



CITY OF VINCENT

ANNUAL REPORT

2021/22

Acknowledgement of Country

The City of Vincent acknowledges the Traditional Owners of the land, the Whadjuk people of the Noongar nation and pay our respects to Elders past and present.

We recognise the unique and incomparable contribution the Whadjuk people have made and continue to make to our culture and in our community. We will continue to seek the input of the Traditional Owners.

The land on which we live, meet and thrive as a community always was and always will be Noongar land.



CONTENTS

4

MAYOR'S MESSAGE

6

CEO'S MESSAGE

8

COUNCILLORS

10

EXECUTIVE MANAGEMENT COMMITTEE

11

STRATEGIC COMMUNITY PLAN VISION

12

OUR VALUES

13

OUR PRIORITIES

14

CITY OF VINCENT PROFILE

15

TOP PROJECTS FOR 2021/22

16

STRATEGIC PROJECTS

21

SERVICES PROVIDED

38

MAJOR PLANS & STRATEGIES

57

ABOUT OUR ELECTED MEMBERS

57

ELECTED MEMBER MEETING ATTENDANCE

60

EMPLOYEE REMUNERATION

61

GENDER EQUALITY REPORT

62

RECORD KEEPING STATEMENT

63

FREEDOM OF INFORMATION

63

INTEGRITY & CONTROLS

65

FINANCIAL REPORTS

96

INDEPENDENT AUDITOR'S REPORT



MAYOR'S MESSAGE

The 2021/22 financial year began with a now-familiar COVID-19 lockdown. While it wasn't a welcome start, we were well prepared.

Masks came on, playgrounds shut, events were cancelled, and Beatty Park Leisure Centre, our library and the Vincent Community Centre all closed.

Our community and local businesses handled the lockdown with tenacity and a strong spirit – as they had done before – but each lockdown still seemed more challenging than the last, particularly for the most vulnerable in our community and for small businesses.

Looking back now, it's remarkable what a difference a year makes. While COVID-19 is still with us, we have learned so much about managing the risks and keeping safer.

By the end of the financial year, we were approving sponsorships for a range of events and preparing to welcome back a summer calendar of festivals, markets and concerts.

General activity had already picked up, and our community members were buoyed by the opportunities to explore market stalls, share food in the streets and dance to live music.

From smaller park upgrades to multi-million dollar projects, we achieved a lot while still facing the uncertainty of COVID-19.

The top end of Woodville Reserve in North Perth was spruced up with more trees, native plants, lawn and places to sit.

This made the reserve more cohesive, giving people space to kick a ball around or take the dog for a walk.

A new picnic shelter was installed at Banks Reserve and work started on a major upgrade to the pavilion at Menzies Park in Mount Hawthorn.

The much-loved indoor pool at Beatty Park re-opened after a \$3.1 million makeover that took

place over seven months and included \$471,000 of Federal Government grant funding.

New pool tiling, Aboriginal tile artwork, garden beds, change cubicles, water features and water slides not only transformed the area, but also made it more accessible.

Leederville built back to pre-pandemic days with an influx of new businesses and investment.

We also moved forward with plans to revitalise two key sites in Leederville – The Avenue and Frame Court car parks – by inviting proposals for innovative developments that would retain public carparking in multi-storey form.

Our vision is for the car parks to be transformed into high-quality developments that cater to a mix of uses and offer community benefits, including additional public open space.

Vincent celebrated one year of the Public Health Plan 2020 – 2025, which is designed to encourage community members to lead happy, healthy and connected lives in a supported environment.

We worked hard to hit the targets in the plan and felt confident to bring forward our ambitious plan of having all town centres smoke-free by 2025.

We also celebrated becoming the first local government in WA to own a car fleet that is 100 per cent hybrid or electric.

Our Sustainable Environment Strategy 2019 – 2024 includes targets to reduce tailpipe emissions by 50 per cent by 2024 and achieve zero tailpipe emissions by 2030.

Four years on from the biggest engagement project in Vincent’s history, Imagine Vincent, we checked in with our community to refresh our shared vision and desires for the next decade. Imagine Vincent: The Sequel began as we embarked on a major review of the Strategic Community Plan 2018 – 2028.

A lot has changed in the world in the past four years, so we set out to speak to as many community members as possible to make sure our 10-year vision and plan still reflected our current landscape.

The Asset Management and Sustainability Strategy was adopted to ensure our assets are well maintained and meet the needs of the community for years to come.

The strategy will guide the management, spending and efficiency of our assets over the next decade and will help us achieve the best use of resources for current and future generations.

Council approved design plans for the Litis Stadium changerooms, paving the way for a formal application for a \$3 million grant promised by the Federal Government to Floreat Athena Football Club for a clubroom makeover and new changerooms.

Our draft Innovate Reconciliation Action Plan 2022 – 2024 was approved for community consultation.

This aspirational plan was developed in consultation with the Boordiyas (bosses) Elders group and our Reconciliation Action Plan Working Group.

It includes a range of actions to drive Aboriginal and Torres Strait Islander employment and procurement and provide greater recognition of Sites of Significance and the Noongar Six Seasons in Vincent.

One of the biggest highlights of the financial year was the news that we could expect to see affordable underground power delivered to the City of Vincent.

We secured underground power for a third of households in May, signing a Memorandum of Understanding with Western Power to seal the deal.

It was great news, but it got even better. At the end of the financial year Western Power confirmed they would work with us on another five underground power projects that would cover the bulk of Vincent.

The projects target areas that are due for network infrastructure upgrades, meaning Western Power contribute more towards undergrounding and the project becomes more affordable for ratepayers.

There are so many benefits to underground power, including more tree canopy, walkable streets, improved public safety, reduced tree pruning costs, improved network reliability and increased property prices.

Over the past 12 months, the Vincent Council has remained focused on achieving the best possible outcomes for our community. Central to this has been a focus on financial sustainability for the future.

We welcomed three new Councillors in October – Cr Alexander, Cr Ioppolo and Cr Worner.

I would like to thank all my current Council colleagues, as well as outgoing Councillors Joshua Topelberg, Joanne Fotakis and Sally Smith, for their commitment and valuable contributions over the year.

I would also like to thank the City’s CEO and staff for working hard to make the ‘yes’ possible for our community.



EMMA COLE
MAYOR



CEO'S MESSAGE

Our 2021/22 Annual Report shows a high-performing organisation delivering on Council's Strategic Community Plan vision and priorities.

We have made excellent progress against the CEO KPIs and in delivering on the projects, programs and services in the Corporate Business Plan.

The City has demonstrated its ability to respond quickly and thrive during the challenges presented to the community, organisation and our local businesses by COVID-19.

I am particularly proud of how the organisation delivered on Council's COVID-19 Relief and Recovery Strategy and we have now effectively completed the actions contained in our Rebound Plan.

This report provides highlights on the development and implementation of a range of Council's plans and strategies including the Sustainable Environment Strategy, Waste Strategy,

Reconciliation Action Plan, Greening Plan, Public Open Space Strategy, Safer Vincent Plan and Arts Development Action Plan.

Implementation of the FOGO three-bin system was a significant achievement and makes the City of Vincent a leader in best practice waste management in WA.

We are recognised generally as a leader in local government. The City of Vincent already meets or exceeds a range of new minimum benchmarks and standards proposed in a package of local government reforms.

Our strong governance and ability to advise Council on its decision-making functions is now underpinned by an organisation-wide improvement

process in line with public sector best practice and a modernisation of Council's policy suite.

We are performing well against an updated Corporate Business Plan and Capital Works Program format and structure, an updated Governance Framework, a contemporary Risk Management Framework, a new Contract Management Framework and Project Management Framework, a new Code of Conduct, an updated Procurement Policy, a new Property Management Framework and a new Fraud and Corruption Prevention Policy and Plan.

These policy, process, systems and training improvements have had a positive impact on the organisational culture and performance.

We managed a smooth local government election process in October last year, welcoming Cr Alexander, Cr Ioppolo and Cr Worner to Council.

I would like to acknowledge the passion and dedication shown by outgoing Councillors, Joanne Fotakis, Joshua Topelberg and Sally Smith, who all contributed to the achievements outlined in this annual report.

We have an exciting year ahead as we prepare for a once-in-a-generation project to underground power throughout Vincent.

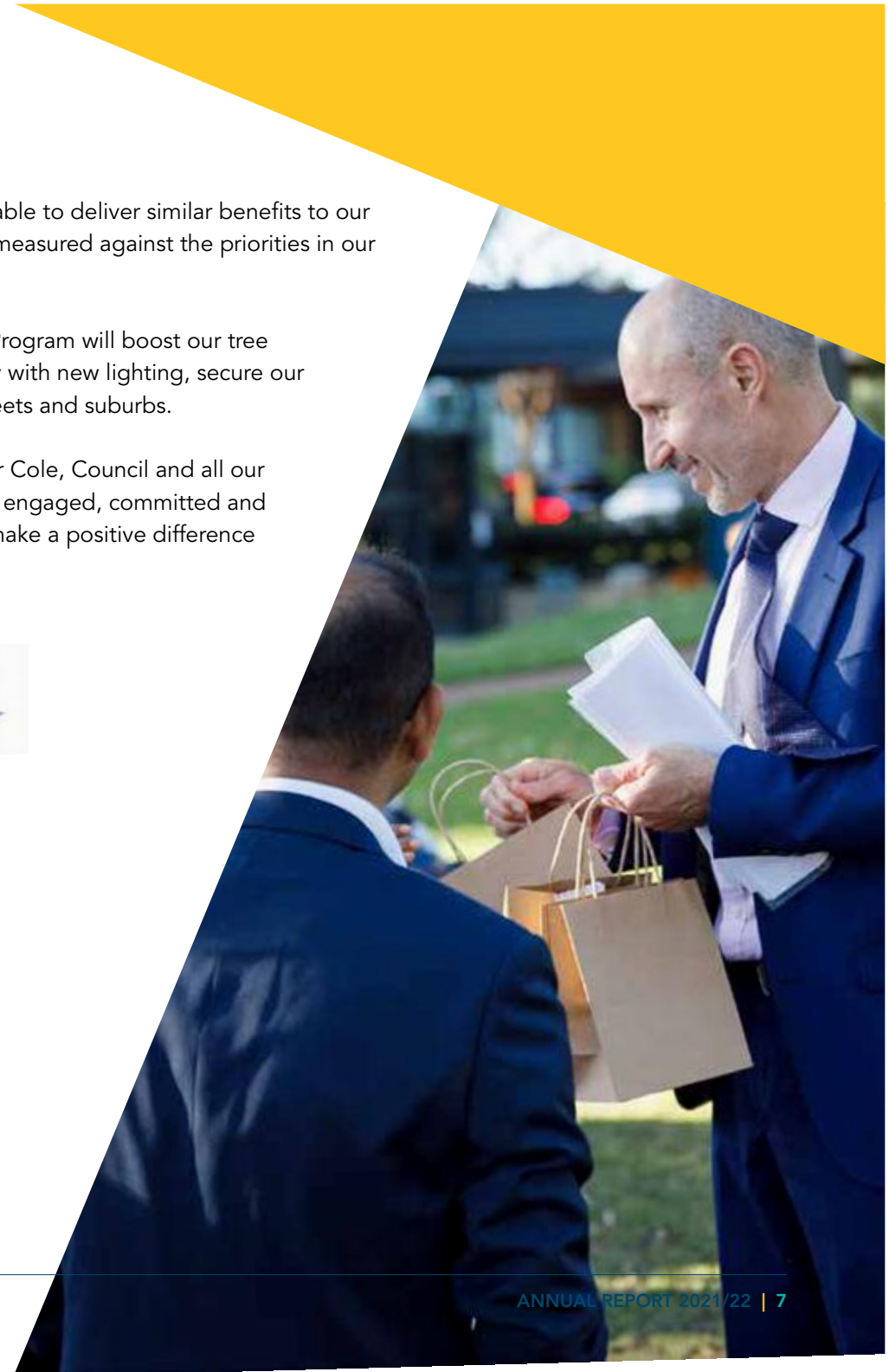
No other single project would be able to deliver similar benefits to our residents and property owners as measured against the priorities in our Strategic Community Plan.

The Vincent Underground Power Program will boost our tree canopy, improve community safety with new lighting, secure our power supply and beautify our streets and suburbs.

I would like to acknowledge Mayor Cole, Council and all our staff members who continue to be engaged, committed and work incredibly hard each day to make a positive difference for our community.



DAVID MACLENNAN
CEO



COUNCILLORS



Mayor Emma Cole
Elected (Mayor) 2017 – 2023

- Committees:
- Chair of the CEO Performance Review Panel
 - Safer Vincent Advisory Group

NORTH WARD

SOUTH WARD



Cr Susan Gontaszewski
Deputy Mayor
Elected (Deputy Mayor)
2017 – 2023

- Committees:
- City of Vincent Audit Committee
 - Metro Inner-North Joint Development Assessment Panel
 - CEO Performance Review Panel



Cr Jonathan Hallett
Elected 2017 – 2025

- Committees:
- Tamala Park Regional Council (alternate)
 - Metro Inner-North Joint Development Assessment Panel (alternate)
 - Sustainability and Transport Advisory Group
 - Reconciliation Action Plan Working Group



Cr Ashley Wallace
Elected 2019 – 2023

- Committees:
- Member representative of the Western Australian Local Government Association
 - Tamala Park Regional Council
 - Metro Inner-North Joint Development Assessment Panel
 - City of Vincent Audit Committee
 - Chair of the Safer Vincent Advisory Group



Cr Ross Ioppolo
Elected 2021 – 2025

- Committees:
- Deputy Chair of the City of Vincent Audit Committee
 - CEO Performance Review Panel



Cr Joshua Topelberg
Elected 2009 – 2021

- City of Vincent Audit Committee
- Member of Metro West Joint Development Panel (JDAP)
- Chair of the Reconciliation Action Plan Working Group



Cr Alex Castle | *Elected 2017 – 2025*

Committees:

- Mindarie Regional Council
- CEO Performance Review Panel
- Arts Advisory Group
- Chair of the Children and Young People Advisory Group



Cr Ron Alexander | *Elected 2021 – 2025*

Committees:

- Children and Young People Advisory Group
- City of Vincent Audit Committee



Cr Suzanne Worner | *Elected 2021 – 2023*

Committees:

- Reconciliation Action Plan Working Group
- Chair of the Arts Advisory Group



Cr Dan Loden | *Elected 2015 – 2023*

Committees:

- Metro Inner-North Joint Development Assessment Panel (alternate)
- Deputy Chair of the Reconciliation Action Plan Working Group
- Chair of the Sustainability and Transport Action Group



Cr Joanne Fotakis | *Elected 2017 – 2021*

Committees:

- Chair of the Arts Advisory Group
- Member of the CEO Performance Review Panel
- Alternate Member Tamala Park Regional Council
- Member of Tamala Park Regional Council (alternate)



Cr Sally Smith | *Elected 2019 – 2023*
(Resigned 21 October 2021)

Committees:

- Member of the Arts Advisory Group
- Member of the Children and Young People Advisory Group

EXECUTIVE MANAGEMENT COMMITTEE



● David MacLennan
Chief Executive Officer



● Virginia Miltrup
**Executive Director
Community and
Business Services**



● John Corbellini
**Executive Director Strategy
and Development**



● Andrew Murphy
**Executive Director
Infrastructure and
Environment**
22 January 2018 – 31 July 2022



● Peter Ferguson
**Executive Manager
Information and
Communication Technology**



● Nathan Stokes
**Executive Manager Human
Resources**



● Peter Varris
**Executive Manager
Corporate Strategy
and Governance**



● Vanisha Govender
**Executive Manager
Financial Services**
(left City 8 October 2021)



● Rhys Taylor
**Executive Manager
Financial Services**
(commenced 18 October 2021)



● **ROTATING STAFF MEMBER**
Tara Gloster
Manager Policy and Place

STRATEGIC COMMUNITY PLAN VISION

Our Strategic Community Plan (SCP) 2018 – 2028 sets out a vision for the City.

“In 2028, the City of Vincent is a leafy and vibrant 24-hour city which is synonymous with quality design and sustainability. Its diverse population is supported in their innovative endeavours by a Council that says YES!”

OUR VALUES



Engaging

Listening, understanding and communicating is the key to our success.



Accountable

We work openly and transparently to earn our community's trust.



Making a Difference

Our work improves our community and the lives of our residents.

OUR PRIORITIES

Our priority areas, as set out in the Strategic Community Plan, are defined below. They have been created from the feedback received from our community and reflect our past, present and future. No one priority is more substantial than another; each works in concert with the others to deliver on our community's overall vision.



Enhanced Environment

The natural environment contributes greatly to our inner-city community. We want to protect and enhance it, making best use of our natural resources for the benefit of current and future generations.



Accessible City

We want to be a leader in making it safe, easy, environmentally friendly and enjoyable to get around Vincent.



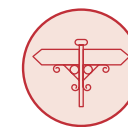
Connected Community

We are a diverse, welcoming and engaged community. We want to celebrate what makes us unique and connect with those around us to enhance our quality of life.



Thriving Places

Our vibrant places and spaces are integral to our identity, economy and appeal. We want to create, enhance and promote great places and spaces for everyone to enjoy.



Sensitive Design

Design that 'fits in' to our neighbourhoods is important to us. We want to see unique, high quality developments that respect our character and identify and respond to specific local circumstances.



Innovative and Accountable

The City of Vincent has a significant role to play in supporting our community to realise its vision. To achieve this, we will be an innovative, honest, engaged and responsible organisation that manages resources well, communicates effectively and takes our stewardship role seriously.

CITY OF VINCENT PROFILE



POPULATION OF 37,865 (Source: ABS 2021)



TOTAL AREA OF 11.3km²



MEDIAN AGE 35.9 years (Source: ABS 2021)



257 COUNCIL EMPLOYEES (FTE)

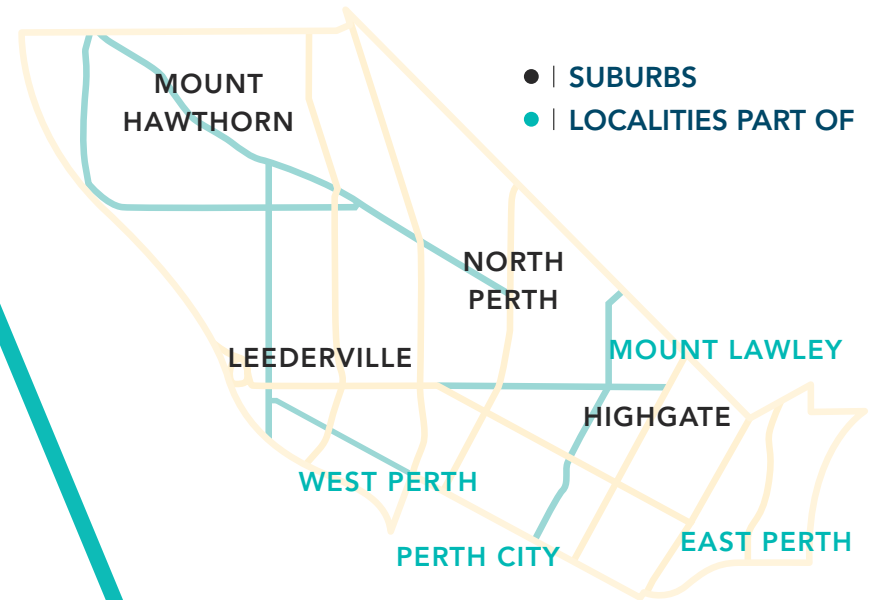
2 WARDS NORTH & SOUTH



9 ELECTED MEMBERS



Mayor and eight Councillors



TOTAL AREA OF PARKS & GARDENS 106.4 ha

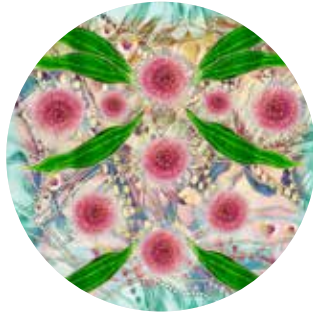
144km ROADS

260km FOOTPATHS

TOP PROJECTS FOR 2021/22



●
THREE-BIN FOOD
ORGANICS GARDEN
ORGANICS (FOGO)
COLLECTION SYSTEM



●
INNOVATE
RECONCILIATION
ACTION PLAN



●
BEATTY PARK
2062



●
ASSET MANAGEMENT
AND SUSTAINABILITY
STRATEGY



●
COMMUNITY
ENGAGEMENT
FRAMEWORK



●
BRITANNIA RESERVE
DEVELOPMENT PLAN



●
ROBERTSON PARK
DEVELOPMENT PLAN



●
BANKS RESERVE
MASTER PLAN



●
WOODVILLE RESERVE
LANDSCAPE PLAN



●
ACCESSIBLE CITY
STRATEGY
IMPLEMENTATION



●
WAYFINDING
PLAN

STRATEGIC PROJECTS

NO.	STRATEGIC PROJECT	DESCRIPTION	SUMMARY
1	Three-Bin Food Organics Garden Organics Collection System	Delivery of a three-bin FOGO collection service to approximately 16,500 households.	Bin roll out completion for phase one achieved by 15 November. Phase two and three properties (apartment complexes with 11–49 and 50+ units) completed by end of June 2021.
2	Reconciliation Action Plan (RAP)	Successfully deliver the plan with support of key stakeholders.	Draft Innovate RAP approved for community consultation and conditional endorsement sought from Reconciliation Australia.
3	Beatty Park 2062	Develop a long-term approach to preserve and protect the history and heritage of the 1962 grandstand and other major elements of the site.	Slide opened to the public, heritage grandstand maintenance progressed, documents prepared for switchboard replacement, scope of work determined for new indoor pool change rooms, advocacy options explored.
4	Asset Management and Sustainability Strategy (AMSS)	Develop a financially sustainable strategic approach to City assets, increasing renewal of our parks, reserves, buildings and roads.	AMSS adopted at Council meeting on 16 November 2021.
5	Community Engagement Framework	Implement the Community Engagement Framework, including developing tools, templates and processes. Includes regular reporting to Council on progress.	Staff training completed with a number of staff receiving IAP2 engagement certification.
6	Public Open Space Strategy		
6.1	Britannia Reserve Development Plan	Enhance one of our City's largest sporting reserves to achieve more use from clubs and the local community.	Awaited announcement of new Minister to review the funding program, including the \$3 million Litis Stadium funding package.
6.2	Robertson Park Development Plan	Prepare and implement the plan to guide future use, management and development of Robertson Park.	Detailed design commenced.
6.3	Banks Reserve Master Plan	Implement key outcomes of the Banks Reserve Master Plan.	Feasibility analysis progressed for Walter's Brook Crossing. Preliminary design works commenced for new toilet block.
6.4	Woodville Reserve Landscape Plan	Development and implement a landscape plan to enhance Woodville Reserve.	Implementation of the landscape plan almost complete.
7	Accessible City Strategy implementation		
7.1	Accessible City Strategy implementation	Implement the Accessible City Strategy to guide future movement within the City.	Projects listed to start in the 2021/22 period being scoped, planned and actioned.
7.2	Wayfinding Plan	Develop a wayfinding plan that will improve the way people move around the City of Vincent by foot, bike and public transport.	Initial branding concepts presented to May Council workshop with feedback and clear direction provided to guide the final plan.

CEO Key Performance Indicators

1. Delivery of Strategic Projects and operations as approved and funded in the Corporate Business Plan.
 - a) Develop concept options for the Beatty Park 2062 project by December for heritage review and funding advocacy, followed by a report to Council by April 2022.
 - b) Finalise Britannia Reserve Development Plan and complete application for Federal grant funding by March 2022.
4. Report to Council on proposed Service Delivery Review Program improvements with a focus on operational efficiencies, potential savings measures to inform the Long-Term Financial Plan and benchmarking of other local government areas.
10. Finalise and implement the Asset Management and Sustainability Strategy including actions endorsed by Council for the financial year.
13. Report on the delivery of the annual Capital Works Program.







UNDERGROUND POWER

In 2021/22 the City of Vincent committed to a once-in-a-generation project to deliver affordable underground power across its suburbs.

A Memorandum of Understanding was signed with Western Power in May, demonstrating our commitment to work with the utility and the community to bring underground power to Vincent.

Three areas were confirmed as part of Tranche 2 of the Network Renewal Undergrounding Program (NRUP), with another five areas set to be included in the future.

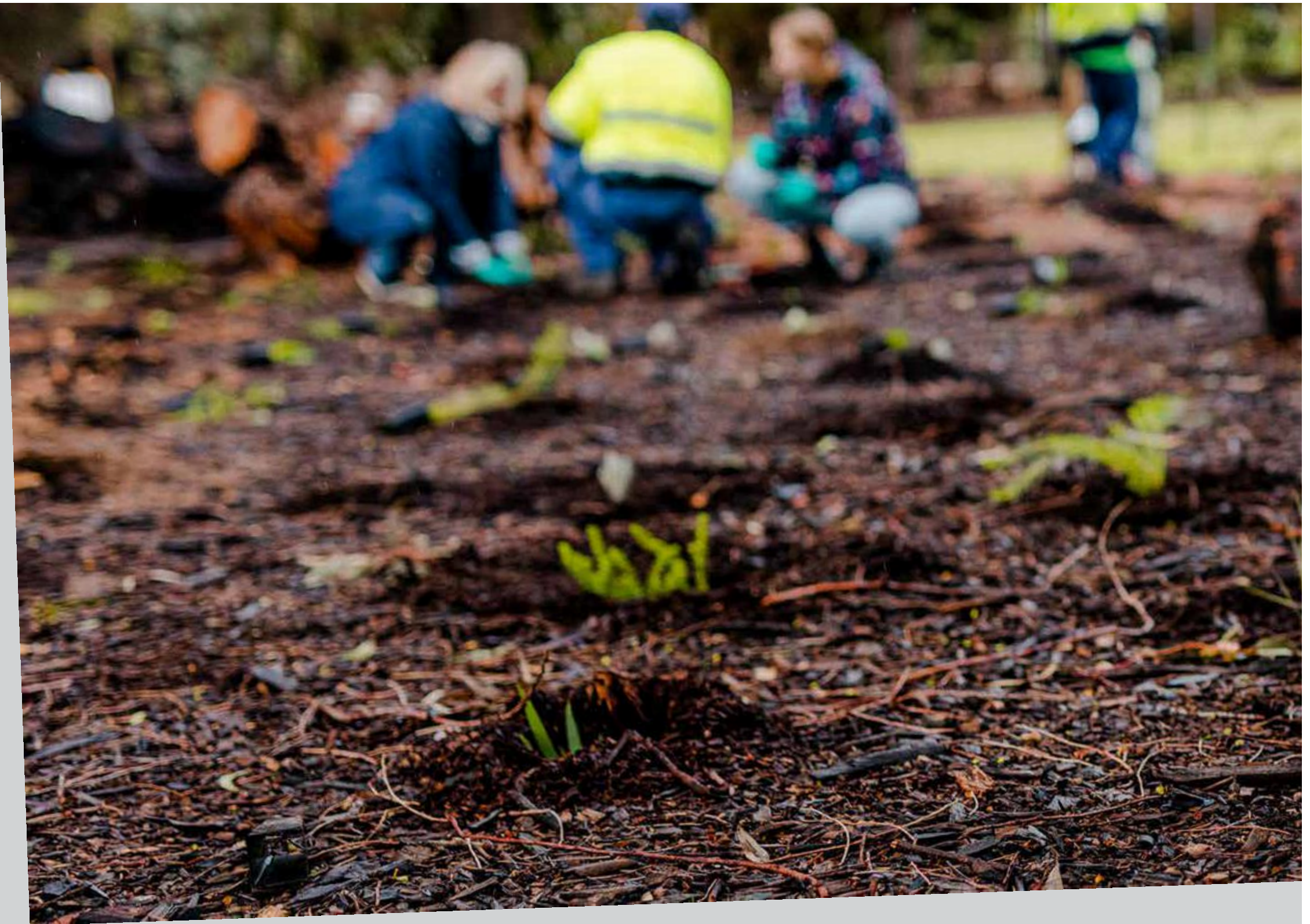
The program targets areas where there is a high density of ageing distribution overhead assets that need to be replaced.

Under the NRUP, Western Power will meet most capital costs and the remainder will be covered by the City and property owners.

This is the most affordable option for underground power that has ever been offered in Vincent.

Undergrounding power will transform our neighbourhoods, allowing tree canopy to flourish and making streets cooler and more walkable. New light posts and LED street lighting will also be installed as part of the change.

The City has set up a rolling underground power fund for the project.





SERVICES PROVIDED

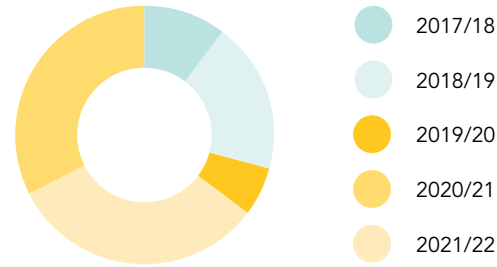
CORPORATE STRATEGY & GOVERNANCE

Key Functions

- Corporate governance
- Council administration
- Land and property management

Highlights

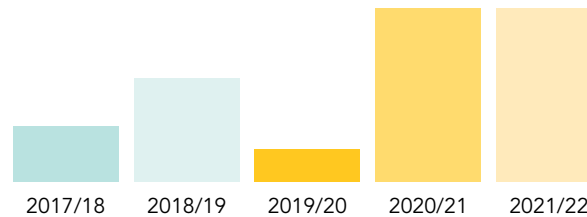
- Coordinated a local government election, post-election administration and the induction of three new Council members.
- Reviewed the Governance Framework, delegations and authorisations, Risk Management Framework and Fraud and Corruption Prevention Plan.
- Implemented a Council Members Code of Conduct Behaviour Complaints Management Policy.
- Lease of Hyde Park Kiosk.
- Adopted the Local Government Property Local Law.
- Appointed the Internal Audit Contract.



POLICY REVIEW OUTPUT

DATE	COMPLETED POLICY REVIEW
2017/18	7
2018/19	13
2019/20	4
2020/21	22
2021/22	22

COMPLETED POLICY REVIEWS



CEO Key Performance Indicator

6. Improve the quality and timeliness of Council reports, implementation of Council resolutions and Council member requests through new reporting procedure endorsed by Council by November 2021.
8. Implementation of the Policy Review Program endorsed by Council for the financial year.



HUMAN RESOURCES

Key Functions

- Attraction and recognition
- Organisational development
- People, safety and capability processes
- Health, safety and wellbeing
- Equity and diversity

Highlights

The City focused on the health, wellness and professional development of staff. This included the implementation of a new training and development calendar and a Work Health, Safety and Wellness Five-Year Plan.

- Improved the Inner-City Group Mentoring Program with 82 participants.
- Developed a Working From Home Policy and Flexible Working Arrangements Policy.
- Implemented an immunisation program for relevant staff.
- Continued to promote and deliver on OSH and wellness initiatives such as health checks, skin checks, flu vaccination, difficult conversations, first aid and mental first aid training.



INFORMATION & COMMUNICATIONS TECHNOLOGY

Key Functions

- Information governance and security
- Freedom of information
- Digital service planning and implementation
- Technology and communication infrastructure support
- Global information systems operations
- Innovation program: Smart Cities capability development

Highlights

- Improved IT asset management and tracking control.
- Upgraded the core business system to resolve several security vulnerabilities.
- Introduced cyber security and awareness training for staff.
- Strengthened staff onboarding and offboarding processes for information access.



POLICY & PLACE

Key Functions

- Strategic planning
- Place planning
- Landscape architecture

Highlights

- Endorsed the Leederville Precinct Structure Plan.
- Designed, endorsed and implemented the Woodville Reserve Landscape Plan.
- Finalised the Robertson Park Development Plan.
- Started developing the Wayfinding Plan, which includes four phases:
 - Phase One – analysis report
 - Phase Two – draft Wayfinding and Signage Plan
 - Phase Three – final Wayfinding Plan and guidelines
 - Phase Four – implementation plan
- Completed the Britannia North-West Development Plan and the associated changeroom design.
- Reviewed and updated a range of policies including those relating to community engagement, signs and advertising, education and care services, vibrant public spaces, character areas and home businesses.
- Started the request for proposal for redevelopment concepts process relating to The Avenue and Frame Court car parks in Leederville.

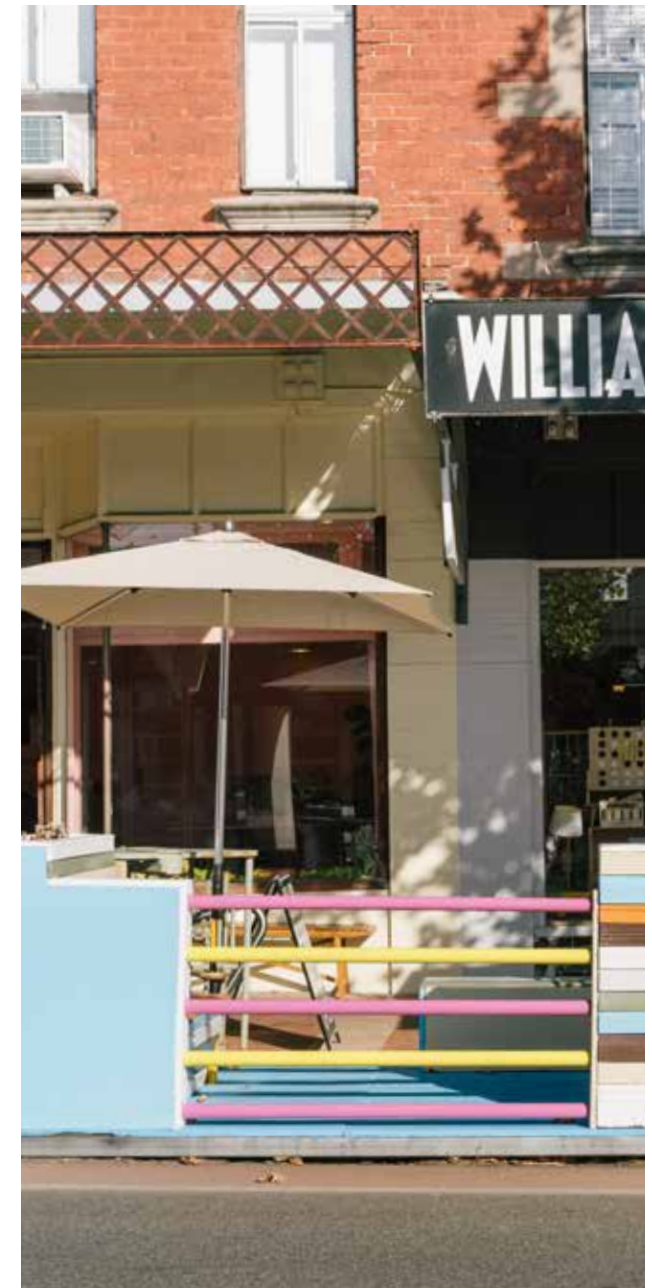
- Reviewed and implemented the Vincent Rebound Plan, Accessible City Strategy and Public Open Space Strategy.
- Completed the Local Planning Strategy and Scheme Report of Review.

Vibrant Public Spaces Policy

The Vibrant Public Spaces Policy was developed to facilitate investment in the public realm for the benefit of the community.

There are seven vibrant public space types – street furniture, affixed eating area furniture, pop-up parklet, pop-up eatlet, parklet, eatlet and other proposals.

This policy was designed to enhance our streets and make them more pedestrian friendly, while fostering a sense of community and vibrancy.



BUILT ENVIRONMENT & WELLBEING

Key Functions

- Swimming pool safety barrier monitoring
- Food safety, noise and environmental health hazards surveillance and compliance
- Development compliance investigations
- Public Health Plan
- Building approvals
- Events health and safety approvals

Highlights

- Delivery of environmental health, building standards and development compliance services.
- Environmental Health Officers helped with management of the COVID-19 pandemic and conducted 414 contact tracing checks.
- Conducted 276 safety barrier inspections on private swimming pools.
- Processed 736 building applications.
- Undertook 250 building and planning compliance investigations, resulting in 15 planning and fencing infringement notices, seven building orders and five prosecutions.
- The Environmental Health Service conducted 855 food safety assessments, assessment of 127 new food businesses, investigation of 505 customer concerns and more than 400 additional assessments.



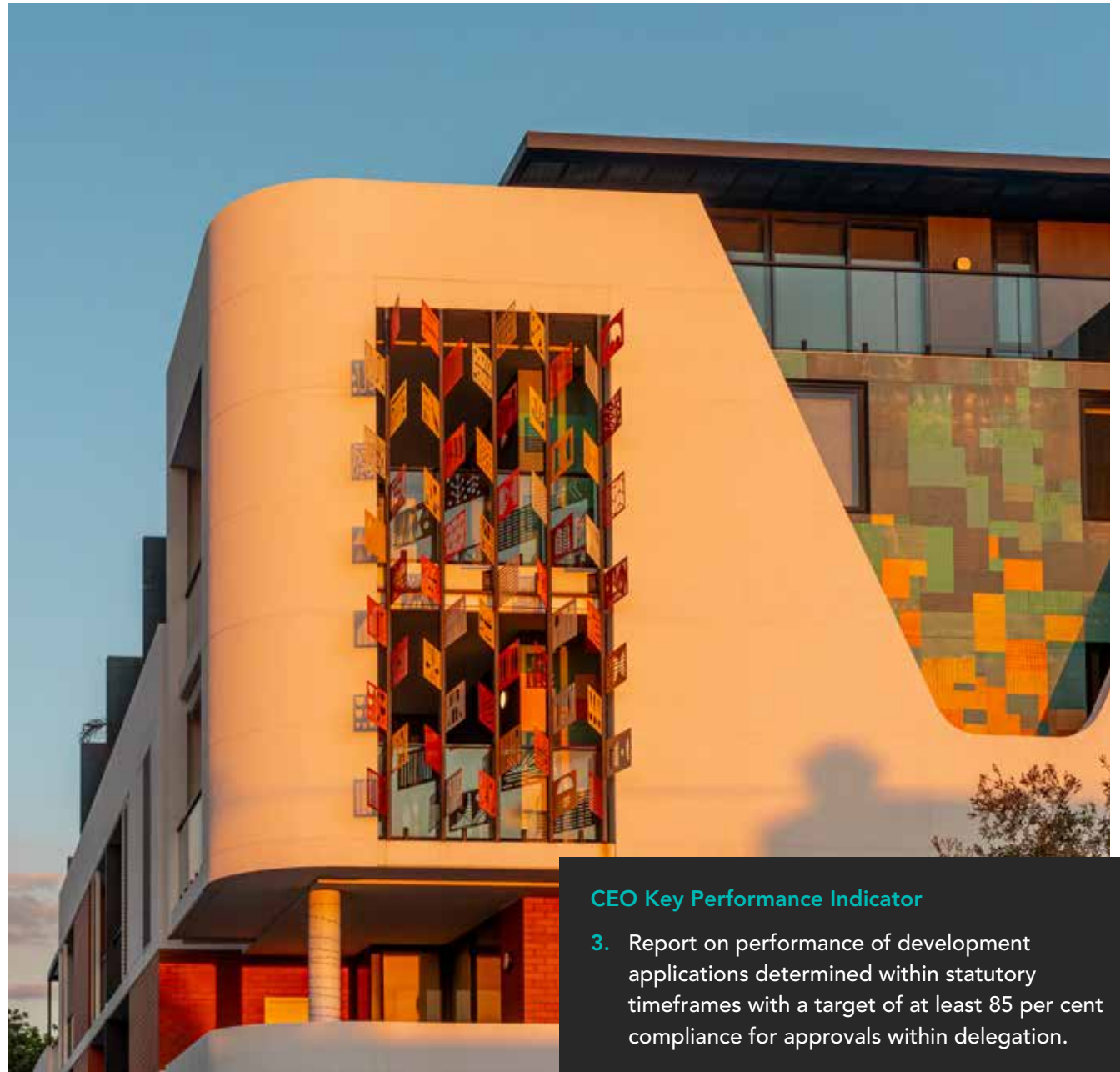
DEVELOPMENT & DESIGN

Key Functions

- Development applications
- Building referrals
- Design Review Panel
- Subdivision applications

Highlights

- Approved 356 development applications, with an average processing time of 75 days. These applications included new homes and improvements to existing homes, as well as new small businesses.
- Provided recommendations to the State Government on 95 subdivision applications to create new lots for development. This was a 58 per cent increase on the previous financial year.
- Received 10 Joint Development Assessment Panel form one applications for large-scale development including apartments, mixed use buildings and commercial developments. This was up from three of these applications in the previous financial year.



CEO Key Performance Indicator

3. Report on performance of development applications determined within statutory timeframes with a target of at least 85 per cent compliance for approvals within delegation.

RANGER SERVICES

Key Functions

- Public amenity management
- Community safety
- Parking and traffic management
- Animal control

Highlights

- Rangers provided a variety of services to help create a safer Vincent community, including dog control, security and parking.
- Implemented actions from the Safer Vincent Plan 2019 – 2022.

Total animals registered in the City of Vincent	5442
Animals registered in 2020/21	1184
Dog complaints issued and dealt with by rangers	493
Parking revenue	\$5,880,894
Parking infringements issued	28,848
Residential parking permits issued	857
Road and/or footpath obstruction permits issued	482



PARKS

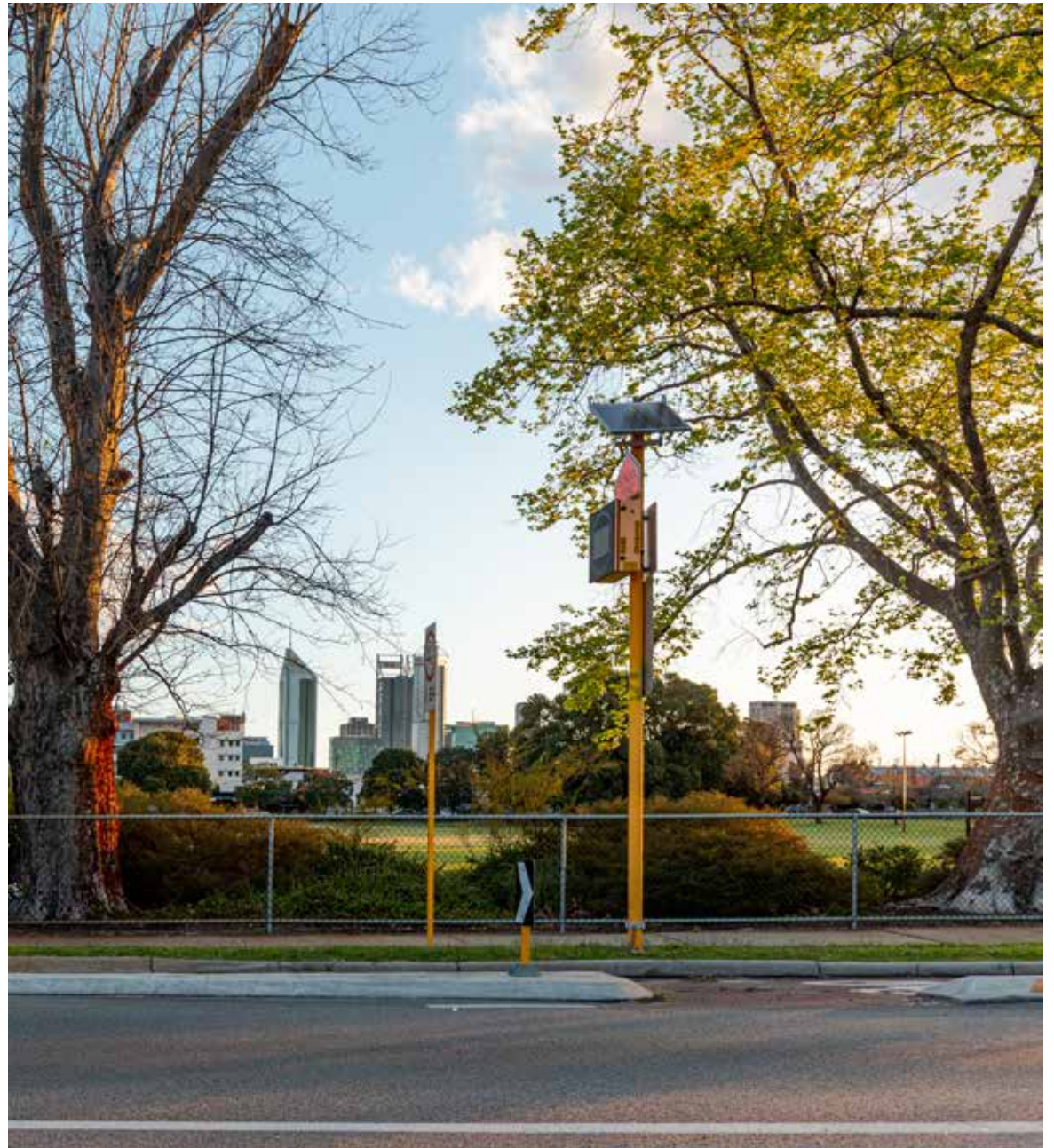
Key Functions

- Turf management
- Landscape services
- Street trees
- Community events
- Environmental programs
- Playgrounds and infrastructure
- Irrigation and water management

Highlights

The City maintains 48 parks and reserves and 106.4 hectares of parks and gardens throughout Vincent. A number of projects were delivered to completion or near completion, including:

- Menzies Park in-ground irrigation renewal to improve efficiency and reduce groundwater usage.
- Commenced Hyde Park light pole renewal.
- Hobart/Auckland Street Reserve fencing renewal.
- Playground soft fall replacement at Les Lilleyman Reserve and Tolcon Place.
- Norwood Park barbecue renewal.
- Installed a bird watering station in Keith Frame Reserve.
- Woodville Reserve Public Open Space improvements including new nature play, native tree and shrub plantings and grassed area.
- April and August Native Plant Sales provided about 14,000 native plants to residents at subsidised prices.
- Helped residents convert 70 turfed or weedy verges into waterwise native gardens through our Adopt-a-Verge program.



ENGINEERING

Key Functions

- Civil design
- Development approvals
- Traffic and active transport
- Engineering compliance
- Engineering construction and maintenance operations
- Management of light fleet

Highlights

The City of Vincent's engineering department is tasked with designing, constructing and maintaining civil infrastructure that creates active and sustainable transport networks that are safe and understandable. In 2021/22, the City maintained:

- 144 kilometres of road
- 260 kilometres of footpath
- 105 kilometres of drainage
- Three bridges
- 27 car parks
- 94 bus shelters
- Street lighting



WASTE & RECYCLING SERVICES

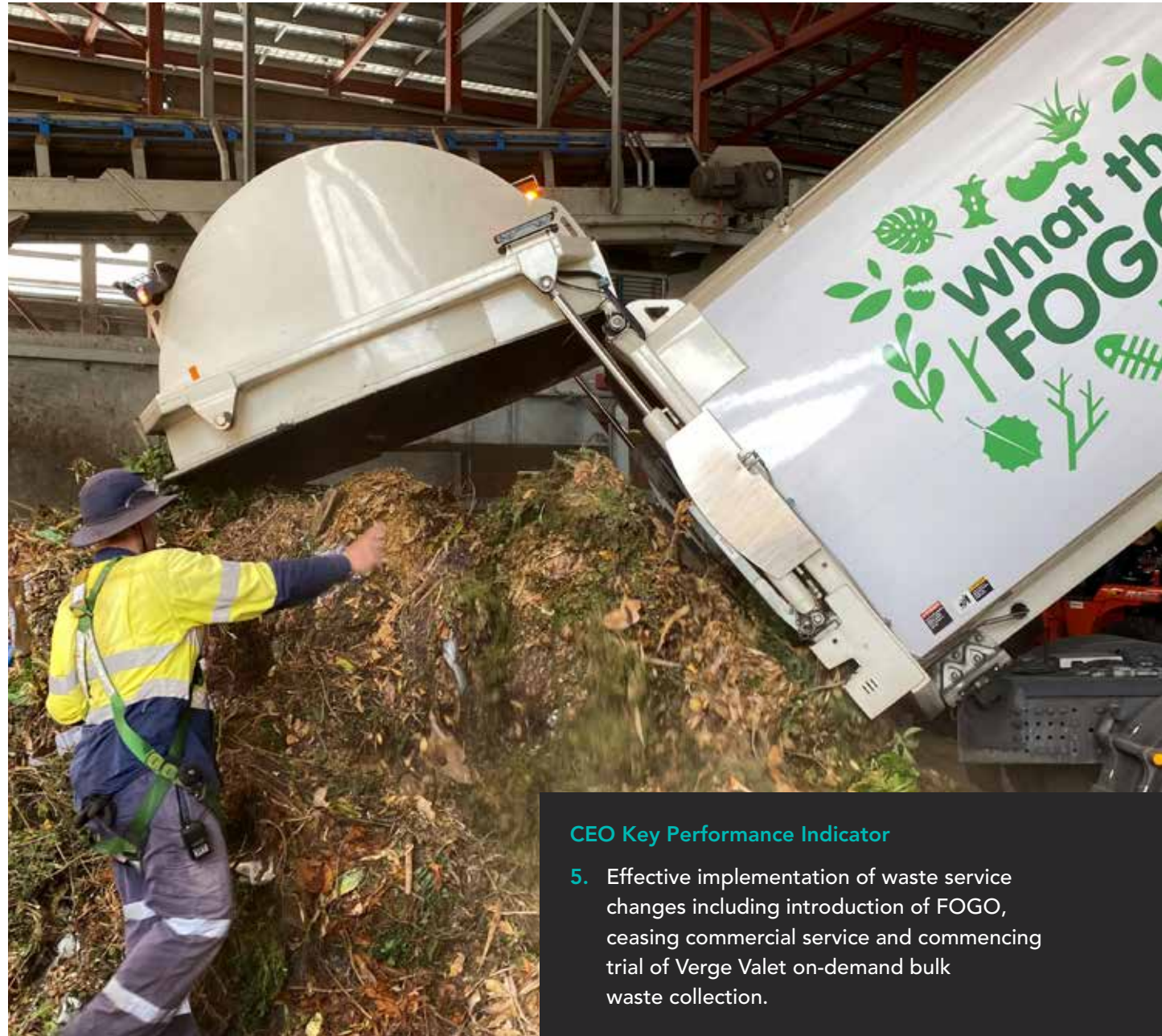
Key Functions

- Domestic waste and recycling collections including food organics and garden organics
- Street and parks public waste collection
- Street and precinct cleaning
- Management of illegal dumping
- Verge bulk green waste and bulk hard waste pre-booked collections
- Bin/infrastructure delivery, repairs and maintenance
- Alternative waste drop-off sites and collections
- Graffiti management
- Waste education, engagement and advocacy

Highlights

In 2021/22, the City transformed its waste services to become more sustainable, increase diversion from landfill and pursue cleaner resource recovery in line with its Waste Strategy and the WA Waste Avoidance and Resource Recovery Strategy 2030.

- Rolled out a three-bin Food Organics and Garden Organics system to over 17,700 households, including multi-unit developments.
- Trialled a new pre-booked bulk waste collection with Verge Valet™ Vincent.
- Stopped all in-house commercial waste services.



CEO Key Performance Indicator

5. Effective implementation of waste service changes including introduction of FOGO, ceasing commercial service and commencing trial of Verge Valet on-demand bulk waste collection.

BEATTY PARK LEISURE CENTRE

Key Functions

- Aquatic facility
- Swim School
- Fitness centre
- Creche
- Retail shop
- Cafe
- City halls and reserves bookings

Highlights

- Opened the newly refurbished indoor pool, plant room and leisure water playground in August 2021.
- Swim School's Angelfish program for people with disability worked with 98 students and 16 children with special needs in one-to-one classes.
- Beatty Park lifeguard teams finished first and second in the Annual Royal Life Saving Society Pool Lifeguard Challenge, competing against 12 other teams from across the state.
- Installed two new saunas to cater for increased demand.



Annual attendance	996,491
Membership (annual peak)	3946
Swim School (annual peak)	2525
FTE	58
Annual revenue	\$7,560,275
City halls and reserves hire revenue	\$311,739

LIBRARY SERVICES

Key Functions

- Interlibrary loans
- Community outreach
- Books on Wheels service
- Information and lending services
- Collection development and management
- Community programs
- Acquiring, preserving and promoting local history, culture and heritage
- Building skills and capacity in the community through targeted programs and services

Highlights

- Continued to see strong program attendance and visits.
- Introduced several new programs and services including Justice of the Peace, Games Night, Story Time with Dad, Book Banter, Quiz Night, provision of book club sets and later opening hours on Thursday.
- Collaborated on diversity and inclusion projects to deliver Drag Queen Story Time and Centre for Stories for Harmony Week.
- Offered multiple drop-in sessions to help the community with setting up the Service WA app.
- Received grant funding for new technology as part of the design and delivery of a digital literacy program.
- Received 138 images and 19 written entries for the 2021 Local History Awards.
- Collected local history materials from LGBTIQ+ groups, Noongar oral histories and Beatty Park memorabilia.
- Obtained a State Heritage grant to work with consultants to develop a draft Aboriginal Heritage Interpretation Strategy.
- Collaborated on several art and community development projects including Moorditj Footprints (Stories of East Perth), Galup/Lake Monger and COVID Conversations.



Loans	220,836
eResource loans	29,769
Enquiries	19,066
Door count	94,051
Adult programs	58
Adult programs attendance	636
Children's programs	247
Children's program attendance	5158
Local history enquiries	1572
Local history programs	18
Local history program attendance	758

MARKETING

Key Functions

- Civic functions
- Major event delivery
- Communications
- Community consultation

Highlights

- Refreshed the Imagine Vincent webpage to make projects searchable and chronological.
- Made business section improvements to the website.
- Moved event applications online.
- Sponsored 21 events through the Festival and Event Funding program.
- Made events funding available year-round.
- Completed 279 graphic design jobs.
- Played a part in the publication of about 470 stories relating to the City of Vincent across newspapers, online publications, radio and TV stations.
- Rolled out the Community Engagement Toolkit across the City.
- Held IAP2 Community Engagement training for employees.
- Formed the Community Engagement Panel and held the first meetings to inform the Asset Management and Sustainability Strategy.
- Communicated the FOGO project and widespread changes to waste management, including the creation of a new webpage, video campaigns, web advertising and activations.



CEO Key Performance Indicator

5. Finalisation and implementation of the Community Engagement Framework and Communications Plan to increase capability and alignment across the organisation.
15. Engagement of Community Panel on the City's long-term finance and asset management priorities.

COMMUNITY DEVELOPMENT

Key Functions

- Reconciliation
- Seniors
- Children and young people
- Community funding
- Multiculturalism
- LGBTIQ+
- Vincent Community Centre
- Community management agreements and leases

Highlights

- Conducted an Aboriginal Cultural Awareness training session with Jonathan Ford from Kambarang Services.
- Provided two traineeships for Aboriginal or Torres Strait Islander students from Aranmore Catholic College.
- Delivered our Youth Week Heroes campaign and held events during Youth Week.
- Supported the delivery of Dance in Heels and Drag and Stage makeup sessions.
- Firestarter – The Story of Bangarra and Bran Nue Day – movie screening for NAIDOC Week.
- Staff 'Lunch n Learn' with a staff member who shared his experience of living with disability.
- Alzheimer's WA community information session.
- Celebrated Seniors Week with physical activities, a macramé plant hanging workshop and morning tea.
- Celebrated Pride Month with a Raising the Pride Flag ceremony and partnered with several LGBTIQ+ organisations, along with hosting three additional Pride events.
- Raised awareness of Wear It Purple Day to foster a supportive, safe, empowering and inclusive environment for rainbow young people.
- Hosted a Queer Dungeons and Dragons Pride event at the Vincent Community Centre.



FINANCIAL SERVICES

Key Functions

- Financial management
- Financial reporting and auditing
- Financial planning and analysis
- Rates management
- Procurement and contract management
- Project Management Office

Highlights

- Implemented the Contract Management Framework.
- Implemented the new Project Management Framework.
- Improved EFT payment protection.

CEO Key Performance Indicator

9. Review and update the Project Management Framework for endorsement by Council by December 2021.





MAJOR PLANS & STRATEGIES

The City of Vincent operates through an Integrated Planning and Reporting Framework.





COMMUNITY VISION & ASPIRATIONS

INFORMING STRATEGIES & PLANS

Documents endorsed by Council that guide the implementation of the priorities of the Strategic Community Plan to achieve community vision. Include:

LONG TERM FINANCIAL PLAN

Ten-year rolling plan that sets out how the City will deliver on the SCP priorities and CBP actions.

ASSET MANAGEMENT PLAN

Provides guidance on service provision and whole of life-cycle asset management to support the City's financial sustainability and key service levels.

WORKFORCE PLAN

Identifies the workforce requirements to deliver on the SCP priorities and CBP actions.

ICT STRATEGIC FRAMEWORK

STRATEGIC COMMUNITY PLAN

Establishes the community's vision and aspirations for the longer term (10+ years).
Reviewed and updated every two years, with formal community consultation every four years.

CORPORATE BUSINESS PLAN

Internal business planning tool that translates Council priorities into actions within the resources available.
Includes the **Capital Works Program**.

ANNUAL BUDGET

Based on the projected costing of the related year of the CBP and informed by the LTFP.

Quarterly reviews reported to **Council**, monthly internal reviews

Quarterly reviews reported to **Council**

Annual review and report to **Council**

PERFORMANCE REPORTING

Feedback and updating of documents.

LEGISLATIVE FRAMEWORK
The Local Government Act 1995 and associated regulations require local governments to plan for the future.



The Integrated Planning and Reporting Framework incorporates the City's current Strategic Community Plan and Corporate Business Plan and creates a clear vision for the future, including financial implications, of the City.

STRATEGIC COMMUNITY PLAN (SCP)

Our guiding document establishing the community's vision, strategic direction, long and medium-term priorities and resourcing implications over a minimum 10-year horizon.

CORPORATE BUSINESS PLAN (CBP)

Our four-year delivery plan, giving effect to the first four years of the 10-year Strategic Community Plan and delivering on the Council's Strategic Priorities for the benefit of our community.

ANNUAL BUDGET

Based on the projected costing of the related year of the CBP, with the opportunity for review and revision during the mid-year budget review process.

INFORMING STRATEGIES

- 1. Long Term Financial Plan** – developed in 2019/20 to provide the City with a 10-year rolling plan to set priorities in accordance with its financial resources, through consideration of key assumption-based analysis.
- 2. Workforce Plan** – to identify the workforce requirements and strategies for current and future operations, ensuring our human resources support the delivery of the CBP and SCP.
- 3. Asset Management Plan** – provides guidance on service provision and whole of life-cycle asset management to support the City's financial sustainability and key service levels.
- 4. Issue specific strategies** – there are a number of issue specific strategies that inform our Integrated Planning and Reporting Framework, including:
 - Disability Access & Inclusion Plan 2017 – 2022
 - Greening Plan 2018 – 2023
 - Innovate Reconciliation Action Plan 2019 – 2021
 - Public Open Space Strategy 2018
 - Waste Strategy 2018 – 2023
 - Town Centre Place Plans
 - Safer Vincent Plan 2019 – 2022
 - Arts Development Action Plan
 - Public Health Plan 2020 – 2025



The City of Vincent's progress on key strategies throughout 2021/22 is provided in more detail below.

STRATEGIC COMMUNITY PLAN 2022 – 2032

The Strategic Community Plan (SCP) outlines the community's long-term vision, values, aspirations and priorities. It takes into consideration other local government plans, information and resourcing capabilities. The SCP is not a static document and must undergo a minor review every two years and a major review every four years.

A major review of the SCP started in September 2021, with three months of community engagement from March to May 2022.

The engagement campaign included online surveys, workshops, 13 pop-up events, bookmarks that were placed in the library and inside borrowed books, mailed surveys, the use of eco-signs, emails to the City of Vincent database and notifications in newspapers and newsletters.

More than 840 submissions were received, including:

- 236 full surveys
- 58 surveys relating to our vision
- 324 surveys relating to one town centre
- 215 surveys relating to priority areas
- 10 direct emails with general feedback

A further 40 people attended a general workshop and 23 community members were on a community panel.

The existing SCP has six priority areas – enhanced environment, accessible city, sensitive design, thriving places, connected community and innovate and accountable. Each priority area has a set of outcomes the City seeks to achieve.

The priority areas and their outcomes remain relevant to the community, with some amendments.

The Strategic Community Plan 2022 – 2032 is expected to be adopted in early 2023.



SUSTAINABLE ENVIRONMENT STRATEGY 2019 – 2024

The City's Sustainable Environment Strategy updates and replaces the previous Sustainable Environment Strategy 2011 – 2016 and includes bold but realistic targets across five key focus areas – energy, transport, water, waste and urban greening and biodiversity.

The City remains on track to achieve its overarching net zero emissions target by 2030, with its operational energy use to 100 per cent renewables and investigations under way into scope three emissions auditing, reporting and offsetting.

Highlights

- City-owned contestable electricity accounts transitioned to a renewable energy supply agreement, with non-contestable electricity accounts and gas accounts to follow.
- Passenger fleet conversion to electric and hybrid-electric completed.
- Four-part video series on environmentally sustainable design developed and launched to community and industry at Sustainable Building Design Masterclass.
- Delivered solar workshop and educational publication to increase the uptake of solar by business and strata.

- Developed energy feasibility study for Beatty Park to identify future energy efficiency initiatives.
- Fast electric vehicle charging station designed in partnership with Evie Networks.
- Methodology for carbon accounting and offsetting of scope three emissions investigated through participation with the WA Local Government Association's Climate Change Collaborative and the Inner-City Working Group of Local Governments.

CEO Key Performance Indicator

14. Demonstrate implementation of the Sustainable Environment Strategy.



DISABILITY ACCESS & INCLUSION PLAN

The *Disability Services Act 1993* requires all local governments to develop, maintain and implement a Disability Access and Inclusion Plan (DAIP) every five years.

Our DAIP shows we are committed to ensuring services, events, buildings and facilities within our control are accessible to all members of the community. This includes meeting the specific requirements of people with disability, seniors, children, parents and people from culturally and linguistically diverse backgrounds.

In 2021/22, the City progressed the following actions as part of its DAIP:

- Renovated the indoor pool area at Beatty Park to include non-slip tiling and wheelchair-friendly fountains, and removed benches to create a more accessible pathway around the pool area.
- Upgraded the eastern toilets at Hyde Park, which now include three unisex accessible toilets.
- Refurbished the Vincent Community Centre accessible toilet to meet current Australian standards.

Accessibility and inclusion events and initiatives:

- Hosted a free all abilities pool party at Beatty Park.

- Recognition intersectionality was important and events such as Pride month had to be more inclusive of people with disability and other groups within the LGBTIQ+ community.
- Website updated to include additional information on accessibility for making complaints, clearer information on the availability of interpreters and expanding the methods of communication that can be used to submit complaints.
- Developed an internal social media accessibility guide to improve communications.
- Developed a braille version of the FOGO waste guide in partnership with Visibility, with a braille version of the sorting waste guide and braille stickers for each bin.
- Created a video for social media featuring a young person with disability interviewing two para-athletes for International Day of People with Disability.
- Undertook a three-month community engagement project to develop a draft Access and Inclusion Plan.



GREENING PLAN 2018 – 2023

The City of Vincent's Greening Plan is a pathway to delivering on our responsibility to protect, enhance and effectively manage our natural and built environment. It focuses on opportunities on both public and privately-owned land to increase overall tree canopy cover, create more liveable neighbourhoods and foster biodiversity.

The City's Greening Plan 2018 – 2023 identifies the following five key areas with specific targets and actions for each:

1. Increase canopy cover on public land
2. Enhance habitat and promote biodiversity
3. Greening the town centres
4. Greening private land and new development
5. Greening the community

The City of Vincent has a higher percentage of active and passive spaces compared to other similar local governments. Greening Vincent is a key focus for the City and we invest significantly in maintaining these spaces for our community, spending \$261 per resident compared to the WA average of \$183 per resident.

Our commitment to Greening Vincent continued through other initiatives, including:

- Planting 563 trees, including 412 street trees and 151 park trees.
- Planting more than 4000 native plants in garden areas within parks, reserves and streets through the Parks Replanting Program.
- Providing about 14,000 native plants to residents at subsidised prices during the April and August Native Plant Sales.
- Helping residents convert 70 turfed or weedy verges into waterwise native gardens through our Adopt-a-Verge program.



Berrung, Charmaine Cole

RECONCILIATION ACTION PLAN | INNOVATE

The City of Vincent's reconciliation vision is one where Aboriginal and non-Aboriginal people walk alongside each other in respectful and meaningful partnership, celebrating Noongar culture and tradition

In 2021/22, the City progressed the following actions for its Innovate Reconciliation Action Plan:

- Established our Boordiyas Elders Advisory Group.
- Held a place naming workshop with Elders.
- Held an Acknowledge This! – Close the Gap staff event.
- Engaged an Aboriginal strategic employment consultant to develop an Aboriginal Employment and Retention Strategy to better attract, recruit and retain Aboriginal staff.
- Received conditional endorsement from Reconciliation Australia for our second Innovate Reconciliation Action Plan.
- Participated in the Reconciliation Week street banner project.
- Hosted a reconciliation breakfast for staff at the Vincent Community Centre.
- Hosted Moorditj Murals – Art Launch event with artist Jade Dolman.
- Bought staff shirts with artwork produced by Kevin Bynder.
- Hosted six season workshops with Marissa Verma from Bindi Bindi Dreaming.
- Live streamed music with Kobi Morrison.
- Held Noongar language classes with Sharon Gregory.
- Hosted an online job and skills workshop for Aboriginal and Torres Strait Islander peoples.
- Implemented a purchasing reporting process for Aboriginal and Torres Strait Islander businesses and organisations.
- Purchased artwork by Charmaine Cole for the Innovate Reconciliation Action Plan.

CEO Key Performance Indicator

2. Demonstrate progress towards implementation of the Innovate Reconciliation Action Plan.



PUBLIC OPEN SPACE STRATEGY

The City of Vincent has a unique blend of parks, reserves and civic spaces within its boundaries. These public open spaces provide our community with space to exercise, socialise and participate in recreational activities.

Our Public Open Space Strategy was endorsed in December 2018 and provides a guiding framework to help the City plan and prioritise investment, development and improvements in our public open spaces for the next 10–15 years. The strategy has 32 key actions with numerous tasks within each. Each key action has been categorised as either short term (1-3 years), medium term (4-7 years) or long term (8+ years) in priority of implementation. Since the endorsement of the strategy, the City has progressed multiple actions.

The strategy has 11 short-term key actions and the majority of these have been completed or commenced. The City is now completing the remaining short-term key actions and moving on to the short – medium and medium term actions.

Key achievements in 2021/22 include:

- Endorsement of the Robertson Park Development Plan in September 2021.
- Endorsement of the Woodville Reserve Landscape Plan in December 2021.
- Endorsement of the Britannia North-West Development Plan in November 2021.
- Investigation of repurposing land at Haynes Street Reserve.

Council received its first implementation update of the strategy in February 2022 and this will be continued annually.



WASTE STRATEGY

In 2018/19, the City of Vincent developed a new strategy to govern the management of waste until 2023, with a target of zero waste sent to landfill by 2028.

Each year, the City collects over 14,000 tonnes of waste and spends about \$6.5 million on waste collection. The Waste Strategy 2018 – 2023 focuses on improving the City's management of waste by increasing recovery of waste and decreasing waste to landfill, while also tackling ways to decrease waste generation within Vincent as a whole.

In 2021/22 the City continued its focus on investigating and establishing programs to reduce and recover waste, as set out in the strategy.

These included:

- Replaced the two-bin system with three-bin Food Organics and Garden Organics system:
 - The three-bin service was rolled out to all single residences in November 2021. The rollout to multi-unit dwellings (MUDs) occurred from March to June 2022.
 - The City delivered a tailored roll-out to MUDs, including Q and A sessions for strata and property managers, hand delivery of kitchen-caddies and educational packs,

providing sorting information in 12 different languages and bin store signage.

- Other WA local governments took a staggered or optional approach to MUDs, or did not offer the service at all. The City of Vincent kept services consistent and gave all residents the opportunity to divert organic waste from landfill.
- We rolled out to over 10,000 standard households and over 7700 households in MUDs by June 2022. FOGO recovery rates averaged 97 per cent. The City collected over 2600 tonnes of FOGO material by 30 June, 2022.
- Replaced annual bulk waste collection with Verge Valet™ Vincent, a pre-booked verge collection system trial.
- Implemented innovative education and engagement programs to embed the FOGO system.
- Stopped in-house commercial waste services, which increased the volume of waste being recycled.
- Successfully carried out a bin tagging program for 2000 households, funded through the WA Local Government Association.
- Partnered with Containers for Change to trial container exchange points in some local parks and town centres. The project aimed to recover 10c containers from street litter bins and the local environment. This reduces litter, lessens the chance of damage and break-ins at bin enclosures and gives community members a chance to collect the 10c refund on the containers left in the baskets.



PUBLIC HEALTH PLAN

The Public Health Plan 2020 – 2025 provides a framework to support the health and wellbeing of our community through proactive service delivery.

The plan includes 41 deliverables across five public health pillars:

1. Public Health Leadership
2. Social Environment
3. Built Environment
4. Natural Environment
5. Health Protection

Work has started on 34 of the deliverables, covering important public health priorities including smoking, alcohol, physical activity, healthy eating and mental health. Vincent has committed to civic public health leadership and public health is now considered as part of Council decisions, funding decisions and as part of contracts and agreements.

The plan includes a target of achieving smoke-free town centres by 2025. The City is on track to deliver this target three years ahead of schedule, with funding and policy support successfully garnered from Healthway, Cancer Council, the Australian Council of Smoking and Health and North Metropolitan Health Service.



PLACE PLANS

The City's approach to place management was endorsed in August 2016 and place plans were prepared for each of our town centres. The City's place plans series has been developed as a set of strategic action plans to guide the allocation of funding and resources in five town centres – North Perth, Mount Hawthorn, Leederville, Beaufort Street and William Street, as well as the creative precinct the Pickle District.

The City adopted Volume 1: Vincent Town Centre Place Plan and Volume 2: North Perth Town Centre Place Plan in May 2018. In September 2019, Volume 3: Mount Hawthorn Town Centre Place Plan was adopted.

Key achievements in 2021/22 include:

- Adopted Volume 4: Leederville Town Centre Place Plan, Volume 5: Beaufort Street Town Centre Place Plan and Volume 6: Pickle District Place Plan.
- Cleaver Main Street streetscape upgrade completed including road resurfacing, new line marking, new curbing, tree planting along verges and on median strips, installation of pathway nibs or 'artlets' to host public art and installation of conduits to artlets for future provision of power to public artworks.
- Mount Hawthorn Skate Working Group established to progress a youth skate space.
- Beautification of Lot 210 Leederville Parade completed, including:
 - Removal of existing turf
 - Application of landscaping gravel
 - Installation of a gravel footpath
 - Installation of recycled logs and rocks
 - Planting of native shrubs
 - Planting of two grass trees
- Permanent solar festoon lighting and poles installed at Mary Street Piazza providing improved amenity and visibility at night.



SMALL BUSINESS FRIENDLY APPROVALS PROGRAM

The City of Vincent is a recognised Small Business Friendly Local Government. The Small Business Development Corporation (SBDC) selected the City to take part in its Small Business Friendly Approvals Program, which involved an intensive process to examine and improve approval processes for our small businesses.

There are 5416 small businesses in Vincent, representing 97 per cent of all businesses.

Eleven of our customer facing and technically skilled team members participated in a workshop with the SBDC to develop a two-year plan to make Vincent more small business friendly. Some of the 33 proposed reforms include:

- Create a series of visual roadmaps to provide an upfront overview of the approvals journey.
- Develop a web-based small business self-assessment tool to help applicants plan and prepare applications for their new business.
- Establish a customer experience focused business support function to guide small businesses through their approvals journey.
- Prepare guidelines on noise assessment and acoustic report requirements.
- Develop an information package to enable businesses to further grow by using public spaces and places.
- Review and simplify the events approvals process.
- Create a centralised online portal to enable progress tracking of applications.



SAFER VINCENT PLAN

The City's Safer Vincent Plan 2019 – 2022 was endorsed in August 2019 following extensive collaboration with the community, business, non-government organisations and the WA Police Force.

The plan aims to make Vincent a safer place to live, work, trade and visit and draws on the three key themes of:

1. Safer Spaces
2. Community Connection
3. Crime Prevention

In 2021/22, the City continued its focus on supporting the efforts of police and other key stakeholders in making our neighbourhoods safer, including:

- Strong collaboration and engagement with the new State Office of Homelessness, WA Police Force, service providers and other local governments to ensure a coordinated approach to managing and supporting those experiencing, or at risk of, homelessness.

- Continued partnership with Nyoongar Outreach Services, who provided support and outreach services to at-risk Aboriginal people on 2728 occasions in the City's public spaces this year.
- Our partnership with the Constable Care Foundation saw over 1416 local children and young people attend theatre-in-education performances and workshops on topics such as protective behaviours, road safety, cyber safety and racial discrimination.

The City also participated in Shelter WA's Local Government Reference Group to develop an online local government homelessness knowledge hub and training package for local government practitioners.



ARTS DEVELOPMENT ACTION PLAN

The City continues to deliver on the Arts Development Action Plan 2018 – 2020 and the COVID Arts Relief Grants funding project. Building on the success of these initiatives, a new Arts Plan is in development alongside a review of the Percent for Art Local Planning Policy.

In 2021/22, the City delivered the following art projects:

- City of Vincent Film Project – three \$7000 grants for short films *The Re Stories* by Gemma Cutler and Alzbeta Rekosh, *Mettle* by Alexandra Nell and Cal MacLean and *Moorditj Footprints* by Brenton Rossow and Ivy Penny.
- Completed Phase One COVID Arts Relief projects including *Covid Connections* short film by Nunzio Mondia, *Honeymoon Phase* short dance film by Stephanie Senior and Kaela Halatau, *Mighty Raw* footy (social) commentary event by Matt Aitken and Jennifer Jamieson and *The Space Between Us* sculptures by Roly Skender and Kate Rae at Beatty Park Reserve.
- The Phase Two COVID Arts Relief initiative saw the procurement of two public artwork concepts - *Nuances* by Cruickshank Design Studio for Leederville and *The Globe* by Marcus Canning, TAG Architects and The Butchers Shop for William Street.
- Making Space for Culture study commissioned collaboratively with City of Perth, City of South Perth and Town of Victoria Park and undertaken by Hatch RobertsDay.
- *Moorditj Mural Masters* in partnership with Kickstart Youth Festival – a mentorship project run by Whadjuk/Ballardong Noongar and Eastern Arrente Artist Jade Dolman who upskilled seven young First Nations artists in the public mural process. The resulting mural artwork is located on Little Parry Street at the Beaufort Street intersection in Perth.
- Refresh of Hayley Welsh mural on Anvil Lane at the Scarborough Beach Road intersection in Mount Hawthorn.
- Southern Boobook Owl mural by Jenessa King on utility box at Axford Square in North Perth.
- Faces of Beaufort mural refresh managed by Jerome Davenport (Ketones6000 and founder of Blank Walls), including accompanying videography by Caleb (Salty) Davenport.
- Leederville mural by Sam Bloor on noise wall near the end of Richmond Street in Leederville.
- Significant public art maintenance work on Rivulets sculpture by Lorenna Grant at Beatty Park and Beseech sculpture by Ken Sealey in front of the City's administration building.
- Maintenance to Robert Jenkins mural at Mary Street Piazza.



FRAUD & CORRUPTION PREVENTION PLAN

The Fraud and Corruption Prevention Plan ensures the City of Vincent remains a leader in good governance, transparency and accountability. This is achieved through strong engagement with the community on the budget process and transparent decision making.

The CEO KPIs are made public and transparent to all ratepayers, community members and staff.

Since Council adopted the City's first Governance Framework in 2020, the City has continued to implement and update the framework including:

- Review of the Governance Framework to include fraud and corruption prevention section and related party disclosure section. This reinforces the City's commitment to preventing, deterring, monitoring, and reporting fraudulent and corrupt behaviour and reflects the City's commitment to comply with the requirements of the Australian Accounting Standards by identifying conflicts of interest that may arise from related parties.
- Updates to the Code of Conduct and standard panel to align with model standard and adopted CEO standards.
- Continual review and update of the City's Corporate Risk Register.
- Completion of mandatory fraud awareness training for nominated staff.



REBOUND PLAN

In September 2020, the City of Vincent Rebound Plan was endorsed as an addendum to the COVID-19 Relief and Recovery Strategy. The actions of the Rebound Plan were tracked through an implementation framework that was updated quarterly.

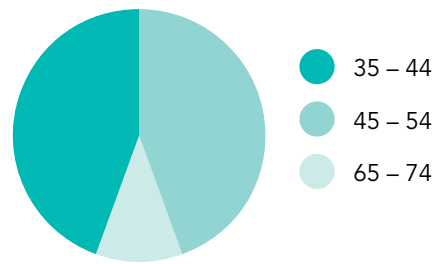
The Rebound Roundtable was established in August 2020 to guide updates and the implementation of the plan. The roundtable was established as a collaborative partnership, and a forum to share learning and ideas between the City, local business representatives and the local town teams for the life of the plan. The implementation framework was updated and reported to the Rebound Roundtable monthly.

The Rebound Plan was a locally responsive action plan designed to support the City's community and businesses to return to strong economic performance by making it easier to do business in Vincent, further cutting red tape and supporting initiatives to encourage community connection. The living document was updated regularly, allowing new opportunities and initiatives to be included as they arose. It tracked the City's economic development and social reconnection initiatives over a 24-month period.

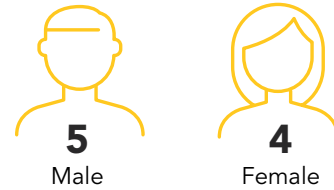
The implementation framework tracked 21 actions and 54 deliverables. Of these deliverables, 40 have been completed and 14 are being implemented as ongoing projects. These projects include the Small Business Friendly Approvals Program, place plans, Community Funding Policy (festival and events sponsorship), Thriving Places Strategy, Accessible City Strategy, Inner-City Working Group, draft Arts Plan and the Policy Development and Review Schedule.



ABOUT OUR ELECTED MEMBERS



AGE



GENDER



COUNTRY OF ORIGIN



LANGUAGES SPOKEN AT HOME

ELECTED MEMBER MEETING ATTENDANCE

Council Meetings

Council meetings are held monthly at the City of Vincent Civic Centre. The attendances of Council members at Council meetings for the 2021/22 financial year are shown in the table below.

MEMBERS	ORDINARY COUNCIL MEETINGS ENTITLED TO ATTEND	ORDINARY COUNCIL MEETINGS ATTENDED	APOLOGIES	LEAVE OF ABSENCE	COUNCIL BRIEFINGS ENTITLED TO ATTEND	COUNCIL BRIEFINGS ATTENDED	APOLOGIES	LEAVE OF ABSENCE
Mayor Emma Cole	11	11			11	11		
Cr Susan Gontaszewski	11	9		2	11	10		1
Cr Alex Castle	11	11			11	11		
Cr Joanne Fotakis (term ended 21 Oct)	4	4			11	11		
Cr Jonathan Hallett	11	11			11	11		
Cr Dan Loden	11	9	2		11	11		
Cr Ashley Wallace	11	10	1		11	11		
Cr Joshua Topelberg (term ended 21 Oct)	4	4			4	3		1
Cr Sally Smith (resigned 21 Oct)	4	4			4	4		
Cr Ron Alexander (elected 21 Oct)	7	7			7	6		1
Cr Ross Ioppolo (elected 21 Oct)	7	7			7	7		
Cr Suzanne Worner (elected 21 Oct)	7	7			7	7		



Audit Committee Meetings

The Audit Committee is responsible for reviewing and making recommendations to Council regarding financial management, risk management, internal controls, legislative compliance, internal and external audit planning and reporting.

The Audit Committee meets approximately every six weeks and the recommendations of the Audit Committee are then presented to Council.

MEMBERS	AUDIT COMMITTEE MEETINGS ENTITLED TO ATTEND	AUDIT COMMITTEE MEETINGS ATTENDED	APOLOGIES	LEAVE OF ABSENCE
Mr Conley Manifis (Chair)	8	8		
Cr Susan Gontaszewski	8	6	1	1
Cr Ashley Wallace	8	7		1
Cr Dan Loden (term ended 21 Oct)	4	2		2
Cr Joshua Topelberg (term ended 21 Oct)	4	3		1
Mr Aaron Smith* (term ended 21 Oct)	4	3		1
Mr Robert Piper* (term ended 21 Oct)	4	4		
Cr Ron Alexander (term commenced 21 Oct)	4	4		
Cr Ross Ioppolo (term commenced 21 Oct)	4	4		
Mr Olaf Goy* (term commenced 21 Oct)	4	4		
Mr George Araj* (term commenced 21 Oct)	4	4		

*Note: denotes an external, independent member.

Advisory Group Meetings

Elected members sit on a number of Advisory Groups.

Arts Advisory Group

COUNCIL MEMBER	MEETINGS ENTITLED TO ATTEND	MEETINGS ATTENDED	APOLOGIES AND/OR APPROVED LEAVE OF ABSENCE
Cr Fotakis (term ended 21 Oct)	3	3	
Cr Smith (resigned 21 Oct)	3	3	
Cr Worner (term commenced 21 Oct)	3	3	
Cr Castle (joined 21 Oct)	3	3	

Reconciliation Action Plan Working Group

COUNCIL MEMBER	MEETINGS ENTITLED TO ATTEND	MEETINGS ATTENDED	APOLOGIES AND/OR APPROVED LEAVE OF ABSENCE
Cr Dan Loden	5	4	1
Cr Jonathan Hallett	5	5	
Cr Suzanne Worner (term commenced 21 Oct)	4	4	
Cr Joshua Topelberg (term ended 21 Oct)	1	1	

Children and Young People Advisory Group

COUNCIL MEMBER	MEETINGS ENTITLED TO ATTEND	MEETINGS ATTENDED	APOLOGIES AND/OR APPROVED LEAVE OF ABSENCE
Cr Alex Castle	5	5	
Cr Ron Alexander (term commenced 21 Oct)	3	2	1
Cr Sally Smith (resigned 21 Oct)	2	2	

Sustainability and Transport Advisory Group

COUNCIL MEMBER	MEETINGS ENTITLED TO ATTEND	MEETINGS ATTENDED	APOLOGIES AND/OR APPROVED LEAVE OF ABSENCE
Cr Loden	4	4	
Cr Hallett	4	3	1

The City of Vincent is represented on the following:

- Mindarie Regional Council
- Tamala Park Regional Council
- Metro West Joint Development Assessment Panel

CEO Key Performance Indicator

11. Ensure effective risk management practices overseen by the Audit Committee and Council, including improvements in management of ICT risks, contract management and procurement.



EMPLOYEE REMUNERATION

As per the requirements of the Local Government (Administration) Regulations 1996, tabled below are the number of City of Vincent employees earning over \$130,000 per annum.

SALARIES IN EXCESS OF \$100,000	NO OF POSITIONS
Salary between \$130,001 – \$140,000	4
Salary between \$140,001 – \$150,000	0
Salary between \$150,001 – \$160,000	0
Salary between \$160,001 – \$170,000	0
Salary between \$170,001 – \$180,000	0
Salary between \$180,001 – \$190,000	2
Salary between \$190,001 – \$200,000	1
Salary between \$200,001 – \$210,000	0
Salary between \$210,001 – \$220,000	0
Salary between \$220,001 – \$230,000	0
Salary between \$230,001 – \$240,000	1
Salary between \$240,001 – \$250,000	0
Salary between \$250,001 – \$260,000	0
Salary between \$260,001 – \$270,000	0
Salary between \$270,001 – \$280,000	0

CEO Total Remuneration

The total remuneration package for the CEO including allowances, superannuation, Fringe Benefits Tax and professional memberships is **\$292,228**.

GENDER EQUALITY REPORT

Gender Pay Gap

The gender pay gap is calculated as the difference between women’s and men’s average weekly full time equivalent earnings, as a percentage of men’s earnings. According to the Workplace Gender Equality Agency, Australia’s national gender pay gap is currently at 13.8 per cent and has hovered between 14 per cent and 19 per cent for the past two decades.

Provided below are the City of Vincent’s results on the gender pay gap:

PAY GAP CITY OF VINCENT		
Female	Permanent and fixed term staff 147	Average base salary \$79,765
Male	Permanent and fixed term staff 137	Average base salary \$81,305

COV – LEVEL 7 AND ABOVE		
Female	69	52%
Male	63	48%
Total	132	100%

The City of Vincent currently has female representation in 63 per cent of its coordinator roles, 36 per cent of management roles and 25 per cent of executive roles.

The City is known to be a flexible and family-friendly local government organisation, with 25 per cent of our workforce in part-time roles. This benefit has attracted many staff members to the City across all directorates. The City also offers other flexible arrangements, such as a full-time working week with flexible arrangements (for example, as a nine or eight day fortnight).

The 25 per cent of part-time arrangements at the City of Vincent are comprised of a combination of part-time positions, full-time positions being filled part-time upon return from parental leave, job share arrangements and flexible working arrangement requests to reduce hours.

In 2021/22, the City provided 111 career and professional development opportunities (56 per cent) to female staff in the form of secondments and higher duties.



RECORD KEEPING STATEMENT

Transparency and Accountability

In accordance with Section 5.121 of the *Local Government Act 1995*, the City maintains a register of complaints of minor breaches which details:

- Name of Council member about whom the complaint is made.
- Name of person who makes the complaint.
- Description of the minor breach that the standards panel finds has occurred.
- Details of action taken.

No entries (upheld complaints) were made on the complaints register for 2021/22. The City recorded 11 alleged breaches of the City's Code of Conduct for Employees in 2021/22.

Record Keeping Plan

The City's current Record Keeping Plan (RKP 2021033) was approved by the State Records Commission on 16 November 2021. The plan and associated policy and procedures are comprehensive and address all requirements of the State Records Office.

Record Keeping Systems

All enterprise applications and financial management systems were reviewed in line with the City's Corporate Business Plan. The efficiency

and effectiveness of the City's Electronic Document and Records Management System (EDRMS) was reviewed in 2017 and upgraded from HP TRIM to HPE Content Manager. The City is currently reviewing alternative EDRMS options associated with Microsoft 365 and AvePoint.

Record Keeping Training

The City's record keeping training program includes monthly sessions made available to all staff.

The efficiency and effectiveness of this training program is reviewed through staff feedback. All new starters are required to complete an induction program, conducted by records staff, to ensure they are aware of their roles and responsibilities with regards to their compliance with the City's Record Keeping Plan.

Digital Records Strategy

In 2021/22, the City of Vincent continued to pursue its Digital Records Strategy, aimed at operating in a purely digital environment by 2022. The City no longer creates hard copy files.



FREEDOM OF INFORMATION

Freedom of Information Act 1992

The City is subject to the provisions of the *Freedom of Information Act 1992* (the FOI Act).

The FOI Act gives the public a general right of access to information held by the City, subject to limitations as set out in Clauses 1 to 15 of Schedule 1 to the *Freedom of Information Act*.

It also provides the right of review in relation to decisions made by the City to refuse access to information applied for under the FOI Act.

Further information is available on the City's website.

In 2021/22, the City received and responded to thirteen requests under the FOI Act.

The City maintains a public register of applications received, including a summary of records sought and decisions made.

INTEGRITY & CONTROLS

The City of Vincent has a zero-tolerance approach to fraud with a continued focus on strengthening integrity and conduct controls.

The principles of the City's Governance Framework and the Fraud and Corruption Prevention Plan align with the Public Sector Commission's Integrity Strategy for Public Authorities 2020 – 2023.

The City's Risk Management Framework ensures the integrity of strategies, operations and projects undergo rigorous risk analysis.




DEPARTMENT OF HOME AFFAIRS
CITIZENSHIP
Ceremony



FINANCIAL REPORTS

CEO Key Performance Indicator

12. Effective management of the annual budget process including a detailed review of the operational budget and community engagement.



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