Item 13.5

Enclosure 1

Acknowledgement of country
Kiama Municipal Council would like to acknowledge Elders,
Traditional Owners and Custodians with their continuing
connections to Land, Waters, Sky, Culture and Community.
We pay our respects to the Traditional Custodians of the
Dharawal Nation, and their Elders past, present and future.

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Kiama Lighthouse

Vision, mission, values

Community vision

Working together for a healthy, sustainable, and caring community.

Council mission

Kiama Council will work to create a municipality that has a healthy, vibrant lifestyle, beautiful environment and harmonious, connected and resilient community.

Council values

Respect

We treat others as we expect to be treated – in a fair and professional manner

Innovation

We champion change in order to provide superior services to our community

Integrity

We are open, honest, and ethical in our behaviours – at all times

Teamwork

We are one team – working together with trust and commitment to achieve and share goals

Excellence

We aspire to be the best in everything we do



Surf Beach and Coronation Park



Kiama Harbour

Message from the Mayor



Kiama continues to move ahead in leaps and bounds despite challenges that are thrown our way and I am proud to lead a Council which is taking decisive steps for the future.

It hasn't been easy but few things that are worthwhile are ever a walk in the park.

As an elected body, Kiama Municipal Council has continued to serve the constituents of our coastal region with dedication and purpose.

We take our responsibilities seriously because we want to be representative of the views of our community.

Over the past 12 months, we have achieved noticeable advancements in getting Council's financial situation back on an even keel while still being able to address the needs of local residents.

One of the main highlights was Kiama's victory in the NSW Top Tourism Town award for a third consecutive year, earning our town the prestigious honour of being elevated into the NSW Tourism Hall of Fame.

This fantastic achievement was followed up by national recognition when Kiama was awarded the silver medal at the Australian Top Tourism Town ceremony in Canberra.

We have been active in the community to continue setting Kiama up for the future.

Council continues to make great strides towards the goals of our Housing Strategy and we have also endorsed our Employment Lands Strategy, the Kiama Visitor Economy Strategy and the Kiama Sports Complex Masterplan.

We have continued to invest in upgrades to our local road network with essential Betterment Program works conducted at Jamberoo Mountain Road, Foxground Road and Wallaby Hill Road.

Our sports facilities have been enhanced with drainage projects completed at Gerringong and Gainsborough, with more in the pipeline.

While we unfortunately had to pause the New Year's Eve fireworks in 2025, it is pleasing to have been able to reinstate the Sky Show to our calendar along with the many other wonderful events that were held over the past 12 months, including Australia Day, Sorry Day, Local Government Week Awards and citizenship ceremonies.

It is truly one of the great honours of serving as Mayor when I attend these events to see first-hand the civic pride of our community.

The camaraderie and collaboration of our people is one of the main reasons why Kiama keeps punching above our weight to be well placed for future prosperity.

As mentioned earlier, nothing will be presented to us on a platter and we as Councillors are determined to advocate and agitate for Kiama's fair share of government funding to ensure we have the infrastructure and services that our community needs.

Looking ahead, I am filled with optimism that we can maintain our upward trajectory so that local residents, the business community and the many visitors that come to Kiama each year can make the most of this special place.

Cr Cameron McDonald
Mayor, Kiama Municipal Council

Our Mayor and Councillors

"We as Councillors, are determined to advocate and agitate for Kiama's fair share of government funding to ensure we have the infrastructure and services that our community needs."

Cameron McDonald



Councillor Cameron McDonald



Councillor Stuart Larkins



Councillor Matt Brown



Councillor Imogen Draisma



Councillor Stan Jarrett



Councillor Melinda Lawton



Councillor Melissa Matters



Councillor Yasmin Tatrai



Councillor Erica Warren

Our Mayor and Councillors
(continued)

Kiama Municipal Council is led by our Elected Council, comprised of nine Councillors.

Our Elected Council plays an important role in representing the community and ensuring that the community's aspirations for our Local Government Area (LGA) are addressed through our Community Strategic Plan (CSP) and Delivery Program and Operational Plan (DPOP), both of which were fully reviewed, rewritten and adopted by Council in June 2025.

Council achieves this by providing civic leadership for the community, ensuring the financial sustainability of Council, developing and endorsing Integrated Planning and Reporting (IP&R) documents, and reviewing Council's performance, ongoing.

NSW's Local Government elections were held in September 2024, with Kiama's elected body sworn into office in October 2024. Following the resignation of one elected Councillor in June 2026, a bi-election was held in August 2026 with Councillor Stan Jarrett being elected to Council.

September 2026 also saw mid-term Mayoral and Deputy Mayor vote held, resulting in the return of Councillor McDonald as Mayor and elections of Councillor Larkins as Deputy Mayor.


Kiama Councillors

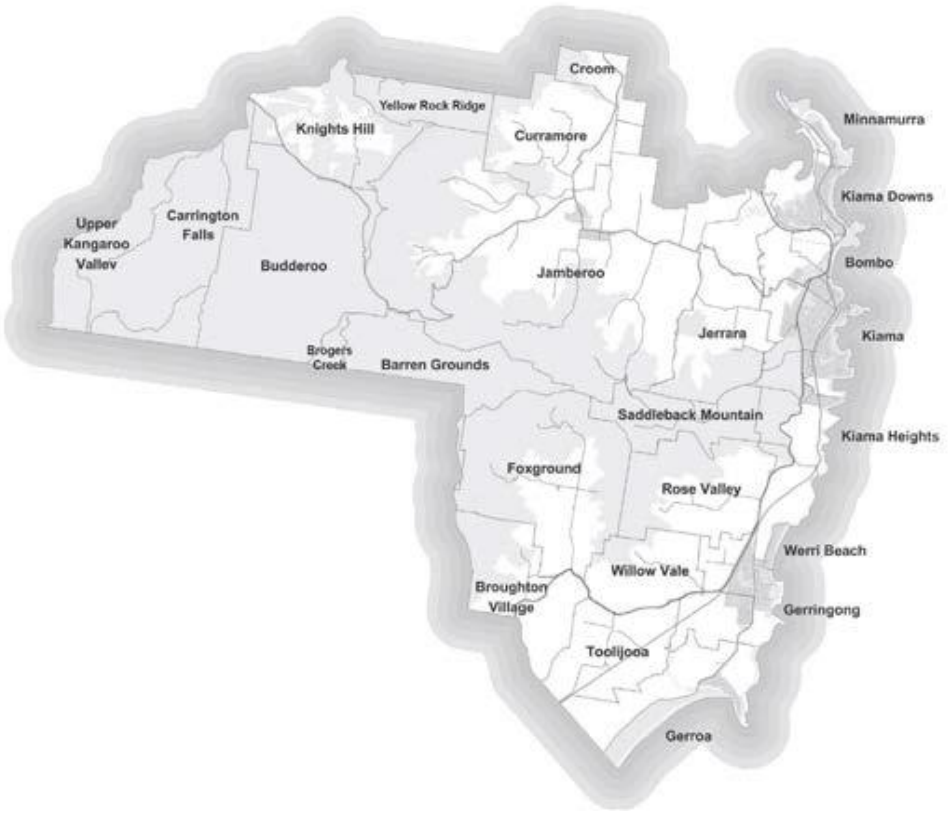
Our municipality

The Municipality of Kiama is located 120km south of Sydney, in the Illawarra region on the south coast of New South Wales. The closest major regional centres to Kiama are Wollongong and Nowra.

Our landscapes are diverse and include beaches, rainforests, escarpments, mountains and rural areas. The LGA is made up of six main towns, each with its own individual character.

These are: Gerringong, Gerroa, Jamberoo, Kiama, Kiama Downs and Minnamurra.

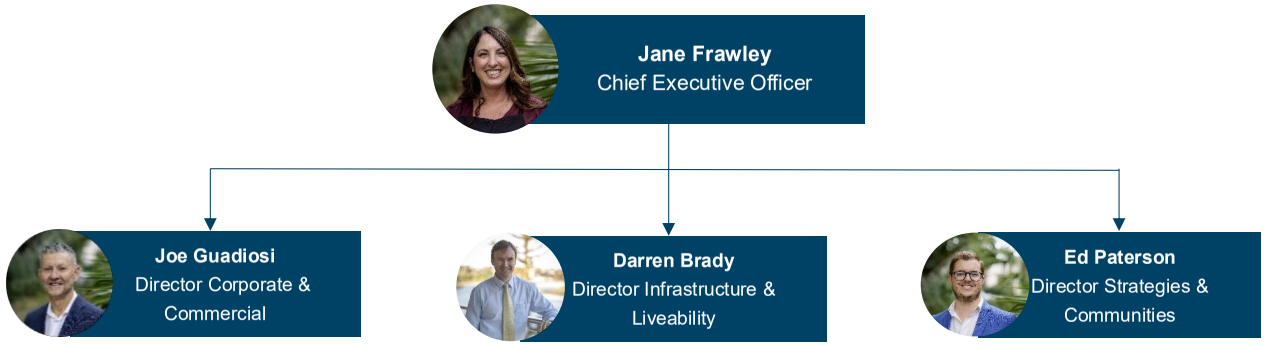
The Kiama area has a strong sense of community and locals take pride in their LGA. Kiama Council works hard to create and maintain a municipality with a healthy, vibrant, beautiful environment and a harmonious, connected and resilient community.



Enclosure 1

Item 13.5

Our organisation



Our Executive Leadership Team (ELT) is responsible for providing strategic, operational and cultural leadership to inspire our staff to work together to achieve the goals, strategies, activities and deliverables set out in our Community Strategic Plan (CSP) and Delivery Program and Operational Plan (DPOP).

Our Executive Leadership Team (ELT) consists of the following positions:

- Chief Executive Officer (CEO)
- Director Corporate & Commercial
- Director Strategies & Communities
- Director Infrastructure & Liveability

In addition to these positions, the following staff also attend ELT and Council briefings:

- Chief Financial Officer, and
- Executive Manager, Organisational Reform

The CEO and three directors each led a division, with the Executive Manager, Organisational Reform reporting to the CEO and the CFO reporting to the Director Corporate & Commercial.

Executive Leadership Team 2025-2026



Jane Frawley

Chief Executive Officer

The office of the CEO's responsibilities include:

- Executive Support
- Internal Audit
- Media, Communications and Engagement
- Organisational Reform



Joe Gaudiosi

Director Corporate & Commercial

The office of the DCC's responsibilities include:

- Customer Service
- Finance
- Information Technology Services
- People & Culture
- Property & Commercial
- Retirement Village Operations



Darren Brady

Director Infrastructure & Operations

The office of the DIO's responsibilities include:

- Engineering and Technical Services
- Operations and Maintenance
- Waste Services
- Senior Projects Management -Bluehaven



Ed Paterson

Director Strategies & Communities

The office of the DSC's responsibilities include:

- Community Outcomes
- Environment and Compliance
- Libraries
- Planning and Development
- Tourism, Events and Economic Development

Message from the CEO



During this reporting period, Kiama Municipal Council has focused on improved sustainability, safeguarding the organisation for the future and community services.

As is always the case, there has been plenty happening in Kiama.

As we strive for financial sustainability, I have frequently said this last year was going to be the hardest of the Performance Improvement Order (PIO) that was initially placed on our Council by the NSW Government in 2022. Over the past few years we have done everything we possibly could to improve the organisation and its performance.

We have found, year upon year, $23 million in business savings, by doing what we do more efficiently, saving wherever we can, and all of our teams doing more with less. As I have said many times publicly, there is simply no more to give, and no more internal savings to be had without impacting on services.

In the past four years, that has saved nearly $100m from Council's bottom line, but we are still not there yet and there is still a deficit budget position to overcome. Closing that gap is the hardest task because we've already made the corporate savings, paid back $60m of debt, and increased fees and charges where we can. But the simple fact remains that we have a structural deficit where each year we spend more than we earn and our internal/external costs keep rising above the rate of revenue we bring in. If we think of this challenge like a household, we are spending more than we earn, so costs need to be cut or services reduced, or more revenue made.

Local government doesn't have many options to raise revenue when we are restricted and governed by legislation and regulations. This means our financial sustainability is constantly under pressure. Our monthly financial reporting and clean audits tell exactly how tight unrestricted cash is at Council. Month to month, it is constantly tight and when you add to that pressure the state-imposed PIO to bring down the deficit that meant we found ourselves in a position of needing to either reduce services or reduce staffing. We aren't the only Council experiencing these issues. This year alone 17 SRV applications were made to IPART by Councils on the basis of financial sustainability. At the same time, the state and federal governments launched and led enquiries into funding models, grants and financial sustainability for local governments.

In April 2026 when our draft budget was placed on public display, we experienced adverse community reaction to trimming our largest expense, which is our employee costs via reduced services. Nobody wants services reduced, nobody wants to cut back on staff, nobody wants to pay more fees or charges but with limited options and internal savings exhausted, what other choices or pathways are there when we are under a PIO with a deadline? We were grateful for the state government's extension to the PIO which now means we have to be budget neutral by the end of the 2027-28 financial year, but it still doesn't change the tough reality that we have an operating deficit, we still have a state-imposed timeframe and PIO, and we still have all the same challenges. It becomes a question of how does the structural deficit get solved, what changes, how do we raise revenue, how to retain staff and service levels and make ends meet?

Within such a contested and fiscally difficult context, I am constantly inspired by how hard our staff work every day to serve our community. The organisation still managed to deliver an incredible amount of services with people working quietly behind the scenes with courage and conviction. I am proud of how the team rallied around each other, how we all contributed to savings and efficiency and how we all keep going under the intense pressure of the PIO and community commentary. Our staff work hard every day to serve you all, and I couldn't be prouder of their efforts and more grateful for their support.

Here's just a sneak peek of the work that was done:

- We adopted our long-awaited Local Housing Strategy in July and it was endorsed by the NSW Government, giving Kiama a well-considered, practical plan for guiding future housing decisions.
- Council's success in lobbying the state government to remove the covenant on five lots at Glenbrook Drive led to those lots being sold October 2025.
- NSW Department of Planning, Housing and Infrastructure approved the rezoning of the Kiama Depot site from industrial to residential, paving the way for the Shoalhaven Street Precinct to deliver more than 350 residences.
- We completed our NSW Top Tourism Town hat-trick, earning entry into the state's Hall of Fame in the process.
- The derelict nursing home at Havilah Place was demolished, giving Council flexibility for future use of the site as we also explore options for the adjacent Blue Haven Terralong retirement village.
- We unfortunately had to cancel the annual New Year's Eve fireworks but by the end of the 2025-26 financial year, Council put in place a pathway for the event to return this 31 December.
- Our Finance & Major Projects Advisory Committee kicked off in November, bringing together the expertise and energy of community members, Councillors and senior Council staff.
- We installed permanent active warning signs along two notoriously hazardous roads – Jamberoo Mountain Road and Swamp Road, while also continuing the Betterment Project to upgrade Foxground Road, Jamberoo Mountain Road and Wallaby Hill Road.
- The murals at the Terralong Street underbridge were completed.
- We successfully launched our new online rates payment portal.
- Council came to the rescue to replace Kiama's jazz festival with the Sounds of Jazz and Blues Weekend in March.
- We switched to fortnightly yellow-lid recycling waste collection.
- We installed new signs for local towns honouring our rich Aboriginal cultural heritage.
- Kiama was chosen as one of two sites statewide for a rock fishing safety trial using AI video surveillance.
- We hosted the NSW Government's Community Cabinet at The Pavilion.
- We upgraded drainage and facilities at Gerry Emery Reserve and Athol Noble Oval.

We have a lot to be proud of and it's fulfilling to look back on what we've achieved, and how we're set up to do even more in the future.



Jane Frawley
Chief Executive Officer, Kiama Municipal Council

Facilities and Assets



A snapshot of Council activity

Council installed permanent active warning signs on Swamp Road and Jamberoo Mountain Road.

224 days of active parking patrols conducted, with 999 Penalty Infringement Notices (PINs) issued.

20 (2%) these PINS were issued for parking infringements in school zones within our LGA, this is a significant improvement from last year when 157 school zone infringements accounted for 53% of total PINS.

Council installed permanent active warning signs on Swamp Road and Jamberoo Mountain Road.

Council has been able to far exceed the Development Assessment Timeframes set by the NSW Planning Ministerial directions for the 2025-2026 financial year. The expectations specified that DA's should be determined in an average of 105 days. The team refined and improved processes and communicated well with applicants to achieve an average assessment time of 84 days.

910 planning certificates were issued (similar to last year's 916 certificates issued), with an average processing time of 2 days. 99% were issued within 3 business days, far exceeding performance targets.

Completed 97% of actions under Council's Performance Improvement Order.

In June 2026, Council's SENTRAL Youth Service team was a Community Development (population under 100,000) finalist at the Local Government Excellence Awards for our Youth-Led, Community Strong submission.

Council also had four staff nominated as emerging leaders at the Local Government Excellence Awards.

Kiama was awarded NSW Top Tourism Town for the third year in a row, earning entry into the state's Hall of Fame in the process.

We engaged with an average of 583 customers in person monthly, with enquiries at our Customer Service desk.

Answered an average 1,169 phone calls each month to our main Council number, with 86% of calls answered in 1 minute.

Council carried out annual playground inspections at all 31 playgrounds to ensure safety and compliance with Australian Standards.

A snapshot of Council activity
(continued)

We collected 9,738 tonnes of household waste, the equivalent of 12 olympic-sized swimming pools.

69% of collected household waste was made up of recycling and Food and Garden Organics (FOGO).

We also collected 1,286 tonnes of commercial waste from 356 local businesses.

Kiama Library had an average of 65,203 visits across our days of operation in 2025-26 for an average of 218 visits/day. This year saw Gerringong Library attract 24,301 visits on our days of operation equating to 96 visits/day.

Our libraries processed 93,753 physical loans and 66,100 E-resource loans this year.

Our libraries delivered 631 programs (early literacy, school holiday and general) this year with a total program attendance of 13,682.

An average of 73,065 legitimate inbound emails were received each month to our main council@kiama.nsw.gov.au email address, with an average 15,142 outbound emails sent each month.

18,488 subscribers/followers across our social media platforms, representing a 12% increase on last year.

We engaged with 218,700 followers/subscribers across our social media platforms, up by 19% on our 2024-25 social media engagements.

We delivered the Crooked River Winter Wine Festival, Kiama Winter Street Festival and Kiama Triathlon. Council also supported events through Destination Event Funding including Kiama Beach Tag, Surflife Music Festival, Kiama Sevens and the KISS Arts Festival.



Waste collection truck and staff

Councillor and executive highlights 2025-2026 financial year

2	Councillor training sessions (combination of face-to-face and online training)
4	Civic events (Citizenship/ Mayoral receptions)
35	Community events (Australia Day/ ANZAC Day/ Mayor opening community events)
3	Meetings of the Finance Advisory Committee (FAC)
8	Meetings of the Audit, Risk and Improvement Committee (ARIC)
7	Meetings of the Tourism and Economic Advisory Committee
5	Meetings of the Performance Review Committee
4	Meetings of the Kiama Local Transport Forum
6	Illawarra Shoalhaven Joint Organisation (ISJO) board meetings
4	Country Mayors Association meetings
22	Ministerial meetings/engagement with heads of government departments
375	Council reports
395	Council resolutions

Plans and strategies guiding Council's actions

Councils in NSW are required to operate within the Integrated Planning and Reporting (IP&R) framework. The IP&R framework guides how each council develops, documents and reports their strategic plans for their Local Government Area. The IP&R framework reflects the relevant legislative requirements under the *Local Government Act 1993*. It also requires each council to develop and implement a suite of planning documents in response to the Community Strategic Plan (CSP).

The CSP captures and reflects the community's vision and aspirations for Kiama Municipality. This ten-year plan forms the basis for Councils planning and delivery of services/activities. The Delivery Program (DP) is a 4-year plan that outlines the specific activities that Council will carry out during its elected term to address the strategies and outcomes outlined in the CSP. The Operational Plan (OP) is a yearly roadmap that sets out the specific actions that will be undertaken in an annual period to achieve the DP, along with a detailed annual budget. Kiama Council presents it's Delivery Program and Operational Plan as a combined document (DPOP) which is revised and updated annually.

Alongside this key suite of plans sits a Resourcing Strategy that shows how Council will leverage available resources to implement the DPOP. The Resourcing Strategy is comprised of:

- Long Term Financial Plan
- Workforce Management Strategy
- Asset Management Strategy

Progress reporting: IP&R progress is reported through quarterly budget statements, half-yearly progress reports, annual reports and the 4-year State of Our Municipality Report which is provided at the second meeting of an incoming newly elected Council.

Underpinning all of this are Principles of Social Justice.

All plans are developed giving consideration to the four key areas of Community, Environment, Economy and Civic Leadership and are based on the Social Justice Principles of:

Equity – There should be fairness in decision-making, prioritising and allocation of resources particularly for those in need. Everyone should have fair opportunity to participate in the future of the community.

The planning process should take particular care to involve and protect the interests of people in vulnerable circumstances.

Access – All people should have fair access to services, resources and opportunities to improve their quality of life.

Participation – Everyone should have the maximum opportunity to genuinely participate in decisions that affect their lives.

Rights – Equal rights should be established and promoted, with opportunities provided for people from diverse linguistic, cultural and religious backgrounds to participate in community life.

Social Justice Principles



About this report

Each year, we produce an annual report for our community on our achievements and opportunities.

This report covers the period 1 July 2025 – 30 June 2026.

This report is the first Annual Report under the Community Strategic Plan (CSP) 2025-2035 and relates to the Delivery Program (DP) 2025-2029 and 2025-2026 Operational Plan (OP), all of which were adopted by Council in June 2025.

You can view copies of these plans on the Kiama Municipal Council website at www.kiama.nsw.gov.au/Council/Community-Plans

This report follows the structure of our 2025-2035 CSP, which has four focus area, under which sit key objectives and delivery strategies, which underpin our reporting. This report covers the actions of Kiama Council in the 2025-2026 Financial Year as set out in our 2025-2026 OP and DP 2025-2029.

The four focus areas of our CSP are:

Liveable

Sustainable

Resourceful

Responsible

This report is prepared in accordance with the Local Government Regulation and the Integrated Planning & Reporting (IP&R) Guidelines which require we prepare the annual report within five months of the end of financial year in line with section 428 of the *Local Government Act 1993* and clause 217 of the *Local Government (General) Regulation 2021*.



Aerial view of paddocks and coastline

Consolidated operating results 2025-2026

Consolidated Operating Results ($)

$'000	Actual 2025-2026	Budget 2025-2026	Variance 2025-2026
Income from continuing operations			
Rates and annual charges	30,332	30,261	71
User charges and fees	19,144	18,845	299
Other revenues	3,902	3,650	252
Grants and contributions provided for operating purposes	4,916	4,687	229
Grants and contributions provided for capital purposes	6,952	2,888	4,064
Interest and investment income	1,726	2,051	(325)
Other income	39	0	39
Net gain from disposal of assets	453	536	(83)
Total income for continuing operations	**67,464**	**62,918**	**4,546**
Expenses from continuing operations			
Employee benefits and on-costs	30,581	27,242	3,339
Materials and services	27,910	25,178	2,732
Borrowing costs	420	216	204
Other expenses	1,594	1,076	518
Net loss from the disposal of assets	0	0	0
Total expenses from continuing operations	**60,505**	**53,712**	**6,793**
Operating result from continuing operations excluding depreciation, amortisation and impairment of non-financial assets	**6,959**	**9,206**	**(2,247)**
Depreciation, amortisation and impairment of non-financial assets	9,347	9,153	194
Operating results from continuing operations	**(2,388)**	**53**	**(2,441)**
Net operating result for the year attributable to Council	**(2,388)**	**53**	**(2,441)**
Net operating result for the year before grants and contributions provided for capital purposes	**(9,340)**	**(2,835)**	**(6,505)**

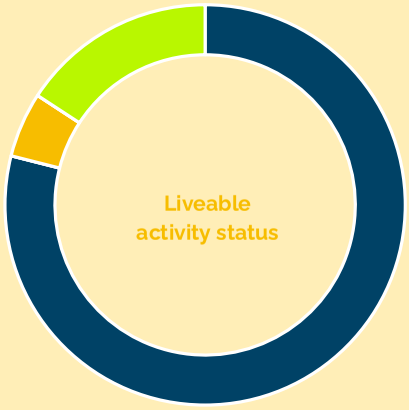
Liveable

Item 13.5

Enclosure 1

Liveable: We are part of a connected and liveable community

Delivery Program and Operational Plan activity progress



Complete/ near complete	15
Not yet due/ no longer relevant	3
Commenced	1

Liveable Focus Area Highlights

Bluehaven Terralong Strategic Review and Assessment Condition Report complete.

Audit of 12 Council facilities completed as part of the Disability Inclusion Access Plan.

Old Fire Station remains premier exhibition space being fully booked with a strong waiting list also in place. 51 annual exhibitions held in 2025-26.

Jimmy Dvate mural completed, enhancing Kiama public space.

Kiama Leisure Centre recorded strong results with 4,956 active memberships and 2,454 Fitness Passport memberships. Over 12,000 swim classes were delivered and over 54,200 gym visits. There were a total of 240,000 Leisure Centre entries in 2025-26, this is down on 2024-25 due to a centre shutdown for necessary maintenance works to be undertaken.

Jamberoo Pool had a fifteen week 2025-26 season between 24 November 2025 and 1 March 2026. During the season 3,455 visits were recorded, this is down 345 visits on the previous season.

Revised mowing schedule developed and implemented.

Draft Reconciliation Action Plan (RAP) achieved in principal endorsement by the Aboriginal Advisory Group and Reconciliation Australia. The draft RAP will be presented to ELT/Council in Q1 2026-27 for endorsement for public exhibition.

Council collaborated with five Traditional Owners on a day of cultural site walk overs relevant to several Coastal Management Program actions. Traditional Owners informed Council and consultants of Aboriginal heritage at five sites to inform project design and Aboriginal cultural heritage preservation.

Liveable

Beach Lifeguards deliver safe Summer as visitor numbers surge 30 per cent

The Beach Lifeguard Service delivered another successful patrol season for 2025-26, supporting a safe and enjoyable beach experience for a significant number of residents and visitors across the municipality's patrolled beaches.

The season ran from late September 2025 to late April 2026, with varied opening days across the LGAs seven patrolled beaches. Visitation remained strong throughout the season, exceeding 263,000 with notable growth during the spring period and sustained attendance across the summer months, February weekends, and the Easter holiday period.

Visitor attendance saw an increase of around 30% compared to the previous season. These results highlight the continued appeal of the region's beaches as key recreational destinations and the importance of providing professional lifeguard services to support public safety.

Safety outcomes were once again a key achievement. Lifeguards responded effectively to 90 rescues, 235 first aid treatments and 9 incidents requiring ambulance attendance, while maintaining a strong focus on prevention and proactive risk management.

The majority of interventions involved preventative actions, demonstrating the effectiveness of lifeguard surveillance, public education, hazard monitoring, and early intervention strategies in reducing the need for rescues.



Kiama Municipal Council Lifeguard

Surf Beach and Seven Mile Beach continued to experience the highest levels of rescue activity due to the dynamic nature of river mouth currents, surf conditions, and changing tides. Ongoing risk assessments, targeted patrol deployment, and public safety messaging played an important role in managing these higher-risk environments.

Thousands Dive In: Jamberoo Pool delivers successful 2025-26 Season

Jamberoo Pool operated successfully throughout the summer season for 15 weeks from late November 2025 to mid-March 2026. Over 3,450 visitors to the pool were recorded, a slight decline likely attributed to the introduction of entry fees this year. The Jamberoo Pool remained an important seasonal recreational asset for the community. To improve pool maintenance and water quality, Council purchased and installed a pool cover during the season to deter ducks from entering the facility. The effectiveness of this initiative will be monitored and assessed during the 2026/27 season.



Jamberoo Pool

Liveable

Kiama Leisure Centre celebrates another strong year of community fitness and connection

The Kiama Leisure Centre continued to strengthen its position as a key community health, wellbeing and recreation hub, maintaining strong membership levels and achieving steady growth in participation throughout the year. Operating 95.5 hours per week across 360 days, the Leisure Centre continued to provide a wide range of programs and services supporting residents of all ages to stay active and engaged.

Active membership grew to approximately 5,000 members and Fitness Passport membership remained a significant contributor to facility use with approximately 2,500 members.

Community demand for the Centre's programs and services remained strong, with a total of over 240,000 visits recorded during the financial year. Overall visitation did reduce slightly compared to last year, but this can be attributed to temporary facility closures for maintenance works. Significant progress was made in maintaining and enhancing the Centre's facilities, with a number of capital works projects completed in July-August 2025. Key improvements included pool tile and grout restoration, shower renewals, installation of a new sauna and facility upgrades, Group Fitness roof repairs, and refurbishment of the hall flooring, ensuring the facility remained safe, functional and welcoming for patrons, ensuring the facility remained safe, functional and welcoming for patrons.

Leisure Centre buzzes with activity through fitness, family programs and major events

The gym continued to be one of the Centre's most popular offerings, attracting over 54,000 consistent participations across the year. The holiday program provided engaging recreational opportunities for local children and families. The Centre also successfully hosted a range of major events, including a national boxing event, school swimming carnivals and swim club carnivals, further reinforcing its role as a regional destination for sport and community activity.

Swim School and fitness programs make a splash

The Swim School remained a cornerstone service, delivering over 12,000 classes, supporting over 65,000 students. The Group Fitness and Aqua programs also experienced strong participation, delivering around 1,900 classes and attended by over 31,370 participants. These programs highlight ongoing demand for structured health, fitness and wellbeing opportunities. Other high-quality programs with strong attendance were sports courts hire and gymnastics.





Liveable

Council advances community wellbeing through partnerships, programs and events

Council's Community Development Team continued to strengthen community connection, inclusion and wellbeing, delivering a broad range of initiatives in partnership with residents, community organisations, service providers and government agencies.

The team attracted external funding, strengthened regional and local partnerships and continued to deliver high-quality programs and events across the Kiama LGA.

Council advances Reconciliation through stronger partnerships and cultural Initiatives

Council continued to strengthen relationships with local Aboriginal communities and embed Aboriginal perspectives across the organisation.

The Aboriginal Advisory Group continued to provide an important mechanism for community voices to inform Council decision-making, while partnerships with local Aboriginal organisations and Traditional Owners supported a range of cultural and community initiatives.

Significant progress was made on Council's inaugural Reconciliation Action Plan (RAP), with extensive consultation undertaken and a final draft submitted to Reconciliation Australia. Endorsement and implementation of RAP will begin in the 2026/27 financial year. The RAP establishes a framework for strengthening relationships, respect and opportunities and embedding reconciliation across Council.

We also delivered a successful National Sorry Day event involving local primary schools and Kiama High School, supported NAIDOC Week activities and the Regional Local Government NAIDOC Awards, finalised Aboriginal heritage signage across the LGA, and strengthened cultural capacity within Council.

Award recognition caps off another successful year for SENTRAL Youth Services

SENTRAL Youth Services continued its strong growth this year, providing safe, inclusive and accessible opportunities for young people to connect, participate and access support.

Youth drop-in participation remained strong (2,370 attendees) following significant growth in the previous year, while school holiday programs continued to attract high demand. We also expanded engagement with local schools through initiatives including the Kiama High School SRC and the Pathfinders transition to high school program with Gerringong Public School. The SENTRAL Sounds music program held in 2025-26 provided young performers the opportunity to showcase their talents.

Youth Fest 2026 attracted approximately 700 participants and provided young people with opportunities to engage in live music, activities, workshops and services.

SENTRAL's impact was also recognised at a state level, with the service named Finalist in the 2026 NSW Local Government Excellence Awards.

Council was successful in renewing the funding partnership with Department of Communities and Justice for a further five years to deliver programs and services at SENTRAL. Additional funding was secured from Office of Youth and Create NSW to deliver school holiday programs, Amplify Kiama workshops and engagement activities for young people.



SENTRAL Cottage

Liveable

New Community Development Plan sets course for future community priorities

The Community Development Team delivered and supported a diverse calendar of community events and initiatives throughout 2025/26, creating opportunities for residents of all ages and backgrounds to participate, connect and celebrate.

Key activities included Australia Day community celebrations, Seniors Festival, Youth Fest, National Sorry Day, National Volunteer Week, NAIDOC Week activities and the Bondi2Berry Pit Stop.

The team also finalised Council's Community Development Plan, establishing future priorities across youth empowerment and wellbeing, seniors, reconciliation and cultural connection, and community safety, inclusion and connection.



2026 Volunteer Expo



Council staff and newly installed First Nations signage

Community Safety Plan progresses through strong regional collaboration

Council continued to strengthen regional partnerships through co-convene or attendance at various interagency and networks. They include the Illawarra Interagency, networks relating to domestic and family violence, homelessness, community safety, mental health, youth empowerment, disability inclusion, and Aboriginal community development.

During 2025/26, Council also commenced development of a Community Safety Plan, bringing together research, community consultation and collaboration with government agencies, community organisations and residents to better understand local safety priorities and guide future actions.

Together, these initiatives demonstrate Council's ongoing commitment to working collaboratively with the community and regional partners to build a connected, inclusive, resilient and thriving Kiama community.

Liveable

Partnerships and practical improvements drive progress on Disability Inclusion

Kiama Council continued to implement the priorities outlined in its four-year Disability Inclusion Action Plan (DIAP), reaffirming its commitment to creating an inclusive and accessible community for people of all abilities. The Plan informs Council's infrastructure, services, community engagement, communications and workplace practices. Key highlights during this period include:

- Council continued to embed disability inclusion and Equal Employment Opportunity principles into staff induction and workplace practices.
- Council strengthened partnerships with Uniting Care and local community members to improve consultation, information sharing and support for people with disability, their families and carers.
- Inclusive representation of people with disability continued to be incorporated across Council publications, marketing materials and digital communications.
- Accessibility audits of Council-owned buildings, community facilities and public infrastructure were completed, with recommendations now informing future capital works and maintenance programs.
- Council continued to improve access to community facilities and public amenities, while updating Destination Kiama's Accessible and Inclusive Travel Guide to provide residents and visitors with information about accessible attractions, accommodation, recreation opportunities and services.
- Accessibility and inclusion remained a key consideration in Council event planning through the Accessible Events Toolkit, with accessible parking, sensory spaces, inclusive activities and accessible viewing areas incorporated into major events where appropriate. The 2026 Kiama Winter Street Festival is an example of this in partnership with Uniting Care.
- Kiama Council staff hosted participants from the PosAbilities Employment Program at Council Chambers. This program is designed to help young people on the autism spectrum (ASD) develop employability skills, build resilience, and gain real workplace experience across fields such as café operations, volunteering, and various services around the Illawarra.
- Improvements to Council's website and digital communications continued, including accessible content, Easy Read resources and implementation of Web Content Accessibility Guidelines (WCAG) across digital platforms.
- Council expanded opportunities for community participation through accessible engagement activities, including Community Engagement Pop-ups, the Community Engagement Platform and consultation with children and young people on key strategic projects.



Through these initiatives, Kiama Council continues to strengthen its commitment to inclusion, ensuring people of all abilities can participate fully in community life and access Council services, facilities and programs. The ongoing implementation of the Disability Inclusion Action Plan supports Council’s commitment to creating a more accessible and inclusive community for residents and visitors.

Liveable

Creative Kiama – a year of arts programs and initiatives

The Creative Kiama Cultural Plan completed its first year of commitments. In 2025-26 Council delivered a range of substantial art programs across the LGA.

Old Fire Station attracts more Than 1,000 visitors Each Week

The Old Fire Station continues to thrive as Kiama's premier community exhibition space, remaining fully booked with a strong waiting list and presenting 51 annual exhibitions, attracting an average of 1,000 visitors each week.



Old Fire Station

Major mural projects by Jimmy Dvate further enhance Kiama's public realm.

Following on from his superb 2025 creation, artist Jimmy Dvate has unveiled his latest mural underneath the Terralong Street underbridge.

Dvate has again focused on local flora and fauna with an Eastern Osprey the centrepiece of the mural which also includes Peach-flowered Tea Trees and the iconic Cathedral Rocks at Kiama Downs.

This project, which was funded by Kiama Council, forms part of Creative Kiama's Cultural Plan 2025–2029, which supports more public street art, murals and outdoor festivals that contribute to the area's unique identity.


Eastern Osprey mural by Jimmy Dvate

From Storage to Screen: Council progresses Digital Art Collection archive

Digitisation of Council's permanent art collection progressed, laying the foundations for a publicly accessible online database of approximately 155 artworks.

Liveable

Creative Partnerships deliver opportunities for learning, connection and inclusion

Creative workshops were delivered in partnership with Kiama Libraries, Youth Services and community groups, including school holiday programs, Makers and Creators, Youth Fest, National Sorry Day activities, and Seniors Festival initiatives. These programs provided accessible opportunities for residents of all ages to explore creativity, develop new skills and build social connections.

Cultural Development also supported local artists and the creative economy through initiatives including Sounds of Jazz & Blues, providing performance opportunities for musicians and activating community venues.

Creative learning opportunities grow through strong partnerships

Throughout the year, Cultural Development expanded access to creative learning and professional development opportunities through partnerships, workshops and public art initiatives. Collaboration with West Wollongong TAFE provided emerging artists with valuable real-world experience, while engagement of local creative practitioners supported professional opportunities and community access to diverse creative learning experiences.



Sounds of Jazz and Blues



West Wollongong TAFE students

Liveable

Kiama libraries report busy year with growing community engagement

Kiama Council's libraries have continued to serve as a central hub for the community, recording over 89,000 visits in the past 12 months.

Early literacy programs

Early literacy remains a key focus, with 156 programs delivered to babies, toddlers, preschoolers and their families. These sessions, which include rhymes, songs, and parent-child book sharing, were attended by 3,563 participants, fostering a love of reading and learning from an early age.

Community programs and lifelong learning

A total of 338 general programs engaged 9,121 community members, offering opportunities in lifelong learning, author talks, book clubs, Maker and Creator sessions, and Scrabble Club. Popular ongoing activities include the after-school Dungeons and Dragons sessions at Gerringong Library and the Ink Well Writers group, which continue to attract strong participation.

Digital resources

Library e-resources remain in high demand, particularly audiobooks and e-magazines. There were 18,275 audiobook loans and 23,631 e-magazine loans across the two online platforms, highlighting the growing role of digital resources in community learning and entertainment.

Membership growth

Library membership has expanded, with 1,044 new members joining over the past year, bringing the total number of members to 11,115.
These statistics reflect the library's ongoing role in supporting literacy, learning and community engagement across Kiama.



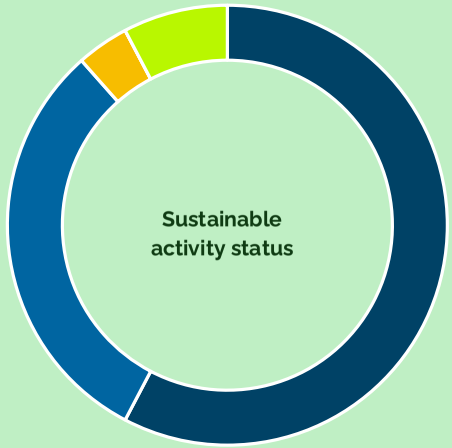
Kiama Library

Item 13.5

Enclosure 1

Sustainable: We thrive in a sustainable environment

Delivery Program and Operational Plan activity progress



Complete/ near complete	15
Significant progress	8
Commenced	1
Not yet due/ no longer relevant	2

Sustainable Focus Area Highlights

Grant successful (Coastal and Estuaries) to install four CoastSnap photo point monitoring cradles to generate timelapse videos. Installation anticipated for Q1 0206-27.

Natural Disaster recovery works completed on Jamberoo and Yellow Rock roads.

Successful 2025 National Tree Day event delivered in conjunction with Kiama High School and Landcare groups. Over 750 seedlings were planted at Minnamurra Headland, Bombo Headland and Seven Mile Beach. Preparations for 2026 National Tree Day are also well progressed.

Implementation of two restoration grants at separate areas of Seven Mile Beach Reserve inside the council managed section of the reserve. A Crown Reserves Improvement Fund grant focussed on weed control along the dune area and is due for completion end of July 2026.

Embedded battery collection trial implemented by Waste Services under partnership with the EPA.

Sustainable

Tonnes diverted as community backs Council sustainability programs

Council continued to support community sustainability through the following initiatives:

- 3 Home Composting workshops with 34 attendees
- 2 Second Hand Saturday events attracting 169 registered participants
- Participated in the Regional Soft Plastics Trial held at the Minnamurra Recycling Facility on 8 November 2025 resulting in 207 visitors dropping off a total of 640kgs of soft plastics. (photos attached)
- More than 4.8 tonnes of household chemicals were safely disposed of at our Household Chemical CleanOut collection held 13 December 2025 with 161 attendees.


Soft Plastics Collection

Commercial Waste Services

Waste services were extended to 356 local businesses in the 2025-26 financial year, resulting in the collection of 1,286 tonnes of commercial waste.

This year also saw a Commercial Waste Services review undertaken with a key outcome being the decision to exit Commercial Waste Services as at 1 July 2026.

Expanded recycling opportunities deliver significant environmental benefits

The Community Recycling Centre and the Minnamurra Recycling Facility received 223.69 tonnes of materials, including e-waste, paints, textiles, fire extinguishers, batteries, oils, aerosols, light globes, gas bottles, polystyrene and smoke detectors.


Community Recycling Centre

In September 2025, Council was accepted as part of a NSW EPA trial for the collection of embedded batteries, resulting in the 100+ additional tonnes of materials accepted in the reporting period.

Household waste events turn unwanted items into recovered resources

In 2025-26 Council hosted two household bulky waste drop-offs attracting 2,704 attendees. The events saw 393.56 tonnes of bulky waste collected – 204.5 tonnes of which were recycled, reused or repurposed, achieving a 51.5% resource recovery rate.


Household Bulky Waste event

Sustainable

National Tree Day delivers lasting environmental benefits for Kiama

National Tree Day was celebrated in partnership with Kiama High School, providing an opportunity for students and the broader community to contribute to local environmental restoration. A total of 800 native tube stock plants were planted, comprising a diverse mix of ground covers, shrubs and trees to enhance local biodiversity and strengthen the area's natural environment. The successful planting day was followed by a delicious BBQ lunch, generously cooked by the Minnamurra Lions Club, providing a great opportunity for participants to come together and celebrate their contribution to the community and environment.


National Tree Day

Council strengthens coastal safety through rock fishing reforms

Kiama Council opted into the Rock Fishing Safety Act following a series of tragic coastal fatalities. The decision reflected Council's strong commitment to improving public safety and strengthening measures to protect people who fish along the municipality's coastline. Through this initiative, Council continues to support greater awareness of rock fishing safety and reinforce the importance of appropriate safety measures, helping to protect residents and visitors and reduce the risk of further loss of life along our coastline.



Coastal Management projects deliver environmental and resilience outcomes

Council continued to deliver key actions under its Coastal Management Program (CMP) in 2025-26, strengthening coastal resilience and environmental outcomes across the municipality.

Through the Coastal and Estuary Grants Program, Council completed detailed assessments of the Kiama Surf Life Saving Club, Kendalls on the Beach Holiday Park and the Seven Mile Beach pedestrian bridge, helping to inform future asset management and improve resilience to coastal hazards.

The expanded Seasonal Beachwatch Program was also completed, with sanitary inspections undertaken at newly monitored sites to support future beach grading and ongoing water quality monitoring.

At Seven Mile Beach Coastal Reserve, Council completed the first milestone of a grant-funded Bangalay Sand Forest restoration project, delivering a site-specific restoration plan that will guide future weed control and habitat restoration works across 18 hectares of bushland.

Additional weed control works were also completed within the Seven Mile Beach dune system near Crooked River through funding from the Crown Reserves Improvement Fund, supporting the long-term health and resilience of the Bangalay Sand Forest Endangered Ecological Community.

Sustainable

Nellie finds her forever home through council rehoming success


Nellie

A happy ending has been achieved for Nellie, a much-loved dog who recently found her forever home after coming into Council's care.

Following a successful rehoming process, Nellie has settled into life with a caring and loving family, where she is receiving excellent care and attention. Since moving into her new home, she has continued to grow in confidence and become increasingly comfortable in her surroundings.

Council staff were delighted to see Nellie's positive transition and ongoing progress, with her story highlighting the important role local animal management services play in supporting the welfare of animals in their care.

Nellie's successful rehoming reflects Council's commitment to finding safe, secure and loving homes for animals in need, ensuring they have the opportunity to thrive and enjoy a better quality of life.

Planning and Development Hub opens to support community access

Community members now have easier access to planning and development services following the official opening of Council's new Planning and Development Hub at 32 Manning Street on 7 July 2025.

The dedicated hub brings together Council's Strategic Planners, Development Assessment Planners and Building Certifiers in a single location, providing a central point of contact for residents, businesses and developers seeking planning and development advice.

A key feature of the new facility is its duty planner service, available as a walk-in service from 9.00am to 11.00am, Monday to Friday. Since opening, the service has proven popular with customers and complements Council's existing Development Advice services by providing greater access to planning expertise and support.

The Hub reflects Council's commitment to improving customer service and making it easier for the community to engage with planning and development processes.

The facility was officially opened by the Mayor, who marked the occasion with a ribbon-cutting ceremony attended by Councillors and staff.

Draft Employment Lands Strategy advances for community review

Planning for the future of jobs, business investment and economic growth across the Kiama Local Government Area has taken another step forward with the progression of Council's Draft Employment Lands Strategy.

The strategy has been developed to provide a long-term planning framework that will guide the management and growth of employment lands across the region over the next 20 years. Employment lands include areas used for commercial activities such as offices, retail and business premises, as well as industrial land supporting light and heavy industry.

Developed in line with NSW Government guidelines and informed by community and stakeholder feedback, the strategy identifies opportunities to support local jobs, business growth and future investment.

Following public exhibition of the initial draft in 2025, additional analysis was undertaken and a revised version was released for community feedback in 2026. The updated strategy is expected to be presented to Council for endorsement in September 2026, providing a roadmap for future employment and economic development across the municipality.

Sustainable

Road recovery and resilience works strengthen key transport links

Council has made significant progress in restoring and strengthening critical road infrastructure through a combination of Natural Disaster Recovery and NSW Infrastructure Betterment Fund projects.

Recovery works have now been completed on Jamberoo Mountain Road, Wallaby Hill Road and Yellow Rock Road, repairing damage caused by natural disaster events and restoring key transport connections for residents, businesses and visitors.

Building Back Better

In addition to recovery works, Council has continued to utilise funding from the NSW Infrastructure Betterment Fund to improve the long-term resilience of road assets on Jamberoo Mountain Road, Wallaby Hill Road and Foxground Road.

The Betterment Fund projects are focused on strengthening infrastructure to better withstand future natural disasters, helping reduce risks and improve network reliability during extreme weather events.

Progressing Towards Completion

Significant progress has been achieved across the Betterment Fund program, with all remaining works forecast to be completed by the end of the 2026-27 financial year.

These investments are helping Council not only restore damaged infrastructure but also build a more resilient road network capable of supporting the community well into the future.



Betterment works on Jamberoo Mountain Road

Sports Field upgrades improve playing conditions across Kiama

Council has completed a series of sports field improvement projects funded by the Office of Sport, enhancing the quality and resilience of local sporting facilities across the municipality.

The upgrades included the installation of sub-soil drainage systems at Gerry Emery Oval, Athol Noble Oval and Gainsborough Oval, helping to improve field drainage, reduce closures following wet weather and support greater year-round use by local sporting clubs and the community.

Investing in Community Sport

The completed works will improve playing conditions and field durability, ensuring the facilities can better accommodate training, competition and recreational activities.

The projects reflect Council's ongoing commitment to investing in quality sporting infrastructure and supporting active, healthy communities through improved access to well-maintained recreation facilities.



Gainsborough Oval

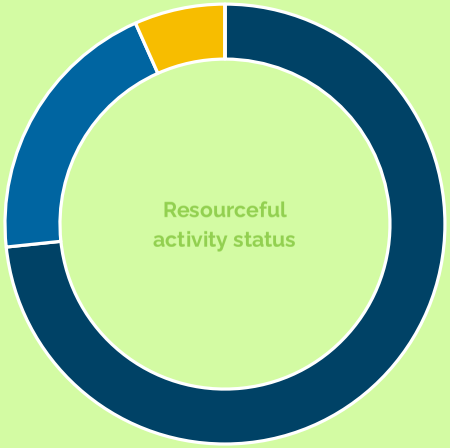
Resourceful

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Enclosure 1

Resourceful: We create a strong and diverse economy

Delivery Program and Operational Plan activity progress



Complete/ near complete	11
Significant progress	3
Commenced	1

Resourceful Activity Highlights

Night-Time Economy Strategy (Kiama After Dark) completed and endorsed for public exhibition.

2025 Kiama Winter Festival was delivered in July 2025, delivering a 7% increase in visitor spending. Building on the success of the 2025 Kiama Winter Street Festival, sponsorship for the 2026 Kiama Winter Street Festival was secured from AirBnB and ShineHub.
Preparations are well progressed for August 2026 delivery of the 2026 event.

Council's 2025-26 Destination Event Funding Program allocated $90,710.00 supporting an estimated 45,000 visitors and generating approximately $5.59 million in economic impact.

The Visitor Information Centre (VIC) introduced operational efficiencies which have reduced costs while maintaining high customer service levels. VIC servicing increased by 0.3% with operational hours reduced by 25%.

Local Housing Strategy was finalised and endorsed by Council at July 2025 Ordinary Council Meeting. Implementation of this strategy has commenced with Scoping and Planning Proposals being developed to implement 'non-negotiable' principles for greenfield development.

Council continued to foster partnerships that support local economic development through regular engagement with Business Illawarra, Kiama Business Network, Regional Development Australia, the Department of Primary Industries and Regional Development, and the Tourism and Economic Advisory Committee.
These partnerships informed development of the Visitor Economy Strategy 2035, Night-Time Economy Strategy (Kiama After Dark), Employment Lands Strategy and regional economic initiatives.

Council have achieved 4 licenses to operate 4 holiday parks and have commenced a Masterplan for Seven Mile Beach Holiday Park.

Council has received 3 unsolicited proposals for the operation of all 5 Holiday Parks. Council has now commenced the formal EOI process for the operation and management of Councils 5 Holiday Parks.

Resourceful

Holiday Park Improvements Deliver Greater Efficiency and Consistency

Council has implemented a range of operational improvements across its Holiday Parks network following recommendations from the Holiday Park Service Review, strengthening efficiency, governance and customer service outcomes.

Progress on Key Operational Initiatives

A major milestone was achieved with four of Council's five holiday parks securing licences to operate, helping ensure compliance and support the ongoing delivery of quality accommodation services.

Council also completed a competitive tender process for linen services, while a comprehensive review of pricing across all five holiday parks was undertaken to ensure fees remain appropriate and sustainable.

Strengthening Business Operations

Expenditure across each holiday park was reviewed as part of a broader focus on improving financial performance and operational efficiency. In addition, a suite of operational guidance documents and manuals was developed for all five parks, providing staff with consistent procedures and supporting best practice management.

These initiatives form part of Council's ongoing commitment to enhancing the performance, sustainability and customer experience of its holiday park operations, ensuring the popular facilities continue to meet the needs of visitors and the community.

Visitor Economy Strategy Charts a New Course for Kiama

Council has taken an important step toward shaping the future of tourism with the preparation of the draft Kiama Visitor Economy Strategy 2035, a long-term plan designed to support sustainable growth while protecting the unique character that attracts visitors to the region.

Developed throughout 2024-25, the strategy responds to evolving visitor expectations and emerging market opportunities, providing a roadmap for a vibrant and resilient visitor economy over the next decade.

Five Key Priorities for Growth

The strategy focuses on five key goals: growing high-value visitation, diversifying tourism experiences and markets, enhancing infrastructure and accessibility, building industry capability and workforce capacity, and strengthening Kiama's night-time and cultural economy.

Community Shapes the Vision

More than 600 stakeholders contributed to the development of the strategy through extensive consultation, helping to ensure the plan reflects the aspirations of local businesses, industry representatives, community members and visitors.

By balancing economic opportunities with the protection of Kiama's distinctive coastal character, the strategy sets a clear direction for the future of one of the municipality's most important industries.



Resourceful

Tourism success strengthens Kiama's reputation as a leading destination

Kiama's visitor economy continued to thrive throughout the year, with strong visitor engagement, successful destination marketing campaigns and state-level recognition reinforcing the municipality's appeal as a premier tourism destination.

Visitor Information Centre welcomes more visitors

The Kiama Visitor Information Centre remained a trusted source of information for visitors, welcoming 57,237 walk-in visitors during the year despite a 20% reduction in opening hours. Combined with phone and email enquiries, the Centre assisted 59,572 visitors, averaging one enquiry every 2.19 minutes.

International visitation also increased by 7%, accounting for 28% of all Visitor Information Centre visitors and reflecting Kiama's growing profile among overseas travellers.

The Destination Kiama Partnership Program expanded to 168 partners during the year, strengthening collaboration across the local tourism industry. Visitors also benefited from the launch of a new Kiama Town Map and Dining Guide, which simplified access to visitor information while reducing printing costs and supporting a more sustainable approach to visitor servicing.

Despite reduced opening hours, retail sales remained strong at almost $350,000,



Kiama Visitors Centre

demonstrating the ongoing relevance and financial sustainability of the Visitor Information Centre.

Winter Campaign drives off-season tourism

Destination Kiama's *Coast In, Chill Out* winter campaign continued to position the region as a year-round destination, promoting 64 local offers and experiences across digital marketing channels.

The campaign reached more than 105,000 people and generated over 4,000 visits to the dedicated campaign webpage, helping boost visitation and support local businesses during the traditionally quieter winter months.

State recognition for tourism excellence

Adding to a successful year, Kiama was named NSW's Top Tourism Town for the third consecutive year, an achievement that highlights the strength of the region's visitor economy and the collective efforts of tourism operators, businesses and the broader community.

Together, these achievements demonstrate the ongoing success of Council's destination management initiatives and the growing appeal of Kiama as a vibrant, welcoming and internationally recognised visitor destination.

Resourceful

Kiama Winter Street Festival drives visitation and local spending

Supported by Transport for NSW through the Open Streets Program, the 2025 Kiama Winter Street Festival transformed Terralong Street into a vibrant pedestrian-friendly destination, attracting more than 8,000 attendees and exceeding attendance targets. More than 50 local businesses participated through extended trading, special promotions and activations, while visitor spending increased by 7 per cent compared with the previous year. The event generated strong economic outcomes for local businesses, attracted visitors from outside the region and reinforced Kiama's reputation as a vibrant year-round destination.



Destination Events deliver millions in economic benefits for Kiama

A vibrant calendar of sporting, cultural, food and community events has continued to strengthen Kiama's reputation as a leading regional events destination while delivering significant economic benefits to the local community.

Through Council's Destination Event Funding Program, 15 events were supported throughout the year, collectively generating an estimated $3.2 million in economic impact. The events attracted visitors from across the region and beyond, boosting local businesses, increasing visitor spending and activating public spaces throughout the municipality.

Diverse Events Showcase the Best of Kiama

The funded events featured a broad mix of experiences, including major sporting competitions, cultural festivals and community celebrations that highlighted the unique character of the region.

Key events included the Kiama Triathlon, Crooked River Winter Wine Festival, Kiama Beach Tag, Surflife Music Festival, Kiama Sevens and the KISS Arts Festival, each drawing visitors and contributing to the area's growing appeal as an events destination.

Supporting Tourism and Local Business

By attracting visitors year-round, the Destination Event Funding Program continues to play an important role in supporting local businesses, encouraging overnight stays and creating opportunities for residents and visitors to connect through shared experiences.

The success of the program reinforces Kiama's position as one of regional NSW premier destinations for events, helping to drive visitation, economic activity and community vibrancy across the municipality.

From major conferences to milestone celebrations, The Pavilion Kiama continued to play an important role in the region's visitor economy and events sector

The venue welcomed delegates from across NSW, showcased local wedding and event businesses through Kiama I Do, and brought the community together through the popular Twilight Markets. A standout moment was hosting the largest wedding in the venue's 17-year history, with 230 guests celebrating by the sea, contributing to a year in which wedding venue hire and catering revenue grew by more than 10%.

Resourceful

Kiama After Dark Strategy sets vision for a vibrant night-time economy

Kiama is taking steps to strengthen its evening economy, with Council progressing the draft Kiama After Dark Strategy following support from the NSW Government's Office of the 24-Hour Economy Commissioner.

The project has been developed to better understand and unlock opportunities for evening activity across the municipality while preserving the unique character and village atmosphere that make Kiama a popular destination.

Community input shapes the strategy

Throughout the year, Council worked closely with local businesses, residents and industry stakeholders, undertaking community engagement, research and data analysis to identify both opportunities and challenges within Kiama's night-time economy.

The resulting strategic framework outlines initiatives aimed at increasing evening activity, enhancing perceptions of safety, supporting local businesses and encouraging greater visitation after dark.

Planning for a vibrant future

By balancing economic opportunities with community values, the strategy aims to create a more vibrant and welcoming evening environment for residents and visitors alike.

The draft Kiama After Dark Strategy was placed on public exhibition from 22 June 2026, providing the community with an opportunity to review the proposed direction and help shape the future of Kiama's night-time economy.



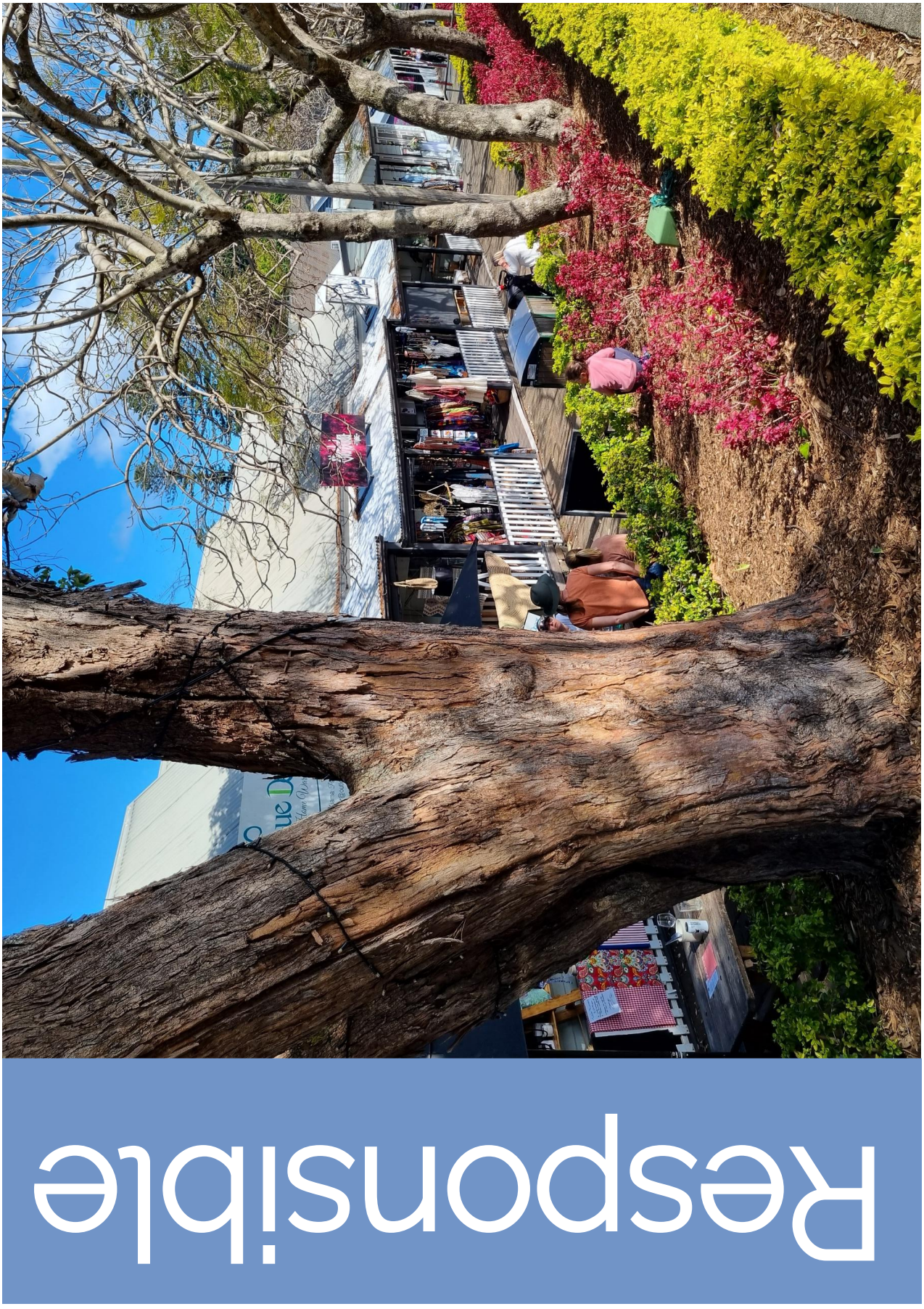
Kiama Winter Street Festival 2025

Council connects businesses with growth opportunities

Council continued to support the local visitor economy during 2025-26 by connecting businesses with more than 30 regional and state-led development opportunities.

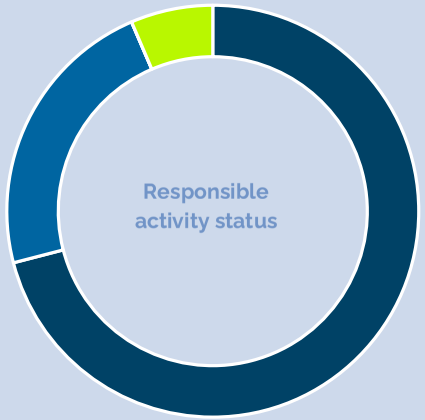
Through partnerships with Destination NSW, Destination Sydney Surrounds South, Destination Wollongong, NSW First and Regional Development Australia, local operators accessed workshops, forums, trade events and training on topics including digital marketing, artificial intelligence, accessibility, agritourism and international markets.

Council also supported the Destination Sydney Surrounds South Visitor Economy Symposium at The Pavilion Kiama, helping strengthen industry capability, encourage collaboration and support a resilient and competitive visitor economy.


Responsible

Responsible: Our primary obligation is achieving long-term financial sustainability. This responsibility involves making prudent use of public funds, ensuring the responsible management of community assets and preventing unnecessary financial burdens on future ratepayers

Delivery Program and Operational Plan activity progress



Complete/ near complete	22
Significant progress	7
Not yet due/No longer relevant	2

Responsible Focus Area Highlights

Asset Recycling Strategy finalised and now available on Council website.

Lease and Licence Policy for lessee and licencing in property adopted by Council and available on Council website.

Asset Management Plan for Open Space finalised and endorsed by Council.

Project management framework finalised and communicated to staff. Project registration in operation and workshops with key staff delivered. Initial steps for implementation of online Project Management solutions have commenced and this work will continue in next financial year.

Level 1 Cybersecurity Maturity Implementation Plan has been developed and presented to the Audit, Risk and Improvement Committee (ARIC). Plan implementation has commenced.

Service reviews completed and reported to ARIC and Council for:

- Domestic Waste Management
- Depot Operations & Fleet Management
- Commercial Waste
- Legal Services
- Customer Service

Responsible

Blue Haven Terralong fosters connection, inclusion and quality retirement living

Blue Haven Terralong Retirement Village continues to provide retirees across Kiama and the surrounding district with safe, secure and affordable retirement living, while also creating opportunities for community connection and inclusion.

The village supports people of all abilities to participate and thrive in a welcoming environment, with a strong focus on fostering wellbeing and social engagement.

Supporting inclusive employment

In a positive step for inclusive employment, Blue Haven Terralong is set to award its Gardens and Grounds Maintenance contract to a disability employment enterprise based in the Illawarra region. The partnership will create meaningful employment opportunities while helping maintain the village's attractive outdoor spaces.

Building community connections

Blue Haven Terralong also plays host to the Kiama Men's PROBUS Choir, which gathers at the village every Monday morning to rehearse. The choir regularly performs free concerts and entertainment throughout the Kiama region and beyond, bringing joy, connection and community spirit to audiences of all ages.

Through its commitment to quality living, social inclusion and community participation, Blue Haven Terralong continues to be an important part of the local community, enriching the lives of residents and the broader region.



Blue Haven Terralong

Human Resources improvements enhance efficiency, inclusion and compliance

Council has delivered a range of initiatives to strengthen its people and culture practices, improving operational efficiency, promoting workplace inclusion and ensuring compliance with evolving legislative requirements.

A key focus during the year was the refinement and automation of Human Resources systems, providing greater efficiency, transparency and auditability across workforce processes. These improvements have streamlined administrative tasks and enhanced record-keeping and reporting capabilities.

Supporting a diverse and inclusive workforce

Council also continued its commitment to diversity and inclusion by focusing recruitment efforts on building a workforce that better reflects the demographics of the local community. This approach aims to attract a broader range of candidates and create a more representative and inclusive workplace.

To support organisational integrity, Council reviewed findings from comparable industry investigations and assessed existing processes to ensure robust ethical recruitment decision-making practices remain in place.

The introduction of payday superannuation processes also positioned Council to meet new legislative requirements, ensuring employee entitlements are managed in a timely and compliant manner.

Responsible

Safety initiatives strengthen workplace preparedness and risk management

Council has continued to enhance workplace health and safety through a series of initiatives focused on risk prevention, employee wellbeing and emergency preparedness.

A new integrated incident reporting system was introduced during the year, simplifying the way workplace incidents are reported, tracked and analysed. The system provides improved data insights to help identify safety improvements and implement effective risk mitigation measures.

Proactive approach to emerging risks

Council also undertook proactive silica testing across work environments in line with the new Code of Practice, helping to protect employees from emerging workplace health risks and ensure compliance with changing safety standards.

In addition, an Emergency Planning Committee was established to strengthen emergency management arrangements and improve organisational preparedness for a range of potential incidents.

Investing in Workforce safety

A psychosocial safety framework was implemented to support employee wellbeing and foster a positive and healthy workplace culture. Staff also completed specialised training in electrical safety, including awareness of risks associated with overhead powerlines through Integral Energy powerline safety training.

Further strengthening emergency response capabilities, employees participated in lithium battery fire response training. The value of this training was demonstrated when staff responded quickly and effectively to a truck fire incident, helping minimise damage to Council plant and equipment.

Council strengthens community connections through proactive communication

Council continued to keep residents informed and engaged throughout the year, delivering regular updates on projects, services and community initiatives through a monthly double-page spread in *The Bugle*, mayoral columns and videos, media releases, daily social media content and targeted awareness campaigns.

Key campaigns helped raise awareness of important projects and events including waste service changes, Anzac Day commemorations, the Volunteer Expo, Second Hand Saturday, Youth Fest, citizenship ceremonies, Seniors Week and the Kiama Winter Street Festival.

Council also reviewed and updated its Community Engagement Strategy, providing a stronger framework to support meaningful community participation, improve decision-making and ensure a broader range of local voices are represented in shaping the municipality's future.



National Sorry Day 2026

Item 13.5

Enclosure 1

Audit, Risk and Improvement Committee Annual Report

Introduction

This annual report has been prepared to inform Council of the activities of the Audit, Risk and Improvement Committee (ARIC) for the 12-months ending June 2026.

The ARIC is a key component of Council's governance framework. The objective of the ARIC is to provide independent assistance and advice to the Chief Executive Officer and Council by overseeing and monitoring Council's governance, risk and control frameworks, and its fulfilment of external accountability requirements.

The ARIC works under Terms of Reference which align with the Office of Local Government Guidelines.

The Terms of Reference require the ARIC to provide an annual report on its activities to Council. It is considered that the scope and approach of these activities have fulfilled the Committee's responsibilities. The Committee comprises a strong mix of skills from independent members and Council representatives who all challenge management as necessary and contribute to the discussion of committee business during meetings. Meetings are well structured, held at regular intervals and action items are tracked and reported back at each meeting.

The Committee appreciates the full cooperation of the Chief Executive Officer and her staff to ensure it can fully meet its mandate. I would like to thank all members and management representatives for their contribution during the year.

David Pendleton
Kiama Council ARIC Chair


David Pendleton, ARIC Chair

Audit Risk and Improvement Committee

https://www.kiama.nsw.gov.au/Council/Council-meetings/Council-Committees/Audit-Risk-and-Improvement-Committee

Audit, Risk and Improvement Committee Annual Report

Council's Audit, Risk and Improvement Committee

Governance

On 1 July 2024, the Local Government (General) Amendment (Audit, Risk, and Improvement Committees) Regulation 2023 (Regulations) commenced. The Regulations were supplemented by the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government (Guidelines).

Council has undertaken a significant program of work to ensure it meets the Regulation and Guideline requirements. This work encompasses all core requirements of the Regulation and all requirements of the Guidelines in relation to the risk management, internal audit, and Audit, Risk and Improvement Committee (ARIC) related activities of Council. Notably, ARIC and Council has adopted and implemented:

- An updated Risk Management Policy and framework consistent with the requirements.
- An Internal Audit Charter consistent with the model charter in the Guidelines.
- An ARIC Terms of Reference (TOR) consistent with the model TOR in the Guidelines.
- Changes to ARIC membership as required by the Guidelines (Councillor members are now non-voting members of ARIC).
- A four-year strategic work plan.
- Additional reporting requirements as required by the Guidelines.

Membership

The Committee comprises three appointed independent external members and one non-voting Councillor member as required under the Guidelines.

Independent members

David Pendleton (Independent Chair)
- appointed as Chair on 12 April 2022 (member since 28 September 2021)

David is a finance professional with over 30 years of experience in senior executive roles in media, audit, superannuation and infrastructure. Most recently he was Chief Operating Officer and Chief Financial Officer at the Australian Broadcasting Corporation where he was responsible for all financial, operational and technical functions of the Corporation.

He is currently a non-executive director, an independent member, and chair of several audit and risk committees in NSW and Victoria. David was formerly a director of MediaHub Australia, the National DAB Licence Company and Symphony Australia.

David has a Bachelor of Business from University of Technology Sydney. He is also a graduate and a member of the Australian Institute of Company Directors (GAICD), a Fellow of the Certified Practising Accountants (FCPA), and a Senior Fellow of the Financial Services Institute of Australia.

Rhonda Wheatley (Independent Member)
- appointed 28 September 2021

Rhonda's finance career commenced in manufacturing and progressed across major public sector organisations such as the Ethnic Affairs Commission of NSW, Sydney Catchment Authority, the Library Council of NSW incorporating the Mitchell Library and the Library Trust, the Sydney Opera House Trust, the Public Service Commission of NSW, the NSW Department of Education and was the Chief Executive Officer of the Administration of Norfolk Island. She was awarded NSW Public Sector Certified Practising Accountant of the Year in 2003 for her significant contribution toward improving governance and the financial management of public sector organisations within NSW. Rhonda is currently the Chief Executive Officer of a large charity located on the NSW Central Coast.

Audit, Risk and Improvement Committee Annual Report

Jim Mitchell (Independent Member)
- Appointed 1 Feb 2022

Jim is an experienced leader and administrator within the NSW Government arena. He has a wealth of experience in successfully interfacing with chief executives and board members in his professional career as an auditor, evaluator and board/committee member.

Jim has broad experience within the NSW Audit Office where he spent most of his career in executive-level management, including the position of Deputy Auditor-General and Board member of the Western Sydney Parklands Trust. In his audit and management roles, Jim was extensively involved in the review and evaluation of agency financial operations, risk, effectiveness and efficiency.

Jim finished his term as the independent member with his last committee meeting being the December 2025 meeting.

Lisa Berwick (Independent Member)
- appointed 25 August 2025

Lisa is an experienced public sector leader with firsthand audit experience. She has a wealth of knowledge in Organisational governance, risk and audit across a range of industries including education, local government and public entitles.

Lisa has a strong professional grounding in fraud, risk and strategic oversight.

Lisa has broad experience including working in the following roles:

- Executive Director | Ernst and Young
- Senior Director | Australian National Audit Office
- Executive Director | Synergy Group
- Director | Audit Office of NSW
- ASIC | Chief Internal Auditor – current
- Chair and member of various ARICs – Girl Guides Victoria, Fire and Rescue NSW, Powerhouse

Councillor Member

Councillor Melinda Lawton (Councillor member) – elected 15 October 2024

Melinda is a hands-on leader, committed to building and motivating teams to deliver exceptional results. She is passionate about fostering strong relationships and creating a culture of collaboration and teamwork. Her proven management skills, combined with clear and confident communication, allow her to lead effectively.

With a deep passion for the environment and a solid background in the design and construction sectors, Melinda is well-positioned to critically assess the pros and cons of new developments while ensuring the protection of our precious environment.

Observers

The Chief Executive Officer, Chief Financial Officer, Internal Auditor, Director Corporate and Commercial, Director of Strategies and Communities, Director of Infrastructure and Operations, Executive Manager Organisational Reform, and Manager People and Performance attend the ARIC meetings as non-voting observers.

Invitations are also extended to the NSW Audit Office and internal auditor contractors.

Councillors are welcome to attend as non-voting observers.

Audit, Risk and Improvement Committee Annual Report

Year in review

Number of meetings

The Audit, Risk and Improvement Committee met 8 times during the 12 months to review reports, audit programs, and audited financial statements.
Meeting dates were:

- July 2025
- 05 August 2025
- 25 August 2025 (financial statements 2025 meeting)
- 7 October 2025
- 16 October 2025 (financial statements 2025 meeting)
- 4 December 2025
- 3 March 2026
- 26 May 2026

Disclosure of Interests

Disclosures are recorded at the start of each meeting and annually for all ARIC attendees.

Participation

July 2024 – June 2025 ARIC participation		ARIC meeting	
Members	**Role**	**Eligible**	**Attended**
David Pendleton	Independent Member (Chair)	7	6
Rhonda Wheatley	Independent Member	7	7
Jim Mitchell	Independent Member	5	5
Lisa Berwick	Independent Member	5	5
Cr Melinda Lawton	Councillor Representative (non-voting)	7	5

Internal audit

The internal audit function is performed in-house, with the assistance of an external provider where necessary. The internal auditor attends each ARIC meeting and provides internal audit reports for completed audits, a status report on the implementation of internal audit findings, and an update on progress against the annual work plan.

The strategic internal audit plan is a 4-year plan incorporating the annual work plan. It is updated annually to reflect the risk profile of Council.

Internal audits were performed in accordance with the internal audit plan, and in the 12 months to June 2026 included:

- Budgeting
- Risk Management
- Rates

The implementation of management actions arising from internal audits is a critical element of an effective internal control framework and is tracked and reported at each ARIC meeting. The below table shows a snapshot of the implementation of recommendations.

Outstanding Internal Audit Recommendations	Number
Recommendations	42
Completed	25
Partial Completed*	10
Number delayed	7

*Council implementation of the Technology One product Property and Rating during the last 12 months that impacted the delivery of the rates recommendations

Audit, Risk and Improvement Committee Annual Report

Audit of Financial Statements

The external audit of the Financial Statements for the financial year ended 30 June 2025 was conducted by the Audit Office of NSW.

The ARIC considers the findings and recommendations of the Audit Office and assesses Council's performance implementing those findings and recommendations.

The ARIC has played a vital governance role in overseeing the finalisation of the 2025 financial statements. ARIC considers and provides input and feedback on the draft Financial Statement to management and the Audit Office.

The 2025 financial statements were issued an unqualified audit opinion by the Audit Office of NSW.

Other matters considered by ARIC

In addition to the feedback and review of Council's financial statements, ARIC considered a range of other issues during the year, including:

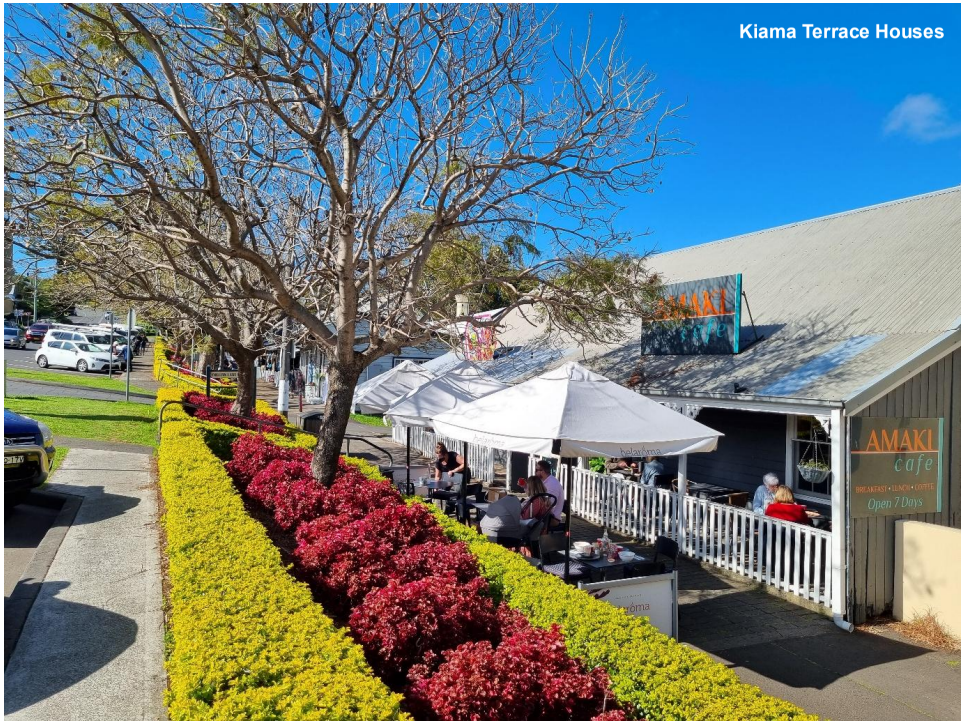
- Council's Strategic Finance and Governance Improvement Plan, Delivery Program, and Operational Plan.
- Monthly financial reports, statements of investments, cash flow forecasts and going concern assumptions.
- Quarterly budget reviews.
- Council's Performance Improvement Order (PIO) updates.
- Progress, findings and implementation plans associated with internal audits.
- Risk management including operational and strategic matters such as the implementation of Council's Enterprise Risk Management framework, review of the Enterprise Risk Management Policy, fraud and corruption strategies, child safety standards and significant incidents report.
- Civic Risk Mutual's continuous risk improvement program audit findings.
- Council's progress towards implementation of ARIC resolutions and audit recommendations.
- Technology One implementation updates.
- Cyber security progress against the Essential Eight.
- Cyber Security Policy review.
- Fraud and Corruption Policy and Statement of Business Ethics review.
- Compliance and legal updates.
- Blue Haven divestment updates.
- Review of the continuous improvement framework and prioritisation tool.
- Service review updates.

ARIC continued to support the Council and its leadership team as it continued to navigate through financial sustainability concerns and the variation to the performance improvement order. ARIC's meeting agendas included an increased focus on continued financial management, risk management and the effectiveness of internal audit and implementation of recommendations.

Outlook for 2026-27

The Strategic Internal Audit Plan takes into consideration Council's strategic risks and issues currently faced by Council. ARIC will continue to review the Internal Audit Plan annually in line with Council's risk profile.

Management and the ARIC are committed to remaining up to date with developments in the local government sector as well as challenging current processes in audit, risk, finance and governance to ensure Council continues to develop best practices in its business models whilst maintaining robust internal controls.



Kiama Terrace Houses

Audit, Risk and Improvement Committee Annual Report

Audit, Risk and Improvement – Assessment of Key Responsibilities (Committee Report Card)

Committee Charter	Compliance
Committee meetings	A quorum was met at every meeting. The Committee met 5 times.
Composition	The Committee comprises 3 independent members, one non-voting Councillor
Broad range of skills and experience	The Committee is experienced and diverse with strong local government and commercial experience.
Functional separation	The Committee has no executive powers and is advisory in its capacity.
Probity	Members declared conflicts of interest if they arose.
Risk management	Risk management activities are reported at each meeting, including updates on the status of Council's Enterprise Risk Management Framework and Council's Strategic Risk Register and treatment plans. Council adopted the ERM Policy in June 2024.
Control Framework	The Committee effectively reviewed the controls, policies and procedures through the audit reports and high-level briefings.
Compliance	Legislative updates are provided through the CEO report. Other compliance issues are reported in the risk report and internal audit reports. Significant areas of compliance are well established, including work health safety and financial reporting.
Fraud and corruption	The Fraud and Corruption Control Policy was adopted by Council in May 2025. The Committee monitored the implementation of the fraud and corruption internal audit action plan and prevention strategies. Fraud control is in continual development and implementation.
Internal audit	The Committee reviewed and approved the 4-yearly Strategic Internal Audit Plan. The Committee reviewed internal audit reports and monitored progress of the implementation of audit recommendations.
External audit	The Committee met to review and discuss Council's 2024 financial statements and discuss issues with the Audit Office of NSW. The Audit Office of NSW were invited to attend all ARIC meetings. The Committee reviewed and monitored the implementation of recommendations in the Management Letter.
External accountability	The Committee acts as a forum for communication between the Council, senior management, internal audit, external auditors, and the NSW Audit Office.
Financial management	The Committee received and reviewed the monthly financial reports, treasury reports, cash flow forecasts, liquidity plans and the long-term financial plan. Quarterly budget updates are also provided for review.
Governance	The Committee reviewed the implementation of Council's Governance Improvement Plan and Fraud and Corruption Prevention Plan. The delegations internal audit action plan was monitored. Governance frameworks are continuing to evolve across different areas of Council.
Improvement	Updates received on Council's continuous improvement program and reviewed results of service reviews performed.

Kiama Municipal Council
Internal audit and risk management Attestation Statement for financial year 2025-26

I am of the opinion that council has an audit, risk and improvement committee, risk management framework and internal audit function that operate in compliance with the following requirements, except as may be otherwise provided below:

Audit, risk and improvement committee

	Requirement	Compliance
1	Kiama Council has appointed an audit, risk and improvement committee that comprises of an independent chairperson and at least two independent members (section 428A of the *Local Government Act 1993*, section 216C of the *Local Government (General) Regulation 2021*).	Compliant
2	The chairperson and all members of Kiama Council's audit, risk and improvement committee meet the relevant independence and eligibility criteria prescribed under *the Local Government (General) Regulation 2021* and have not exceeded the membership term limits prescribed under the Regulation (sections 216D, 216E, 216F, 216G of the *Local Government (General) Regulation 2021*).	Compliant
3	Kiama Council has adopted terms of reference for its audit, risk and improvement committee that are informed by the model terms of reference approved by the Departmental Chief Executive of the Office of Local Government and the committee operates in accordance with the terms of reference (section 216K of the *Local Government (General) Regulation 2021*).	Compliant
4	Kiama Council provides the audit, risk and improvement committee with direct and unrestricted access to the chief executive officer and other senior management and the information and resources necessary to exercise its functions (section 216L of the *Local Government (General) Regulation 2021*).	Compliant
5	Kiama Council's audit, risk and improvement committee exercises its functions in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 1 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW).	Compliant
6	Kiama Council's audit, risk and improvement committee provides the governing body with an annual assessment each year, and a strategic assessment each council term of the matters listed in section 428A of the *Local Government Act 1993* reviewed during that term (Core requirement 1 of the Office of Local Government's Guidelines for Risk Management and Internal Audit for Local Government in NSW).	Compliant. Annual Report from ARIC provided each year to Council. The Strategic Assessment is planned for the end of the Council term (2028).
7	The governing body of Kiama Council reviews the effectiveness of the audit, risk and improvement committee at least once each council term (Core requirement 1 of the Office of Local Government's *Guidelines for Risk Management and Internal Audit for Local Government in NSW*).	Compliant. Last assessment was performed in Nov 2023. The next assessment is planned for late 2026.

Internal audit and risk management Attestation Statement for financial year 2025-26

Membership

The chairperson and membership of the audit, risk and improvement committees is:

Role	Member	Date Appointed/Elected	End of current term
Chairperson	David Pendleton	12 April 2022	December 2026
Independent member	Rhonda Wheatley	28 September 2021	December 2026
Independent member	Jim Mitchell	1 February 2022	December 2025
Independent member	Linda Berwick	5 August 2025	August 2026
Councillor member	Melinda Lawton	15 October 2024	September 2028

Risk management

	Requirement	Compliance
8	Kiama Council has adopted a risk management framework that is consistent with current Australian risk management standard and that is appropriate for the council's risks (section 216S of the Local Government (General) Regulation 2021).	Compliant
9	Kiama Council's audit, risk and improvement committee reviews the implementation of its risk management framework and provides a strategic assessment of its effectiveness to the governing body each council term (section 216S of the *Local Government (General) Regulation 2021*).	Compliant. The Strategic assessment is planned for the end of the Council term (2028).

Internal audit

	Requirement	Compliance
10	Kiama Council has an internal audit function that reviews the council's operations and risk management and control activities (section 216O of the *Local Government (General) Regulation 2021)*.	Compliant
11	Kiama Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters (sections 216M, 216P and 216R of the *Local Government (General) Regulation 2021)*.	Compliant
12	Kiama Council's internal audit function is independent and internal audit activities are not subject to direction by the council (section 216P of the *Local Government (General) Regulation 2021*).	Compliant
13	Kiama Council has adopted an internal audit charter that is informed by the model internal audit charter approved by the Departmental Chief Executive of the Office of Local Government and the internal audit function operates in accordance with the charter (section 216O of the *Local Government (General) Regulation 2021*).	Compliant
14	Kiama Council has appointed a member of staff to direct and coordinate internal audit activities or is part of a shared arrangement where a participating council has appointed a staff member to direct and coordinate internal audit activities for all participating councils (section 216P of the *Local Government (General) Regulation 2021*).	Compliant
15	Internal audit activities are conducted in accordance with the International Professional Practices Framework (Core requirement 3 of the Office of Local Government's *Guidelines for Risk Management and Internal Audit for Local Government in NSW*).	Compliant
16	Kiama Council provides the internal audit function with direct and unrestricted access to staff, the audit, risk and improvement committee, and the information and resources necessary to undertake internal audit activities (section 216P of the *Local Government (General) Regulation 2021*).	Compliant
17	Kiama Council's internal audit function undertakes internal audit activities in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 3 of the Office of Local Government's *Guidelines for Risk Management and Internal Audit for Local Government in NSW*).	Compliant
18	Kiama Council's audit, risk and improvement committee reviews the effectiveness of the internal audit function and reports the outcome of the review to the governing body each council term (section 216R of the *Local Government (General) Regulation 2021*).	Compliant. The Strategic assessment is planned for the end of the Council term (2028).

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

As of 30 June 2026, no item has been documented as a non-compliance on the Council.



Jane Frawley

Chief Executive Officer

2 November 2026

Item 13.5

Enclosure 1

Other required information

Attendance at Council Meetings and activities

Council held 13 meetings including 3 extraordinary meetings as 20 Engagement workshops in the 2025-26 financial year.

	Ordinary Council Meetings	Extraordinary Council Meetings	Councillor Workshops
Cr Matt Brown	11	1	7
Cr Mike Cains	8	2	6
Cr Imogen Draisma	9	2	2
Cr Stuart Larkins	11	5	6
Cr Melinda Lawton	11	4	11
Cr Melissa Matters	11	5	11
Cr Cameron McDonald	11	4	10
Cr Yasmin Tatrai	11	3	6
Cr Erica Warren	11	5	8



Kiama Councillors

Other required information
(continued)

Councillor induction, training and ongoing professional development

All Councillors were made aware of opportunities for professional development available to them and were involved in selecting appropriate opportunities to be undertaken towards their professional development. Recommendations for professional development are based on benchmarking.

Councillors who completed any induction training course, induction refresher course or supplementary induction course in 2025-26	Crs Lawton, McDonald, Tatrai.
Councillors who participated in any ongoing professional development opportunity in 2024-25	Crs Brown, Cains, Draisma, Larkins, Lawton, Matters, McDonald, Tatrai, Warren.
The number of seminars, circulars and other activities delivered as part of the ongoing professional development program in 2024-25	1 Code of Conduct training 1 Code of Meeting Practice workshop
Details of overseas visits by councillors, council staff or other persons representing council	Cr Lawton attended WHCN General Assembly in South Korea 6-8 November 2025 and WHO Healthy Cities Global Platform Meeting in Geneva Switzerland 24-26 November 2025. Cr Lawton's attendance was sponsored by these organisations.

Councillor fees/senior staff payments

Councillor Fees and Expenses	2026 ($)	2025 ($)
Mayoral fee	50,679.96	47,101.47
Mayoral car expenses recovered	2,507.67	2,507.67
Councillor fees	208,077.00	193,955.13
Councillor expenses	59,101.12	68,127.27
Costs of dedicated office equipment	-	-
Costs of telephone calls inc. mobile phones etc.	7,037.37	7,229.01
Cost of conferences, seminars & training	31,208.11	24,185.15
Mayor & Councillor interstate visits	3,371.44	-
Mayor & Councillor overseas visits	-	-
Total	**337,999.36**	**337,999.36**

Senior staff remuneration

In accordance with the Local Government Regulation 2021, this report is required to include a statement of the total remunerations package of the CEO.

As at 30 June 2026, the Chief Executive Officer was paid a total remuneration of:

Salary ($)	Bonus/ other ($)	Employer Contributions ($)	Total FBT ($)
388,589.94	-	29,999.84	3,693.04

In accordance with the Local Government Regulation 2021, previous Annual Reports included a statement of the combined total remuneration packages of all staff on Senior Staff contracts (except the CEO). As of 1 July 2025,Council has no staff employed on Senior Staff contracts.

Other required information

(continued)

List of current delegates to other bodies 2025-26

Committee	Meetings	Nature of Appointment	Number of Delegates
Civic Risk Mutual	Quarterly	Council	1 Mayor/Councillor
Cleary Bros Community Consultative Committee	As required	Council	1 Councillor
Friends of Kiama Library	Monthly	Council	1 Councillor, 1 Alternate
Healthy Cities Alliance (inc Australian Chapter)	N/A	Council	1 Councillor
Illawarra Academy of Sport	Bi-monthly	Delegate	1 Mayor/Delegate
Illawarra Bush Fire Management Committee	Quarterly	Council Delegate, Staff	1 Councillor, CEO and/or delegate
Illawarra District Weeds Authority Committee	Quarterly	Council	1 Councillor, CEO and/or delegate
Illawarra Shoalhaven Joint Organisation	Bi-monthly	Council	Mayor, 1 Councillor, 1 Alternate, CEO
Kiama and District Sports Association	Bi-monthly	Council	1 Councillor, CEO and/or delegate
Kiama Liquor Accord	As required	Council Delegate, Staff	1 Councillor, CEO and/or delegate
NSW Public Libraries Association and the South East Zone Committee	Quarterly	Council Delegate, Staff	1 Councillor, CEO and/or delegate
Southern Regional Planning Panel	As required	Council Delegates	1 Mayor/Councillor, CEO and/or delegate, 1 Alternate

Amounts of rates and charges written off during the 2025-26 year

$1,752.26 of rates and charges were written off during the 2025-26 financial year. Pension rebates of $454,719.60 were granted for the financial year.

2025-26 Annual Rates

Rates	Ad valorem	Base Amounts	Total	Count
Residential Rates	$9,819,765	$9,804,429	$19,624,194	10084
Farmland	$607,887	$232,547	$840,434	239
Business Commercial	$1,506,650	N/A	$1,506,650	559
Business	$222,877	N/A	$222,877	70
Rural Residential	$390,942	$133,629	$524,571	138
Total*	**$12,548,123**	**$10,170,604**	**$22,718,727**	**11090**

*Note rounding may impact Total amounts

Other required information
(continued)

Service Reviews

Council completed five Service Reviews during 2025–26 as part of its rolling Service Review Program, ensuring services remain efficient, sustainable and aligned with the Delivery Program and Operational Plan. The reviews identified opportunities to improve service delivery, strengthen governance, increase operational efficiency and inform future business planning.

Domestic Waste Management

The Domestic Waste Management Service Review delivered operational improvements to increase efficiency and support the long-term sustainability of Council's waste services. During 2025–26, Council introduced fortnightly yellow-lid recycling collections, improving the efficiency of collection services while maintaining service levels for the community.



Commercial Waste

The Commercial Waste Service Review assessed the long-term viability of Council's commercial waste collection service. Following the review, Council made the decision to cease the commercial waste collection service from July 2026, allowing resources to be redirected towards Council's core domestic waste responsibilities.

Customer Service

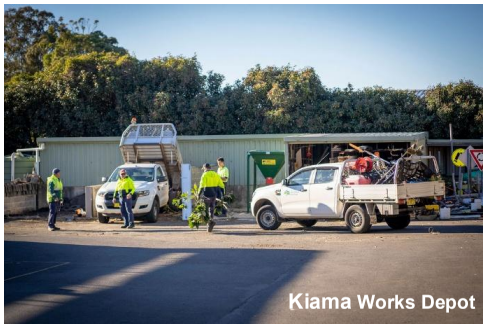
The Customer Service Service Review examined the delivery of customer services across Council, identifying opportunities to improve consistency, streamline business processes and strengthen the customer experience. The review will inform future improvements to service delivery, knowledge management and technology-enabled customer service.

Legal Services

The Legal Services Service Review examined the delivery of legal services across the organisation, identifying opportunities to strengthen governance, improve operational efficiency and support future service planning.

Depot Operations & Fleet Management

The Depot Operations & Fleet Management Service Review assessed Council's depot operations and fleet management practices, identifying opportunities to improve operational efficiency, optimise fleet utilisation and support long-term financial sustainability. Recommendations are being considered to inform future service delivery.



Other required information
(continued)

Stormwater management services provided (levied)

Council continued with a number of design projects for stormwater, in particular the floodplain management works progressed towards detailed designs for Gerringong and Jamberoo (partially State and Federal Government funded). Investigations on a number of reported problem areas have been undertaken for inclusion in the 2025-26 Capital Works Budget for design and construction. These include the Terralong Street drainage upgrade and the drainage upgrade at the Little Blowhole in Tingara Avenue. Council also proactively manages the stormwater network through scheduled maintenance of pits and pipes in the network. Particular attention was given to improving drainage on several roads subject to landslides in the past, including Jamberoo Mountain, Yellow Rock and Wallaby Hill Roads (partly funded through Natural Disaster Grants). A programmed inspection of a representative number of stormwater assets was also undertaken by staff and contractors to ensure ongoing management and renewal of pipes and pits is well planned.

Coastal protection management services (levied)

There were no coastal protection management levies applied.

Private works on private land

No private works on private land were carried out during the 2025-26 financial year.

There was no expenditure of SRV obtained revenue in the 2025-26 reporting period

.

Special Rate Variation (SRV) works

Council did not have any Special Rate Variations in place in the 2025-26 financial year.



Environment & Health staff

Other required information
(continued)

Money granted

Total amounts contributed or otherwise granted to financially assist others.

Donations, Sponsorships and Signature Events	Amount of Assistance
Kiama District Ministers Fraternal, Carols in the Park	$3,750
Gerringong Lions Club, Gerringong Christmas Parade	$7,000
Kiama Jazz & Blues Festival, Let's Play!	$7,000
Gerringong & District Historical Society, Werri Beach Estate Centenary	$1,153
Healthy Cities Illawarra, Let's Play Kiama	$5,302
Slow Bird Productions, Finding your path documentary	$1,802
Damico Sound, Music in the Park	$2,500
Kiama Illawarra Prode Choir, Inaugural Concert	$2,500
The Everyday Table Kiama, Shared Meals Connection Food Skills	$2,000
Gerringong Lions Club - Gerringong Christmas Parade	$10,000
Kiama Community Garden	$3,950
Healthy Cities Illawarra - Let's Play Kiama	$6,402
Kiama Community Garden	$3,950
The Creative Business Hub - The Creative Business Summit	$1,350
Damico Sounds - Music in the Park	$6,000
Illawarra Area Child Care Ltd - South Coast Child Wellbeing Network Conference 2026	$3,500
Electrify Illawarra - Go Electric Open Day	$5,000
Tour De Cure - Be Fit, be healthy, be happy School Program	$500
Kiama Matters - Public Information Events and Activities	$500
Jamberoo Tennis Club - End-Of- year Family Tennis Night	$500
Headspace Kiama - Youth Mental Health First Aid Training	$500 (IKVH*)
The Simple Gift of a bag Sewing/ making bags workshops- Post op drainage bags	$987 (IKVH))
CWA Evening Branch - ANZAC Day activities	$700
The Rotary Club of Kiama - Christmas in July" Trivia night	$700 (IKVH)
The Zonta Club of Kiama/Shellharbour - Breast Cancer post-surgery support pillows	$1,000
Gerroa Combined Probus Club – Bus Hire for seniors outing	$1,000
Kiama & District Historical Society - Training Volunteers to record local oral histories	$1,000
Gerringong Surf Lifesaving Club – Captain Christie Ocean Swim	$1,000
Jamberoo Valley Ratepayers and Residents Association - Jamberoo Valley Volunteers Expo	$750
Heartkids Inc – Two feet & a heartbeat event	$1,000
Generocity Church – The Everyday Table	$1,000 (IKVH)
Kiama Power Senior AFL Club – Sporting equipment	$1,000
Total	**$80,626**

*IKVH – In-kind venue hire

Other required information

(continued)

Destination Event Funding Program	Amount of Assistance
Sydney FC Football Festival	$8,000
Kiama Triathlon	$6,000
Jamberoo Car Show & Family Day	$7,000
Kiama Seaside Veterans Golf Tournament	$1,000
Clearly Presents Prospa & Chromeo	$4,000
Kiama Sevens Rugby Tournament	$8,000
Kiama Beach Tag	$8,000
Crooked River Winter Wine Festival	$5,240
Red Cross Fun Run	$1,500
Kiama Coastal Classic	$5,000
Surf Life Music Festival	$9,000
THAT Skate Park Music Festival	$5,470
KISS Arts Festival	$15,000
Jones Beach Board Riders South Coast Cup	$3,000
Total	**$86,210**

Other required information
(continued)

Section 7.11 and 7.12 Contributions

The following Planning Agreements apply to land in the Kiama LGA:

Name	Description of Planning Agreement	Associated PP/ DA Number	Description of Development	Land to which the agreement applies	Parties to the agreement	Date agreement entered into	Particulars of compliance with and effect of planning agreement during 2025-26
South Kiama Urban Release Area	The dedication of land, carrying out of works and monetary contributions for the South Kiama Urban Release Area development.	DA 10.2025.68.1	The residential subdivision of approximately 380 lots and associated infrastructure including roads, riparian corridors, parks and stormwater infrastructure	Lot 1 DP707300, 40 Saddleback Mountain Road, Kiama NSW 2533 Lot 5 DP740252, 51 South Kiama Drive, Kiama NSW 2533 Lot 21 DP1321444, Weir Street, Kiama Heights NSW 2533 Part of Lot 102 DP1077617, 8 Weir Street, Kiama Heights NSW 2533	Kiama Municipal Council and White Constructions and Developments Pty Ltd	5 December 2025	The Planning Agreement was entered into during the year (on 5 December 2025). The Planning Agreement was registered on the land titles as required by the agreement. Compliance with the agreement was imposed as conditions of consent on the Stage 1 Development Application 10.2025.68.1.
48 Campbell Street Gerringong	The dedication of land, carrying out of works and monetary contributions for the Urban Release Area development.	PP-2025-61	The residential subdivision of approximately 147 lots and associated infrastructure including roads, bridge, riparian corridors, local park and stormwater infrastructure	Lot 2 DP 1168922, 48 Campbell Street, Gerringong NSW 2534	Kiama Municipal Council and SMG Property Holdings Pty Ltd	16 June 2026	The Planning Agreement was entered into during the year (on 16 June 2026).

Funds received during 2025-26

Contribution Plan	Opening Balance ($)	Contributions Received ($)	Interest ($)	Expenditure - Operational and Capital ($)	Adjustments (transfers)	Closing Balance ($)
Section 7.11 Plan	0	0	0	0	0	0
Section 7.12 Plan	13,881,869	1,549,565	635,362	360,012	0	15,706,784
Planning Agreements	0	0	0	0	0	0
Total	**13,881,869**	**1,549,565**	**635,362**	**360,012**	**0**	**15,706,784**

Note: This information is from the draft and unaudited financial statements and is subject to change.



Hindmarsh Park

Other required information
(continued)

Funds expended during 2025-26

Contribution Plan	Project ID	Project description	The kind of public amenity or service	Monetary amount expended from development contributions	Value of land dedication	Value of material public benefit provided	Contributions expended to date	Amounts expended temporarily borrowed	Project status	% of cost funded by contributions (N/A if underway)
0	200257	Library Books	Community Facilities	$44,441	$0	$0	$44,441	$0	In Progress	50%
Section 7.12 Contributions Plan	200979	WO3983_P70659 Kiama HS Raised Ped Crossing-School Zone	Transport & Traffic	$17,899	$0	$0	$17,656	$0	Completed	100%
Section 7.12 Contributions Plan	201011	Active Transport signage and delineation	Open Space & Recreation	$4,021	$0	$0	$4,021	$0	In Progress	100%
Section 7.12 Contributions Plan	201019	Bicycle Facilities program (Annual allocation)	Open Space & Recreation	$1,984	$0	$0	$1984	$0	Completed	100%
Section 7.12 Contributions Plan	201067	WO4066_P79902 Bong Bong St Ped Crossing Black Spot	Transport & Traffic	$2,868	$0	$0	$2,868	$0	In Progress	100%
Section 7.12 Contributions Plan	201196	Jamberoo Dog Park	Open Space & Recreation	$38,476	$0	$0	$38,476	$0	Completed	38%
Section 7.12 Contributions Plan	201218	New Car park+ Road Seal Kiama High Service Road - LRCIP4	Transport & Traffic	$30,910	$0	$0	$30,910	$0	Completed	17%
Section 7.12 Contributions Plan	201236	Fern St footpath extension - circa s85m long footpath 1.5m wide	Transport & Traffic	$80,615	$0	$0	$80,615	$0	Completed	100%

Other required information
(continued)

Annual reporting of labour statistics – relevant date of 4 March 2026

Regulation 217(1)(d) of the *Local Government (General) Regulation 2021* contains a requirement for councils and county councils to include in their annual reporting information about labour statistics on a date which is determined annually by the Office of Local Government (OLG) the 'relevant date'), including separate statements on the total number of the following:

- The number of persons directly employed by the council:
    - on a permanent basis
    - on a permanent part-time basis
    - on a casual basis, and
    - under a fixed-term contract.
- The number of persons employed by the council who are 'Senior Staff' for the purposes of the Local Government Act 1993.
- The number of persons engaged by the council, under a contract or other arrangement with the person's employer, that is wholly or principally for the labour of the person, and the number of persons supplied to the council, under a contract or other arrangement with the person's employer, as an apprentice or trainee.

The OLG has determined that the 'relevant date' for the 2025-26 financial year is Wednesday 4 March 2026.

The number of persons directly employed by Kiama Council on 4 March 2026

Permanent full-time Permanent part-time Casual Fixed term	380
Senior Staff	1
Contract	1
Apprentice/Trainee	3

Other required information
(continued)

Contracts over $150,000 awarded in 2025-26

Supplier Name	Description	Amount (Inclusive)
The Civil Experts Pty Ltd	Demolition of Kiama Coucil's Blue Haven Retirement Facility at 2 Havilah Place, Kiama	$1,007,791
Fulton Hogan	Supply and lay asphaltic concrete	$1,000,000
SB Lees and J Rissman	Project Management Services for capital works projects both grant funded and Council funded	$248,000
Leander Business Consulting	Provide TechOne project product and process advice for the Property and Rating module	$377,520
The Rix Group	Construction of Slope Stabilisation for three landslides on Yellow Rock Road, Yellow Rock	$421,525
Hutcheon & Pearce	Supply and deliver one (1) 95hp tractor	$168,437
Hutcheon & Pearce	Supply and deliver five (5) out-front mowers	$241,150
VISY Paper Pty Ltd	Processing of co-mingled recycling	$2,475,500
BMT Commercial Australia Pty Ltd	Consultancy services for the preparation of designs, Review of Environmental Factors and environmental approvals relating to Coastal Protection Works	$189,690
Flagstaff Group	Linen services for Kiama Coast Holiday Parks and Kiama Leisure Centre	$923,045
Coal Coast Civil Pty Ltd	Design and construction for minor civil works on Wallaby Hill Road, Jamberoo	$260,075
WCG Group Pty Ltd	Security Services	$447,163
Lamond Contracting Pty Ltd	Installation of oval subsoil drainage system at Gainsborough Oval, Kiama Downs	$414,828
Coal Coast Civil Pty Ltd	Betterment Project – Jamberoo Mountain Road, Jamberoo. Civil Works – Design and construction	$1,009,120
DG Electrical and Fire	Routine service of fire protection systems and equipment for Council building sites	$478,000
Green Horticulture Group Pty Ltd	Gerry Emery Oval infrastructure upgrade – sub-soil drainage system	$359,898
Anilan Contracting Pty Ltd	Foxground and Wallaby Hill Roads, Jamberoo – Drainage works	$736,328

Other required information
(continued)

External bodies, companies and partnerships

We did not hold any interest in any corporations, partnerships, trusts, joint ventures, syndicates or other bodies during the 2025-26 financial year. We participated in partnerships/joint ventures with the following corporations, trusts, joint ventures, syndicates or other bodies.

Name of partnership/joint venture	Type	Partner(s)
South Coast Library Service	Library co-operation, sharing books and other resources.	Shoalhaven City Council.
Rural Fire Service	Bushfire Management Committee, Coordinated rural fire preparedness, management response and asset protection for Illawarra Councils.	Shellharbour, Shoalhaven and Wollongong Councils and other agency stakeholders.
Illawarra Shoalhaven Joint Organisation (ISJO)	Association to combine Council resources and staff skills for regional strategy, political advocacy, joint initiatives and to maximise efficiencies.	Shellharbour, Shoalhaven and Wollongong Councils.
Illawarra District Weeds Authority	Regional approach to tackle invasive weeds and act responsibly and in compliance with biosecurity.	Shellharbour and Wollongong Councils.
Regional Arts	Promote and assist arts within the region.	Shellharbour, Wingecarribee and Wollongong Councils.
Destination Sydney Surround South	Go Grand marketing campaign.	Wollongong, Shellharbour, Kiama and Shoalhaven LGAs partnering with Destination NSW to promote South Coast as a Winter holiday destination.
Customer surcharge package 14 – Kiama Project	Improve Kiama and Jamberoo sewerage scheme.	Sydney Water.
Cities Power Partnership	Exchange information on best practice towards a target for NetZero emissions.	Councils across Australia.
Feral Animal Control Program	Regional project to control feral animals locally and regionally.	Southern Eastern Local Land Service.
Australian Coastal Councils Association	National body formed to represent the interests of coastal councils.	Other coastal councils.
Landcare Illawarra	Collaborate to support Landcare groups operating on Council land and, where possible, partner to undertake natural resource management activities and offer technical and material support.	Landcare groups in Kiama LGA.
WEAVE Artist Directory	Online directory of visual, literary and performing artists within the Kiama, Shellharbour, Wingecarribee and Wollongong regions.	Run by South Coast Arts Centre. Kiama, Shellharbour, Wingecarribee & Wollongong Councils

Other required information
(continued)

External bodies, companies and partnerships (continued)

Name of partnership/joint venture	Type	Partner(s)
Local Government Cultural Arts Network	Local Government officers working in cultural arts, networking, information sharing and regional project management.	Kiama, Shellharbour, Wingecarribee and Wollongong Councils.
CivicRisk Mutual Limited (CRML)	Council is a member of CRML, which is a local government controlled company limited by guarantee. CRML provides discretionary mutual cover to its members for liability, property, motor and other risks.	Other councils in NSW.
Kiama and District Business Chamber	Supporting local businesses within the Kiama LGA.	Various business owners and community members from throughout Kiama LGA and surrounds.
Illawarra First/ Business Illawarra	Supporting businesses within the Illawarra region.	Various business owners and community members from throughout the Illawarra region.
ISJO NetZero Accelerate	Regional net zero networking group.	Kiama, Shellharbour, Shoalhaven and Wollongong Councils and the University of Wollongong.
NSW Food Regulation Partnership	Sale of regulated safe food across NSW.	Food Authority and Local Councils.


Kiama Culture Fest


Gerringong Christmas Parade

Other required information
(continued)

National Competition Policy

We have adopted the principle of competitive neutrality to business activities as part of the National Competition Policy which is applied throughout Australia at all levels of government.

The framework for its application set out in the June 1996 NSW Government Policy Statement on the Application of National Competition Policy to Local Government. The Pricing and Costing for Council Business – A Guide to Competitive Neutrality issues by the Office of Local Government in July 1997 has also been adopted.

These guidelines outline the process for identifying and allocating costs to activities and provide a standard of disclosures are reflected in our pricing and/or financial reporting systems and include taxation equivalents, council subsidies, return on investments (rate of return) and dividends paid.

We did not receive any Competitive Neutrality Complaints during the 2025-26 financial year.

Carers recognition

Council is not considered to be a 'human service agency' under the Carers Recognition Act 2010 (CR Act) and is therefore not required to report on compliance with the CR Act for this reporting period.

Declared business activity

In accordance with The Pricing and Costing for Council Business – A guide to Competitive Neutrality we declared the following are to be considered as business activities:

Category 1
Where gross operating turnover is more than $2 million
- Kiama Coastal Holiday Parks
- Blue Haven

Category 2
Where gross operating turnover is less than $2 million
- Commercial Waste
- The Pavilion Kiama

Statement of ordinary expenses

Statement of Ordinary Expenses incurred, ordinary revenue raised and assets held by Category 1 Business units – Year ended 30 June 2026.

Business Unit ($'000)	Revenue		Expenses		Operating Results		Total Assets Held (current & non-current)
	Budget	Actual	Budget	Actual	Budget	Actual	Actual
Kiama Coast Holiday Parks	11,853	12,007	8,919	9,143	2,934	2,864	44,296
Blue Haven	3,366	3,118	1,360	2,038	2,006	1,080	84,940
Total	**15,219**	**15,125**	**10,279**	**11,181**	**4,940**	**3,944**	**129,236**

Other required information
(continued)

Obligations under the Modern Slavery Act 2018

Kiama Council was not notified of any issues of concern with the operations of Council by the Anti-slavery Commissioner during the 2025-25 financial year. Council's standard supplier terms and conditions contain explanations around modern slavery and specify expectations relating to its prevention. Council's Statement of Business Ethics also reflects its position against modern slavery.

Council applies a risk-based approach to modern slavery prevention and embeds reference to modern slavery in tender and contract documentation. Council has purchased the Local Government Procurement Modern Slavery Toolkit to help guide actions now and into the future.

Child Safe Organisation

Kiama Council acknowledges the significant and lasting impact that abuse can have on children and young people.

In the 2025-26 financial year, Kiama Council have continued to refine our program of activities and actions to maintain our status as a Child Safe Organisation. Our Child Safe Framework includes:

- Child Safe Policy, and Behavioural Standards that apply to all employees, councillors, contractors and volunteers
- Mandatory Child Safe Training for all employees
- Child Safe Reporting processes
- Recruitment practices and probity checks for designated positions requiring Working With Children's Checks
- Consultation with Children and their families with respect to programs and activities
- Child safe signage in community changerooms

Swimming pool inspections

Private swimming pool inspections

Thirty-five (35) private swimming pools were inspected by Kiama Council during this reporting period in accordance with the Swimming Pools Act 1992. Sec 22D. Nine (9) private swimming pool inspection reports were received from private certifiers, due to being non-compliant for Kiama Council to follow-up 22E (Sale of a Home OR Tenancy Agreement) of which:

- One was tourist and visitor accommodation.
- One was a premises with more than two dwellings.
- Twenty-eight resulted in issuance of a certificate of compliance under S22D of the SP Act.
- Eleven resulted in issuance of a certificate of non-compliance under Cl 21 SP Reg resulting in reinspections.

Swimming pool barrier compliance inspections under the Swimming Pools Act 1992 and Swimming Pools Regulation 2018

Private swimming pools continue to be certified and inspected through direct requests to Council as part of the contracts of sale, tenancy agreements or occupation certificates. Kiama Council continues work based on our Swimming Pool Compliance Program, ensuring Pool and Safety Education is covered by our multi-disciplinary Compliance Officers.


Jamberoo Pool

Environmental Planning and Assessment Act 1979

No planning agreements were in force during the 2025-26 financial year.

Further information

https://www.kiama.nsw.gov.au/Council/Council-Policies/Statement-of-Business-Ethics

Other required information
(continued)

Workforce management plan including Equal Employment Opportunity (EEO)

Kiama Council maintains a strong commitment to equal employment opportunity, primarily via our Diversity, Equity and Respect Policy, Recruitment and Selection Policy which are both informed by Council's Disability Inclusion Action Plan. This year Council continued to promote a diverse and inclusive workplace, updating Recruitment and Selection Policy and training materials, and ensured recruitment processes were merit-based and free from discrimination.

Policies and practices that promote fairness and equity

Council's suite of employment related policies recognises the complexities of working life today and supports employees to balance work and personal commitments. Key initiatives include:

- Diversity, Equity and Respect Policy.
- Prevention of Workplace Bullying and Sexual Harassment Policy.
- Nine-day fortnight accrued time and rostered days off.
- Enhanced leave provisions, including health and wellbeing leave, flexible access to Annual and Long Service leave.
- Flexible and hybrid work arrangements, including part-time and purchased leave options.
- Paid and unpaid parental leave.
- Study assistance and learning and development support.

These policies support employees across all stages of the employee lifecycle and form a key part of our employment value proposition. Importantly, Council develops and reviews it's policies in consultation with staff, our Consultative Committee providing a formal channel for employees to shape the culture and practices of their workplace.

Companion animals

Kiama Council is responsible for enforcing the provisions of the Companian Animals Act 1998, which provides for effective and responsible care and management of companion animals.

As part of our responsibilities, Council is required to report a statement of activities relating to enforcing and ensuring compliance with Companion Animals legislation. Council lodged all pound data returns with the Office of Local Government within the required timeframes.

Pound data lodged with the Office of Local Government

Kiama Municipal Council continues to respond to stray dogs that may escape their properties and end up being seized by Council or members of the community. We continue to utilise online platforms and social media to assist with reuniting lost pets with their owners.

In the 2025-26 financial year there were a total of 14 dogs impounded. Of these 12 were reunited with their owners and 1 was rehomed. No dogs were euthanised.

Companion animal PINS 2025-26

There were two (2) Penalty Infringement Notices (PINs) issued totalling $1540.00 of potential income when fines are fully paid.

Other required information
(continued

Governance

Legal Proceedings

Local Government (General) Regulation 2021 – Section 217 Clause 1(a3).

The following table is a summary of the expenses incurred by Kiama Municipal Council (KMC) during the 2025-26 Financial Year in relation to legal proceedings, as well we the current status and details (where the matter is concluded).

Jurisdiction	Matter	Status	Details	Costs (at 30/06/26)
Land and Environment Court NSW	Crowl v Kiama Municipal Council Class 1 Refusal of DA 10.2021.17.1 44 Bonaira Street, Kiama	Withdrawn	Proceedings discontinued 11 July 2025.	$ 3,227.60
Land and Environment Court NSW	Kiama Investments No. 1 Pty Ltd v Kiama Municipal Council Class 1 Deemed Refusal DA10.2025.92.1 19-20 Bourool Street KIAMA	Finalised	Judgment handed down 17 December 2025. Appeal upheld. DA granted subject to conditions. Applicant to pay Respondent's costs thrown away.	$19,474.80
Land and Environment Court NSW	Eplanning Pty Ltd v Kiama Municipal Council Class 1 Deemed Refusal of DA 10.2023.176.1 261 Jamberoo Mountain Rd, Jamberoo	Finalised	Judgment handed down 14 March 2025 Appeal upheld. DA granted subject to conditions.	$13,560.90
Land and Environment Court NSW	Corporate Client Services v Kiama Municipal Council Class 1 Refusal of DA 10.2023.101.1 162 Princes Highway, Kiama	Finalised	Judgement handed down 23 June 2025. Appeal upheld. DA granted subject to conditions. Applicant is to pay Respondent's costs thrown away.	$ 4,695.20

Jurisdiction	Matter	Status	Details	Costs (at 30/06/26)
Land and Environment Court NSW	Jordan v Kiama Municipal Council Class 1 Refusal of DA 10.2025.103.1 6 Merindah Avenue Kiama Downs	Finalised	Judgement handed down 13 February 2026. Appeal upheld. DA granted subject to conditions.	$ 16,133.86
Land and Environment Court NSW	Mark Andrew Wilson v Kiama Municipal Council Class 1 Refusal of DA10.2025.131.1 85 Wyalla Road Jamberoo	Ongoing	Judgement handed down 10 July 2026. Appeal upheld. DA granted subject to conditions.	$ 37,302.66
Land and Environment Court NSW	John Grant v Kiama Municipal Council Class 4/Contempt proceedings Grantie's Village 219 Donovan Road, Broughton Village	Ongoing	Contempt proceedings ongoing, sentence hearing and filing of evidence in progress.	$ 13,524.59
Land and Environment Court NSW	Abata Pty Ltd v Kiama Municipal Council Class 1 Issue of Development Control Order 295 Cloonty Road, Carrington Falls	Finalised	Judgement handed down 29 October 2025. Appeal upheld in part. Development Control Order modified to allow for extended compliance of the cessation of the business until 31 July 2026. Requirement to demolish and remove the kennels removed. Appeal otherwise dismissed.	$ 23,784.43
Land and Environment Court NSW	Enzo Developments Pty Ltd v Kiama Municipal Council Class 1 Refusal of DA 10.2023.109.1 92 Jerrara Road, Jerrara	Finalised	Judgement handed down 20 February 2025. Appeal upheld and the DA granted subject to conditions.	$ 708.10
Land and Environment Court NSW	McElhone v Coordinated Logistics Pty Ltd Class 4 Judicial review proceedings 92 Jerrara Road, Jerrara	Finalised	Finalised. Council were a third party respondent.	$ 1,805.40
Land and Environment Court NSW	Kiama Investments No. 2 Pty Ltd v Kiama Municipal Council Class 1 Deemed Refusal of DA10.2023.220.1 Akuna, Shoalhaven and Terralong Streets Kiama	Ongoing	Proceedings discontinued 3 December 2025. Each party bears its own costs of the proceedings with the exception of the costs the subject of the costs order made in the proceedings on 7 October 2025 (requiring the Applicant to pay the Respondent's costs thrown away).	$ 73,319.50

Jurisdiction	Matter	Status	Details	Costs (at 30/06/26)
Land and Environment Court NSW	DA House v Kiama Municipal CouncilClass 1Refusal of DA 10.2022.175.131 and 37 Cooinda Place, Kiama	Finalised	Proceedings discontinued - withdrawn by applicant.	$ 13,561.38
Supreme Court of NSW	Robert and Adriana Gardos v Kiama Municipal Council Dedication of Upper Burra Creek Road, Jamberoo as a Public Road	Ongoing	Matter discontinued. Deed of release executed 16 March 2021.	$ 4,411.55
Supreme Court of NSW	Kiama Municipal Council v Richard Crookes Constructions Pty Ltd Building Defects at Bluehaven	Ongoing	Ongoing.	$161,658.32
Supreme Court of Appeal	Michael Joseph Judicial review - Land & Environment Court Setting aside decision relating to DA10.2023.98.1 110 North Kiama Drive, Kiama Downs	Ongoing	Council successful in having all allegations against it struck out. Costs orders made in Council's favour.	$ 26,245.80
Federal Court of Australia	John Joseph Giles v Kiama Municipal Council	Ongoing	Ongoing.	$ 737.40
Federal Court of Australia	Native Title Claim South Coast People v Attorney General of New South Wales and Others	Ongoing	Ongoing.	$ 4,141.80
NSW Civil and Administrative Tribunal (NCAT)	Lawrence Bulmer v Kiama Municipal Council Redevelopment of Werri Beach Caravan Park	Finalised	Termination and removal orders granted in favour of Council.	$ 549.98
			TOTAL	**$418,843.27**

Other required information
(continued)

Public Interest Disclosures Act 2002

The Public Interest Disclosures Act 2022 (PID Act 2022) encourages and facilitates the disclosure, by public officials, of:

- Corrupt conduct
- Maladministration
- Serious and substantial waste of public money
- A breach of the *Government Information (Public*
- *Access) Act (GIPA), 2009*
- A breach of pecuniary interest obligations under the *Local Government Act, 1993*

The PID Act sets out a comprehensive framework for protecting public officials who disclose wrongdoing and provides clear pathways for those wanting to make disclosures. Council's internal reporting policy contains the procedures relating to the lodgement, receipt, assessment and handling of public interest disclosures.

The following pages document Kiama Municipal Council's GIPA Annual Report for the 2025-26 reporting period.



Kiama Municipal Council Administration Building

Other required information
(continued)

GIPA Annual Report 2025-26

Government Information (Public Access) Act 2009

The *Government Information (Public Access) Act (GIPA Act)* requires us to be proactive with the release of information it holds. It creates an environment where members of the public can freely access most of this information. The GIPA Act requires councils to make information readily available to members of the public, unless there is an overriding public interest against disclosure.

GIPA Annual Report 2025-26

Our GIPA Annual Report outlines our obligations for the financial year. It is a requirement for the GIPA Act and must be submitted to the Minister of Local Government and the NSW Information Commissioner within four months of the end of financial year. The following information is required to be included:

Clause 8A: Details of the review carried out by the agency under Section 7(3) of the Act during the reporting year and the details of any information made publicly available by the agency as result of the review.

Review carried out by the agency	Information made publicly available by the agency
Yes	Yes

Applicants seeking submissions received by the agency for Development Applications that have been on public exhibition no longer require a Formal GIPA to access the information. Additional records have been uploaded departmentally to the agency's public website if they are determined to be 'open access' information.

Multiple formal applications received by the agency have been able to be responded to informally due to the scope of what is being sought by the applicant.

Clause 8B: The total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications).

Total number of applications received
17

Clause 8C: The total number of access applications received by the agency during the reporting year that the agency refused either wholly or partly, because of information referred to in Schedule 1 to the GIPA Act (information for which there is a conclusive presumption of overriding public interest against disclosure).

No. of applications refused	Wholly	Partly	Total
	0	0	0
% of Total	0.00%	0.00%	


Gerringong Memorial Hall

Other required information
(continued)

Schedule 2 Statistical information about access applications.

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny information is held	Application withdrawal	Total	% of total
Media	0	0	0	0	0	0	0	0	**0**	**0.00%**
Members of Parliament	0	0	0	0	0	0	0	0	**0**	**0.00%**
Private Sector Business	0	4	0	1	2	0	0	2	**9**	**42.86%**
Not for Profit Organisations or Community Groups	0	0	0	0	0	0	0	0	**0**	**0.00%**
Members of the public (by legal representative)	0	2	0	1	0	0	0	0	**3**	**14.29%**
Members of the public (other)	1	5	0	2	0	1	0	0	**9**	**42.86%**
Total	**1**	**11**	**0**	**4**	**2**	**1**	**0**	**2**	**21**	
% of Total	**4.76%**	**52.38%**	**0.00%**	**19.05%**	**9.52%**	**4.76%**	**0.00%**	**9.52%**		

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

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

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny information is held	Application withdrawal	Total	% of total
Personal Information Applications*	0	0	0	0	0	0	0	0	**0**	**0.00%**
Access applications (other than personal information)	1	11	0	4	2	1	0	2	**21**	**100.00%**
Access applications that are partly personal information and partly other	0	0	0	0	0	0	0	0	**0**	**0%**
Total	**1**	**11**	**0**	**4**	**2**	**1**	**0**	**2**	**21**	
% of Total	**4.76%**	**52.38%**	**0.00%**	**19.05%**	**9.52%**	**4.76%**	**0.00%**	**9.52%**		

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

Other required information
(continued)

Table C: Invalid applications

Reason for invalidity	No. of applications	% of Total
Application does not comply with formal requirements (section 41 of the Act)	1	100.00%
Application is for excluded information of the agency (section 43 of the Act)	0	0.00%
Application contravenes restraint order (section 110 of the Act)	0	0.00%
Total number of invalid applications received	1	100.00%
Invalid applications that subsequently became valid applications	0	0.00%

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

	No. of Applications	% of Total
Overriding secrecy laws	0	0.00%
Cabinet Information	0	0.00%
Executive Council Information	0	0.00%
Contempt	0	0.00%
Legal professional privilege	0	0.00%
Excluded Information	0	0.00%
Documents affecting law enforcement and public safety	0	0.00%
Transport Safety	0	0.00%
Adoption	0	0.00%
Care and protection of children	0	0.00%
Ministerial code of conduct	0	0.00%
Aboriginal and environmental heritage	0	0.00%
Privilege generally – Sch 1(5A)	0	0.00%
Information provided to High Risk Offenders Assessment Committee	0	0.00%
Total	**0**	

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

Other required information
(continued)

Table E: Other public interest considerations against disclosure matters listed in to Section 14 of the Act

	No. of times consideration used	% of Total
Responsible and effective government	3	15.79%
Law enforcement and security	0	0.00%
Individual rights, judicial processes and natural justice	11	57.89%
Business interests of agencies and other persons	5	26.32%
Environment, culture, economy and general matters	0	0.00%
Secrecy provisions	0	0.00%
Exempt documents under interstate Freedom of Information legislation	0	0.00%
Total	**19**	

Table F: Timeliness

	No. of applications*	% of Total
Decided within the statutory timeframe (20 days plus any extensions)	17	100.00%
Decided after 35 days (by agreement with applicant)	0	0.00%
Not decided within time (deemed refusal)	0	0.00%
Total	**17**	

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

	Decision varied	Decision upheld	Total	% of Total
Internal review	1	0	1	33.33%
Review by Information Commissioner*	0	1	1	33.33%
Internal review following recommendation under section 93 of the Act	1	0	1	33.33%
Review by NCAT	0	0	0	0.00%
Total	2	1	3	
% of Total	66.67%	33.33%		

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

Other required information
(continued)

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

	No. of applications for review	% of Total
Applications by access applicants	3	100.00%
Applications by persons to whom information the subject of access application relates (see Section 54 of the Act)	0	0.00%
Total	**3**	

Table I: Applications transferred to other agencies

	No. of applications transferred	% of Total
Agency – Initiated Transfers	0	0.00%
Applicant – Initiated Transfers	0	0.00%
Total	0	

Authorisation and version control

Owner/Responsible Officer	Executive Manager. Organisational Reform
Department	Organisational Reform
Date adopted/endorsed	XX November 2026
Resolution number (if applicable)	N/A
Next review date	N/A
TRIM reference	

Date reviewed	Date adopted/endorsed	Brief detail of amendments

All information is correct at the time of writing and publication.

Respect
Innovation
Integrity
Teamwork
Excellence

How to contact council

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Online

Email: council@kiama.nsw.gov.au

Website: www.kiama.nsw.gov.au

In person

Our Administration Building located at 11 Manning Street Kiama is open 8.45am to 4.15pm Monday to Friday (excluding public holidays)

KIAMA MUNICIPAL COUNCIL
your council, your community

Item 13.5

Enclosure 1