a shop top housing development	RNB Property Group	13.5%	79	237,030
DA-291/2022 and DA-291/2022/A	Demolition of the existing structures, excavation and construction of a four-storey residential flat building development including four residential apartments above a basement level car park, strata subdivision, associated landscaping and a swimming pool at rear and associated modification	Kimberly Co Pty Ltd	22.2%	294.5	218,550 and land
DA-155/2018/A	Modification to the approved development including a reduction in the number of apartments from 106 to 95 , internal reconfiguration of units and increase in floor space. Demolition of the existing building and construction of a new 20 storey mixed use building and basement parking	JQZ Sixteen Pty Ltd	12%	1,496	5,535,200

Contracts Awarded by Council

In 2024–25, Council awarded the following contracts for amounts greater than \$150,000 (other than employment contracts).

NAME OF CONTRACTOR	NATURE OF GOODS OR SERVICES SUPPLIED	TOTAL AMOUNT PAYABLE
Global Shopping Network Pty Ltd ATF Red Hot Investment Trust	Affordable Housing Purchase	\$8,550,000.00
VISY Pty Ltd	Recyclable Materials Acceptance and Processing Services Agreement	\$6,200,000.00
Technology One Ltd	Variation to Agreement with Technology One	\$5,300,000.00
CA&I Pty Ltd	Charing Cross Streetscape Upgrade Civil Works	\$5,024,269.00
JetCharge Pty Ltd	Public Electric Vehicle Charging Stations	\$2,500,000.00
Quality Management & Constructions Pty Ltd (T/as QMC Group)	Blair Street and Mitchell Street Crossings and Gould Street and Warners Avenue Intersection Upgrades	\$1,489,371.70
Stateline Asphalt Pty Ltd	Road Resheeting Program	\$1,201,367.65
Sydney Stone Masons Pty Ltd	Waverley Cemetery Contemplation Shelters Restoration-Head Contractor Services	\$1,044,319.10
Bridge42 Pty Ltd	Bronte Surf Lifesaving Club and Community Facilities Upgrade	\$614,900.00
Print Mail Logistics Limited	Rate Notice Printing	\$425,211.60
Architectus Australia Pty Ltd	Project Delivery- Bondi Junction Vision and Master Plan	\$396,715.00
Gosford Quarries Pty Ltd	Security Deposit Sandstone for Waverley Cemetery Memorial Walls Project	\$374,000.00
Haskoning Australia Pty Ltd	Coastal Management Program Stage 2 Studies	\$349,855.00

Contracts Awarded by Council continued

NAME OF CONTRACTOR	NATURE OF GOODS OR SERVICES SUPPLIED	TOTAL AMOUNT PAYABLE
GJ's Landscapes Pty Ltd	Scott Street Reserve (SP1) and Sir Thomas Mitchell Reserve (SP2)	\$349,369.87
Ally Property Services Pty Ltd	Civil Works Package 1	\$341,129.00
Evolve Housing Limited	Waverley Council Housing Management	\$325,800.00
Green By Nature	Barracluff Sports Field Upgrade	\$321,795.00
CBD Electrical Mechanical Pty Ltd	HVAC Maintenance Services	\$204,136.90
Attekus Pty Ltd	SaaS Agreement Waverley Council Online Venue Booking System	\$182,641.80
Bridge42 Pty Ltd	Project Management Services- Bondi Junction Master Plan	\$172,425.00
Citywide Asphalt Pty Ltd	Civil Ancillary Works	\$155,254.00

Stormwater Levy

The stormwater management service charge (the levy) is intended as a mechanism for Councils to raise income to invest in improving the stormwater systems in urban areas. It is in addition to what is raised through general rates and other charges.

Council introduced a stormwater management service charge under the *Local Government Amendment (Stormwater) Act 2005* No 70 in 2020-21.

The levy is capped in the legislation at \$25 per property for residential properties and \$12.50 for lots in a strata scheme. Commercial properties will be charged at \$25 per 350m² of impervious surface area per property. A minimum charge of \$5 will be applied to strata commercial property when the levy calculation is less than \$5. The revenue raised from the stormwater levy will allow the Council to cover costs to implement projects in relation to capacity and water quality as well as works arise from the Catchment Flood Study.

The stormwater levy is designed to provide a funding source for managing flood risk. Council is allocating funds to projects that contribute to reducing this risk as well as building a commensurate reserve to fund larger projects in the coming financial years.

In 2024–25, \$1.4 million was spent on the following projects:

- Raingarden repair/construction
- Curlewis Street Streetscape Upgrade
- Pits/Pipes at various locations (repair/replacement)
- Stormwater Ancillary Works for Road Resheeting
- Drainage improvement works (Gibson Street, Warners Avenue, Macdonald Street, 10 New Street, Yenda Avenue, Diamond Bay Reserve, 51 Simpson Street, Roscoe Street Mall, Ewell Lane)
- Bondi Golf Course - Overflow Investigation
- 2024 April Storm Damage Remediation
- Flood Risk Management Plan & Study
- Asset Audit - Pits & Pipes.





Internal Audit and Risk Management Attestation Statement for Waverley Council (2024/25)

I am of the opinion that Waverley Council has an audit, risk and improvement committee and risk management and internal audit processes that, excluding the exceptions outlined below, operate in compliance with the requirements set out in the Local Government Act 1993 and Local Government (General) Regulation) 2005.

Specifically:

Audit, Risk and Improvement Committee

REQUIREMENT	COMPLIANCE
Council's audit, risk and improvement committee is independent of the council and has three or more members that comply with or exceed the minimum requirements for the Council	Compliant
The chair and all members of Council's audit, risk and improvement committee meet the eligibility and independence criteria required of their position, and have been appointed in accordance with prescribed membership term limits	Compliant
Council's audit, risk and improvement committee operates according to terms of reference approved by the Council that are consistent with the approved Model Terms of Reference	Compliant
Council's audit, risk and improvement committee operates according to annual and four-yearly strategic plans endorsed by the Council	Compliant Four – yearly strategic plan – not due
Council's audit, risk and improvement committee provides an annual assessment to each year, and a strategic assessment of all the matters listed in section 428A of the Local Government Act to the Council each council term	Compliant
The Council provides the audit, risk and improvement committee with direct and unrestricted access to the General Manager, senior management, information and resources so it can fulfil its responsibilities	Compliant
At least once each council term the Council reviews the effectiveness of the audit, risk and improvement committee.	Compliant

Membership

The chair and membership of the audit, risk and improvement committee are:

Independent chair	John Gordon	17 September 2019	17 September 2027
Independent member	Sheridan Dudley	15 August 2023	15 August 2027
Independent member	Elizabeth Gavey	17 September 2019	31 December 2025
Councillor member	Cr Joshua Spicer	29 October 2024	15 September 2026

Risk Management

REQUIREMENT	COMPLIANCE
Council has adopted a risk management framework that is consistent with current Australian risk management standards and appropriate for the Council's risks	Compliant
Council's audit, risk and improvement committee is responsible for reviewing the implementation of Council's risk management framework and issues a strategic assessment of the effectiveness of the Council's risk management framework to the Council each council term.	Compliant

Internal Audit

REQUIREMENT	COMPLIANCE
Council has an internal audit function that provides an independent unbiased assessment of the Council's operations and risk and control activities	Compliant
Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters	Compliant
Council's internal audit function operates independently of the Council and internal audit activities are not subject to direction by the Council	Compliant
Council's internal audit function operates according to an internal audit charter, which is consistent with the approved Model Internal Audit Charter	Compliant
Council has appointed an appropriately skilled and eligible staff member to direct the Council's internal audit activities or is part of a shared	Compliant
Internal audit activities are conducted in accordance with the International Professional Practices Framework	Compliant
Council's internal audit function operates according to annual and four-yearly strategic plans developed by the Council's audit, risk and improvement committee and endorsed by the Council	Compliant
Council provides the internal audit function with direct and unrestricted access to the Council staff, Council's audit, risk and improvement committee, Council information and resources so it can fulfil its responsibilities	Compliant
At least once each council term Council's audit, risk and improvement committee reviews the effectiveness of the Council's internal audit function and reports this to the Council	Compliant

Non-compliance with the Local Government (General) Regulation 2021

There are no non-compliant requirements.

Signed:

A handwritten signature in black ink, appearing to read 'E. Scott', written in a cursive style.

Emily Scott
General Manager,
Waverley Council

October 2025

Get in Touch

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