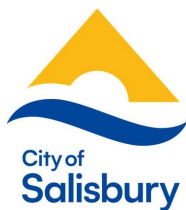


*Please note that the audio of this public meeting will be recorded and published on Council's website where it will be available for one (1) month, in accordance with Council's decision.*



## **AGENDA**

**FOR COUNCIL MEETING TO BE HELD ON**

**24 FEBRUARY 2025 AT 6.30PM**

**IN THE COUNCIL CHAMBER, 34 CHURCH STREET, SALISBURY**

### **MEMBERS**

Mayor G Aldridge  
Cr B Brug  
Cr L Brug  
Deputy Mayor, Cr C Buchanan  
Cr J Chewparsad  
Cr A Graham  
Cr K Grenfell  
Cr D Hood  
Cr P Jensen  
Cr M Mazzeo  
Cr S McKell  
Cr S Ouk  
Cr S Reardon

### **REQUIRED STAFF**

Chief Executive Officer, Mr J Harry  
Deputy Chief Executive Officer, Mr C Mansueto  
General Manager City Infrastructure, Mr J Devine  
General Manager Community Development, Mrs A Pokoney  
Cramey  
General Manager City Development, Ms M English  
Manager Governance, Mr R Deco  
Governance Support Officer, Ms M Prasad

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## Council Meeting: 24 February 2025

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<b>Petitions</b>	<b>Pg 9</b>

## Committee Reports

### Policy and Planning Committee: 17 February 2025

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**Chair: Cr C Buchanan**

#### *Administration*

- 1.0.1 Future Reports for the Policy and Planning Committee
- 1.0.2 Recommendations of the Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025
  - ISPS1 Future Reports for the Intercultural Strategy and Partnerships Sub Committee
  - ISPS2 Update on discussions at the Salisbury Intercultural Community Alliance (SICA) and Salisbury Intercultural Strategic Alliance (SISA) meetings

#### *For Decision*

- 1.1.1 Body Worn Camera Trial
- 1.1.2 Accommodation Diversity Code Amendment

### Finance and Corporate Services Committee: 17 February 2025

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**Chair: Cr B Brug**

#### *For Decision*

- 2.1.1 Second Quarter Budget Review 2024/25

#### *For Information*

- 2.2.1 Council Finance Report - January 2025

### Governance and Compliance Committee: 17 February 2025

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**Chair: Cr D Hood**

#### *Administration*

- 3.0.1 Future Reports for the Governance and Compliance Committee

#### *For Decision*

- 3.1.1 2025 National General Assembly of Local Government, Canberra - Call for Motions
- 3.1.2 Updates to Legislative Delegations

### Urban Services Committee: 17 February 2025

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**Chair: Cr S Ouk**

#### *Administration*

- 4.0.1 Recommendations of the Environmental Sustainability and Trees Sub Committee meeting held on Monday 10 February 2025
  - ESATS1 Future Reports for the Environmental Sustainability and Trees Sub Committee
  - ESATS2 Tree Removal Requests - October, November and December 2024
  - ESATS3 Appeals Report - Tree Removal Requests - Various Locations for October, November and December 2024
  - ESATS4 Sustainability Partnership Update

#### 4.0.2 Future Reports for the Urban Services Committee

##### *For Decision*

- 4.1.1 Single Use and Shared Use Dog Parks
- 4.1.2 Coastal Hazard Adaptation Planning Grant Funding Application
- 4.1.3 Para Hills Oval Facilities
- 4.1.5 Clubroom Upgrades - Pitbulls Soccer Club, Cockburn Green and Licenced Club Darts Association, Goddard Drive, Salisbury Park
- 4.1.6 Capital Works Program - December 2024 and January 2025
- 4.1.7 BMX Upgrade Parafield Gardens - Community Consultation Plan

##### *For Information*

- 4.2.1 Community Engagement in Environmental Activities

### **Community Wellbeing and Sport Committee: 18 February 2025 Pg 22**

#### **Chair: Cr D Hood**

##### *Administration*

- 5.0.1 Future Reports for the Community Wellbeing and Sport Committee
- 5.0.2 Recommendations of the Salisbury Living Sub Committee meeting held on Monday 10 February 2025
  - SLSC1 Future Reports for the Salisbury Living Sub Committee
  - SLSC2 Revocation of Community Land Classification – Rundle Reserve
- 5.0.3 Youth Sponsorship Applications 2025

##### *For Decision*

- 5.1.1 Grant No. 34/2024-25: The Children's Book Council of Australia  
**\*\*See Further Information Report Pg 83**
- 5.1.1 FI Grant No. 34/2024-25: The Children's Book Council of Australia
- 5.1.3 Minor Capital Works Grant Application - Returned and Services League Salisbury Branch Incorporated
- 5.1.4 City of Salisbury Sports Awards Proposal
- CWS-MON1 Motion on Notice: Deputy Mayor Cr Buchanan: Shade and BBQ facilities at the Aquatic Centre

##### *For Noting Only: Decisions Made Under Committee Delegation*

- 5.1.2 Grant No. 35/2024-25: The Para Hills Wanderers Netball Club

### **Innovation and Business Development Committee: 18 February 2025 Pg 26**

#### **Chair: Cr S Reardon**

There were no Public Items for the Meeting held 18 February 2025.



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**Audit and Risk Committee: 11 February 2025****Pg 27*****Chair: Cr K Grenfell******For Decision***

- 7.1.1 3-Year Internal Audit Plan
- 7.1.2 Audit and Risk Committee Performance Self-Assessment

***For Information***

- 7.2.1 Internal Audit - Fraud and Corruption Prevention Control Process
- 7.2.2 Audit and Risk Committee Annual Work Plan - 2024/2025
- 7.2.3 Risk Management and Internal Control Activities
- 7.2.4 Internal Audit Actions Status Update

**CEO Review Committee: 18 February 2025****Pg 29**

- 9.1.1 Remuneration Tribunal draft determination on CEO remuneration
- 9.1.2 CEO Key Performance Indicators February 2025

**Council Assessment Panel: 17 December 2024**

Council to note the minutes of the Council Assessment Panel meeting held 17 December 2024.

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## **General Business Items**

- GB1      City of Salisbury Report to the Department of Human Services on the Disability Access Inclusion Plan.....pg 31
- GB2      Wetland Desilting at the Greenfield Wetlands.....pg 65

## **Mayor's Diary Report**

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- MD1      Mayor's Diary Report

## **Reports from Council Representatives**

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## **Questions on Notice**

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There are no Questions on Notice.

## **Questions Without Notice**

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## **Motions on Notice**

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- MON1      Motion on Notice: Cr B Brug: Congratulations for Michael Brown MP, Member of Florey
- MON2      Motion on Notice: Cr B Brug: Previous Cr Steve White's passing

## **Motions Without Notice**

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## **Other Business**

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**Committee Reports:****Policy and Planning Committee: 17 February 2025*****Chair: Cr C Buchanan***

- 1.4.1 Recommendations of the Confidential Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025  
ISPS3 First Nations Strategic Group Update

**Finance and Corporate Services Committee: 17 February 2025*****Chair: Cr B Brug***

- 2.4.1 NAWMA (Northern Adelaide Waste Management Authority) First Quarter Budget Review 2024/25

**Urban Services Committee: 17 February 2025*****Chair: Cr S Ouk***

- 4.1.4 Ingle Farm Soccer Club

**Community Wellbeing and Sport Committee: 18 February 2025*****Chair: Cr D Hood***

- 5.4.1 Recommendations of the Confidential Salisbury Living Sub Committee meeting held on Monday 10 February 2025
  - SLSC3 Strategic Development Projects - Status Report
  - SLSC4 Walkleys Road Corridor Development - Housing Affordability
  - SLSC5 Meanwhile Use- Mobile Sleep Options
  - SLSC6 Walkleys Road Corridor Development Project Status Update
  - SLSC7 Strategic Development Projects, Short Term Action Plan, Prioritisation of Sites
  - SLSC8 Salisbury City Centre Development Update
- 5.4.2 Tenancy Matter
- 5.4.3 Partnerships and Contracts Coordinator - Sport and Recreation Division
- 5.4.4 Strategic Development Projects, Short Term Action Plan, Prioritisation of Sites - (Further Information Report in relation to Item SLSC7 Salisbury Living Sub Committee 10 February 2025)
- 5.4.5 Phoebe Wanganeen Scholarship Update

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**Innovation and Business Development: 18 February 2025**

***Chair: Cr S Reardon***

- 6.4.1 Project Connect – Update
- 6.4.2 Salisbury Development Services

**Audit and Risk Committee: 11 February 2024**

***Chair: Cr K Grenfell***

- 7.4.1 Quarterly Cybersecurity Report - October to December 2024
- A&R-QWON1 Litigation Update

**CLOSE**



John Harry  
**CHIEF EXECUTIVE OFFICER**

## KAURNA ACKNOWLEDGEMENT

*The City of Salisbury acknowledges that we are meeting on the traditional Country of the Kurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kurna people living today.*

## PRAYER

*Father in heaven*

*We thank you for the wondrous resources of our City, for its people, its environment and its sense of community.*

*We thank you for the opportunity to now deliberate over how best to help our community.*

*Please bless that we will respect one another and that we will all do our best to make decisions that will help our community to grow and prosper.*

*Bless our efforts this day in God's name.*

*Amen.*

## APOLOGIES

## LEAVE OF ABSENCE

## PUBLIC QUESTION TIME

## DEPUTATIONS

No Deputations have been received.

## PRESENTATION OF MINUTES

Presentation of the Minutes of the Council Meeting held on 28 January 2025.

## PETITIONS

No Petitions have been received.

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## COMMITTEE REPORTS

### 1 Policy and Planning Committee Meeting

#### ***Chairman - Cr C Buchanan***

Consideration of the minutes of the Policy and Planning Committee Meeting - 17 February 2025 and adoption of recommendations in relation to item numbers:

#### ***Administration***

##### **1.0.1 Future Reports for the Policy and Planning Committee**

It is recommended to Council:

That Council:

1. Notes the report.

##### **1.0.2 Recommendations of the Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025**

It is recommended to Council:

That Council:

1. Receives and notes the information contained in the Intercultural Strategy and Partnerships Sub Committee of the meeting held on 10 February 2025 and that the following recommendations contained therein be adopted by Council:

##### **1.0.2-ISPS1 Future Reports for the Intercultural Strategy and Partnerships Sub Committee**

It is recommended to Council:

That Council:

1. Notes the report.

##### **1.0.2-ISPS2 Update on discussions at the Salisbury Intercultural Community Alliance (SICA) and Salisbury Intercultural Strategic Alliance (SISA) meetings**

It is recommended to Council:

That Council:

1. Notes the report.

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## ***For Decision***

### **1.1.1 Body Worn Camera Trial**

It is recommended to Council:

That Council:

1. Approves the trial of Body Worn Cameras for Community Compliance and Security Services teams for a six-month period commencing in March 2025.
2. Adopts the Body Worn Camera Policy for the trial of Body Worn Cameras as per Attachment 1 Draft Body Worn Camera Policy to this report (Item No. 1.1.1 Policy and Planning Committee, 17 February 2025).
3. Approves the Communication Plan for the trial of Body Worn Cameras as per Attachment 2 Body Worn Camera Communications Plan to this report (Item 1.1.1 Policy and Planning Committee, 17 February 2025).
4. Notes that Administration will provide a report post-trial regarding the outcomes of the trial and recommendations for potential future use.

### **1.1.2 Accommodation Diversity Code Amendment**

It is recommended to Council:

That Council:

1. Approves the Draft Accommodation Diversity Code Amendment submission as contained in Attachment 1 (Item 1.1.2, Policy and Planning Committee, 17 February 2025) to the State Planning Commission.
2. Notes the Administration is developing a housing strategy as part of the City Plan to be presented to the Policy and Planning Committee.
3. Request the Administration to include in the housing strategy consideration of the inclusion of aged care facilities and retirement villages.
4. Delegates the Chief Executive Officer (or delegate) to finalise the draft submission in accordance with Council deliberations.

## ***Confidential Items***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

### **1.4.1 Recommendations of the Confidential Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025**

#### **ISPS3 First Nations Strategic Group Update**

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## 2 Finance and Corporate Services Committee Meeting

### ***Chairman - Cr B Brug***

Consideration of the minutes of the Finance and Corporate Services Committee Meeting - 17 February 2025 and adoption of recommendations in relation to item numbers:

### ***For Decision***

#### **2.1.1 Second Quarter Budget Review 2024/25**

It is recommended to Council:

#### That Council:

1. Notes the 2024/25 Second Quarter Budget Review report.
2. Approves the budget variances identified in this review and contained in the Budget Variation Summary (Attachment 1, Item 2.1.1, Finance and Corporate Services Committee, 17 February 2025), and net capital and operating \$2,669,218 be credited to the Sundry Project Fund. This will bring the balance of the Sundry Projects Fund to \$2,669,218.
3. Approves the allocation of funding for the following non-discretionary net bids:

#### **OPERATING**

Community Grants 24/25	\$120,000
Confidential Item	\$50,000
Cost of Living Initiatives - Burton 2025	\$75,000
Little Para Landscape Structure Plan	\$120,000
Recreation Services Insurance Premiums	\$40,000
Youth Action Plan Initiatives 24/25	\$104,000

#### **CAPITAL**

BMX Upgrade Parafield Gardens Concept Development	\$100,000
Burton Community Hub New Door to Community Garden	\$100,000
Carisbrooke Northern Carpark Lighting	\$500,000
Codd Street Para Hills West Footpath	\$36,405
Additional Expenditure Incurred	
Minor Capital Works Grant Program	\$500,000
New Footpath Willochra Road, Salisbury Plain	\$100,000
Springbank Boulevard (inlet for the Kaurna Wetlands) aerator / fountain	\$100,000

<b>TOTAL</b>	<b>\$1,945,405</b>
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***NB: If parts 1, 2 & 3 of this resolution are moved as recommended this will bring the balance of the Sundry***



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***Projects Fund to a balance of \$723,813.***

4. Approves the allocation of funding for the following **Discretionary** net bids:

**OPERATING**

Materials & Supplies Dog Pound	\$10,000
Provision for WHS Initiatives	\$39,979
Salisbury Aquatic Centre Open Hours Extension	\$21,500

**CAPITAL**

City Centre Redevelopment	\$220,000
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**TOTAL** **\$291,479**

***NB: If parts 1, 2, 3 & 4 of this resolution are moved as recommended this will bring the balance of the Sundry Projects Fund to a balance of \$432,334.***

5. Approves the following budget timing adjustments which will result in a decrease in loan borrowings in the 2024/25 financial year and an increase in loan borrowings in the 2025/26 financial year:

Budget Adjustment to align with construction timing for Carisbrooke Park to Harry Bowey New Entrance Road	\$950,000
Budget Adjustment to align with expenditure for Happy Homes & Waterloo Corner Roads Entrance	\$200,000

**TOTAL** **\$1,150,000**

***NB: If parts 1, 2, 3, 4 & 5 of this resolution are moved as recommended this will bring the balance of the Sundry Projects Fund to a balance of \$1,582,334.***

6. Approves the following transfers:

Distribution of Growth Budget 2024/25	\$58,500
Reallocation of funds from Park Maintenance (Internal) Budget to Wetland and Native Landscape Budget	\$60,000
Salisbury Oval Cricket Practice Wicket Renewal	\$28,567
Transfer Department of Human Services (DHS) Grant Funding from Materials, Contracts and Other to Employee Costs	\$107,000
Transfer Employee Costs within Community Development	\$64,100
Transfer funds to Mawson Lakes Feature Landscape Works	\$80,000

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Transfer funds to Road Safety Plan for Consultancy Costs	\$5,000
Transfer of Budget funds from Community Compliance Fire Prevention to Field Services Wetland and Native Landscape Maintenance	\$8,000
Transfer of cleaning budget	\$59,800
Transfer of Funds for Playspace Compliance Audits	\$120,000
Transfer of Legal Funds Budget from City Development Administration to Environmental Health	\$20,000
Transfer of Legal Funds budget from City Development Administration to Planning	\$35,000

***NB: If parts 1, 2, 3, 4, 5 & 6 of this resolution are moved as recommended this will bring the balance of the Sundry Projects Fund to a balance of \$1,582,334.***

7. Approves the variation of Loan Borrowings to reflect the bids and transfers approved by Council detailed in parts 1 to 6 of this resolution.

***NB: If parts 1 to 6 of this resolution are moved as recommended, loan borrowings in 2024/25 will decrease by \$1,582,334.***

### ***For Information***

#### **2.2.1 Council Finance Report - January 2025**

It is recommended to Council:

That Council:

1. Notes the report.

### ***Confidential***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

#### **2.4.1 NAWMA (Northern Adelaide Waste Management Authority) First Quarter Budget Review 2024/25**

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### **3 Governance and Compliance Committee Meeting**

#### ***Chairman - Cr P Jensen***

Consideration of the minutes of the Governance and Compliance Committee Meeting - 17 February 2025 and adoption of recommendations in relation to item numbers:

#### ***Administration***

##### **3.0.1 Future Reports for the Governance and Compliance Committee**

It is recommended to Council:

##### That Council:

1. Notes the report.

#### ***For Decision***

##### **3.1.1 2025 National General Assembly of Local Government, Canberra - Call for Motions**

It is recommended to Council:

##### That Council:

1. Notes motions are being called for submission by 31 March 2025 for the National General Assembly of Local Government being held in Canberra from 24 to 27 June 2025 and that a voting delegate is to be appointed by Council should a motion be submitted.

##### **3.1.2 Updates to Legislative Delegations**

It is recommended to Council:

##### That Council:

1. Delegates from the 24 February 2025 in exercise of the power contained in Section 100 of the *Planning, Development and Infrastructure Act 2016* the powers and functions and statutory instruments, those powers and functions as provided for in the Instrument of Delegation at Attachment 1 of this report (Item 3.1.2, Governance and Compliance Committee, 17 February 2025) to the person occupying the position of Chief Executive Officer of the Council subject to the conditions specified in each Instrument of Delegation.
2. Notes that such powers and functions may be further delegated by the person occupying the position of Chief Executive Officer as they see fit, unless otherwise indicated herein or in each proposed Instrument of Delegation in accordance with Section 100(2)(c) of the *Planning, Development and Infrastructure Act 2016* at Attachment 1 (Item 3.1.2, Governance and Compliance Committee, 17 February 2025).

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## 4 Urban Services Committee Meeting

### **Chairman - Cr S Ouk**

Consideration of the minutes of the Urban Services Committee Meeting - 17 February 2025 and adoption of recommendations in relation to item numbers:

### **Administration**

#### **4.0.1 Recommendations of the Environmental Sustainability and Trees Sub Committee meeting held on Monday 10 February 2025**

It is recommended to Council:

##### That Council:

1. Receives and notes the information contained in the Environmental Sustainability and Trees Sub Committee of the meeting held on 10 February 2025 and that the following recommendations contained therein be adopted by Council:

##### **4.0.1-ESATS1 Future Reports for the Environmental Sustainability and Trees Sub Committee**

It is recommended to Council:

##### That Council:

1. Notes the report.

##### **4.0.1-ESATS2 Tree Removal Requests - October, November and December 2024**

It is recommended to Council:

##### That Council:

1. Notes the report.
2. Request Administration to record the following trees as detailed in Attachments 1, 2 and 3 of the report (ESATS2, Environmental Sustainability and Tree Sub Committee Meeting, 10 February 2025) to be reconsidered for removal should the Minister for Planning approve Council's request for eucalyptus sideroxylon and eucalyptus leucoxylon species to be exempt under regulation 3F(4)(b) of the *Planning, Development and Infrastructure (General) Regulations 2017*:
  - Tree Removal – October 2024 trees listed as 37 and 38
  - Tree Removal – November 2024 trees listed as 34, 36 and 37
  - Tree Removal – December 2024 trees listed as 31, 43, 44, 47 and 48

- 
3. Request that Administration write to the applicants as listed above, and copy in the relevant Ward Councillors, advising that the Environment Sustainability and Tree Sub Committee will give further consideration should the Minister for Planning approve Council's request for eucalyptus sideroxylon and eucalyptus leucoxylon species to be exempt under regulation 3F(4)(b) of the *Planning, Development and Infrastructure (General) Regulations 2017*.

#### **4.0.1-ESATS3 Appeals Report - Tree Removal Requests - Various Locations for October, November and December 2024**

It is recommended to Council:

That Council:

1. Notes that the technical tree assessments undertaken for the following locations do not conclude removal be recommended, based solely on the application of Council approved tree removal criteria.
  - a. 12 Hawthorn Terrace Parafield Gardens
  - b. 1 Metala Road Paralowie
  - c. 10 Morgan Street Parafield Gardens
2. Notes that, as part of the appeal process, the refused tree removal requests appealed during October, November and December 2024, as outlined in the report (Item ESATS3 Environmental Sustainability and Trees Sub Committee 10 February 2025), are now presented to the Environmental Sustainability and Trees Sub Committee for consideration and/or recommendation to Council as per the Environmental Sustainability and Trees Sub Committee's Terms of Reference.

That the Environmental Sustainability and Trees Sub Committee, using its delegated authority under its adopted Terms of Reference:

3. Refuses the removal of the one (1) *Regulated* tree located at 12 Hawthorn Terrace, Parafield Gardens.
4. Refuses the removal of the one (1) Significant tree located at 1 Metala Road, Paralowie.
5. Refuses the removal of the one (1) Significant tree located at 10 Morgan Street, Parafield Gardens.

- 
6. Request that Administration write to the applicants, and copy in the relevant Ward Councillors, advising that the Environment Sustainability and Tree Sub Committee will give further consideration should the Minister for Planning approve Council's request for eucalyptus sideroxylon and eucalyptus leucoxylon species to be exempt under regulation 3F(4)(b) of the *Planning, Development and Infrastructure (General) Regulations 2017*.

#### **4.0.1-ESATS4 Sustainability Partnership Update**

It is recommended to Council:

That Council:

1. Notes this report.

#### **4.0.2 Future Reports for the Urban Services Committee**

It is recommended to Council:

That Council:

1. Notes the report.

### ***For Decision***

#### **4.1.1 Single Use and Shared Use Dog Parks**

It is recommended to Council:

That Council:

1. Approves the trial of a timed single use dog park at Jenkins Reserve small dog park for a period of 6 months beginning April 2025 as per paragraphs 3.10, 3.14, 3.15, 3.33 outlined in this report (Item 4.1.1, Urban Services Committee, 17 February 2025).

#### **4.1.2 Coastal Hazard Adaptation Planning Grant Funding Application**

It is recommended to Council:

That Council:

1. Notes in collaboration with the City of Port Adelaide Enfield, the City of Playford and the Department for Environment and Water, that Council Administration has applied for a grant of \$150,000 under the Coastal Hazard Adaptation Grant program to undertake a scoping study and development of a governance model for coastal hazard planning for the Port River and Barker Inlet Estuary (which includes City of Salisbury coastal areas).

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#### **4.1.3 Para Hills Oval Facilities**

It is recommended to Council:

That Council:

1. Notes the report.
2. Notes that the Urban Services Committee defers the consideration of this item (4.1.3, Urban Services Committee, 17 February 2025).

#### **4.1.5 Clubroom Upgrades - Pitbulls Soccer Club, Cockburn Green and Licenced Club Darts Association, Goddard Drive, Salisbury Park**

It is recommended to Council:

That Council:

1. Notes that the Administration has met with Ward Councillors and the Brahma Lodge Pitbulls Soccer Club (lease holder of Cockburn Green Clubroom) and the Licenced Club Darts Association (lease holder of Clubroom at Goddard Drive, Salisbury) to discuss concerns regarding their respective leased premises.
2. Notes that all the concerns of the Brahma Lodge Pitbulls Soccer Club have been addressed as part of maintenance in the 2024/2025 financial year and in the 2025/2026 Building Renewal Program with the exception of:
  - a. new unisex changeroom facilities (Item 3.4.1), cost estimate of \$2.5 million; and
  - b. extension of the outdoor area and veranda (Item 3.4.8), cost estimate of \$125,000.
3. Notes that all of the concerns of the Licenced Club Darts Association have been addressed as part of maintenance in the 2024/2025 financial year and in the 2025/2026 Building Renewal Program with the exception of the renewal of flooring for the patrons' toilets valued at \$25,000 as they are still in good condition.
4. Requests Administration to allocate \$125,000 for the extension of the outdoor veranda area to be included as part of the non-discretionary Third Quarter Budget Review.

#### **4.1.6 Capital Works Program - December 2024 and January 2025**

It is recommended to Council:

That Council:

1. Approves the acceptance of the State Government grant funding offer of \$90,000 for the delivery of shared use path network improvements at Walkley Heights which requires a \$110,000 Council contribution to be sourced from available funds within PR14804 Bicycle Network Improvements Service Continuity Program with the required income budget adjustments to be reflected within the 2024/25 third quarter budget

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review as a non-discretionary adjustment, noting the current project Gawler Greenway will be deferred for a future year consideration.

2. Approves a non-discretionary 2024/25 third quarter budget transfer to the value of \$9,790 from operating to capital associated with PR27962 Walkable Lift and Loader to align the budget with the nature of the expenditure.
3. Notes the rectification of pipe failure which has occurred adjacent to Montague and Nelson Road, Ingle Farm / Para Vista, with the understanding that a budget will be sought to cover any required works once the solution has been determined as pipe replacement is an unfunded asset category.
4. Notes that due to an administrative oversight, PR26717 Ingle Farm Sporting Club, Change Facility Upgrade, does not currently have the approved total project budget of \$2,000,000 with it being \$750,000 below this value, however with the tender award being within current available project funds, this oversight will be resolved mid 2025 when the final project value is determined noting this adjustment will not exceed the originally approved \$750,000.
5. Approves the acceptance of SA Water grant for the supply of Bring Your Own Bottle (BYOB) water filling station, which will become a City of Salisbury asset to maintain at an estimated \$500 per annum, together with a 2024/25 third quarter budget bid of \$12,000 to install and connect this new infrastructure.
6. Approves the removal of Jenkins Reserve, Salisbury Park, from within the SAMP Outdoor Furniture Service Continuity Program of works as it will be included within the holistic renewal of the site within the 2025/26 PR26657 Dog Park Service Continuity Program.
7. Approves the removal of Stop 43, western side, Bridge Road, Para Hills West, from the PR22852 Bus Stop and Bus Shelter Service Continuity Program as this is not a Council owned asset.
8. Approves the inclusion of air conditioning renewal at the Sussex Court Reserve clubrooms, Salisbury Park—within PR18097 Building Service Continuity Program, where there is available funding to do so.
9. Approves the program inclusion of Parafield Modular Trash Rack System and deferral of Landy Avenue stormwater modifications, Salisbury Heights, to 2025/26, within the PR16999 Local Flooding Service Continuity Program, with no impact to budget.



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#### **4.1.7 BMX Upgrade Parafield Gardens - Community Consultation Plan**

It is recommended to Council:

That Council:

1. Approves the Communications Action Plan for the Kings Road Reserve BMX track upgrade as contained in Attachment 1 of the report (Item 4.1.7, Urban Services Committee, 17 February 2025).

#### ***For Information***

#### **4.2.1 Community Engagement in Environmental Activities**

It is recommended to Council:

That Council:

1. Notes the report.

#### ***Confidential***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

#### **4.1.4 Ingle Farm Soccer Club**

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## **5 Community Wellbeing and Sport Committee Meeting**

### ***Chairman - Cr D Hood***

Consideration of the minutes of the Community Wellbeing and Sport Committee Meeting - 18 February 2025 and adoption of recommendations in relation to item numbers:

### ***Administration***

#### **5.0.1 Future Reports for the Community Wellbeing and Sport Committee**

It is recommended to Council:

##### That Council:

1. Notes the report.

#### **5.0.2 Recommendations of the Salisbury Living Sub Committee meeting held on Monday 10 February 2025**

It is recommended to Council:

##### That Council:

1. Receives and notes the information contained in the Salisbury Living Sub Committee of the meeting held on 10 February 2025 and that the following recommendations contained therein be adopted by Council:

##### **5.0.2-SLSC1 Future Reports for the Salisbury Living Sub Committee**

It is recommended to Council:

##### That Council:

1. Notes the report.

##### **5.0.2-SLSC2 Revocation of Community Land Classification - Rundle Reserve**

It is recommended to Council:

##### That Council:

1. Approves the revocation of allotment 16 in Deposited Plan 9424 as described in Certificate of Title Volume 5177 Folio 734 (being approximately 23,093m<sup>2</sup> in size) together with Allotment 52 in Deposited Plan 27205 and described in Certificate of Title Volume 5372 Folio 832 (being approximately 2,379m<sup>2</sup> in size), and commonly known as Rundle Reserve pursuant to the provisions of Section 194(3) (b) of the *Local Government Act 1999* having complied with all the requirements.

- 
2. Authorises the Chief Executive Officer or Delegate to remove allotment 16 in Deposited Plan 9424 as described in Certificate of Title Volume 5177 Folio 734 together with Allotment 52 in Deposited Plan 27205 and described in Certificate of Title Volume 5372 Folio 832 from the City of Salisbury Community Land Register.
  3. Authorises the Chief Executive Officer or delegate to lodge all necessary documentation with the Land Titles Office to allow for the removal of allotment 16 in Deposited Plan 9424 as described in Certificate of Title Volume 5177 Folio 734 together with Allotment 52 in Deposited Plan 27205 and described in Certificate of Title Volume 5372 Folio 832.

### **5.0.3 Youth Sponsorship Applications 2025**

It is recommended to Council:

That Council:

1. Notes that 17 Youth Sponsorship Applications were received and assessed in the February 2025 round of grants, as included in this report.

### ***For Decision***

#### **5.1.1 Grant No. 34/2024-25: The Children's Book Council of Australia**

It is recommended to Council:

That Council

1. Defers the consideration of the item to allow further information for Council decision on the matter.

### ***See Further Information Item***

***Pg83***

#### **5.1.1FI Grant No. 34/2024-25: The Children's Book Council of Australia**

It is recommended to Council:

That Council:

1. Approves the request for funding for the February 2025 round of Community Grants as follows:
  - a. Grant No. 34/2024-25: The Children's Book Council of Australia Grant application: to the value of \$11,720 for assistance with the SA Reader's Festival event.

---

### **5.1.3 Minor Capital Works Grant Application - Returned & Services League Salisbury Branch Incorporated**

It is recommended to Council:

That Council:

1. Approves the allocation of funding from the 2024/25 Minor Capital Works Grant Program (MCWGP) budget as follows:
  - a. The Returned and Services League (RSL) Salisbury Branch Incorporated in the amount of \$19,650 to improve access to and security of the building.

### **5.1.4 City of Salisbury Sports Awards Proposal**

It is recommended to Council:

That Council:

1. Approves the delivery of the inaugural City of Salisbury Sports Awards in October 2025 (Item 5.1.4, Community Wellbeing and Sport Committee, 18 February 2025).
2. Approves that the Inaugural City of Salisbury Sports Award will include the following categories:
  - 2.1 Coach of the Year
  - 2.2 Official of the Year
  - 2.3 Administrator of the Year
  - 2.4 Club/Association of the Year
  - 2.5 Sports Volunteer of the Year
  - 2.6 Junior Sporting Achievement of the Year
  - 2.7 Senior Sporting Achievement of the Year
  - 2.8 Active Inclusion Champion
  - 2.9 Recreation/Physical Activity Group/Project of the Year
  - 2.10 Lifelong Contribution to Sport
3. Approves for the judging panel to include Mayor G Aldridge, Cr D Hood, Cr C Buchanan Cr P Jensen, an independent sporting administrator and up to two local sport identities.
4. Request Administration to bring back a report to the working party consisting of the Elected Members as outlined in part 3 of this resolution (Mayor G Aldridge, Cr D Hood, Cr C Buchanan, Cr P Jensen) with proposed judging criteria for each Sports Award category and nominee eligibility criteria.
5. Approves that the City of Salisbury Sports Award be funded through the existing annual sports development budget.

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***For Noting Only: Decision Made Under Committee Delegation***

**5.1.2 Grant No. 35/2024-25: The Para Hills Wanderers Netball Club**

It is recommended to Council:

That the Community Wellbeing and Sport Committee, in accordance with its delegated powers set out in the adopted Terms of Reference:

1. Approves the request for funding for the February 2025 round of Community Grants as follows:
  - a. Grant No. 35/2024-25: The Para Hills Wanderers Netball Club Grant application: to the value of \$3,521 for assistance with their 50<sup>th</sup> Year Anniversary event.

***Confidential***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

**5.4.1 Recommendations of the Confidential Salisbury Living Sub Committee meeting held on Monday 10 February 2025**

**5.4.1-SLSC3 Strategic Development Projects - Status Report**

**5.4.1-SLSC4 Walkleys Road Corridor Development - Housing**

**Affordability 5.4.1-SLSC5 Meanwhile Use- Mobile Sleep Options**

**5.4.1-SLSC6 Walkleys Road Corridor Development Project ...Status**

**Update 5.4.1-SLSC7 Strategic Development Projects, Short Term**

**Action Plan, Prioritisation of Sites 5.4.1-SLSC8 .....Salisbury City**

**Centre Development Update**

**5.4.2 Tenancy Matter**

**5.4.3 Partnerships and Contracts Coordinator - Sport and Recreation Division**

**5.4.4 Strategic Development Projects, Short Term Action Plan, Prioritisation of Sites - (Further Information Report in relation to Item SLSC7 Salisbury Living Sub Committee 10 February 2025)**

**5.4.5 Phoebe Wanganeen Scholarship Update**

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## **6 Innovation and Business Development Committee Meeting**

### ***Chairman - Cr S Reardon***

Consideration of the minutes of the Innovation and Business Development Committee Meeting - 18 February 2025 and adoption of recommendations in relation to item numbers:

*There were no Public Innovation and Business Development reports.*

### ***Confidential***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

#### **6.4.1 Project Connect - Update**

#### **6.4.2 Salisbury Development Services**

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## **7 Audit and Risk Committee Meeting**

### ***Chairman - Chair K Grenfell***

Consideration of the minutes of the Audit and Risk Committee Meeting - 11 February 2025 and adoption of recommendations in relation to item numbers:

#### ***For Decision***

##### **7.1.1 3-Year Internal Audit Plan**

It is recommended to Council:

##### That Council:

1. Approves the updates made to the 3-year Internal Audit Plan 2024 to 2027 as set out in Attachment 1 to this report (Item No. 7.1.1, Audit and Risk Committee, 11 February 2025).

##### **7.1.2 Audit & Risk Committee Performance Self-Assessment**

It is recommended to Council:

##### That Council:

1. Approves the self-assessment survey questions, as set out in Attachment 1 to this report (Item No. 7.1.2, Audit and Risk Committee, 11 February 2025) for issuance to members of the Audit and Risk Committee for completion following the February 2025 Council meeting, with results to be collated and presented at the April Audit and Risk Committee meeting.

#### ***For Information***

##### **7.2.1 Internal Audit - Fraud and Corruption Prevention Control Process**

It is recommended to Council:

##### That Council:

1. Notes the final internal audit report with management comments for Fraud and Corruption Prevention Controls as set out in attachment 1 to this report (Item no. 7.2.1, Audit and Risk Committee, 11 February 2025)

##### **7.2.2 Audit and Risk Committee Annual Work Plan - 2024/2025**

It is recommended to Council:

##### That Council:

1. Notes the Audit & Risk Committee Annual Work Plan 2024/2025 as set out in Attachment 1 to this report (Item No. 7.2.2, Audit & Risk Committee, 11 February 2025).
2. Requests the Administration to consider moving 'Review significant accounting and reporting issues, changes to accounting standards and industry updates' to Q4 2024/2025 Audit and Risk Committee.

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### **7.2.3 Risk Management and Internal Control Activities**

It is recommended to Council:

That Council:

1. Notes the updates on Risk Management and Internal Control activities detailed for 2024/2025, as set out in this report (Item No. 7.2.3, Audit & Risk Committee, 11 February 2025).

### **7.2.4 Internal Audit Actions Status Update**

It is recommended to Council:

That Council:

1. Notes the report and the Internal Audit - Action Register in Attachment 1 to this report (Item No. 7.2.4, Audit and Risk Committee, 11 February 2025).

### ***Confidential Items***

***Refer to CONFIDENTIAL ITEMS section of Council Agenda***

#### **7.4.1 Quarterly Cybersecurity Report - October to December 2024**

**A&R-QWON      Litigation Update**



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## 9 CEO Review Committee Meeting

### ***Chairman - Mayor G Aldridge***

Consideration of the minutes of the CEO Review Committee Meeting - 18 February 2025 and adoption of recommendations in relation to item numbers:

### ***Reports***

#### **9.1.1 Remuneration Tribunal draft determination on CEO remuneration**

It is recommended to Council:

#### That Council:

1. Notes the South Australian Remuneration Tribunal Letter sent 20 January 2025 on Local Government Chief Executive Officer Remuneration (Attachment 1, Item no 9.1.1, CEO Review Committee, 18 February 2025).
2. Notes the draft report and draft determination issued by the South Australian Remuneration Tribunal on the minimum and maximum Local Government Chief Executive Officer Remuneration (Attachment 2 and 3, Item no 9.1.1, CEO Review Committee, 18 February 2025).
3. Notes that the draft determination (Attachment 3, Item no 9.1.1, CEO Review Committee, 18 February 2025) ranks City of Salisbury in “Band One”, with the total Chief Executive Officer remuneration package for this band (as defined with inclusion of specific components) being \$353,839 up to \$419,580 based on new assessment criteria being operating income (being the single most important characteristic), projected population growth, population dispersion, distance from Adelaide and socio-economic advantage/disadvantage.
4. Notes this draft determination (Attachment 3, Item no 9.1.1, CEO Review Committee, 18 February 2025) now positions City of Salisbury in the same Band as City of Onkaparinga, City of Charles Sturt, City of Port Adelaide Enfield and City of Playford.
5. Notes that South Australian [Remuneration Tribunal Determination 4 of 2023](#) (current determination) grouped City of Salisbury in “Band Three” together with Campbelltown City Council, City of Mitcham, City of Onkaparinga, City of Unley, Mount Barker District Council, and grouped City of Port Adelaide Enfield, City of Charles Sturt and City of West Torrens in “Band Two”, which Council by resolution on 26 June 2023 did not support, challenging the band criteria applied.
6. Notes that the South Australian Remuneration Tribunal invites written submissions on the draft report and determination (Attachment 2 and 3, Item no 9.1.1, CEO Review Committee, 18 February 2025) by 12 March 2025 via e-mail to [remunerationtribunal@sa.gov.au](mailto:remunerationtribunal@sa.gov.au) and anticipates a binding determination to be issued soon after, intended to take effect from 1 January 2025.

- 
7. Requests the Mayor to write to the South Australian Remuneration Tribunal to express Council's support for the proposed updated band and remuneration classification for the City of Salisbury (Attachment 3, Item no 9.1.1, CEO Review Committee, 18 February 2025).

### **9.1.2 CEO Key Performance Indicators February 2025**

It is recommended to Council:

That Council:

1. Notes the progress towards achievement of the 2024/2025 Key Performance Projects and Initiatives, as per Attachment 1 (Item 9.1.2, CEO Review Committee, 18 February 2025).

**GENERAL BUSINESS****ITEM**

GB1

**COUNCIL****DATE**

24 February 2025

**HEADING**

City of Salisbury Report to the Department of Human Services on the Disability Access Inclusion Plan

**AUTHOR**

Myfanwy Mogford, Team Leader Diversity &amp; Inclusion Strategy, Community Development

**CITY PLAN LINKS**

1.3 Our city is welcoming to people of all ages, backgrounds and abilities, and recognises First Nations peoples  
 4.3 Our council is recognised for delivering exceptional community experiences and quality outcomes  
 4.4 Our community is engaged and connected

**SUMMARY**

The attachments to this report are to be considered for approval as the City of Salisbury's annual report to the Department of Human Services on actions taken in response to the State Disability inclusion Plan and the Ability Inclusion Strategic Plan.

**RECOMMENDATION**That Council:

1. Approves the State Disability Inclusion Plan 2019 – 2023 report (Attachment 1, Item GB1, Council, 24 February 2024) and notes that the text and images will be uploaded on the Department of Human Services Inclusive SA website by 7 March 2025.
2. Approves the Ability Inclusion Strategic Plan 2024 report (Attachment 2, Item GB1, Council, 24 February 2024) and notes that the text and images will be uploaded on the Department of Human Services Inclusive SA website by 7 March 2025.

**ATTACHMENTS**

This document should be read in conjunction with the following attachments:

1. State Disability Inclusion Plan 2019-2023 Report
2. Ability Inclusion Strategic Plan 2024 Report

**1. BACKGROUND**

- 1.1 Council is required to report annually to the Department of Human Services under the *Disability Inclusion Act 2018* (SA). Two reports are required:

- 1.1.1 Report 1: Councils activity in five Actions in the State Disability Inclusion Plan 2019 – 2023 (SDIP)

- 1.1.2 Report 2: annual progress of Council's Disability Access & Inclusion Plan, for the City of Salisbury this is the Ability and Inclusion Strategic Plan (AISP) "Ability Inclusion Strategic Plan 2020 – 2024).

## **2. EXTERNAL CONSULTATION / COMMUNICATION**

- 2.1 No external consultation was required in the preparation of this report.

## **3. DISCUSSION**

- 3.1 The SDIP annual reporting tool 2024 – Local Councils (Attachment 1) must be approved by the relevant authority (Council) before being submitted online to the Department of Human Services by 7 March 2025.
- 3.2 This is an opportunity to showcase the City's ability inclusion achievements in 2024. 58 of the AISP's 88 Actions are now completed, compared with 47 twelve months ago. 29 actions remain "In Progress" with one action no longer applicable to Local Government.
- 3.3 Highlights in 2024 calendar year were:
- 3.3.1 Communication Access accreditation for the Salisbury Community Hub Library and Community Experience Teams, a vital milestone in the project funded by Executive Group in March 2022.
  - 3.3.2 Opening of Salisbury Aquatic Centre where the design had been strongly influenced by the early draft of the universal design guidelines approved by Executive Group in October 2022.
  - 3.3.3 Delivery of training for staff champions about the universal design guidelines document.
  - 3.3.4 Delivery of "Universal design in the public realm" training in November by Urban and Regional Planning Solutions, the first City of Salisbury specific universal design training since October 2017.
  - 3.3.5 New City of Salisbury branding which now complies with the digital and accessibility standard WCAG2.1.

## **4. CONCLUSION**

- 4.1 That Council approves Attachments 1 and 2 for the City of Salisbury's report to the Department of Human Services on Council's action under the State Disability Inclusion Plan and the Ability Inclusion Strategic Plan.

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# State Disability Inclusion Plan 2024 Annual Reporting Tool – local councils

## Instructions

State authorities must report each year on actions within the State Disability Inclusion Plan (State Plan) and their own Disability Action and Inclusion Plans (DAIPs).

State authorities are government agencies and local councils.

This responsibility to report is set out in Sections 14 and 17 of the *Disability Inclusion Act 2018 (SA)* (the Act).

This reporting tool has been created to help you report on activities between 1 January 2024 and 31 December 2024.

The tool has 2 reports and must be completed by all local councils.

### 1: State Plan actions - all local councils

Report 1 requires an update on the **5** State Plan actions assigned to all local councils - Actions 5, 9, 10, 27 and 33.

Report 1 must be completed by **all local councils**.

### 2: Disability Access and Inclusion Plan (DAIP) reporting – all local councils

Report 2 includes the following:

1. A status update on actions in your DAIP.
2. An opportunity to showcase activities and outcomes as required by Section 16(3)(d) of the Act.
3. A request for any current strategies and policies that align with the operation of your DAIP and the State Plan.

Report 2 must be completed by **all local councils**.

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### Notes

- You may find it helpful to have your council's 2023 reporting on hand or the [2023 State Plan Annual Report](#) to support you to complete this report.
- Please limit responses to 120 words and ensure that all activities included in your response are directly related to the action in question.
- If you would like to provide additional data/information to support your report, please provide as hyperlinks or separate attachments.
- You are welcome to include images to support your reporting - noting DHS requires a high-resolution image (greater than 3MB) and image quality of 300 dpi. Please use Dropbox or We Transfer to send files.

### Approvals and consent

- By submitting your report, you acknowledge that all internal approvals have been obtained.
- By submitting your report and any images, you (and any individuals featured in the image) consent to their inclusion in the 2024 State Plan Annual Report.

### 2024 Annual Reporting timeline

- November 2024: Annual Reporting Tool provided to State authorities.
- December 2024 to March 2025: State authorities to collate 2024 activities.
- 7 March 2025: Deadline for reports to be submitted to DHS.
- March 2025 to May 2025: DHS analyses responses, seeks clarification, collates and drafts the 2024 Annual Report.
- June 2025: 2024 Annual Report provided to the Minister for tabling.

### Deadline for reports

The deadline is **Friday 7 March 2025**.

Email your reports to the DHS Disability Inclusion Team – [DHSDisabilityinclusion@sa.gov.au](mailto:DHSDisabilityinclusion@sa.gov.au)

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## Report 1: State Plan actions - all local councils

Report 1 requires an update on the following 5 State Plan actions assigned to all local councils - Actions 5, 9, 10, 27 and 33.

Please provide an update on the actions by:

1. Selecting the current status of the action from the dropdown list (completed and ongoing, in progress or not yet started).
2. Answering the related question/s.

**Use outcomes, data, and tangible measures wherever possible and ensure all activity is for the 2024 calendar year only.**

### Action 5

**Assigned to: All local councils**

Develop data measures to track the percentage of people living with disability who are employed in South Australian Government and local councils.

**Current status:** [In progress](#)

**1. Do you track the percentage of people living with disability employed in your council?**

[No](#)

**2. If yes, please provide the percentage of people with disability employed in your council in 2023 and 2024:**

2023 - [NA](#)

2024 - [NA](#)

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## Action 9

**Assigned to:** All local councils

Local council access and inclusion planning to consider consultation outcomes including:

- Incorporating Universal Design principles in criteria for all new building and public projects and planning for programs, services and events
- Developing Universal Design training plans for staff and contractors
- Reviewing availability for accessible car parks in identified areas.

**Current status:** Completed and ongoing

### 1. How has your council incorporated Universal Design principles in new infrastructure and planning for programs, services, and events?

The Salisbury Aquatic Centre, opened in June 2024, included early draft universal design guidelines . part of which was early engagement with people with disability. The guidelines approved by senior management are a start including physical and sensory accessibility and dementia-friendly design. People with disability were invited to appraise the Aquatic Centre in a tour in November 2024 with clear feedback about improvements needed and support for most of the facility's accessibility.

### 2. How has your council incorporated Universal Design training for staff and contractors?

Council engages Purple Orange to provide mandatory Disability Inclusion training for employees. This is the foundation for all "Ability Inclusion Learning" which is mainly universal design training in communications and infrastructure at present.

In 2024 there were four Disability Inclusion Training sessions for new employees . This is a pre-requisite for universal design training.

Also in 2024:

- 22 key staff completed a half-day workshop about using Council's new universal design guidelines.
- 20 employees participated in a separate practical course "Universal design in the public realm".
- 19 staff completed 3-hour Communication Access training .

### 3. How many accessible car parks does your council have?



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Council is undertaking a car park audit this financial year. There are an estimated 170 accessible car parking spaces. These are spread across 270 car parks which vary between 1 or 2 spaces in total through to 100 or more. There is a total of 6,420 Council-owned car parking spaces .

[Images: Action 9

\* Wheelchair accessibility of Salisbury Aquatic Centre

**Action 10**

**Assigned to:** All local councils

Consider the installation of multi-media devices and inclusive signage at service outlets and at the front of public buildings to accommodate people with disability.

**Current status:** In progress

**Does your council have any inclusive signage and/or multi-media devices in your office buildings and/or service outlets to accommodate people with disability?**

Yes

**If yes, please explain:**

The Community Experience Team and the SCH Library Team have been accredited for Communication Access. Indicators for customers who benefit from trained CA staff are alerted to this at present by lanyards. Now the teams are accredited they will be licenced through Scope Australia to display the CA symbol in hard copy and on the website.

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**Action 27****Assigned to: All local councils**

State authorities to facilitate meaningful volunteering opportunities for people living with disability and to identify clear pathways to transition from volunteering to work placement.

**Current status:** In progress**1. Does your council provide volunteering opportunities for people with disability?**

Yes

**If yes, please explain:**

We welcome volunteers of all abilities, including people with disabilities. Our volunteer opportunities are open to everyone and we seek to establish an inclusive environment where all individuals can contribute meaningfully.

Volunteer selection is based on matching each person's skills, strengths and interests with the requirements of the role. This ensures that volunteers feel confident and supported in their roles while also meeting the needs of the organisation.

**2. Does your council provide pathways for transition from volunteering into work placements?**

Yes

**If yes, please explain:**

For volunteers who are interested in seeking paid work, our standard pathway is to apply for advertised paid positions that fit their skills and interests. We do not currently have alternative strategies in place for transitioning volunteers into paid roles. However, our People Strategy is reviewing our overall recruitment strategy, which may include future opportunities to support volunteers into paid employment.

**Action 33****Assigned to: All local councils**

Provide opportunities for active participation in decision-making for people living with disability, with particular focus on the identified priority groups:

- Aboriginal and Torres Strait Islander people

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- culturally and linguistically diverse communities
- women
- children (and young people).

Current status: [In progress](#)

**What opportunities has your council provided for active participation in decision-making for people with disability in 2024? Please include reference to priority groups in your answer.**

#### **Disability Access and Inclusion network (DAIN)**

- DAIN pedestrian safety advocacy led to Council decision to fund change. DAIN nominated members were paid for co-design of Ability Inclusion Strategic Plan (AISP) Review .

#### **AISP review BY Community**

- Workshops with
  - disability leaders experienced in access and inclusion
  - autistic people not engaged with until 2024.

#### **Intersectional populations**

##### **Women**

Women with disability are large majority of participants and leaders in advisory bodies .

##### **Young people**

- AISP Review includes
- Youth forum recommendations (including disabled people)
- one young culturally diverse participant) in AISP community forum.

##### **First Nations and CALD communities**

One finding from AISP Review WAS the need for relationship building with First Nations and CALD people with disability .

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## Report 2: Disability Access and Inclusion Plan (DAIP) reporting

In addition to State Plan reporting, each State authority is required to provide a summary of their DAIP actions and activity each calendar year.

In Section 16(3)(d) of the Act, a DAIP must include strategies, accompanied by measurable outcomes where appropriate, to support people with disability in the following areas:

- (i) access to built environs, events and facilities;
- (ii) access to information and communications;
- (iii) addressing the specific needs of people with disability in its programs and services;
- (iv) employment.

### 1a. Please complete the following table:

	Number
Total number of DAIP actions	88
Number of DAIP actions <b>completed &amp; ongoing</b>	58
Number of DAIP actions <b>in progress</b>	29
Number of DAIP actions <b>not yet started</b>	0

### 1b. Please provide a highlight of your activity and outcomes to address the following legislated areas:

i. access to built environments, events and facilities	<ul style="list-style-type: none"> <li>• Opening of Salisbury Aquatic Centre which included universal design elements from the early draft of the universal design guidelines</li> <li>• 22 staff champions participated in half-day workshops about how to use the universal design (infrastructure) guidelines document</li> </ul>
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	<ul style="list-style-type: none"> <li>Universal design in the public realm practical training for 20 staff by Urban &amp; Regional Planning Solutions</li> </ul>
ii. access to information and communications	Corporate branding meets requirements for WorldWideWeb Consortium Accessibility Guidelines (WCAG) 2.1
iii. addressing the specific needs of people with disability in its programs and services	Communication Access accreditation for Salisbury Community Hub Library Team and Community Experience Team
iv. addressing the specific needs of people with disability in its employment	<p>Business technology changes have included digital accessibility and made more Council information and processes accessible for staff member who is blind and uses screen reader software.</p> <p>As per Section 16(3)(da) of the Disability Inclusion (Review Recommendations) Amendment Act 2024 (Amendment Act 2024) - a disability access and inclusion plan must include strategies to ensure that the needs of persons referred to in section 9(2), (3), (4), (5), (5a), (5b) and (5c) are properly addressed by the disability access and inclusion plan.</p>



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As per Section 16(3)(da) of the *Disability Inclusion (Review Recommendations) Amendment Act 2024* (Amendment Act 2024) - a disability access and inclusion plan must include strategies to ensure that the needs of persons referred to in section 9(2), (3), (4), (5), (5a), (5b) and (5c) are properly addressed by the disability access and inclusion plan.

**2. Please provide any activity to support the needs of the following legislated priority groups in 2024:**

Women with disability	The vast majority of participants in ability inclusion advisory bodies and community consultations are women. The newly appointed and first Deputy chair of Disability Access & Inclusion Network is a women, one of several who continue to show leadership influencing Council projects and plans.
Children with disability	Council is developing a Youth Action Plan as the framework for young people, and through the 2024 consultation identified increasing engagement with young people with disability is a priority.
Aboriginal and Torres Strait Islander people with disability	A finding of the review of the Ability Inclusion Strategic Plan in May 2024 was the lack of a relationship between Council staff and First Nations people with disability and their allies. No effective consultation was possible without that relationship and trust building.
Culturally and linguistically diverse people with disability	Council is a leader in inter-cultural initiatives and in ability inclusion but people who are part of both populations have not yet been engaged systematically by Council staff. Radio Afghan supported young people with disability to produce podcasts for their cultural communities and launch a second release of these in the Salisbury Community Hub.
People with significant intellectual disability or who have high levels of vulnerability due to disability*	Parents of people with intellectual disability and some people with intellectual disability are

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	non-attending members of the Disability Access & Inclusion network.
LGBTIQA+ people with disability*	Council has identified a need to prioritise LGBTIQA+ inclusion, including where it intersects with people with disability.
People with disability from regional communities*	NA

\* This priority group was added as a new legislative requirement in the Amendment Act 2024 and has been included in this reporting template to identify any existing or newly developing strategies/activities.

To achieve better outcomes for people with disability it is important that the next State Plan takes into account existing strategies and policies that align with its key priority areas. This includes policies and strategies that your council has within its area of responsibility.

### 3. Please share any existing strategies and policies used by your council to support the work of the State Plan:

For example: education policies, employment strategies.

Salisbury makes access and inclusion “business as usual” building three inclusion foundations and employing an Inclusion Officer for more than 25 years.

The employee learning program funded:

Mandatory Purple Orange Disability Inclusion workshops

TwoWayStreetCommunication Access training

Urban & Regional Planning Solutions “Universal design in the public realm”

### Disability Access and inclusion Network (DAIN) - informal network:

supported by Council staff

engaged early to advise management in selected Council projects

recommends action to Council management.

aims to increase member diversity and provides online participation option.

### Universal design guidelines

Includes dementia and culturally inclusive design.

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### **Working with resourceful partners**

Communication Access project guided by experience and skills of TwoWayStreet  
Salisbury co-chairs Purple Orange Road2Employment Project Local Government  
Community of Practice .

*If you require any assistance, please contact the Disability Inclusion team  
[DHSDisabilityInclusion@sa.gov.au](mailto:DHSDisabilityInclusion@sa.gov.au)*





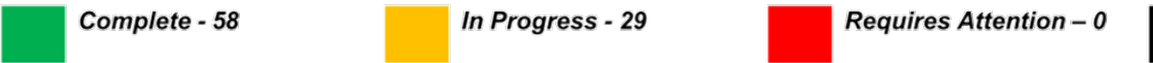
Ability Inclusion Strategic Plan Implementation Action Plan – Report for 2024

The Ability Inclusion Strategic Plan 2020 – 2024 (AISP) was endorsed by Council on 25 November 2019. A high-level implementation plan including 18 tables with a total of 88 Actions was developed by two workshops involving Executive Group, managers and key staff in January and May 2019. The tables below are cut-down versions of the full implementation tables.

“Inclusive SA” (the State Disability Inclusion Plan or SDIP) and Council Disability Access and Inclusion Plans (DAIPs) are mandated by the Disability Inclusion Act 2018 (SA) which has been amended to change the reporting period to the calendar year.

A traffic light colour has been used to visually show which actions are Complete (green), In Progress (orange) or Requires Attention (red). Many “complete” actions have become business as usual and 2024 examples of this may be included in the report.

Traffic Light Status



Outcome 1 - Support for Health and Wellbeing through Inclusive Programs, Services and Events

Goal	Action	Division	2024 Report
1.1 Council will deliver programs and activities that adhere to Universal Design Principles and provide people with disability opportunities to build capacity and confidence, and connect with others.	1.1.1 Review current programs and activities to maximise access and inclusion for people with disability.	Community Capacity & Learning  Community Diversity & Inclusion	Key Library leadership staff have been trained in Universal Design Principles.  Five Community Diversity and Inclusion staff have been trained in Universal Design Principles.  The new Salisbury After Dark service is accommodating our neurodiverse community who require a quiet space.
	1.1.2		

Goal	Action	Division	2024 Report
	Enable people with disability to attend programs, events and activities through transport support.	Community Capacity & Learning  Community Diversity & Inclusion  Sport & Recreation	Transport for the Northwest transitioned from a Community Bus Service on a set route to a Taxi Service scheme to provide greater flexibility in transport options. This is a trial to be review in April 2025.  Transport support was provided for approximately 48 weeks in 2024 to enable five NDIS participants to travel to and from their homes to their centre-based activity group, twice weekly.  Approximately 11 NDIS participants are provided with transport support for community outings, twice monthly over approximately 48 weeks yearly.
	1.1.3 Incorporate access and inclusion considerations into planning of all Council events and Community programs where possible.	Community Experience and Relationships  Community Capacity & Learning  Community Diversity & Inclusion  Sport & Recreation	Developed a Community Programs and Events Framework that includes access and inclusion considerations to assist a range of staff across the CCL division.
	1.1.4 Facilitate programs and mentorships that support good transitions from school to work or school to further education.	Community Capacity & Learning	Youth Action Plan endorsed in October 2024 with key pillars around equity/discrimination and transition to employment. Program roll out will commence in 2025/26.
	1.1.5 Partner to run events or programs (including online forums) that connect people with disability to others who share their experience or	Community Capacity & Learning	Currently working with MingleCo to deliver 2 Neurodivergent Friend Matching Events at the Hive in May 2025.

Goal	Action	Division	2024 Report
	interests (regardless of ability).		
	1.1.6 Facilitate programs that help people with acquired brain injury develop confidence.	Community Diversity & Inclusion	Eight participants with acquired brain injuries participated on a regular basis (on average fortnightly) at The Shed at Burton Community Hub over 48 weeks during 2024. They worked on individual, group and small community projects.
	1.1.7 Work with InComPro to facilitate targeted and inclusive health and wellbeing programs for Aboriginal people with disability, especially young men.	Community Capacity & Learning	Developed InComPro partnership at Bagster Road Community Centre that delivered fortnightly Nunga Men's Breakfast and Aboriginal Women's High tea, training in cultural awareness and Aboriginal mental health first aid.
	1.1.8 Facilitate sporting events that are inclusive of Aboriginal people with disability.	Sport & Recreation	Sports4All program recruiting a Coordinator with a disability or lived experience to work with schools and sports clubs to increase participation of people with a disability in sports including first nation's community.
	1.1.9 Collaborate with local service providers and groups to advocate for greater access to health and wellbeing programs and services for people with disability.	Community Diversity & Inclusion Community Capacity & Learning	New partnerships have been developed with Novita and together with I Can Jump Puddles, Salisbury also hosted four early years final year students to work with community in our early years programs and support their needs including sensory.
<b>1.2 Council will encourage and support community- based events, activities and clubs to be inclusive of people with disability.</b>	1.2.1 Incorporate access and inclusion considerations into sponsorship and funding arrangements.	Community Diversity & Inclusion	The Active and Connected Community Grants were reviewed to incorporate activities that deliver inclusive responses to meet the needs of isolated and marginalised groups/ residents. Medium sized grant applications (\$7-12k) are also assessed on the application's ability to demonstrate access and inclusion for the community.
	1.2.2 Build capacity of existing community- based, events, programs and clubs to be	Community Diversity & Inclusion	In Seniors' program there are regular inspections and reviews of venues where events and programs are run to ensure the spaces allow greater inclusion of all people

Goal	Action	Division	2024 Report
	more inclusive of people with disability.		Workforce (paid and volunteer) attend training and have access to information about making adjustments to include people with disability Workforce (paid and volunteers) involve community members in the design and implementation of community events and programs. This allows people with varying needs to have a say about how and where things are run and increases inclusion.
	1.2.3 Continue to support community- based activities that promote access and Inclusion through provision of cost- effective access to Council spaces and resources.	Community Capacity & Learning	A review of the use of community centres/hubs for NDIS funded agencies was undertaken. This prioritised inclusivity, community engagement, and alignment with Council goals while ensuring fair and equitable access for all.
	1.2.4 Provide additional computers at The Shed. (Edinburgh)	Community Diversity & Inclusion	Completed
	1.2.5 Investigate the idea of spaces for specific cultural groups which provide comfortable amenity and volunteer support so a specific cultural group can access their cultural community, translation services and administrative support on a drop-in basis.	Community Diversity & Inclusion	Further engagement of culturally diverse workforce (paid and volunteer) and community members who provide input and feedback around the development, implementation and review of all Social Participation & Diversity programs for seniors.
	1.2.6 Review Council's community facilities to identify how some spaces may be adjusted to accommodate groups of people with disability whose ways of being may disturb	Community Capacity & Learning	Bagster Road Community Centre's children's area has been reviewed and modified to suit families and children of all abilities.



Goal	Action	Division	2024 Report
	others (to avoid exclusion of some people from some community spaces)		
	1.2.7 Partner with relevant organisations to run Intercultural programs in the community.	Community Diversity & Inclusion  Community Capacity & Learning	Business as usual and achieved through partnerships such as those in Salisbury Intercultural Community Alliance with Australian Refugee Association e.g. International Womens Day and Red Cross RediCommunities Disaster Resilience programs. Partnerships to enhance other services e.g. TAFESA English Language students attending Harmony Week event.

## Outcome 2 - Accessible Buildings Streets and Open Spaces

Goal	Action	Division	2024 / 25 Actions
<b>2.1 Council will provide and maintain accessible public and community infrastructure that enables people of all abilities to participate in the public realm.</b>	2.1.1 Access and inclusion criteria are developed and included in asset audits for all asset categories as appropriate	Engineering  Urban, Recreation & Natural Assets	Recent Building Asset Audit December 2024 incorporated the assessment of DDA compliance. Waiting on the consultant's report.
	2.1.2 Ensure standards are considered in line with the asset strategy/hierarchy, and documented.	Engineering  Infrastructure Design & Delivery  Urban Recreation & Natural Assets	Standards are considered in new assets and renewal of existing assets.
	2.1.3 New design process (including renewals) includes consideration of social inclusion and provision for inclusive design in the playspace hierarchy by the Asset Management Sub Committee	Infrastructure, Design & Delivery	Staff has completed training in the Universal Design Guidelines to improve their understanding and application of the Guidelines.

Goal	Action	Division	2024 / 25 Actions
	2.1.4 Continual upgrade of the public realm will increase accessibility and safety of foot paths, crossings, open space and the interface between public space and buildings for people using mobility aids.	Infrastructure Design & Delivery Urban, Recreation & Natural Assets	Construction of new footpaths and kerb ramps to improve accessibility through the New Footpath and Kerb Ramp Service Continuity Program. The total budget of \$400k of works will be delivered in the 24/25 FY with site assessment criteria developed to prioritise access to and from key destinations and for population groups.
	2.1.5 Assess the need for disability parking to identify priority areas and plan for additional spaces and related accessibility of surrounding areas.	Infrastructure Design & Delivery Urban, Recreation & Natural Assets	New Engineering Division has programmed audit of all car parks in 2024/25. Additional trial of Seniors Car Parking initiated through  Salisbury Seniors Alliance to address parking for older people with lower mobility but not with disability parking permits.
	2.1.6 Ensure older people with disability can be accommodated in seniors' centres.	Infrastructure Design & Delivery Urban, Recreation & Natural Assets	Recent Building Asset Audit December 2024 incorporated the assessment of DDA compliance. Waiting on the consultant's report.
	2.1.7 Investigate the need for adult changing facilities in Salisbury.	Urban, Recreation & Natural Assets	The adult changing facility at Carisbrooke Park will be delivered in the 24-25 FY. The pathway from the northern carpark will be designed to meet DDA requirements and serviced by compliant car parking
	2.1.8 Develop a real- time reporting process that allows people to report access issues in the public realm and triggers a timely response.	Community Experience Team Urban, Recreation & Natural Assets (	Salesforce CRM implemented and text message notification with approximate timelines are sent to customers, along with job closures.
2.2 Council will use its guidelines and regulatory	2.2.1 Improve access- for-all in the public realm through		No comment

Goal	Action	Division	2024 / 25 Actions
functions to enhance accessibility of foot paths and public spaces for all abilities.	guidelines, support and enforcement of regulation.	<ul style="list-style-type: none"> <li>Environmental Health &amp; Community Compliance</li> </ul>	
	2.2.2 Facilitate accessible and inclusive community events through Council guidelines, licences and funding agreements.	<p>Community Diversity &amp; Inclusion</p> <p>Urban, Recreation &amp; Natural Assets</p>	<p>The Lease and Licence review of community clubs is completed. Administration working closely with elected members through the Working Group developed a framework to encourage community clubs to promote the community participation in accessible and inclusive recreation and sports activities/events.</p> <p>The framework was adopted by Council in July 2024.</p> <p>The new lease and licence Agreements incorporate the framework and Administration are continuing to work with each club entering into new agreements. The Administration are developing an approach to ensure successful implementation of the framework.</p>
	2.2.3 Investigate ways to increase safety in areas with frequent anti-social behaviour, including improved amenity and lighting.	<p>Urban, Recreation &amp; Natural Assets</p> <p>Sport &amp; Recreation</p>	<p>The Administration are reviewing the provision of lighting in transport hubs, which include the Salisbury Railway Station, Mawson Lakes Railway Station, Parafield Gardens Railway station, bus interchanges and along CoS's linear trails namely Dry Creek and Little Para. The principals of CPTED are also considered when looking to develop new or redeveloping existing space to increase public safety.</p> <p>Trialling the inclusion of Security officer at Salisbury Aquatic Centre on weekends on hot summers days to regulate anti-social behaviour and create a safe space for families.</p>
	2.2.4		No comment

Goal	Action	Division	2024 / 25 Actions
	Work with local retailers to reduce footpath obstacles and increase access to shops for people with disability.	Environmental Health & Community Compliance	

### Outcome 3 - Appropriate Information and Responsive Customer Service

Goal	Action	Division	2024 / 25 Actions
3.1 Council will establish and maintain effective and tailored processes of communication that inform and connect people with diverse communication needs including those with hearing and vision impairment, cognitive and learning differences, and those from culturally and linguistically diverse backgrounds.	3.1.1 Advocate for a state-wide disability information strategy including non-digital options replacing the Disability Information and Resource Centre de-funded in 2011.	Community Diversity & Inclusion	No action pending development of NDIS Foundational Supports including information for all people with disability
	3.1.2 Collaborate with local service providers and groups to develop a community directory that assists people with disability to connect to opportunities and support.	Community Diversity & Inclusion	No action pending development of NDIS Foundational Supports including information for all people with disability
	3.1.3 Develop resources and processes that promote local facilities, places and spaces that cater to the needs of people with disability.	Community Experience and Relationships Community Diversity & Inclusion	Five CD&I staff participated in Universal Design Training.
	3.1.4 Develop processes and platforms for communicating with young people with disability and connect them to opportunities and support.	Community Capacity & Learning	G As part of the new YAP, a new YES! Leadership program is underway, which will build critical leadership and advocacy skills for a range of young people across Salisbury.
	3.1.5		Communications Access accreditation was achieved on December 2024.



Goal	Action	Division	2024 / 25 Actions
	Investigate diverse ways of communicating in customer service environments to ensure universal access, including face-to-face, and paper-based communication and the use of new technologies.	Community Experience Team Community Capacity and Learning	
	3.1.6 Review and update communication policies and guidelines to ensure the needs of people with disability and from culturally diverse backgrounds are addressed.	Community Experience and Relationships	New corporate branding meets WCAG requirements.
	3.1.7 Work with relevant experts and support services to develop communication processes and resources that connect Aboriginal and Torres Strait Islander people with disability to local opportunities and support.	Sport & Recreation Community Diversity & Inclusion	Working with Sports4All – a program championed by Dylan Alcott to improve participation options and pathways for people with a disability including using their research on how to engage sport clubs to assist them to become accessible and modify sports for inclusion. This program allows CoS to benefit from other program trials across Australia.
	3.1.8 Work with local culturally and linguistically diverse groups to develop relevant resources that help connect people with disability to opportunities and support.	Community Diversity & Inclusion	Strong partnerships with local culturally diverse residents. E.g. quiet sensory zone trialled at Harmony Week event.
3.2 Council will develop the capacity of staff, volunteers and customers to use processes and technologies that enhance effective communication in	3.2.1 Provide training for customer service staff and volunteers to increase their capacity and confidence in communicating with people with disability, including basic greetings in	Community Experience Team People & Performance	CD&I led Communication Access Project where SCH Community Experience and Library Teams were accredited for Communication Access Dec 2024

Goal	Action	Division	2024 / 25 Actions
Council's community experience environments for people with disability.	Auslan and other local languages.	Community Diversity & Inclusion	
	3.2.2 Develop resources that encourage and support customers with disability to engage effectively with council staff.	Community Experience Team  Community Capacity and Learning	CD&I led Communication Access Project where SCH Community Experience and Library Teams were accredited for Communication Access Dec 2024
	3.2.3 Provide tailored access to computers and IT support to people with disabilities.	Community Capacity & Learning	Ongoing

#### Outcome 4 - Effective Contribution to Community and Decision Making

Goal	Action	Division	2024 / 25 Actions
4.1 Council will facilitate and deliver programs that build the capacity of people with disability of all ages and from diverse backgrounds to contribute to community planning activities, become advocates for access and inclusion, and embrace leadership opportunities.	4.1.1 Promote groups and organisations that provide a forum for people with disability to connect and contribute to council decision making (for example, Salisbury Youth Council and Julia Farr Youth).	Community Diversity & Inclusion	As part of the new YAP, a new YES! Leadership program is underway, which will build critical leadership and advocacy skills for a range of young people across Salisbury.
	4.1.2 Support programs and events designed to build capacity in young people with disability to speak up, advocate and lead.	Community Capacity & Learning  Community Diversity & Inclusion  Community Experience	Community Awareness about Vision Impaired Pedestrians Project led by three young residents who are vision impaired or blind supported by Youth Community Programs preparing senior secondary student awareness campaign.
	4.1.3 Recognise, celebrate and reward contribution of people with disability.	Sport & Recreation	Developing a new Sports Awards program which includes a category for Active Inclusion Champion

Goal	Action	Division	2024 / 25 Actions
	Volunteers Award Legends Award		
	4.1.4 Facilitate connection of isolated people with disability to relevant groups and agencies.	Community Diversity & Inclusion Community Capacity & Learning	Hollywood Plaza monthly information stalls continue including information about Council Disability Access and Inclusion Network. Workforce (paid and volunteer) are trained in and have access to information about relevant groups, agencies and services that support connection for isolated people Information is provided in hard copy at Seniors Centres, regular guest speakers at all 3 seniors centres and information included on the Facebook group. Use of Teams participation in Council-supported community meetings for people who are unable to attend in person eg; to attend COTA Conversations Use of private Facebook group to encourage and support participation of isolated people
4.2 Council will develop community consultation which uses International Association for Public Participation processes to facilitate engagement with people with disability from various cultural backgrounds and across all ages and genders.	4.2.1 Establish protocols for consultation that ensure people with disability are included in all consultation activities and that consultation happens early in the planning process.	Community Diversity & Inclusion Community Capacity & Learning Sport & Recreation	Development of an Arts and Culture Plan which includes engaging CALD community and DAIN in the future strategy of arts and cultural events, and inclusion of these in public spaces.
	4.2.2 Provide information and training that enables people with disability to feel confident providing input to council's engagement activities.	Community Diversity & Inclusion	Disability Access & Inclusion Network 2024 speaker program introduced the City Infrastructure Department managers and key concepts and projects not based on jargon to enable more effective engagement on new projects.
	4.2.3 Identify 'Community Champions' and establish a process of communication and consultation that	Community Diversity & Inclusion	Continuing opportunities for DAIN members to influence Council projects and operations example of video produced showing pedestrians with disability are unsafe in Wiltshire St due to inaccessible road crossing environment (Council funded a program to improve environment).

Goal	Action	Division	2024 / 25 Actions
	facilitates their role as conduits to community.		
	4.2.4 Investigate the establishment and resource requirements of an access and inclusion reference group to be consulted regularly about Council's planning and development activities and to monitor and advise on AISP implementation. The Disability Access and Inclusion Network will be consulted in this investigation.	Community Diversity & Inclusion	Continuing development and engagement of DAIN in Council projects.
4.3 Council will develop and maintain relationships and partnerships with community groups and service providers who support people with disability in order to maximise opportunities for contribution to community and decision making.	4.3.1 Establish collaborative relationships with local organisations that support people with disability (including CALD and ATSI organisations), to maximise opportunities and address need.	Community Diversity & Inclusion	NDIS programs – Community Diversity and Inclusion Groups have maintained their strong relationship with South Australian Council on Intellectual Disability (SACID). During 2024 groups participated in workshops on the following topics: My Relationships, A Good Life and Healthy Habits. -
	4.3.2 Identify Community Inclusion Champions from different age groups and cultural groups and develop ways to enable them to be conduits between their communities and Council, including provision of information in formats that are culturally and linguistically appropriate.	Community Diversity & Inclusion	Community Awareness about Vision Impaired Pedestrians project team developing practical experience and leadership skills through support from Youth Programs staff



## Outcome 5 - Proactive Planning and Building Assessment Processes

Goal	Action	Division	2024 / 25 Actions
<b>5.1</b> Council will facilitate building development and open space outcomes that exceed minimum standards by using an access and inclusion planning lens. This will be achieved through policy and guidelines that facilitate engagement with stakeholders early in the planning process, reflect universal design principles and encourage use of new technologies that increase accessibility.	<b>5.1.1</b> Establish a framework that provides guidance for decision making around building and development that should exceed minimum standards.	Development Services  Infrastructure Design & Delivery  Urban Recreation & Natural Assets  Community Diversity & Inclusion	Universal Design training for staff is given to ensure awareness of standards and where able to advocate for increased access and inclusion of facilities and open spaces
	<b>5.1.2</b> Review and update policy and guidelines across Council to ensure Universal Design Principles are embedded in planning and development.	Development Services  Infrastructure Design & Delivery  Urban Recreation & Natural Assets  Community Diversity & Inclusion	Website updates scheduled to be completed by end of February 2025. Delayed due to account for NCC changes introduced in late 2024.
	<b>5.1.3</b> Investigate the value of new technologies to improve access to the public realm for people with disability, including for toilets, parking, and access to buildings.	Infrastructure Design & Delivery	Universal design Guidelines working group set up
	<b>5.1.4</b> Adopt co-design principles that involve people with disability in the planning and development of Council's social infrastructure through consultation processes.	Community Diversity & Inclusion  Infrastructure Design & Delivery	Continue the ongoing relationship with Disability Access and Inclusion Network to share discussion and planning of works and operational activities which contribute to a more inclusive City

		Urban Recreation & Natural Assets	
	5.1.5 Provide training and support that facilitates staff awareness and adoption of universal design principles and co- design principles.	Development Services  Infrastructure Design & Delivery  Urban Recreation & Natural Assets	Continue to keep staff up to date on universal and co-design principles through training new staff and refresher sessions for other staff
	5.1.6 Advocate for application of universal design in SA Planning & Design Code.	City Shaping, Development	Completed.
<b>5.2 Council will facilitate accessible and inclusive planning and development in the private sector through advocacy and information provision.</b>	5.2.1 Educate the local building and development sector about benefits of accessible buildings and places; the commercial benefits, where they exist; and moving beyond DDA requirements.	Development Services	Waiting for publication of urban design guidelines on Council website.
	5.2.2 Showcase best practice in accessible development in property, infrastructure, open space and social infrastructure.	Development Services	Waiting for publication of urban design guidelines on Council website.
	5.2.3 Encourage and facilitate the local development sector to consult with people with disability.	Development Services	Waiting for publication of urban design guidelines on Council website.
	5.2.4 Facilitate the adoption of universal design principles in the local building and development sector.	Development Services	Completed.

## Outcome 6 - Informed and Supportive Working Environments

Goal	Action	Division	2024 / 25 Actions
<b>6.1</b> <b>Council will deliver Diverse-Ability Awareness and Valuing training for all staff and volunteers to create a culture that values and supports people with disability and acknowledges the needs of their families and carers.</b>	<b>6.1.1</b> Develop a shared understanding of disability/ diverse ability across Council that includes mental health and acknowledges the interaction with culture for Aboriginal and Torres Strait Islander people and those from culturally and linguistically diverse backgrounds.	Community Diversity & Inclusion	In late 2024 we planned s Volunteerability training session to promote inclusion and support for volunteers with disability.
	<b>6.1.2</b> Develop a mandatory Diverse- Ability Awareness module for staff and volunteer induction	People & Performance Community Diversity & Inclusion	Continuing mandatory Disability Inclusion Training workshops for new employees
	<b>6.1.3</b> Develop tailored Diverse-Ability Awareness and Valuing training for different council areas roles and levels of management.	People & Performance	Continuing training delivery in 2024: Communication Access training for Salisbury Community Hub Library & Community Experience Teams; Universal design in the public realm for targeted employees across 3 Departments delivered by Urban and Regional Planning Solutions.
	<b>6.1.4</b> Facilitate good transitions to the workplace for new employees or volunteers with disability through targeted awareness training and resources that assist line management and colleagues to create an enabling environment.	People & Performance Community Diversity & Inclusion	Opportunity for staff and volunteers to attend a Volunteerability training session  <b><u>People and Performance Division, Business Excellence</u></b> <u>Disability Inclusion Training is scheduled to continue through 2025.</u>  <u>HR policies have been reviewed and waiting to go through approval process.</u>

Goal	Action	Division	2024 / 25 Actions
6.2 Council will build capacity and optimise opportunities for council staff and volunteers with disability.	6.2.1 Facilitate proficiency and confidence in new employees and volunteers with disability through tailored training and support (using council resources or job support providers).	People & Performance	Basic support and adjustments for volunteers with disability to support their learning and physical requirements. <b><u>People and Performance Division, Business Excellence</u></b>  <b><u>We will continue to work with job support providers to create capacity within the workforce and this will form part of our People Strategy.</u></b>
	6.2.2 Develop processes that enable new employees and volunteers with disability to access ongoing training and mentorships.	People & Performance Community Diversity & Inclusion	All volunteers are supported with access to role specific training.
	6.2.3 Continue to improve physical and Information and Communication Technologies (ICT) access for employees and volunteers across Council, ensuring adherence to Universal Design Principles.	People & Performance Community Diversity & Inclusion	Employee business systems consider and sometimes deliver screen reader accessible universal design solutions
6.3 Council will facilitate programs that develop confidence and employment skills in people with disability of all ages, genders and from different cultural backgrounds living in the community.	6.3.1 Create funding opportunities for community organisations with a focus on developing confidence and employment skills among young people with disability.	Community Diversity & Inclusion	No further updates.
	6.3.2 (Incorporates 1.1.2) Partner with community organisations to deliver programs and activities	Community Diversity & Inclusion Community Capacity & Learning	Sport For All program being set up to achieve this in sporting clubs and participants with disability.



Goal	Action	Division	2024 / 25 Actions
	designed to build confidence and develop skills.		
<b>6.4</b> Council will ensure its employment and volunteer policies and processes maximise opportunities for people with disability.	<b>6.4.1</b> Review employment, volunteering and professional development communication processes and materials to eliminate bias against people with disability.	People & Performance Community Diversity & Inclusion	Our policies and processes ensure that all identified volunteer roles are inclusive and accessible to everyone. <u>See comments above (6.1.4) plus benefits to employees with disability among others of:</u> <ul style="list-style-type: none"> <li>• <u>Workplace flexibility</u></li> <li>• <u>Work from home policy.</u></li> </ul>
	<b>6.4.2</b> Review workplace policies to ensure people with disability and their carers have adequate access to leave and support to enable their participation in the workforce.	People & Performance	No Comment.
	<b>6.4.3</b> Review and update volunteer policies to maximise access to opportunities for people with disability.	Community Diversity & Inclusion	No comment
	<b>6.4.4</b> Review Council website to ensure easy access to information for people with disability.	Community Experience and Relationships Community, Diversity & Inclusion	New branding is WCAG2.1 compliant – digital accessibility guidelines

### Outcome 7 - Informed Community with Inclusive Attitudes and Behaviours

Goal	Action	Division	2024 / 25 Actions
<b>7.1</b> Council will facilitate culturally informed Diverse-Ability Awareness and Valuing opportunities across the community, including for local	<b>7.1.1.</b> Investigate the benefits of a Cultural Liaison Officer to support Council's relationships and planning activities with ATSI and CALD communities, and to	Sport & Recreation Community Diversity & Inclusion	Completed

business, education providers, clubs and community groups.	contribute to culturally informed Ability Awareness activities .1		
	7.1.2. Work with relevant organisations to develop Diverse- Ability Awareness and valuing resources for local businesses and support services with the aim of increasing access to local jobs.	Community Diversity & Inclusion	No comment
	7.1.3 Facilitate access to Diverse-Ability Awareness and Valuing resources for local businesses and support services to increase access to local jobs.	Community Diversity & Inclusion	No comment
	7.1.4 Facilitate access to Diverse-Ability Awareness and Valuing resources for schools, clubs and community groups.	Community Diversity & Inclusion	Community Awareness about Vision Impaired Pedestrians project developing a senior school students awareness program.
	7.1.5 Work with relevant cultural organisations to develop resources that help disability service provider organisations to provide culturally appropriate services.	Community Diversity & Inclusion	No comment
	7.1.6 Develop resources that enable Elected Members to celebrate and support people with disability.	Governance	A CEO Briefing session with Elected Members can be facilitated following CEO approval. These typically occur on Monday night, 6.30pm in the first week of the month.
7.2 Council will adopt languages and images that	7.2.1 Develop/ review Council's style guide to include	Community Experience and Relationships	Completed

respect, value and celebrate diverse abilities.	guidelines for language and images.		
	7.2.2 Review website and links for appropriate and consistent language and images.	Community Experience and Relationships	Communications Advisors and Graphic Designer nominated for Easy English training.
	7.2.3 Include guidelines for marketing and promotion that reflect appropriate and consistent language and images.	Community Experience and Relationships	Ongoing. New corporate brand launched which meets WCAG requirements. This includes a writing style guide which will be updated after Easy English sessions.
	7.2.4 Update language and images in Council documents at time of review.	Community Experience and Relationships	New iconography introduced as part of corporate brand.

### Outcome 8 - Ability Inclusion Planning is integrated across Council Business

Goal	Action	Division	2024 / 25 Actions
8.1 Council will integrate, monitor and evaluate access and inclusion outcome goals across Council business.	8.1.1 Establish an internal AISP reference group to provide advice around integrated planning, implementation, evaluation and improvement.	Community Diversity & Inclusion	Universal design implementation working group established.
	8.1.2 Determine Council's role in delivering various Access and Inclusion outcomes for the community	Community Diversity & Inclusion	Continued through implementation action plan.
	8.1.3 Identify Strategic partnerships for delivering access and inclusion outcomes for the community	Community Diversity & Inclusion	Decided through implementation action plan and its updates
	8.1.4 Review and update Council strategies and plans to	Community Diversity & Inclusion	Universal design guidelines, initially for infrastructure, will flow through to other plans, policies and strategies through implementation

Goal	Action	Division	2024 / 25 Actions
	include drivers for access and inclusion activities.		period, enabled by Ability Inclusion Learning program about universal design.
	8.1.5 Develop evaluation parameters for Ability Inclusion Outcome Goals.	Community Diversity & Inclusion	Being designed into the AISP review and development of new plan.
	8.1.6 Implement annual Council and statutory reporting against Ability AISP Outcome Goals.	Governance	<p>Only 4-yearly reports on implementation will be presented to Council (Elected members) and annual progress reports to senior management (Executive Group).</p> <p>New Council reporting process now includes more generic "risk management implications" heading under which access and inclusion challenges and opportunities can be explored.N.A., noting the actual report won't be driven by Governance. Governance simply coordinates the Council and Committee agenda process.</p>

<b>ITEM</b>	GB2
<b>COUNCIL</b>	
<b>DATE</b>	24 February 2025
<b>HEADING</b>	Wetland Desilting at the Greenfield Wetlands
<b>AUTHOR</b>	Bruce Naumann, Manager Salisbury Water, Business Excellence
<b>CITY PLAN LINKS</b>	2.5 Our water resources are managed responsibly 2.1 Our city's green spaces and natural environments are valued and biodiverse 2.4 Our city's waste is managed sustainably
<b>SUMMARY</b>	<p>The City of Salisbury has numerous constructed wetlands and water bodies that deliver multiple benefits to our community. The majority of these constructed wetlands go through natural wetting and drying cycles, dependent entirely on rainfall. Dry periods facilitate the natural control of pest species such as European carp, by breaking their breeding cycle. It also provides an opportunity for Council to remove weeds such as Typha (Bulrush) and sediment which can reduce the ability of the wetlands to function properly.</p> <p>The visual appearance of our water bodies is also valued by the community, and consequently some small wetlands are filled with native groundwater and managed during summer in a similar fashion to the ornamental lakes in Mawson Lakes.</p>

## RECOMMENDATION

### That Council:

1. Authorises staff to undertake the establishment of an embankment to facilitate a small pond in front of the Watershed Café deck to enhance the community enjoyment of the area and to reduce the cost of sediment transportation and off-site disposal.

## ATTACHMENTS

There are no attachments to this report.

## 1. BACKGROUND

- 1.1 The Greenfields wetlands at Mawson Lakes have a primary function of providing flood protection, during major storm events, for Mawson Lakes and neighboring suburbs.
- 1.2 The wetlands also facilitate the removal of litter and chemical pollutants, which protects the natural receiving environment. In Greenfields case, the

receiving environment is the sensitive Barker Inlet mangroves and fish nurseries.

- 1.3 The wetlands provide natural habitat for numerous native species including birds, animals and native plants.
- 1.4 Walking paths and boardwalks are maintained to enable the public to enjoy the open space.
- 1.5 Council harvests cleansed winter stormwater from the larger wetlands such as Greenfields and stores it in the natural aquifers for reuse in summer to help keep our City green.
- 1.6 Regular maintenance is required to ensure that the wetland functions, described above, can be sustained.
- 1.7 Sediment removal is crucial for ensuring flood protection capacity is maintained and to ensure flow channels to spillways are kept open.
- 1.8 Sediment removal is difficult to schedule as the wetland base must be sufficiently dry to enable access for earth moving machinery and trucks. Staff must be flexible and proactive to ensure this work is organized at short notice. The process of desilting has already commenced to ensure it is done during this dry period.
- 1.9 Finding space for re-use of the removed sediment is becoming increasingly difficult. This often results in significant trucking costs and dumping fees.

## **2. EXTERNAL CONSULTATION / COMMUNICATION**

- 2.1 Issues around sediment reuse and disposal are routinely discussed with the Department for Environment and Water (DEW) and the SA EPA. Sediments are tested in accordance with SA EPA requirements. On-site reuse is encouraged whenever possible.

## **3. DISCUSSION**

- 3.1 Over time the area surrounding the Watershed Café has had semi-permanent water levels. The ability to maintain this water level has deteriorated (erosion of constructed embankment) and without any works will not be able to be maintained. The aesthetics of water in front of the Watershed café, has been valued by visitors to the Greenfield wetlands and Watershed café customers.
- 3.2 This is generally not encouraged as it can restrict ongoing maintenance activities that can be more readily done on a dry base.
- 3.3 However, there is now limited space available for reuse of any removed sediment onsite at Greenfields. The landscaped mounds around the Watershed carpark were created from previous de-silting programs – there is no space to do this again without disruption to café patrons.
- 3.4 Recreating the embankment to retain sufficient water levels in the surrounding area is now possible due to the drying out of the wetlands.
- 3.5 Additional costs will be incurred for removal, transport and disposal of the sediment if not reused on site.

#### **4. FINANCIAL OVERVIEW**

- 4.1 Existing maintenance budget of \$21,000 will enable removal of sediment from 2800sqm of the pond area and form an embankment to recreate the pond.
- 4.2 An additional \$12,000 will be required to transport and dispose of the material offsite if not used to create the embankment.

#### **5. CONCLUSION**

- 5.1 The Watershed Café wetland surrounds are a key feature of the area and play an important role in managing stormwater and cleansing of the water to reduce the impact on the environment.
- 5.2 Although natural wetlands appropriately dry out to support the management of the ecosystem within the wetlands, they also have the potential to enhance the aesthetics of the area.
- 5.3 An opportunity has arisen through the natural drying of the wetland to not only desilt the wetland but also recreate an embankment using soil removed as part of the desilting, that will allow the ability to maintain a water level to enhance the aesthetics of the wetlands surrounding the Watershed Café.
- 5.4 This option will also provide a reduction in costs as it will remove the requirement to dispose excess soil offsite.

**MAYOR'S DIARY**

<b>ITEM</b>	MD1
<b>COUNCIL</b>	
<b>DATE</b>	24 February 2025
<b>HEADING</b>	Mayor's Diary

**RECOMMENDATION**That Council:

1. Notes this information.

Date	Time	Function
23/01/2025	01:00 PM	LGA Board of Directors Meeting
23/01/2025	01:00 PM	LGA Board Meeting - Agenda
23/01/2025	05:45 PM	State Government - 2025 Chinese New Year Dinner - Year of the Snake
24/01/2025	11:30 AM	Photo with Mural Artist - Salisbury North
24/01/2025	12 Noon	Sign Australia Day Certificates
25/01/2025	12:30 PM	Maghe Sankranti Festival
26/01/2025	09:15 AM	City of Salisbury's Australia Day Celebrations
28/01/2025	01:00 PM	Mayor/CEO/EA - Regular Meeting
28/01/2025	03:00 PM	Media Issues - Regular Catch-up
28/01/2025	03:30 PM	Catch Up re Council Agenda
28/01/2025	04:00 PM	Office Time - Letters and Meeting Requests
27/01/2025	04:30 PM	Pre-Council Meeting Briefing
28/01/2025	05:00 PM	Consideration of Representation Review Report
28/01/2025	05:30 PM	BMX Track Parafield Gardens - Consultation Discussion
28/01/2025	06:30 PM	Council Meeting
3/02/2025	05:00 PM	Sports Lease and Licences Working Group
3/02/2025	06:30 PM	CEO Briefing / Workshop Session
3/02/2025	12 Noon	Visit Temple - Shree Swaminarayan Mandir Bhuj - Adelaide, Australia
4/02/2025	10:00 AM	Mayor's Radio Show
4/02/2025	11:30 AM	Meet with Principal of Salisbury Primary School
4/02/2025	12:30 PM	Regular Catch-up to Discuss Current/Upcoming Planning/Building Issues
4/02/2025	01:00 PM	Mayor/CEO/EA - Regular Meeting
4/02/2025	02:00 PM	OFFICE TIME - Schedule upcoming week/ Signing/Speeches and Resident Enquiries
4/02/2025	03:00 PM	Regular catch-up re: Community Safety
4/02/2025	12 Noon	Media Issues - Regular Catch-up
7/02/2025	07:00 PM	Pontian Eagles Soccer Club - 2025 Season Launch



## ITEM MD1

8/02/2025	02:00 PM	Mayor JP Signature
10/02/2025	10:00 AM	Ribbon Cutting Crowne Plaza Mawson Lakes
10/02/2025	01:00 PM	Meeting with Residents
10/02/2025	01:30 PM	Prep for Adelady's Media
10/02/2025	02:30 PM	Meeting with Australian Migrant Resource Centre
10/02/2025	03:00 PM	Mayor/CEO/EA - Regular Meeting
10/02/2025	04:00 PM	OFFICE TIME - Schedule upcoming week/ Signing/Speeches and Resident Enquiries
10/02/2025	04:30 PM	Writers Week Briefing
10/02/2025	05:00 PM	Public Art Panel meeting
10/02/2025	06:30 PM	Environmental Sustainability and Trees Sub Committee
10/02/2025	06:35 PM	Salisbury Living Sub Committee
10/02/2025	06:40 PM	Intercultural Strategy and Partnership Sub Committee
12/02/2025	03:00 PM	Phone Catch up - Hello SA TV opportunity for CoS
13/02/2025	10:00 AM	Signing of Petition with John Fulbrook
13/02/2025	12:15 PM	Meeting - Mayor & CEO
13/02/2025	03:30 PM	Meeting Minister Champion
14/02/2025	10:00 AM	SPEECH - 20th Anniversary JYC Heart Foundation Walkers
14/02/2025	11:00 AM	Shree Swaminarayan Mandir Bhu Adelaide
14/02/2025	12:30 PM	Adelady's Filming
17/02/2025	02:30 PM	Media Issues - Regular Catch-up
17/02/2025	03:30 PM	Catch up Pre-Committee meetings

ITEM MD1

### Events attended by Elected Members on behalf of the Mayor

Date	Member	Function
Nil		

## REPORTS FROM COUNCIL REPRESENTATIVES

### QUESTIONS ON NOTICE

No Questions on Notice have been received.

### QUESTIONS WITHOUT NOTICE

### MOTIONS ON NOTICE

#### **MON1 Motion on Notice: Cr B Brug: Congratulations for Michael Brown MP, Member of Florey**

Cr B Brug has submitted the following Motion on Notice:

That Council:

1. Congratulates Michael Brown MP, Member of Florey, on his appointment as Assistant Minister to the Premier for Artificial Intelligence (AI) and the Digital Economy.

Administration Comment:

If this motion is carried, the Mayor will action accordingly.

#### **MON2 Motion on Notice Cr B Brug: Previous Cr Steve White's Passing**

Cr B Brug has submitted the following Motion on Notice:

That Council:

1. Notes with sadness the passing of previous Councillor Mr Steve White, elected in 2014 to represent the Levels Ward (now West Ward)
2. Acknowledges Mr White's contribution to the community
3. Notes the Mayor sent condolences and flowers to Mr White's family.

Administration Comment:

The Administration will action accordingly.

### MOTIONS WITHOUT NOTICE

### OTHER BUSINESS

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## ORDERS TO EXCLUDE THE PUBLIC

### 1.4.1 Recommendations of the Confidential Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025

#### Recommendation

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(a) and (c) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead); and*
  - *information the disclosure of which would reveal a trade secret.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*

*On that basis the public's interest is best served by not disclosing the **Recommendations of the Confidential Intercultural Strategy and Partnerships Sub Committee meeting held on Monday 10 February 2025** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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**2.4.1 NAWMA (Northern Adelaide Waste Management Authority) First Quarter Budget Review 2024/25**  
**Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(d)(i) and (d)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party; and*
  - *commercial information of a confidential nature (not being a trade secret) the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *Non-disclosure of the matter and discussion of this item in confidence would protect confidential information and Council's commercial position.*

*On that basis the public's interest is best served by not disclosing the **NAWMA (Northern Adelaide Waste Management Authority) First Quarter Budget Review 2024/25** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **4.1.4 Ingle Farm Soccer Club Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(d)(i) and (d)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party; and*
  - *commercial information of a confidential nature (not being a trade secret) the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *Non-disclosure of the matter and discussion of this item in confidence would protect confidential information and Council's commercial position.*

*On that basis the public's interest is best served by not disclosing the **Ingle Farm Soccer Club** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **5.4.1 Recommendations of the Confidential Salisbury Living Sub Committee meeting held on Monday 10 February 2025**

##### **Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and*
  - *information the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *Non-disclosure of the matter and discussion of this item in confidence would protect commercial negotiations and Council's commercial position*

*On that basis the public's interest is best served by not disclosing the **Recommendations of the Confidential Salisbury Living Sub Committee meeting held on Monday 10 February 2025** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **5.4.2 Tenancy Matter Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(d)(i) and (d)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party; and*
  - *commercial information of a confidential nature (not being a trade secret) the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *information relating to the financial capability of a joint venture partner, which if disclosed could reasonably be expected to prejudice the commercial position of the joint venture partner.*

*On that basis the public's interest is best served by not disclosing the **Tenancy Matter** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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**5.4.3 Partnerships and Contracts Coordinator - Sport and Recreation Division**  
**Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and*
  - *information the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *non-disclosure of the matter and discussion of this item in confidence would protect confidential information and Council's commercial position.*

*On that basis the public's interest is best served by not disclosing the **Partnerships and Contracts Coordinator - Sport and Recreation Division** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*



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**5.4.4 Strategic Development Projects, Short Term Action Plan,  
Prioritisation of Sites - (Further Information Report in relation to Item  
SLSC7 Salisbury Living Sub Committee 10 February 2025)**

**Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and*
  - *information the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *Non-disclosure of the matter and discussion of this item in confidence would protect commercial negotiations and Council's commercial position*

*On that basis the public's interest is best served by not disclosing the **Strategic Development Projects, Short Term Action Plan, Prioritisation of Sites - (Further Information Report in relation to Item SLSC7 Salisbury Living Sub Committee 10 February 2025)** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **5.4.5 Phoebe Wanganeen Scholarship Update Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*

*On that basis the public's interest is best served by not disclosing the **Phoebe Wanganeen Scholarship Update** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **6.4.1 Project Connect - Update Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(d)(i) and (d)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to commercial information of a confidential nature (not being a trade secret) the disclosure of which could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party; and*
  - *commercial information of a confidential nature (not being a trade secret) the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *Non-disclosure of the matter and discussion of this item in confidence would protect confidential information and Council's commercial position.*

*On that basis the public's interest is best served by not disclosing the **Project Connect - Update** item and discussion at this point in time.*
3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **6.4.2 Salisbury Development Services Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(b)(i) and (b)(ii) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to information the disclosure of which could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and*
  - *information the disclosure of which would, on balance, be contrary to the public interest.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*
  - *non-disclosure of the matter and discussion of this item in confidence would protect confidential information and Council's commercial position.*

*On that basis the public's interest is best served by not disclosing the **Salisbury Development Services** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

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#### **7.4.1 Quarterly Cybersecurity Report - October to December 2024 Recommendation**

Pursuant to section 83(5) of the *Local Government Act 1999* the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the *Local Government Act 1999* on grounds that:

1. *Pursuant to Section 90(2) and (3)(e) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:*
  - *it relates to matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.*
2. *In weighing up the factors related to disclosure,*
  - *disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations*

*On that basis the public's interest is best served by not disclosing the **Quarterly Cybersecurity Report - October to December 2024** item and discussion at this point in time.*

3. *Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.*

## **QWON1      Litigation Update**

### **Recommendation**

Pursuant to section 83(5) of the Local Government Act 1999 the Chief Executive Officer has indicated that, if Council so determines, this matter may be considered in confidence under Part 3 of the Local Government Act 1999 on grounds that:

1. Pursuant to Section 90(2) and (3)(h) and (i) of the Local Government Act 1999, the principle that the meeting should be conducted in a place open to the public has been outweighed in relation to this matter because:

- it relates to legal advice; and
- information relating to actual litigation, or litigation that the Council or Council committee believes on reasonable grounds will take place, involving the council or an employee of the Council.

2. In weighing up the factors related to disclosure,

- disclosure of this matter to the public would demonstrate accountability and transparency of the Council's operations

On that basis the public's interest is best served by not disclosing the test item and discussion at this point in time.

3. Pursuant to Section 90(2) of the Local Government Act 1999 it is recommended the Council orders that all members of the public, except staff of the City of Salisbury on duty in attendance, be excluded from attendance at the meeting for this Agenda Item.

**CLOSE**



John Harry  
**CHIEF EXECUTIVE OFFICER**

<b>ITEM</b>	5.1.1FI
	<b>COMMUNITY WELLBEING AND SPORT COMMITTEE</b>
<b>DATE</b>	18 February 2025
<b>PREV REFS</b>	Community Wellbeing and Sport Committee 5.1.1 18/02/2025
<b>HEADING</b>	Grant No. 34/2024-25: The Children's Book Council of Australia
<b>AUTHOR</b>	Chandler Giles, Manager Community Participation & Partnerships, Community Development
<b>CITY PLAN LINKS</b>	1.2 Our community is physically and mentally healthy and connected 1.3 Our city is welcoming to people of all ages, backgrounds and abilities, and recognises First Nations peoples 1.4 Our city is attractive and safe
<b>SUMMARY</b>	This report provides Council with further information regarding the program outline of the Children's Book Council of Australia's event in Mawson Lakes.

## **RECOMMENDATION**

### That Council:

1. Approves the request for funding for the February 2025 round of Community Grants as follows:
  - a. Grant No. 34/2024-25: The Children's Book Council of Australia Grant application: to the value of \$11,720 for assistance with the SA Reader's Festival event.

## **ATTACHMENTS**

There are no attachments to this report.

## **1. BACKGROUND**

- 1.1 At the Community Wellbeing and Sport Committee on 18 February 2025, a further information report was requested regarding the applicant and program outline of the SA Reader's Festival Event.
- 1.2 The Children's Book Council of Australia (CBCA) coordinate the national Children's Book Week celebrated in August. The SA Chapter of the CBCA have a focus on using and promoting local South Australian authors.
- 1.3 Annually the CBCA plan a national Readers Festival event and it is held in a different state each year, managed by that local chapter. This year it is taking place in South Australia. The CBCA have been working with the City of Salisbury administration to plan this event at the Mawson Centre and to promote the library service to local students and families.

## 2. EXTERNAL CONSULTATION / COMMUNICATION

2.1 The Children's Book Council of Australia

## 3. DISCUSSION

3.1 The SA Reader's Festival Event is planned for June 2025 to be held at the Mawson Centre, Mawson Lakes.

3.2 The CBCSA is currently in the process of finalising the program, including securing speakers, illustrators, and other storytellers.

3.3 The current draft program outline is as follows:

Time	Activity
<b>9:30 – 10:00 AM</b>	<b>Festival Welcome &amp; Keynote</b> – Special guest author/illustrator opens the festival.
<b>10:00 – 11:00 AM</b>	<b>Session #1</b> – Author/Illustrator talks, workshops, storytelling.
<b>11:00 – 11:20 AM</b>	<b>Recess</b> – Spaces are available indoors and outdoors depending on the weather
<b>11:20 – 12:20 PM</b>	<b>Session #2</b> – A new round of sessions.
<b>12:20 – 12:50 PM</b>	<b>Lunch</b> – Spaces are available indoors and outdoors depending on the weather
<b>12:50 – 1:50 PM</b>	<b>Session #3</b> – Final author sessions & workshops.
<b>1:50 PM</b>	<b>Schools Depart</b> – Farewells, goodie bag distribution.

3.4 Featured highlights of the program include;

3.4.1 Story Snorts – A highly interactive, theatrical storytelling experience in the Lecture Theatre during Session 1 & Session 2;

3.4.2 Live Illustrator Workshop – Step-by-step drawing with a professional illustrator;

3.4.3 Writing Masterclass – Learn from an author about crafting compelling stories; and

3.4.4 Student Author Question and Answer – Young writers can ask published authors about the creative process.

3.5 This program has been designed to ensures a mix of performances, interactive sessions, and hands-on workshops and the City of Salisbury's Mawson Library service will also be involved in the activities across the day.

3.6 The CBCSA have advised the Administration that they will target all public high and primary schools within Salisbury, and it is anticipated that up to 500 students will be in attendance across the day.

3.7 The Administration understands that there is no intention by CBCSA of hosting a Rainbow Storytime as part of this event. CBCSA will be



required to provide to the Administration the finalised program for review as part of the event management.

**4. CONCLUSION / PROPOSAL**

- 4.1 Further information has been provided on the Children's Book Council of Australia Grant application for assistance with the SA Reader's Festival event.