

2022-2023



Town of Gawler **annual report**

Gawler



acknowledgement of country

The Town of Gawler acknowledges this land we meet on today is the traditional lands for the Kurna people and that we respect their spiritual relationship with their country. We also acknowledge the Kurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

Kadlitiyarlu tampinhi
yalaka ngadlu Kurna
yartangka inparrinhi.
Ngadludlu tampinhi,
paraku tuwila
yartangka. Kurna
Miyurna yaitya yarta-
mathanya Wama
Tarntanyaku, paraku
yailtya, paraku tapa
puru purruna. Kurna
Miyurna ithu yailtya
purruna, yarta kuma
puru martinhi, puru
warri-apinhi, puru
tangka martulayinhi.

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It is my pleasure to present our 2022-2023 annual report to you.

Council delivers a multitude of programs and services to its residents every year and this report provides an overview of what we achieved in this period.

Some highlights include:

Local Government Elections took place in November 2022. Through this democratic process the community decided who represents them on Council for the upcoming four years. I am proud to have been re-elected Mayor of our beautiful Town and, with the six returning and four new Councillors, look forward to delivering on the community's vision for Gawler.

We invested significantly in the implementation of the Karbeethan Reserve Master Plan. A major infrastructure upgrade to existing baseball, softball and soccer playing surfaces progressed through detailed design, procurement, and contract award. We completed the strategic land acquisition of both 77 and 81 Angle Vale Road, connecting the existing reserve to the Evanston Gardens Primary School, securing the site as a regional facility. Finally, liaising with the Gawler Eagles Football Club, we commenced the design work for a new modular changeroom to be constructed at the Reserve. These projects provide a combined investment in the Reserve of approximately \$6.85M co-funded with State Government contributions of \$2.7M.

Council's sponsorship and support of community events continued with the Gawler Show, Gawler Carols, Australia Day Breakfast and ANZAC Day Commemorative Activities all returning to their normal delivery for the first time since 2019. Of particular note was the return of the ANZAC Day Commemorative March which I was delighted to view from outside the Gawler Civic Centre.

In November 2022, our second Innovate Reconciliation Action Plan (RAP) was officially accredited by Reconciliation Australia. Our RAP outlines practical actions that Council and its partners are taking to build strong relationships and enhanced respect with Aboriginal people from across the region. It builds on the significant work that has already been done and paves the way for Gawler's continual growth into a place where reconciliation is alive and vibrant.

In December 2022 we celebrated the 60th Birthday of the Gawler Aquatic Centre with a fabulous community open day. Council continues to invest in this much-loved community asset and is undertaking a complete filtration system replacement ready for the 2023/24 season opening.

I thank all Council Members, Council Staff, and our dedicated volunteers for their ongoing contributions to our Town as we strive to be a liveable, cohesive, active, innovative, and sustainable community.

Karen Redman
Mayor

I am proud to have been re-elected Mayor of our beautiful Town





I am pleased to present the Town of Gawler Annual Report for 2022-2023. This report showcases the diversity of the services and accomplishments achieved by Council over the past year.

Council continues to deliver a myriad of community services, meeting the day-to-day needs of residents, businesses, and visitors to the area with Council's Administration continuing to seek ways to improve both Council's financial performance and community liveability. A key initiative completed in early 2023 was the Public Lighting Upgrade Project that upgraded 1,677 streetlights to Light Emitting Diode (LED) Technology to reduce electricity consumption, cost, emissions and improve the quality of lighting. The upgrade delivers annual operational costs savings estimated at \$135,000, largely offsetting recent significant increases in electricity costs.

Coupled with further solar system installations on its buildings, Council is now meeting approximately 15% of its total electricity needs from onsite renewables. New electricity contracts have increased Council's voluntary GreenPower contribution to 27% and the combination of these initiatives is providing for Council's electricity use from 1 July 2023 being approximately 62%. The use of renewable energy is a key outcome of the Council's Climate Adaptation Plan.

Renewing the Town's community infrastructure is a key project each year, with \$2.9 million being committed to the delivery of the infrastructure renewal program in the 2022-2023 Budget.

I am pleased to advise that despite the continued extreme cost and program escalation pressures driven by record high inflation, rising interest rates and record low unemployment, Council delivered its renewal program well within the committed budget. Council progressed the redevelopment of Karbeethan Reserve, and other key projects including Princes Park basketball court, Redbanks Road Pedestrian Safety Upgrade, Gawler Aquatic Centre Filtration Upgrade, and multiple playground improvements, with a total capital investment of \$11.2 million.

The Town of Gawler continues to experience rapid development and population growth as part of the outer north metropolitan Adelaide growth corridor. Council is actively addressing these issues with its 2046 Growth Framework; Gawler Integrated Transport Strategy 2046, planning for the Southern Rural Areas, Carparking Strategy, recent submission on the Greater Adelaide Regional Plan Discussion Paper and other initiatives.

Financial sustainability is an important objective for Council. It is essential to delivering on the strategic directions contained in the Gawler Community Plan 2030+ and the delivery of Council's programs and services. Despite a \$826,000 operating deficit, driven by ownership costs from an increased asset base due to growth of the Council area, we are dedicated to addressing these financial pressures and returning to an operating surplus by the end of this Council term.

I would like to acknowledge the efforts of Town of Gawler staff and their commitment to delivering the projects and services necessary to support our growing town. My thanks also to our Mayor and Councillors for their ongoing leadership and commitment to delivering positive outcomes for our community.

Henry Inat
Chief Executive Officer

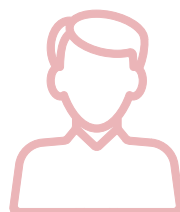


Established in 1839 Gawler is South Australia's first country town and the largest and most significant historic town.

Gawler is located 42 kilometres north of the Adelaide Central Business District and identifies itself as a separate township between the city and the country.



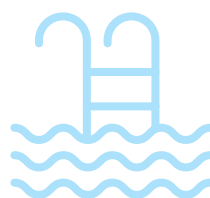
Council was successful in securing \$714,499 from External Grant Programs



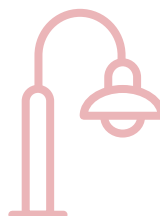
10,698 followers on the Town of Gawler Facebook page



During 2022-2023, 665 development applications were lodged with council valued at \$116 million



The 2022-2023 season at the Gawler Aquatic Centre saw 65,226 people attend

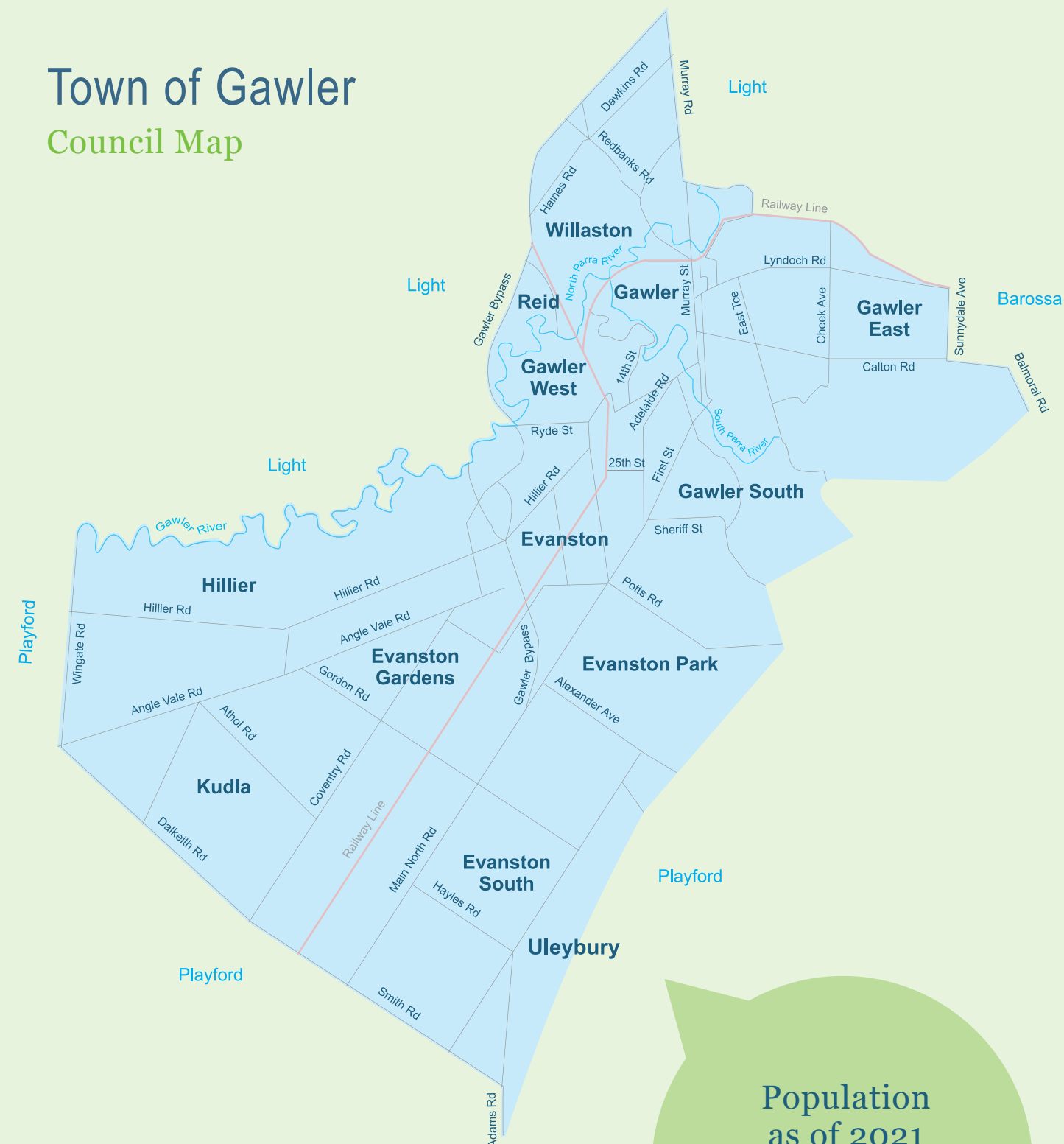


1,667 street lights were upgraded to LED technology



364 new trees have been planted

Town of Gawler Council Map



Population
as of 2021
24,988

Mayor & Councillors

The Town of Gawler is represented by a Mayor and 10 Councillors who are elected every four years. The last local government periodic elections were held in November 2022.

The role of Council Members, including the Mayor, is specified in the *Local Government Act 1999*. Council Members play a vital leadership role in representing the interests of the community and delivering Council's vision, set out in the Community Plan 2030+.

The role of Council Members is regarded as a voluntary part-time position. Notwithstanding the voluntary nature of the role, Council Members receive an allowance. Council Member allowances are determined by the Remuneration Tribunal of South Australia on a four-yearly basis. Allowances are adjusted on the first, second and third anniversary of the relevant periodic elections to reflect changes in the consumer price index, as per the scheme prescribed by the regulations.

The annual allowance provided to the Principal Member (Mayor) is equal to four times the annual allowance for Council Members. The annual allowance for a Deputy Mayor is equal to 1.25 times the annual allowance for Council Members.

Council Member allowances for 2022-2023 were:

- Mayor \$ 76,440
- Deputy Mayor \$ 23,888
- Councillor \$ 19,110

Sections 77 and 78 of the *Local Government Act 1999* state that Council Members may be reimbursed for prescribed expenses incurred while performing official duties and functions of Council. The Council may also determine to provide facilities and other forms of support to assist Council Members in the performance and discharge of their duties.

The Council Member Allowances and Benefits Policy (available on Council's website) details the allowances and benefits Council Members are entitled to receive, to assist Members to undertake the official duties and responsibilities required of the role.



Mayor Karen Redman



Cr Cody Davies



Cr Helen Hennessy



Cr David Hughes



Cr Paul Koch



Cr Mick Launer



Cr Brian Sambell



Cr Nathan Shanks



Cr Isaac Solomon



Cr Jim Vallelonga



Cr Ethan White

Council Member Representation

The *Local Government (Elections) Act 1999* provides for periodic elections to be held every four years under a non-compulsory postal voting system, with the last periodic elections held in November 2022. Through this democratic process, the community decide who their Council representatives will be, to make decisions that benefit the Town of Gawler for the forthcoming four years and beyond.

At the November 2022 elections, a total of 27 nominations were received, with four nominations for the Mayoral position and 23 nominations for the 10 Area Councillor positions. Following the election, where 6,362 formal ballot papers were received, the Town of Gawler welcomed four new Councillors, with the Mayor and six Councillors being re-elected to serve another term. Council Members have now completed scheduled mandatory training and successfully adopted the first Annual Business Plan & Budget of the term, for the 2023-2024 financial year.

Representation Quota

The representation quota for a Council is an amount ascertained by dividing the number of electors for the Council area by the number of Council members that constitute the council.

The representation quota for the Town of Gawler is set out below.

Town of Gawler Representation Quota	
Total number of electors	19,842
Number of Council Members (Including the Mayor)	11
Representation Quota	1:1803

The Town of Gawler last completed a representation review in 2021 and the next review is due in 2029.

A comparison of the representation quotas of similar sized councils (Group 2 councils as per Determination 2 of 2022 of the Remuneration Tribunal) is detailed below.

Average Representation Quota for Group 2 Councils

Council	Number of Electors	Number of Council Members	Representation Ratio
Town of Gawler	19,842	11	1:1803
City of Alexandrina	22,332	10	1:2233
The Barossa Council	18,810	12	1:1567
City of Prospect	15,169	9	1:1685
Rural City of Murray Bridge	15,424	10	1:1542
City of Whyalla	15,923	10	1:1592

Role of Council

The Town of Gawler as a local government municipality is one of three tiers of democratically elected government in Australia. It operates under the *Local Government Act 1999* which sets out the principal roles, functions, and objective of Councils, with a principal role being ‘to act as a representative, informed and responsible decision maker in the interests of the community’.

To assist the elected Council to discharge its responsibilities to the community it relies on the CEO and senior staff to guide policy formation, undertake day-to-day management of the Council, and enact decisions made by Council.

The Town of Gawler’s formal decision-making processes are conducted through council meetings and committees.



Council Meetings

Council meetings are the key aspect of the Council’s decision-making process. The decisions made by the elected body at Council meetings provide direction and authority for the ongoing operations of the Council.

Members of the public are welcome to attend Council (and Committee meetings). Agendas of Council and Committee meetings are placed on public display no less than three days prior to meetings except for Special meetings. Minutes are available for viewing within five days of that meeting at Council’s Administration Office and on Council’s website www.gawler.sa.gov.au Subject to confidentiality orders, Council and Committee meetings are live streamed via YouTube www.youtube.com/user/TownofGawler

In 2022-2023 Council met on 12 occasions and seven special Council meetings were held.

Council Meeting Attendance

Council Member	Attendance Ordinary Council Meetings	Attendance Special Council Meetings
Mayor Redman	12/12	7/7
Cr Davies	12/12	7/7
Cr Fraser [#]	4/4	2/2
Cr Goldstone [#]	3/4	1/2
Cr Hennessy [*]	8/8	5/5
Cr Hughes	11/12	5/7
Cr Koch	12/12	7/7
Cr Launer [*]	6/8	5/5
Cr Little [#]	4/4	2/2
Cr Sambell	11/12	6/7
Cr Shanks	11/12	7/7
Cr Solomon [*]	8/8	5/5
Cr Vallelonga	11/12	5/7
Cr White [*]	5/8	3/5

[#] Term ceased on 21 November 2022
^{*} Commenced on 21 November 2022

The community has various opportunities to provide input into the Town of Gawler’s decision-making processes and to express their views to Council on particular issues. These opportunities include:

- Participation in community engagement activities and public forums
- Contacting Council staff or Council Members to discuss any issue relevant to Council
- Write or email Council regarding any Council policy, activity or service. Service requests can also be made via Council’s website
- Speak at the Public Open Forum, held at each ordinary Council and designated Committee meetings. Each Council and designated committee meeting has a 20-minute open segment for members of the public to address the meeting on items of interest or concern
- Submission of written petitions (including letters of multiple signatories) can be presented to the Council on any issue within the Council’s jurisdiction. The recommended petition format is published on Council’s website
- Request to make a deputation at a meeting of Council or Committee addressing an item of business listed on the meeting agenda. A written request for deputation must be received by the Chief Executive Officer 48 hours prior to the meeting commencement. The request must include the topic of the deputation. Deputation requests are subject to approval by the Presiding Member.

Council meetings provide direction and authority for the ongoing operations of the Council.



Committees

The Town of Gawler is committed to ensuring that it has an effective and efficient decision-making structure to meet its operating and legislative requirements. To this end, Council has in place a number of committees, which have been established pursuant to Section 41 of the *Local Government Act 1999*. Each committee has been established to perform a specific role and function, with the role and function being documented in each committee’s Terms of Reference. The following Committees were established by Council in 2022-2023

- Audit & Risk Committee *
- Building Fire Safety Committee *
- Chief Executive Officers Performance Management Panel
- Corporate and Community Services Committee
- Council Assessment Panel *
- Gawler Youth Advisory Committee
- Gawler Heritage Collection Committee
- Infrastructure and Environmental Services Committee

* Statutory Committees

Audit & Risk Committee

The Council Audit & Risk Committee was established in 2019 pursuant to Section 126 of the *Local Government Act 1999*.

The Audit & Risk Committee is an independent advisory committee of Council which provides independent assurance and advice to Council on strategic management, accounting, financial management, internal controls, risk management and governance matters. This assists Council in fulfilling its responsibilities and facilitates the organisation’s environmental, social, governance and economic development.

Membership

Membership of the Committee comprises of the Mayor, a Council Member and three Independent Members, whose appointment is merit-based and linked to the professional and technical skills and experience relevant to the functions of the Audit & Risk Committee

Presiding Member: Natalie Johnston

As a member of the Audit & Risk Committee since 2020, Natalie was appointed the Committees Presiding Member in 2021. Natalie has over 20 years of experience in accounting, finance, assurance, and business advisory. In addition to the Town of Gawler, Natalie is a current and past member of audit & risk committees within Local Government, State Government, and the Education sector. Natalie is a current Board Member of the Operation Flinders Foundation.

Natalie’s professional qualifications include being a Graduate of the Australian Institute of Company Directors, a Chartered Accountant with a Risk Specialisation and a Certified Internal Auditor.

Christine Hahn

Christine has been a member of the Audit & Risk Committee since 2022. Christine has over 20 years’ Board and Audit & Risk Committee experience in the medical research, manufacturing, aged care, employment, disability, and community service sectors. Having held senior executive and chief executive roles in the public, private and profit-for-purpose sectors in Australia, USA and the UK, as well as experience as an auditor, she brings expertise in finance, risk, strategy and governance.

Peter Fairlie-Jones

Peter has been a member of the Audit & Risk Committee since 2014. Peter has a wealth of Local Government experience, having worked for most of his working career with the City of Salisbury in Finance and senior executive positions. As a member of the Executive Leadership Team, he contributed to the broader management of the organisation and relationships with the elected body.

Peter is a current and past member of audit & risk committees within Local Government and held board positions with the Local Government Finance Authority and Salisbury Water Management Board.

The Audit & Risk Committee met on five occasions during the reporting period, with the following attendance:

	Meetings	Attended
Ms Natalie Johnston (Presiding Member)	5	5
Mr Peter Fairlie Jones	5	5
Ms Christine Hahn	5	5
Mayor Karen Redman	5	5
Cr Paul Koch	5	5
Cr Cody Davies [#]	5	2

[#] Ceased membership on 21 November 2022



The Functions of the Audit & Risk Committee include:

- reviewing annual financial statements;
- proposing, and providing information relevant to, a review of the council's strategic management plans or annual business plan;
- proposing, and reviewing, the exercise of powers under section 130A of the *Local Government Act 1999*
- liaising with the council's auditor;
- reviewing the adequacy of the accounting, internal control, reporting and other financial management systems and practices of council;
- Overseeing the planning and delivery of the internal audit program
- Monitoring the responsiveness of the Council to recommendations for improvement based on previous audits (internal and external audits) and risk assessments;
- Reviewing and evaluating the effectiveness of risk management framework; and
- Reviewing any Prudential Management reports obtained by the Council.

To ensure that the functions of the Audit & Risk Committee are completed, the Committee prepares a work plan. The principal matters that were considered by the Committee during 2022-2023 included:

- Review of the 2021-2022 General Purpose Financial Statements
- Consideration of 2021-2022 External Audit Opinions and Completion Report
- 2022-2023 External Audit Plan
- Impact of the *Statutes Amendment (Local Government Review) Act 2021*
- Review of the financial projections set out in the Long-Term Financial Plan
- Selection of Internal Auditor
- Review of the Council's Risk Management Framework Review, including the development of risk appetite statements
- Monitoring and review of Council financial performance against adopted budget and budget updates
- Monitored and received reports on Councils three year Internal Audit Plan and Risk Management activities
- Consideration of Councils Financial Controls annual self-assessment
- Review of 13 policies relating to financial and risk management matters
- Monitoring and review of borrowing and investment performance
- Review and update to Audit & Risk Committee Terms of Reference.

The Committee also reviewed the Draft 2023-2024 Annual Business Plan including draft budget, with the following recommendation being made to Council.

1. The draft 2023-2024 Budget set out in the financial statements with a consideration of a reduction in the operating deficit contained in Attachment 1 by at least \$300,000* be endorsed "in principle" for the purpose of community engagement of the draft 2023-2024 Annual Business Plan and Budget.
2. *Areas to be considered are:
 - Depreciation
 - Discretionary rebates review
 - Fees and charges
 - Service levels
 - Workforce review
 - Rate revenue increase
 - Further scrutiny of operating budgets.
3. That the Council in undertaking the comprehensive review of the Long-Term Financial Plan as required by Section 122 of the *Local Government Act 1999* implement financial strategies to return the operating budget to an operating surplus position within three years.

Audit Committee Independent Member Allowances

The sitting fee for the Independent Presiding Member is \$1,451 per quarter, with independent committee members receiving \$1,076 per quarter. Council Members appointed to the Audit & Risk Committee do not receive a sitting fee.

Council Assessment Panel

Councils play a significant role as a ‘relevant authority’ under the *Planning, Development and Infrastructure Act 2016*, assessing and making decisions about development applications which will impact on the character and amenity of the area. Council delegates to the Council Assessment Panel under the *Planning, Development and Infrastructure Act 2016* to exercise their development assessment powers and functions.

The Panel is comprised of five members. One member is a Council Member of the Town of Gawler and four are external members with experience in the professional field relevant to the functions and duties of the CAP. The Council Assessment Panel considered and assessed 3.5% of all development applications lodged with Council’s Assessment Manager, with the remainder assessed under delegated authority or by other relevant authorities.

Council Assessment Panel Independent Member Allowances

Chair (Independent Member)
\$425 per meeting. Independent Member \$325 per meeting.

Council Members sitting on this Committee receive no additional benefits or allowances.

Membership

The Council Assessment Panel met on nine occasions during 2022-2023. Membership for the reporting period was:

Member	Attendance
Dr Iris Iwanicki [#]	5
Ms Fleur Bowden [#]	6
Mr Grant Hewitt [#]	6
Mr Jake McVicar	7
Cr Paul Koch ^{**} (Council Member)	3
Mr Michael Wohlstadt [*] (Presiding Member [*])	4
Ms Beth Merrigan [*]	2
Mr David Brown [*]	2
Ms Stephanie Johnston [*]	2
Ms Fiona Barr ^{**} (Deputy Independent Member)	0
Cr Kelvin Goldstone ^{##}	4
Cr David Hughes ^{**} (Deputy Council Member)	1
Cr Isaac Solomon ^{**} (Deputy Council Member)	0
Mr Alexander Wilkinson	1

[#] Ceased membership 28 February 2023
^{##} Ceased membership 21 November 2022
^{*} Appointed 1 March 2023
^{**} Appointed 21 November 2022

To ensure a quorum is achieved a Deputy Independent Member and two Deputy Council Members are appointed. Deputy Members are only required to attend if the appointed Member is unable to attend a Panel meeting.

Chief Executive Officer Performance Management Panel

The CEO Performance Management Panel (the Panel) is established to assist the Council in reviewing the performance of the Chief Executive Officer. The Panel is established to inquire into and report to the Council on the following matters within the ambit of the Council’s responsibilities:

- The Chief Executive Officer’s Performance
- The Chief Executive Officer’s Performance Measures
- The remuneration and conditions of employment for the Chief Executive Officer.



Membership

All Council Members are on the Panel. The Panel met on four occasions during 2022-2023, with the following attendance:

Council Member	Attendance
Mayor Karen Redman	4/4
Cr Cody Davies	3/4
Cr Diane Fraser [#]	2/2
Cr Helen Hennessy [*] (Deputy Presiding Member [*])	2/2
Cr David Hughes (Presiding Member [#])	4/4
Cr Paul Koch (Deputy Presiding Member [#])	4/4
Cr Mick Launer [*]	2/2
Cr Brian Sambell	4/4
Cr Nathan Shanks (Presiding Member [*])	2/2
Cr Isaac Solomon [*]	1/2
Cr Jim Vallelonga	4/4
Cr Ethan White [*]	2/2

[#] Ceased membership or appointment as Presiding/ Deputy Presiding Member on 21 November 2022
^{*} Appointed on 29 November 2022

Corporate and Community Services Committee

The Corporate and Community Services Committee has been established to assist the Council review and develop operational aspects of Council business including the delivery of services to the community. Operational business functions the Committee may consider in addition to community services include the provision of sport and recreation facilities; property leases; economic development and tourism and policy reviews.



Membership

The Corporate & Community Services Committee met on four occasions during the reporting period.

Council Member	Attendance
Mayor Karen Redman	4/4
Cr Cody Davies* (Chairperson)	4/4
Cr Diane Fraser#	2/2
Cr Kelvin Goldstone#	2/2
Cr Helen Hennessy* (Deputy Chairperson*)	2/2
Cr David Hughes	4/4
Cr Paul Koch	4/4
Cr Mick Launer*	2/2
Cr Paul Little#	2/2
Cr Brian Sambell	4/4
Cr Nathan Shanks (Deputy Chairperson#)	4/4
Cr Isaac Solomon* (Chairperson*)	2/2
Cr Ethan White*	0/2

Appointment as Member or Chairperson/Deputy Chairperson ceased on 21 November 2022
* Appointed on 29 November 2022

Infrastructure and Environmental Services Committee

The Infrastructure and Environmental Services Committee has been established to provide advice to the Council to deliver its infrastructure and environmental projects, services and programs and processes. This assists Council in achieving its strategic goals outlined in the Gawler Community Plan 2030+, 'Goal 1 - A Uniquely Identifiable Township', 'Goal 2 - Managed and Sustainable Growth' and 'Goal 4 - To Respect, Protect and Nurture the Environment'.

provide advice to the Council to deliver its infrastructure and environmental projects

Membership

The Committee met on six occasions during 2022-2023

Membership	Attendance
Cr Paul Koch (Chairperson#)	6/6
Cr David Hughes (Deputy Chairperson#)	5/6
Cr Cody Davies (Chairperson*)	6/6
Deputy Mayor Nathan Shanks (Deputy Chairperson*)	5/6
Mayor Karen Redman	5/6
Cr Diane Fraser#	3/3
Cr Kelvin Goldstone#	2/3
Cr Paul Little#	2/3
Cr Brian Sambell	6/6
Cr Jim Vallelonga	3/6
Cr Helen Hennessy*	3/3
Cr Mick Launer*	3/3
Cr Ethan White*	2/3
Cr Isaac Solomon*	2/3

Appointment as Member or as Chairperson/Deputy Chairperson ceased on 21 November 2022
* Appointed 29 November 2022



Building Fire Safety Committee

Council plays an important role in the ongoing safety of building occupiers and users through the provisions of the *Planning, Development and Infrastructure Act 2016* (the PDI Act). Established under Section 157 of the PDI Act, the Building Fire Safety committee is required to inspect existing buildings to determine if property owners are maintaining their buildings with appropriate level of fire safety. Where the safety levels are considered inadequate, the Building Fire Safety Committee, will work with the building owner to develop a cost-effective solution that will make the fire safety of the building adequate. Section 157 of the PDI Act sets out the priorities for assessing and upgrading the fire safety risks of an existing building.

Council’s Building Fire Safety Committee was expected to hold four meetings in 2022-2023. However, three meetings were convened, with the November meeting and February meeting held concurrently in February 2023 and a further meeting held in June 2023. One meeting was cancelled due to Member illness with COVID-19 preventing a quorum. This meets the minimum of three meetings as required in accordance with the Building Fire Safety Committee terms of reference and the PDI Act. A total of 10 Building Fire Safety compliance inspections were conducted on commercial premises within Gawler.

The five Members appointed to the Committee who possess relevant prescribed qualifications in building surveying or expertise in fire safety for the reporting period were:

Member	Organisation	Attendance
Bahaa Tabet	Town of Gawler, Senior Building Officer	3
Nathan Shultz	Town of Gawler, Building Officer	3
Scott Druce [#]	Metropolitan Fire Service SA, Fire Safety Officer	0
Jon Pearce	Metropolitan Fire Service SA, Fire Safety Officer	3
Peter Harmer	Peter Harmer Consulting	3

[#] Ceased membership November 2022

Gawler Heritage Collection Committee

The Gawler Heritage Collection Committee is established to provide advice to the Council on the following:

- Implementation, management and review of the Gawler Heritage Collection, the Gawler Heritage Collection Management Plan and related policies and procedures
- Identifying internal and external funding applications including grant and sponsorship opportunities
- Initiatives that restore the status, significance and awareness of collection within the Council’s administration and within the broader community
- Local issues, projects, public program initiatives, events and community engagement opportunities in regard to the Gawler Heritage Collection
- Any other matters referred to it by the Council, other Council committees and the CEO.



The Gawler Heritage Collection Committee Members for the reporting period were:

- Mrs Judy Gillett-Ferguson - Chairperson
- Cr Helen Hennessy*
- Mayor Karen Redman
- Mr Adrian Brown
- Ms Debra Good -Deputy Chairperson**
- Cr Paul Koch
- Mr Geoffrey Randal**
- Cr Diane Fraser (appointment ceased November 2022)

* Capacity Deputy Chairperson from 1 July 2022 to 22 November 2022, as a community member, not as a Council Member
**Appointed 8 June 2023



Gawler Youth Advisory Committee

The Gawler Youth Advisory Committee is established to assist the Council in the performance of the following functions of the Council:

- Provide a communication link between young people in the Gawler community and Council
- Promote a positive image of young people in the community
- Ensure the Council Youth Plan remains relevant and implemented.

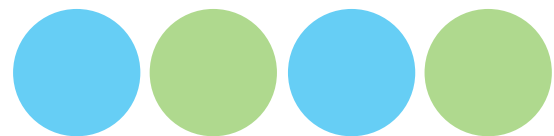
The Committee is established to provide advice to the Council on the following:

- Matters affecting youth
- Informing the Gawler community about issues facing young people
- Identifying funding opportunities and preparation of grant applications
- Initiatives that raise the profile of young people and encourage the positive development of youth.

Membership

The Youth Advisory Committee met on seven occasions during 2023-2024 and the membership was:

- Jade Hancock (Chairperson)
- Emilia Muriti (Deputy Chairperson to 5 February 2023)
- Abbey Dale (Deputy Chairperson appointed 6 February 2023)
- Brenna Carmichael (resigned 6 February 2023)
- Darcie Hancock
- Emerson Speed
- Isaac Solomon (resigned 6 February 2023)
- Grace Gallagher
- Jack Gill
- Renee Chamberlain (resigned 5 June 2023)
- Xanthe Kennedy
- Hannah Lucas (resigned 6 February 2023)
- Cr Cody Davies
- Cr Nathan Shanks (resigned 6 February 2023)
- Lucy Stomaci (appointed 6 February 2023, resigned 5 June 2023)
- Cr Ethan White (appointed 6 February 2023)
- Abbey Palmer (appointed 28 March 2023)
- Edward Sharp (appointed 5 June 2023)
- Ethan Palmer (appointed 26 April 2023)
- Max Grivell (appointed 27 June 2023)
- Ren Bennett (appointed 27 June 2023)



Information or Briefing Sessions

Information or briefing sessions provide a valuable opportunity to enhance council decision-making processes by providing opportunities for council members to become better informed on issues and seek further clarification prior to making decisions at formally constituted council meetings. Matters cannot be dealt with at an information or briefing session in such a way to obtain, or effectively obtain, a decision on a matter outside of a formally constituted council or council committee meeting.

Information or briefing sessions will be held in a place open to the public when a matter that is, or is intended to be, on the agenda for a formal meeting of the council is to be discussed. Section 90A(4) provides that an information or briefing session may be closed to the public to allow attendees to receive, discuss or consider any information or matter listed in section 90(3) of the *Local Government Act 1999*.



Confidential Items

The Town of Gawler is committed to the principle of open and accountable government. However, the Council also recognises that there may be circumstances where it is appropriate to restrict access to meetings and documents. As prescribed by the *Local Government Act 1999*, matters of a confidential nature may be discussed at closed Council and Committee meetings.

During 2022-2023, there were 30 occasions where a Committee or Council were satisfied it was necessary to exclude the public and consider items in confidence section 90(2) of the *Local Government Act 1999*.

During 2022-2023, four confidential orders made under Section 90 (2) expired due to the trigger to release the meeting documents being met. As of 30 June 2023, the total number of items remaining in confidence under Section 91 (7) of the *Local Government Act 1999* is 77, excluding any orders made prior to 15 November 2010.

The confidential orders register is provided below

Confidential Orders under section 90(2)

Meeting	Date	Subject	Section 90(3)
Ordinary Council	22/08/2023	Historic Procurement Matter	
Ordinary Council	22/08/2023	Recommendations from CEO Performance Management Panel Meeting held on 1 August 2023	(a) (h)
CEO Performance Management Panel	01/08/2023	Review of Results - Chief Executive Officers Key Performance Targets for 2022-2023	(a)
CEO Performance Management Panel	01/08/2023	Review of Chief Executive Officer Performance Management Panel Structure	(a)
CEO Performance Management Panel	01/08/2023	Discussion Key Performance Targets (KPTs) 2023-2024	(a)
CEO Performance Management Panel	01/08/2023	SA Remuneration Tribunal - Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officer 2023	(a)
Ordinary Council	25/07/2023	Council Related Matter	(a) (h)
Ordinary Council	27/06/2023	Recommendations from CEO Performance Management Panel meeting held on 30 May 2023	(a)

Confidential Orders under section 90(2)

Meeting	Date	Subject	Section 90(3)
Ordinary Council	27/06/2023	Recommendation from Infrastructure & Environmental Services Committee meeting held on 13 June 2023	(h)
Infrastructure & Environmental Services Committee	13/06/2023	Orleana Waters Update	(h)
CEO Performance Management Panel	30/05/2023	End of Year CEO Performance Review Preparations	(a)
CEO Performance Management Panel	30/05/2023	Chief Executive Officer Performance Update - March 2023	(a)
Ordinary Council	28/03/2023	Recommendations from Audit and Risk Committee Meeting held on 7 February 2023	(k)
Ordinary Council	28/03/2023	Historic Procurement Matter Update	(i)
Ordinary Council	28/02/2023	Legal advice - 550-554 Main North Road Evanston Park	(g) (h)
CEO Performance Management Panel	22/02/2023	Chief Executive Officer Performance Update as at December 2022	(a)
Audit & Risk Committee	07/02/2023	Internal Audit Tender	(k)
Audit & Risk Committee	07/02/2023	Internal Audit Tender	(k)
Ordinary Council	24/01/2023	Karbeethan Reserve Development Stage 1 - Delivery Options and Cost Estimate Update	(b)(i) (k)
Ordinary Council	24/01/2023	Open Space Consideration	(d)(i)
Ordinary Council	24/01/2023	SANTOS Tour Down Under 2024 Host Council Expression of Interest	(d)(ii)
Ordinary Council	13/12/2022	Procurement Matter Update (Electricity)	(i)
CEO Performance Management Panel	09/11/2022	Chief Executive Officer Performance Update - October 2022	(a)
CEO Performance Management Panel	09/11/2022	Chief Executive Officer Performance Management Panel - 2021-2022 Annual Report	(a)
Ordinary Council	27/09/2022	Settlement of Gawler App Agreements	(d)(ii) (h)
Ordinary Council	01/09/2022	Update on Land Division Status of Aspire Estate, Evanston South	(b)(i) (h) (i) (j)(i)
Ordinary Council	04/08/2022	Recommendations from CEO Performance Management Panel Meeting held on 27 July 2022	(a)
CEO Performance Management Panel	27/07/2022	CEO Performance Review	(a)

Confidential Orders under section 90(2)

Meeting	Date	Subject	Section 90(3)
Ordinary Council	26/07/2022	Gawler Show Society - Financials Analysis/ Sponsorship Agreement Update	(d)(i) (d)(ii)
Ordinary Council	28/06/2022	Karbeethan Reserve Redevelopment Stage 1A - Procurement	(b)(i) (k)
Ordinary Council	28/06/2022	Confidential Recommendations from CEO Performance Management Panel Meeting held on 23 May 2022	(a)
Ordinary Council	24/05/2022	Land Division Status of Aspire Estate, Evanston South	(b)(i) (h)
Ordinary Council	24/05/2022	Proposal to Purchase Land - Cowan Street, Gawler	(d)(ii)
CEO Performance Management Panel	23/05/2022	CEO Performance review	(a)
Ordinary Council	10/05/2022	Gawler Show Sponsorship Agreement Update	(g)
Ordinary Council	05/04/2022	Karbeethan Reserve Redevelopment Stage 1	(b)(i) (k)
Ordinary Council	22/03/2022	Karbeethan Reserve Redevelopment Stage 1	(b)(i) (k)
CEO Performance Management Panel	23/02/2022	Consultancy Engagement – Independent CEO Performance Review	(a)
CEO Performance Management Panel	23/02/2022	CEO Performance Review - KPI Update and Road Map	(a)
Ordinary Council	22/02/2022	Cowan Street - Church Hill - Supreme Court Proceedings	(h)
Ordinary Council	22/02/2022	Gawler Cycleway Update	(b) (h) (k)
Ordinary Council	25/01/2022	Confidential Update from CEO	(a)
Ordinary Council	25/01/2022	Public Lighting Upgrade Update	(d)(i)
Ordinary Council	23/11/2021	Council Member Behaviour	(a) (h)
Ordinary Council	23/11/2021	Renewal SA - Land Sequencing	(j) (i)
Ordinary Council	26/10/2021	Recommendations from CEO Performance Management Panel Meeting held on 21 October 2021	(a)
CEO Performance Management Panel	21/10/2021	CEO Performance review	(a)
CEO Performance Management Panel	21/10/2021	Consultancy Engagement - Independent CEO Performance Review 2021-2022 (or until June 2024)	(a)
Infrastructure & Environmental Services Committee	12/10/2021	Confidential update from CEO	(a)
Ordinary Council	28/09/2021	Barossa Regional Procurement Group Tender - Provision of Street Sweeping Services	(k)

Confidential Orders under section 90(2)

Meeting	Date	Subject	Section 90(3)
Ordinary Council	28/09/2021	Procurement Matter Update (Electricity)	(i)
Ordinary Council	28/09/2021	Recommendation from CEO Performance Management Panel meeting held on 19 August 2021	(a)
Ordinary Council	24/08/2021	Confidential Procurement Matter	(i)
CEO Performance Management Panel	19/08/2021	Mayor Redman - Gender Equality	(a)
CEO Performance Management Panel	19/08/2021	CEO KPI Workshop Outcomes	(a)
CEO Performance Management Panel	19/08/2021	CEO Performance Update - June 2021	(a)
	27/04/2021	Legal Advice Sought by Mayor	(h)
Special Council	13/04/2021	Procurement Matter	(j) (i)
CEO Performance Management Panel	30/03/2021	CEO Performance Update	(a)
Ordinary Council	23/02/2021	Public Lighting Update	(j)(i)
Special Council	03/11/2020	Allegations Arising from Enterprise Bargaining Negotiations - Final Report	(a)
Special Council	29/09/2020	Allegations Arising from Enterprise Bargaining Negotiations - Investigation Update	(a)
Special Council	17/08/2020	Allegations Arising from Enterprise Bargaining Negotiations - Investigation Update	(a)
Special Council	07/07/2020	Application to Joinder SEA Gas Review of the State Commission Assessment Panel's Categorisation of Springwood Land Division Applications.	(b) (h) (i)
Ordinary Council	16/06/2020	Council Response to Resolution to Item 11.8 at the 28 April 2020 (2020:04:COU131)	(a) (h)
Ordinary Council	26/05/2020	Recommendations from CEO Performance Management Panel Meeting held on 7 April 2020	(a)
Special Council	14/04/2020	Springwood State Commission Assessment Panel Decision Legal Options	(b)(i) (h)
Special Council	14/04/2020	Springwood Traffic Interventions and Community Infrastructure Deed	(b) (d)
Special Council	14/04/2020	Lifestyle Development Pty Ltd Gawler East Infrastructure Deed Update report	(b) (d)
Special Council	14/04/2020	Commissioner of Highways Traffic Interventions and Community Infrastructure Deed Update	(b) (d)

Confidential Orders under section 90(2)

Meeting	Date	Subject	Section 90(3)
CEO Performance Management Panel	07/04/2020	Chief Executive Officer Performance Management Review Update	(a)
Ordinary Council	17/12/2019	Concordia Precinct Authority - Business Case - Council Response	(j)
Ordinary Council	26/11/2019	Concordia Precinct Authority - Business Case lodged with Minister	(j)
Ordinary Council	26/03/2019	Springwood Traffic Interventions and Community Infrastructure Deed Update	(b) (d) (h)
Ordinary Council	26/02/2019	17.2 Barossa Regional Procurement Group - Tender - Provision of New Surfacing Works and Resurfacing of Sealed Roads - BRPG 006-2018	(k)
Ordinary Council	07/08/2018	Woodvale Land Division 490/D023/16 (Variation to Stage 5) and Life Style Developments Land Division 490/D032/15	(b)
Ordinary Council	28/02/2017	Local Government Association of SA Business Case for a Public Lighting Service	(c)
Ordinary Council	25/10/2016	Gawler East Link Road Update	(a) (h)



Council Member Behaviour

A new *Behavioural Management Framework for Council Members* commenced on 17 November 2022 as a major component of South Australia’s local government reform.

The *Behavioural Management Framework* consists of four components:

- The legislative framework within which all Council Members must operate
- The *Behavioural Standards for Council Members* (the Standards), determined by the Minister for Local Government, which apply to all Council Members in South Australia
- The mandatory Behavioural Management Policy relating to the management of behaviour of Council Members, adopted pursuant to section 262B of the Act
- Optional Behavioural Support Policy (or policies) designed to support appropriate behaviour by Council Members and adopted pursuant to section 75F of the Act.

The Town of Gawler adopted a Council Member behavioural management Policy on 23 May 2023. Any complaints regarding Council Member behaviour are directed to council and managed in accordance with the process detailed in the Council Member Behavioural Support Policy.

The *Behavioural Standards for Council Members* came into operation with the new Council Member conduct management framework on 17 November 2022, to coincide with the new council term, replacing the former *Code of Conduct for Council Members*. The mandatory Standards must be complied with by all Council Members. The Standards set out the minimum standard of behaviours expected of all Council Members in the performance of their official functions and duties.

During the 2022-2023 period there were no contraventions by Council Members of Chapter 5: Members of Council; Part 4: Member integrity and behaviour; Division 2: member behaviour. Council did not incur any costs in relation to dealing with complaints alleging contravention of Chapter 5 Part 4 Divisions 2 or referrals to the Behavioural Standards Panel during the financial year. As per regulation 35(2b) of the *Local Government (General) Regulations 2013* costs to be reported include legal expenses or expenditure on consultants and does not include any costs associated with the use of administrative resources of the council or council staff.

Council Member Gifts and Benefits Register

Council Members are bound by the *Local Government Act 1999* to declare any gift or benefit received from a member of the public, community group or other organisation through the discharge and performance of official functions and duties.

Details of any gifts or benefits received, valued at more than \$50, (the amount prescribed by the Minister for Local Government as published in the Government Gazette); must be provided to the Chief Executive Officer for inclusion in the Council Member Gifts and Benefits Register. The Register is available for inspection on the Council’s website and at the principal office of the Council. The Register is maintained per financial year and updates are published quarterly.

Details of gifts received by or provided to Council Members is provided in the register below

The *Local Government (General) Regulations 2013* provide that a summary of gifts above the value of \$50, provided to Council Members and funded in part or in full by Council during the relevant financial year be included in the Annual Report

2022-2023 Council Member Gifts and Benefits Register

Council Member	Date gift received/ event	Name of donor	Description of gift or benefit	Value	Reason
Mayor Karen Redman	25/06/2023	Rotary Club of Gawler Light	Lunch	\$35	Paid for by Rotary
Mayor Karen Redman	07/01/2023	Gawler & District Tennis Association	2 x Tickets to Tennis	\$100	Networking opportunities with Tennis SA
Mayor Karen Redman	07/12/2022	Agricultural Bureau	2 bottles of wine	\$100	Guest Speaker
Mayor Karen Redman	07/12/2022	Hickinbotham Group	1 bottle of wine	\$30	Christmas gift
Mayor Karen Redman	27/10/2022	McArthur Recruitment	Dinner	\$100	Networking Business Development
Mayor Karen Redman Cr Brian Sambell Cr Cody Davies Cr Paul Koch Cr Isaac Solomon Cr Ethan White Cr Helen Hennessy	5/12/2022	Town of Gawler	Volunteers Christmas Dinner	\$175	Attendance at dinner to thank volunteers
Mayor Karen Redman Cr Brian Sambell Cr Cody Davies Cr Helen Hennessy	18/05/2022	Town of Gawler	National Volunteer Week Morning Tea	\$50	Attendance at morning tea to thank volunteers



International & Interstate Travel

Regulation 35(2) of the *Local Government (General) Regulations 2013* requires that a summary of international and interstate travel taken by Council Members is to be included in the Annual Report.

International Travel – No international travel was undertaken by Council Members during the financial year.

Interstate Travel – the Australian Local Government Association holds a National General Assembly each year. The 2023 National General Assembly was held in Canberra from 13 to 16 June 2023.

The Mayor and the Chief Executive Officer represented the Town of Gawler at the 2023 National General Assembly.

Position	Purpose	Cost
Mayor Redman	Attendance at the Australian Local Government Association National General Assembly held in Canberra from 13 - 16 June 2023	\$2,621- airfares, accommodation and meals



Training & Development

The Town of Gawler is committed to providing training and development opportunities to Council Members to ensure they have the skills and confidence to fulfil the requirements of the role. Following a periodic election, the *Local Government (General) Regulations 2013* requires Council Members to undertake mandatory training within the first year of office. The mandatory training must comply with the LGA SA Training Standards.

The standards are based on a suite of core leadership competencies with defined learning objectives and outcomes. The competencies include:



Mandatory Training	Behaviour	Civic	Legal
Mayor Karen Redman*	✓	✓	✓
Cr Cody Davies	✓	✓	✓
Cr Helen Hennessy	✓	✓	✓
Cr David Hughes	✓	✓	✓
Cr Paul Koch	✓	✓	✓
Cr Mick Launer	✓	✓	✓
Cr Brian Sambell	✓	✓	✓
Cr Nathan Shanks	✓	✓	✓
Cr Isaac Solomon	✓	✓	✓
Cr Ethan White	✓	✓	✓
Cr Jim Vallelonga	✓	✓	✓

* Mayors are required to complete additional mandatory training modules Behaviour and Civic Modules.



The Strategy & Finance component of the mandatory training will be completed in the first half of the 2023-2024 financial year.

Training undertaken during the reporting period in addition to the mandatory components includes:

- Meeting procedures for Presiding Members & Committee Chairpersons
- Council Member Team Building session
- Council Member appointees – Council Assessment Panel (CAP) training Cost
- Council Member Behavioural Management Policy
- Code of Practice for Council and Committee Meetings Procedures
- Deputy Mayor Forum – Collaborative Leadership (Deputy Mayor Nathan Shanks)

Regional Subsidiaries

Regional collaboration is a key area of focus for the Town of Gawler. Council continually seeks and explores opportunities to work with other councils to establish networks, while it strives to provide value outcomes for the community, through a regional service delivery approach.

To this end, the Town of Gawler is a member council of the following Regional Subsidiaries have been established in accordance with the requirements of the *Local Government Act 1999*.

Northern Adelaide Waste Management Authority (NAWMA)

Northern Adelaide Waste Management Authority (NAWMA) provides local waste management and resource recovery services. Constituent Councils along with the Town of Gawler are the City of Salisbury and the City of Playford.

Through our membership to NAWMA, the Town of Gawler seek to ensure our community to adequately and efficiently provided waste management service through a range of contemporary recycling and resource recovery initiatives and facilities.

Gawler River Floodplain Management Authority

The Gawler River Floodplain Management Authority has been established for the purpose of coordinating the planning, construction, operation, and maintenance of flood mitigation infrastructure for the Gawler River. Constituent Councils along with the Town of Gawler are the Adelaide Hills Council, Adelaide Plains Council, Barossa Council, Light Regional Council and the City of Playford).

The primary functions of the Authority are to:

- raise finance for the purpose of developing, managing and operating and maintaining works approved by the board,
- provide a forum for the discussion and consideration of topics relating to the Constituent Council's obligations and responsibilities in relation to management of flood mitigation for the Gawler River, and
- to coordinate the construction, maintenance and promotion and enhancement of the Gawler River and areas adjacent to the Gawler River as recreational open space for the adjacent communities.

Through our membership to the Gawler Floodplain Management Authority, the Town of Gawler seek to ensure the flooding risk to our community is mitigated.



Executive Leadership

The organisation is structured into four divisions lead by the Executive Management Team which comprises of:

- The Chief Executive Officer
- Executive Manager, Community & Strategy
- Executive Manager, Development & Compliance
- Executive Manager, Finance & Corporate Governance
- Executive Manager, Infrastructure & Operations

The Chief Executive Officer provides overall leadership of the organisation, with each of the respective Executive Managers being responsible for outcomes and deliverables of their divisions.

Executive Teams remuneration package includes salary, statutory superannuation contributions and private use of a motor vehicle, on a salary sacrifice basis. Other benefits include payment of professional membership fees and additional leave in recognition of attendance at after-hours meetings. The register of employee remuneration and benefits is available on the Councils Website.

Each Division and the respective departments perform specific functions which are required to be delivered by Council under the *Local Government Act 1999* and other relevant legislation but also services and programs which are expected by the community.



Henry Inat

Chief Executive Officer



Sharon Perkins

Executive Manager Finance & Corporate Governance

Council Member Support, Governance services, Financial Management, Rates Administration, Records Management, Information Management, People and Organisational Development, Procurement Services, Business Improvement, Risk Management



David Barrett

Executive Manager Community & Strategy

Community events, Arts and Culture, Reconciliation Action Plan, Cultural Heritage Centre, Civic Centre programs and events, Gawler Aquatic Centre, Sport and Recreation Facilities, Youth Services, Community Home Support program and elderly centre, Library services and programs



Whendee Young

Executive Manager Infrastructure & Operations

Capital Works Program, Traffic Planning & Management, Town Maintenance – road, footpath and stormwater, Maintenance of parks, playgrounds and open spaces, Tree Management



Andrew Goodsell

Executive Manager Development & Compliance

Planning and Development Services, Building Inspections, Animal Management, Parking Control, Environmental Health Services, Immunisation Program

The Town of Gawler is one of the main employers within the Council area. It prides itself on being an inclusive and flexible workplace.

Our people are the heart of our organisation and are built on the following values

- Teamwork: working together to achieve common goals
- Integrity: responsible and accountable for our actions
- Collaboration: foster positive working relationships
- Creativity: encourage and deliver creative outcomes
- Positivity: promote respect, value and appreciation.

Town of Gawler's current and future success depends upon the skills, energy and commitment of its employees. A highly productive and competent workforce will deliver services that meet council's infrastructure, community and financial responsibilities. Council aims to attract, develop and retain talented individuals and provide a stimulating, supportive and safe work environment that enables them to maximise their contribution. Industrial arrangements and supporting human resources strategies, policies and tools are in place to offer a framework to improve Councils performance.

As of 30 June 2023, the Town of Gawler employs 135.7 FTE staff. The Council supports a diversity of employment types including 103 full-time, 27 part-time and 11 casual staff who predominantly work in customer-faced roles which deliver services over seven days, peaking during the swimming season.

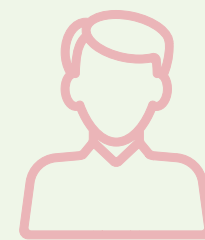
Staff are engaged across a range of positions within:

- | | |
|-------------------------------|-----------------------------|
| • Administration | • Finance |
| • Civil Services | • Planning |
| • Town Services | • Environmental Health |
| • Communication and Marketing | • Regulatory Services |
| • Customer Service | • Strategy |
| • Civic Centre | • Human Resource Management |
| • Library Services | • Recreational Services |
| • Horticulture | • Tourism |
| • Engineering | |
| • Information Technology | |

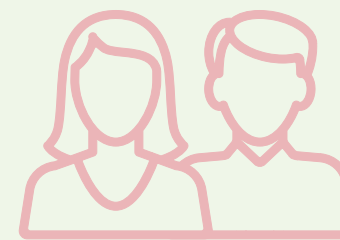
Demographics

Our staff range in age from 22 through to 72+ years of age, with the average age being 46 years and hold job skills or qualifications from certificate level through to post graduate level.

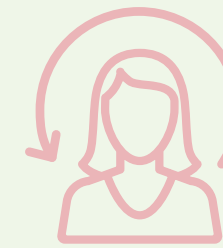
- Our total workforce is made up of 50% males and 50% females
- Council staff are employed under the Local Government Employees Award and Municipal Officers Award
- Executive Managers and key senior staff are subject to Common Law employment contracts.



Workforce average age is 46



Gender profile is 50% male and 50% female



Staff turnover is 14.92%

Length of Service

The average length of tenure is 8 years, with the longest tenure being 38 years. Annual staff turnover for 2022-2023 was 14.9%.

Full-time equivalent staff
135

Cultural Awareness Program

Council's organisational culture centres on shared values and behaviours that set the standard for employees to approach their work, their interactions and their commitment to how they work with each other and on behalf of the community.

Council is committed to continuing its investment in improving the culture at the Town of Gawler and has recently completed its third Organisational Cultural Inventory Survey (OCI) which saw an improvement in the organisational culture compared to last survey undertaken in 2018, with improvement in the constructive behaviours of Humanistic-Encouraging and Affiliative reflecting the organisation's increased focus on its people.

The results of the OCI survey provide insights into Council's performance as a constructive, effective and high performing organisation and measures the organisations culture against key business factors and levers of culture. The data from the survey is used to identify areas of opportunity and improvement to continue to drive cultural change to build a constructive culture.

Staff Wellbeing

The Council is committed to the health and wellbeing of our staff. Council has a Healthy Lifestyle Program in place which supports wellbeing initiatives such as voluntary health assessments, skin cancer screening, influenza vaccinations and access to healthy lifestyle activities and information.

The Council also provides an Employee Assistance Program which provides confidential counselling to staff.



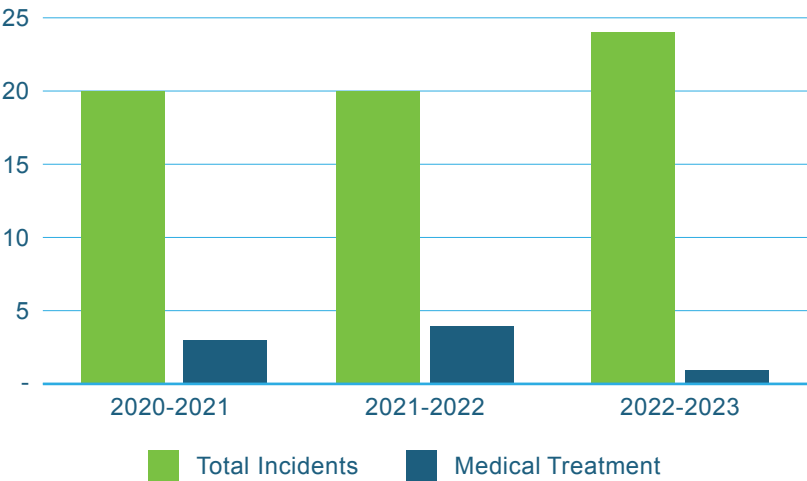
Our Safety

The Town of Gawler has a significant focus and commitment to the obligations under the *Work Health & Safety Act 1999*, with commitment demonstrated by fostering a supportive and safe environment for all employees.

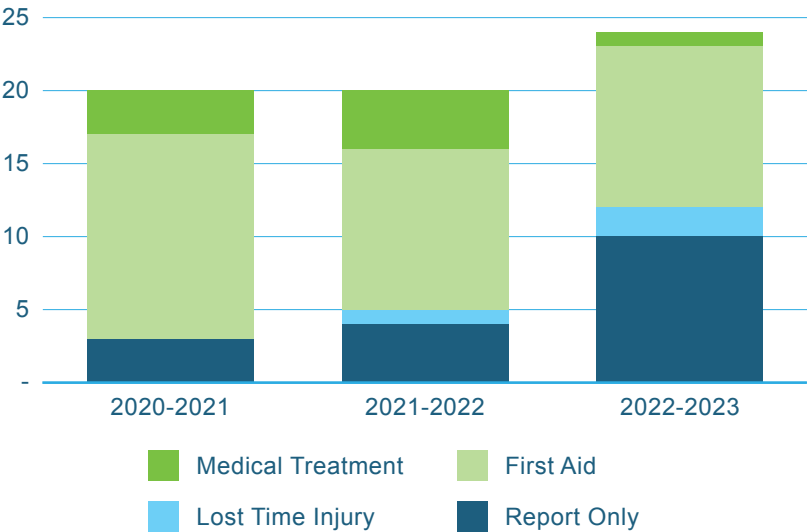
Work Health and Safety (WHS), Risk Management (RM) and Injury Management (IM) frameworks that are in place encompasses a range of policies, practices and procedures aimed at identifying and minimising risks, hazards, and potential dangers that may arise from Council delivering its diverse range of services and activities.

By implementing effective frameworks, Council has created a positive safety culture assisting Council in maintaining a safe and healthy work environment that promotes employee welfare and prevents accidents and injuries.

WHS Incident Reports v Severity



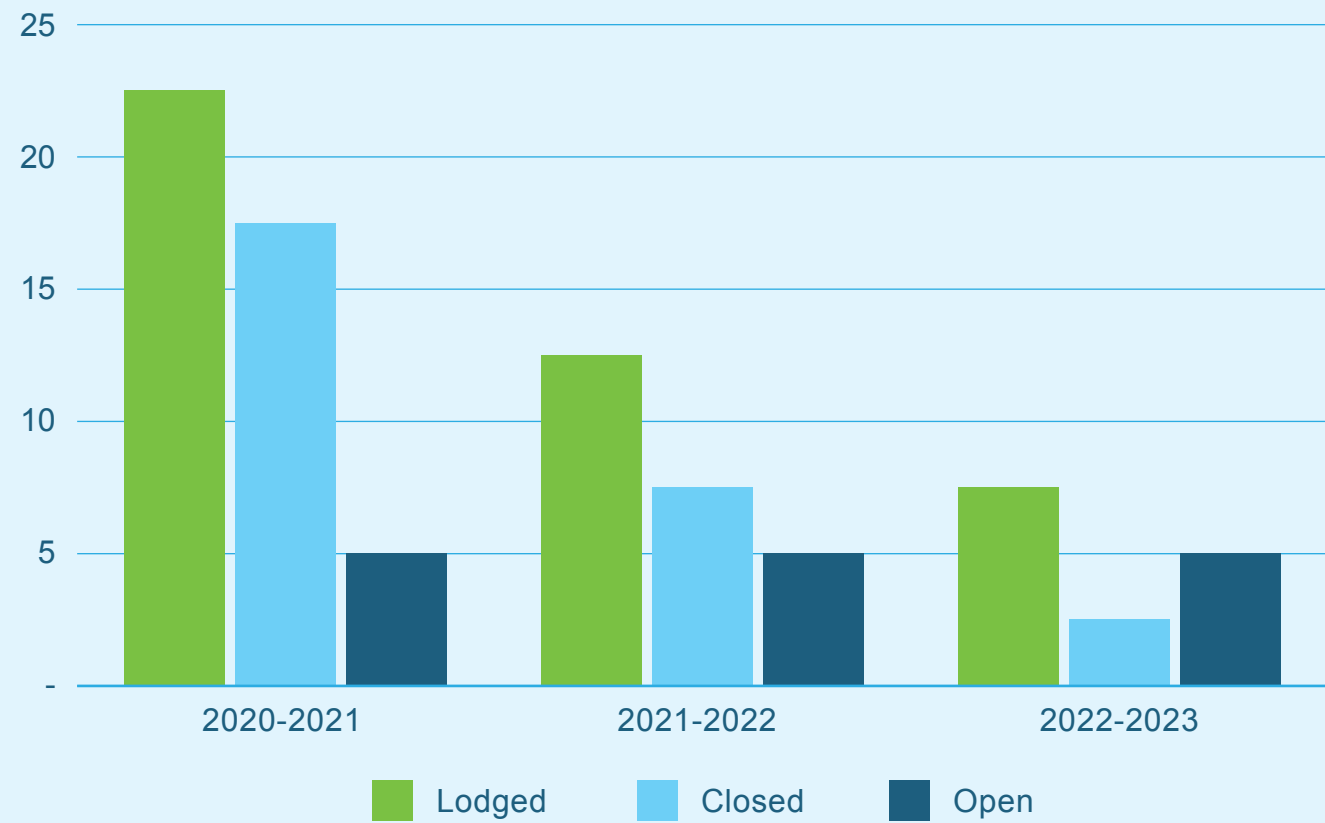
Incident by type



Most Common Injury

Muscular 29%
Bodily Trauma 33%

Workers Compensation Claims



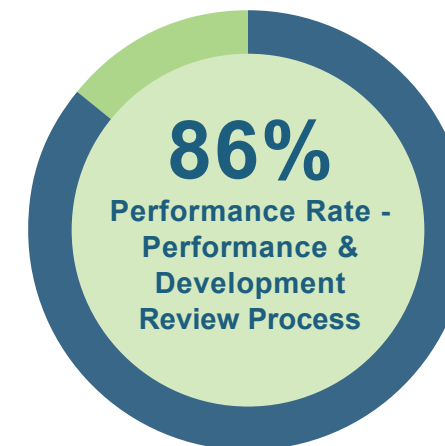
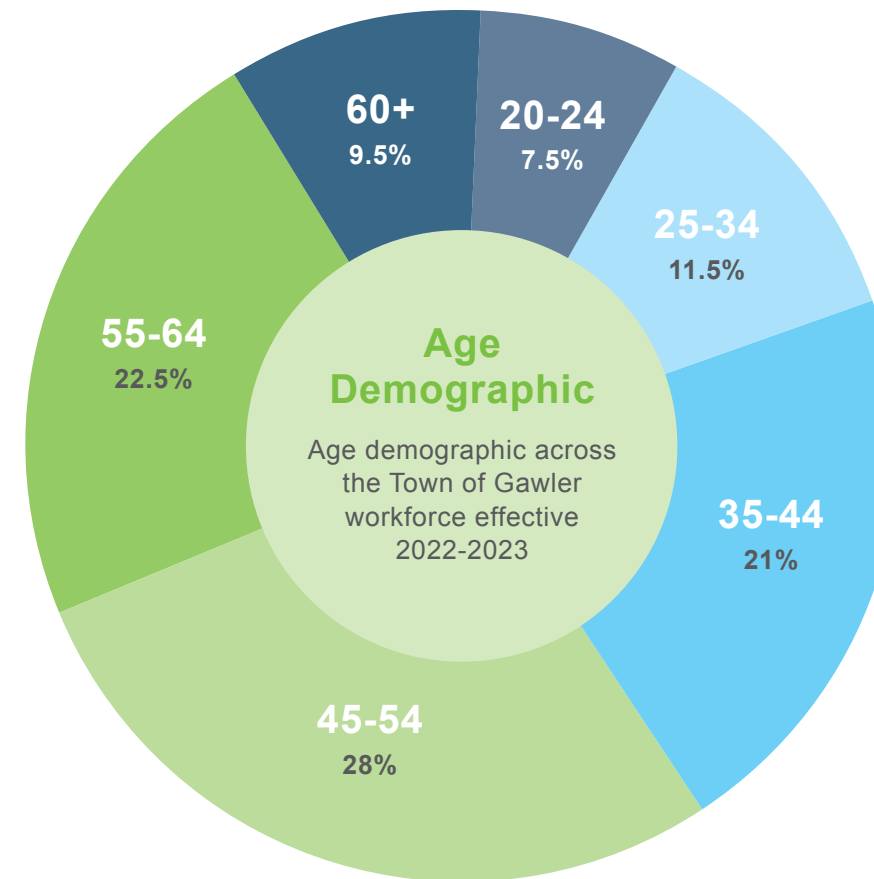
Diversity Equity and Inclusion

The Town of Gawler is committed to providing a safe, supportive, inclusive and respectful workplace where workers, customers and members of the public are treated with dignity, courtesy and respect.

The Town of Gawler values diversity, equity and inclusion, where our goal is to create a workplace that accepts, supports and values employees from all different backgrounds.

A Gender Equity, Diversity and Inclusion Scorecard has been developed which comprises of four objectives for metrics tracking **Attract, Develop, Retain and Represent**

The Town of Gawler will be participating in the Diversity Council of Australia (DCA) Inclusive Employer Index for 2023-2024 to measure diversity and inclusion in the workforce across several data points, understand the impact of inclusion on employee wellbeing and performance, and compare findings against a number of benchmarks.



86% of employees have participated in the Performance & Development Review Process within the last cycle

2022 Pulse Survey Results

3.9/5

Inclusion

How would you rate the degree to which you feel included by your Director Supervisor team?

3.4/5

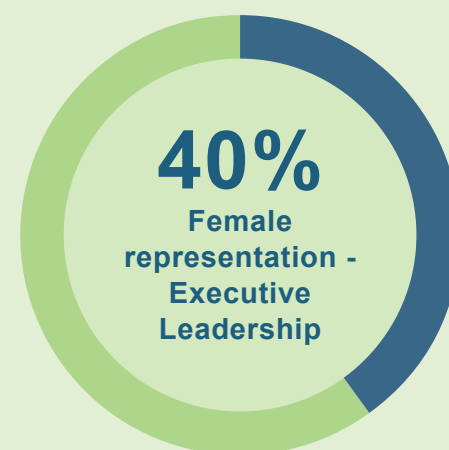
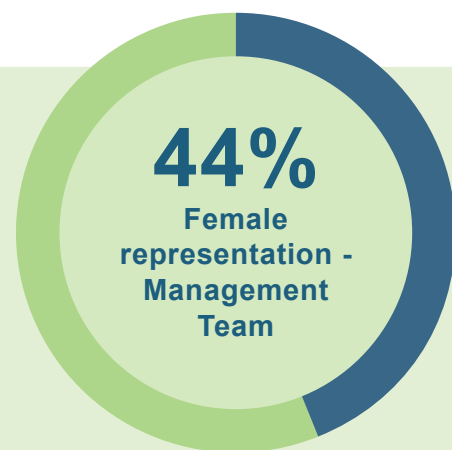
Fair Treatment

How would you rate the degree to which you are provided with fair and equitable treatment in your working relationships?

3.1/5

Diversity

How would you rate the degree to which you believe Council is promoting and managing diversity among its staff?

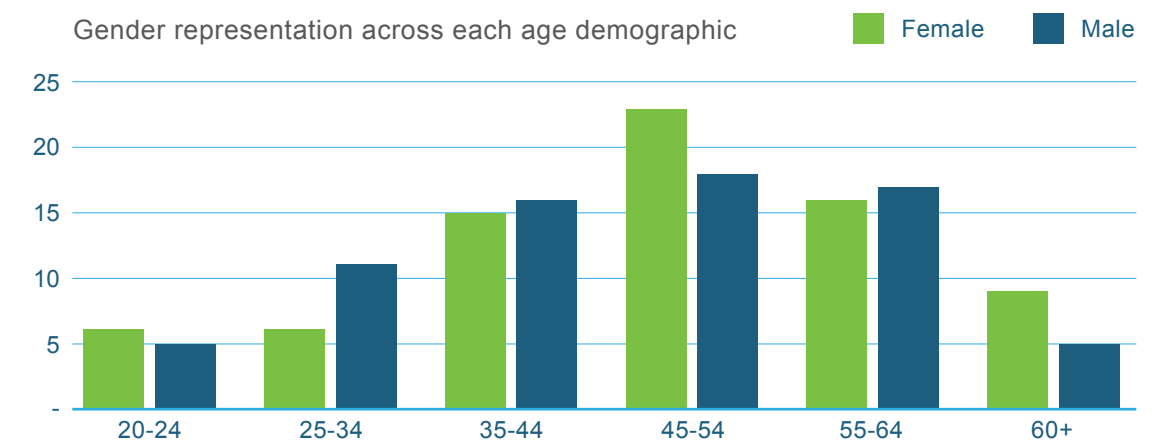


Leadership Demographics

Total percentage of female leaders across Town of Gawler including both Executive Leadership and Management Team

Age & Gender Demographics

Gender representation across each age demographic



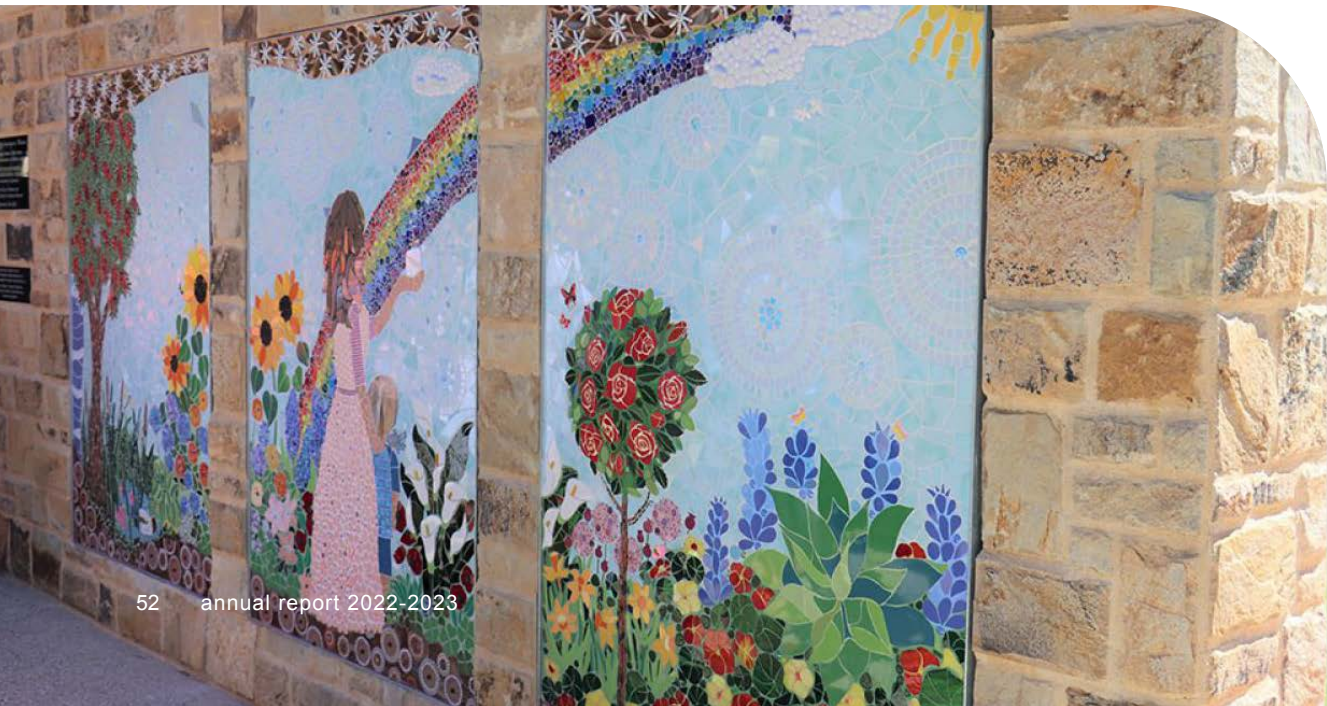
Employee Travel

Regulation 35(2) of the *Local Government (General) Regulations 2013* requires that a summary of international and interstate travel taken by Council staff is to be included in the Annual Report.

International Travel – No international travel was undertaken by staff during the financial year.

Interstate Travel – In 2022-2023 Council staff attended a variety of events for the purpose of representing Council at industry forums, for training and professional development.

Position	Purpose	Cost
Chief Executive Officer	Attendance at the Australian Local Government Association National General Assembly held in Canberra from 13 - 16 June 2023	\$2,432- airfares, accommodation and meals



Community Engagement

Council is committed to delivering effective community engagement to identify and understand community concerns and aspirations, support mutual communication and deliberation, build effective partnerships and encourage active participation. Our framework for community engagement is based on good governance and strong leadership and aids Council to make informed decisions to guide their priorities into the future.

Council’s Public Consultation Policy sets out the principles and procedures that Council will follow to involve the community in planning and decision making, and to ensure accountability of the Council to the community through effective communication and engagement strategies.

The principles underpinning this Policy are:

- The community has a right to be involved in, and informed about, decisions affecting their area
- Community involvement in Council decision-making will result in greater confidence in the Council and more responsible decision making
- Council decision making should be open, transparent and accountable
- The level of consultation with the community will vary depending on the community interest in the topic, the number of persons potentially affected by the topic and the requirements for consultation set out in the Act for specific topics
- Council’s need to balance community views and interests with other influences such as budgetary constraints.

Engagement with the community takes a variety of forms including, but not limited to:

- Your Voice Gawler, Council’s online engagement platform
- Fortnightly Bunyip newspaper advertisements
- Letters
- Surveys
- Public forums
- Community meetings or workshops
- Focus groups
- Distribution of various pamphlets or publications via rates notice inserts and other means
- Displays at Council customer service points.

For a complete list of projects that have undertaken community engagement visit page 76

Risk Management & Audit

Enterprise Risk Management

The Town of Gawler has established a robust Enterprise Risk Management Framework that effectively oversees the management of a spectrum of risks, including strategic, emerging, project, operational, and financial risks. This comprehensive framework ensures a systematic process of risk identification, assessment, proper mitigation, and reporting, all aligned with predefined risk appetite statements.

The strategic risks identified are intricately connected to the objectives outlined in the Town of Gawler's Strategic Plan – The Community Plan 2030+. This strategic alignment guarantees that Council remains equipped to attain its overarching strategic aspirations.

The success of the Enterprise Risk Management Framework is attributed to the active involvement of the entire organisation, fostering a risk-conscious culture. Furthermore, consistent reporting to the Audit and Risk Committee serves as a vital component, reaffirming the framework's effectiveness and reinforcing its role in risk oversight.



Internal Control Framework

Pursuant to Section 125 of the *Local Government Act 1999* (SA), Council must ensure that appropriate policies and procedures for internal controls are implemented and reviewed to assist Council to carry out its activities in an efficient manner to achieve its strategic objectives. Council's internal controls are processes for assuring Council's achievement of objectives in operational effectiveness and efficiency, reliable financial reporting, and compliance with laws, regulations and policies. Internal controls include a range of activities such as: approvals, delegations, security of assets and segregation of duties.

The Town of Gawler undertake an annual self-assessment of the effectiveness its financial internal controls, which are reported through to the Audit and Risk Committee.

Internal Audit

The Town of Gawler has established an Internal Audit function, which operates under the supervision of the Audit and Risk Committee. This function is responsible for identifying opportunities for enhanced efficiency and effectiveness in processes, providing support to the Council and Chief Executive Officer in fulfilling their assurance and risk management responsibilities. The services of Bentley's have been contracted for a duration of three years, concluding in 2027, to carry out the Internal Audit function. The Audit and Risk Committee plays a pivotal role in this process by reviewing and endorsing the Internal Audit Plan and periodically assessing the findings presented in internal audit reports on a quarterly basis. Active monitoring of the internal audit finds is undertaken by the Executive Management Team, with regular report to the Audit and Risk Committee.

External Audit

Pursuant to Section 128 of the Local Government Act, the Town of Gawler must appoint an external auditor. In the 2022-2023 financial year the annual external audit of the Town of Gawler Financial Statements was conducted by Galpins. The external auditors attend a number of Audit and Risk Committee meetings during the year to present the Annual Financial Statements and the external audit management letter, and responses are also provided to the Audit and Risk Committee.

In line with the act, the External Auditors are appointed for a five-year term, with the external audit of the 2022-2023 financial year being the fourth year of the five-year contract. Remuneration paid to Council's external auditors (Galpins) for work performed relating to the 2022-2023 financial year was \$21,756.



Legal Costs

In accordance with the *Local Government Act 1999*, Council is required to report annually the total legal costs incurred by the Council. For 2022-2023, the Town of Gawler has incurred a total of \$237,733. Legal costs are included as a separate line item in note 3 of the Annual Financial Statements. Expenditure on legal costs across the organisation consisted of:

- Planning and building disputes
- Planning appeals
- Council Member behavioural issues
- Review of leases and other legal agreements
- Industrial Relations advice
- Enforcement issues
- Legislative obligations and compliance.

Credit Card expenses

In accordance with the *Local Government Act 1999* and Regulation 35 (2) of the Local Government (General) regulations 2013, council must disclose the expenditure incurred.

The Mayor, Chief Executive Officer, three Executive Managers and library staff have been issued credit cards for the purchase of various goods and services such as online subscriptions, airfares and other travel expenses, and resources for the Council libraries.

Total credit card expenditure of the 2022-2023 financial year was \$60,015.

Internal Review of Council Decisions (Section 270 Review)

The Council (the elected body and administration) make decisions every day which impact our community and customers. The Internal Review of a Council decision process is established by legislation (section 270 of the *Local Government Act 1999*) and enables a member of the public to request that the evidence relied on by staff, the elected body or a person acting on behalf of Council to arrive at a decision is reconsidered, including new evidence if relevant.

In 2022-2023, one application was made to have a decision reviewed under section 270 of *Local Government Act 1999*. The application was in relation to a decision that Council would not remove a tree located on private property. The review was not concluded in 2022-2023.

Freedom of Information

Three Freedom of Information applications were received and determined by Council under the *South Australia Freedom of Information Act 1991* in the twelve months to 30 June 2023.

The Freedom of Information Statement is published annually by the Town of Gawler in accordance with the requirements of the *Freedom of Information Act 1991* and is available on the Council's website.

Inquiries or requests for information under the Act should be forwarded to the Freedom of Information Officer via:

Email: council@gawler.sa.gov.au

Mail: PO Box 130, Gawler SA 5118

In person: Gawler Administration Centre, 43 High Street, Gawler East. SA 5118

Access to Council Documents

Council must publish documents referred to in Schedule 5 of the *Local Government Act 1999* on Council's website www.gawler.sa.gov.au

On request, a person may be provided with a printed copy of a document referred to in Schedule 5 upon payment of a fee set out in the Fees and Charges Register.



Registers

Council is required, under the *Local Government Act 1999* and the *Local Government (Elections Act) 1999*, to maintain the following registers:

- Council Members Register of Interests
- Council Members Register of Allowances and Benefits
- Council Members Gifts and Benefits Register
- Register of Employee Remuneration, Salaries and Benefits
- Employee Register of Interest
- Employee Gifts and Benefits Register
- Register of By-laws
- Register of Public Roads
- Register of Community Land.

Codes and Policies

Codes of Practice and Council Policies serve as essential guiding principles that prescribe and guide actions, while determining the overarching intentions and direction of the Council.

Codes or policies may be mandated by statutory legislation or emerge from best practice guidelines. Policies can also arise from the identification of community needs, the establishment of objectives to address those needs, and the prioritisation of resources to manage competing demands, thereby ensuring coherence and consistency.

The *Local Government Act 1999* sets out the codes and policies that must be adopted by the Council. These statutory code and policies include:

- Code of Practice for Council and Committee Meeting Procedures
- Code of Practice for Access to Council and Committee Meetings and Council Documents
- Council Members Allowances and Benefits Policy
- Council Member Behavioural Management Policy
- Council Member Training and Development Policy
- Order Making Policy
- Internal Review of a Council Decision Policy
- Requests for Service Policy
- Complaints Policy.

Policies, procedures and codes adopted by Council are available on Council's website www.gawler.sa.gov.au/your-council/administration/codes-and-policies

Community Land and Council Facilities

All local government land, except roads, owned by Council or under our care, control and management is classified as community land.

As required under the *Local Government Act 1999* Council must prepare and adopt a Community Land Management Plans for all community land.

The Community Land Management Plans group community land parcels into a hierarchy of categories based on similar purposes, such as sportsgrounds, local parks, windbreaks reserves and natural bushland. The plans detail how Council will develop, manage and maintain the land held for the community's use and enjoyment.

The Council has Community Land Management Plans developed for public parks, reserves and other land under the Council's care and control. These plans identify the purpose for which the land is held, the objectives of the management of the land and policies or proposals that may affect the land.



Procurement and Competitive Tendering

Procurement is undertaken across all Council operations and is a key component of service and project delivery. Council's Procurement Policy defines the methods by which Council can acquire goods and services and sets out key principles to ensure probity, equity, transparency and accountability in its purchasing processes and practices.

During 2022-2023 Council undertook a comprehensive review of its Procurement Policy, procurement framework and implemented procurement and contract management software aimed at streamlining processes, creating efficiencies, and providing a greater level of oversight, management, and data analytics. This work provides a platform for supplier engagement, local economic benefit, and the achievement of strategic and corporate goals.

Local economic benefit remains a core policy objective supported by local content being an essential evaluation criterion in all competitive processes. For 2022-2023, 23% of all purchases of goods and services, were made within a 20km radius of the Town of Gawler. The Council's Procurement Policy further supports local business through increased procurement thresholds for direct sourcing and quotations providing greater access to Council opportunities to local business by reducing the complexity of information required to bid for low-medium value and low-medium risk goods and services and the identification of future initiatives for local supplier engagement in 2023-2024.

During 2022-2023 Council advertised 15 tenders through the SA Tenders and Contracts website. The Council's Procurement Policy is available on our website.



National Competition Policy

The principles of competitive neutrality are designed to neutralise any net competitive advantage that a government or local government agency engaged in significant business activities would otherwise have, by virtue of its control by the government or local government, over private business operating in the same market.

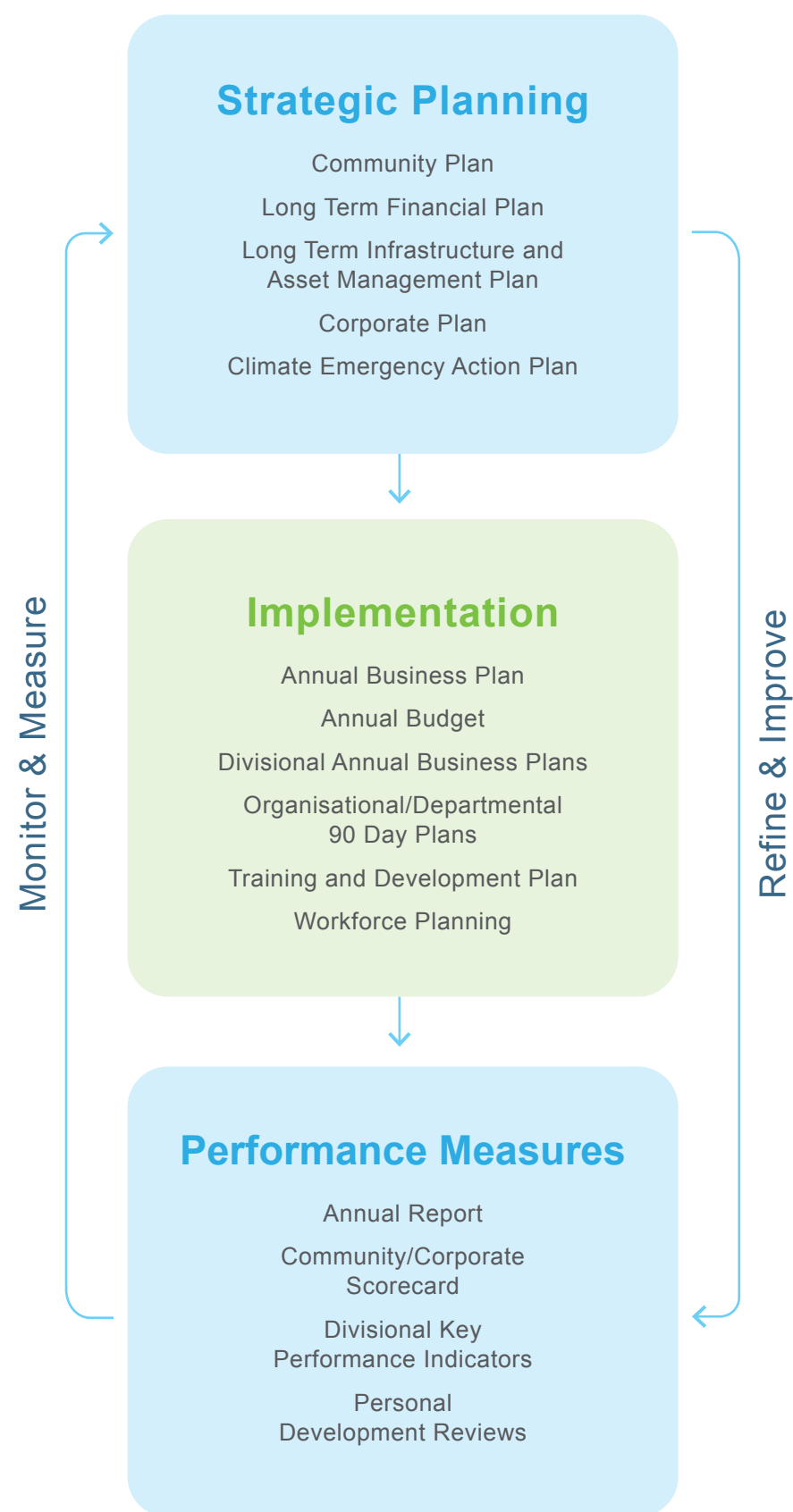
These principles only apply to the business activities of publicly owned entities, not to the non-business, non-profit activities of these entities.

Significant Business Activities

Council commenced operations at the Gawler Civic Centre in February 2019. Council is directly responsible for managing venue hire for meetings and functions within the Gawler Civic Centre and has set commercial hire rates for this purpose based on regional benchmarking. The Institute Hall also hosts live performance activity on a cost recovery basis via ticket sales. Both business operations are being conducted in accordance with the National Competition Policy.

No complaints have been received in 2022-2023 with respect to the operations of Council's Civic Centre.





Community Plan 2030+

The Community Plan 2030+ was adopted by the Council in December 2020, recognising Identity, Growth, Community, Environment, and Leadership as its foundational performance pillars.

Community Plan 2030+ stands as the Council's principal strategic document, embodying the collective aspirations of the community for Gawler's future. This document is ever evolving, integrated into all facets of the Town of Gawler, and shaped by community engagement.

In the face of Gawler's ongoing expansion, Community Plan 2030+ plays a pivotal role in preserving our core vision for Gawler: a community that is not just livable but also cohesive, active, innovative, and sustainable.

Within each of its goals, the plan articulates a series of statements that outline our aspirations for the Town of Gawler. These aspirations serve as guiding principles, informing the delivery of services, programs, and projects.

The Community Plan 2030+ serves as the basis for Council's decision-making, influencing resource allocation to align with the community's infrastructure and service preferences.

To ensure the realisation of the Community Plan 2030+ vision, its goals, objectives, and strategies permeate throughout other Council plans, ensuring integration of the collective aspirations into every facet of the Town of Gawler's growth.

As required by the *Local Government Act 1999*, Community Plan 2030+ will be reviewed and updated in 2023-2024. This ensures that we continue to deliver the evolving needs of our community.

The Gawler Community Plan is the Council's principal strategic document and a reflection of the community's collective aspirations.

Annual Business Plans and Budget

The Annual Business Plan plays a pivotal role within the Town of Gawler's Planning Framework. It supports the realisation of strategic objectives outlined in Community 2030+, the Council's Long-term Financial Plan and Infrastructure and Asset Management Plans. The Annual Business Plan details the projects, services, and programs slated for delivery by the Council during the given financial year.

In addition to detailing the Council's budget, the Annual Business Plan adheres to the principle of financial sustainability, influencing the scope of projects, services, and events delivered each year.

The priorities set out in the Annual Business Plan were completed or are on track at the end of the financial year.

Highlights from the 2022-2023 Annual Business Plan & Budget include:

- On-time and in budget completion of the Transport Asset Renewal work program
- Implementation of a Procurement and Contract Management System
- Strategic land acquisition to expand Karbeethan Reserve
- The commencement of the pool filtration system replacement at Gawler Aquatic Centre
- The initiation of Stage 1 of the Karbeethan Reserve Redevelopment, focusing on enhancing the reserve for softball and baseball
- The establishment of the Greater Adelaide Cycleway, bridging the gap between the Stuart O'Grady Trail and the Barossa Trail
- An environmentally responsible shift towards LED street lighting
- Development of community basketball courts and passive recreation infrastructure, including BBQ facilities, seating and shade structures, as well as improved path connections within the Princes Park precinct
- Ongoing investigations in rural areas.

Long Term Financial Plan

The Council's financial aspiration is to attain and maintain financial sustainability, thus enabling investment in services and community infrastructure to cater to the present and future needs of our growing community.

To realise this goal, the Council has prepared, in accordance with Section 122 of the *Local Government Act 1999*, a comprehensive 10-year Long-term Financial Plan. The cornerstone of this plan is financial prudence, ensuring that the Council possesses the financial resources necessary to sustain long-term service and infrastructure standards at levels acceptable to the community, all without necessitating substantial rate increases or service cutbacks.

The 2021-2031 Long-term Financial Plan not only encompasses projects designed to enhance the community's well-being but also safeguards the Council's ability to fund its ongoing services, programs, and activities in a fiscally responsible manner. This financial resilience is underpinned by contributions from the community through rates and user fees and charges, as well as government support in the form of grant funding. These sources collectively allow Council to deliver over 40 essential services, programs and events, as well as facilitate the implementation of numerous new initiatives.

As required by the *Local Government Act 1999*, the Long-term Financial Plan will undergo periodic review and updates, with the next revision scheduled for 2023-2024. This ensures that our financial framework remains adaptable and responsive to the evolving needs of our community.



Corporate Plan 2021-2025

While the community's vision for the Town of Gawler is expressed in the Community Plan 2030+ and provides guidance on 'what' Council must undertake in the coming decade to realise this vision, the Corporate Plan 2021-2025 outlines 'how' the Council, as an organisation, will bring this vision to fruition.

The Corporate Plan for 2021-2025 serves as a comprehensive blueprint, encompassing the Council's mission, values, capabilities, behaviors, and key performance indicators. Its primary objective is to transform the Council into a high-performing organisation. The Corporate Plan 2021-2025 sets out the strategies and methodologies through which the organisation will continually evolve and adapt, ensuring that our operations efficiently and effectively achieve Council's long-term objectives and targets.

Our overarching aspiration is to optimise the utilisation of our limited resources, thus maximising our capacity to deliver the most effective and efficient community outcomes. This ambition represents a collective commitment to the betterment of our community.

Infrastructure and Asset Management Strategies

The Town of Gawler is committed to providing quality services for the well-being of its community and visitors. The ongoing renewal of its long-term infrastructure and built assets is at the forefront of this commitment. Council has adopted a 'Whole-of-Life' Asset Renewal approach which is set out in the Council's Asset Management Plans. A summary of the each of the Council's Plans is set out below:

- The Transport Asset Management Plan sets out the Council's proposed strategies for the renewal, management and maintenance of its roads, footpaths and kerb & water tables. The Plan outlines the lifecycle requirements for the effective management, inspection and replacement of these assets.
- The Stormwater Asset Management Plan sets out the Council's proposed strategies for the enhancement of its existing stormwater drainage network. The Plan also incorporates new works to enhance the Council's existing drainage network.
- The Open Space Asset Management Plan sets out the Council's proposed strategies for the renewal, management and maintenance of its playgrounds, reserves, irrigation and recreation assets. The Plan outlines the lifecycle requirements for the effective management, inspection and replacement of these assets to ensure they continue to be fit for purpose and meet the community's expectations.
- The Buildings Asset Management Plan sets out the Council's proposed strategies for the renewal, management and maintenance of its buildings. The Plan outlines the lifecycle requirements for the effective management, inspection and replacement of various building components to ensure they continue to be fit for purpose and to meet the community's expectations.

Each of the respective Asset Management Plans outlines the financial implications and projected capital expenditure to achieve Council's objectives.



strategic goals

The Town of Gawler Community Plan 2030+ presents five key Strategic Goals

Each of the Goals provides a reference in Council's key daily operations and service delivery outcomes. These outcome areas, associated goals, objectives and strategies have formed a critical reference point in reporting achievements this year.

This section of the Annual Report provides a summary of key achievements over the year.

Objective 1.1

Gawler remains unique and distinct from its neighbouring areas

Objective 1.2

Foster a vibrant and active local community that is proud of Gawler

Objective 1.3

Protect and promote Gawler's unique history

Boundary Reform

Gawler's identity is very much based on its communities of interest which many refer to as Greater Gawler, with important areas of our community siting within adjoining Council areas. Both these and new communities as they are created, and function as part of the Gawler community, should be formally part of the Gawler community.

A change to state government legislation in January 2019 allowed Council to consider and seek boundary realignment to better meet the needs of our whole community. Under this legislation Council made a submission to the South Australian Boundaries Commission (the Commission) to consider investigating its Stage 2 General Proposal for Boundary Change in December 2020.

Council developed a General Proposal in the belief that there are strong economic, social and environmental reasons for seeking boundary reform.

The following areas of interest have been proposed for inclusion in the Gawler Local Government Area:

- Concordia growth area
- Hewett
- a portion of Kalbeeba (including Springwood's rural living; and yet to be developed residential area)
- a portion of Gawler Belt
- Evanston Park
- Reid
- Hillier

The Commission has found that Council's Stage 2 General Proposal for Boundary Change merits further investigation and has approved its progression to Stage 3 of the Boundary Change process and has gone out to market to procure appropriately qualified contractors to undertake the inquiry. The Inquiry/Investigation stage includes a community consultation phase, undertaken independently by the Commission for all Councils and Communities affected by the Proposal.

In June 2023, Council resolved to put funding for the Stage 3 Inquiry below the line in its 2023-2024 Adopted Annual Budget and Business Plan. This means that Council will need to make a further decision to fund the Stage 3 Inquiry if it is to proceed.



Community Grants

Council’s Community Grants Program aims to encourage community development by supporting a range of cultural and community projects, events and activities occurring within the Town of Gawler. Eligible groups, organisations and individuals are invited to apply for up to \$1,000 to assist with community focused projects and activities in the areas of, but not limited to, health, recreation and sport, community development, arts and culture, and environment.

Due to the timing of the 2022 Council elections, one round of Community Grants occurred in 2022-2023, in February/March 2023. \$15,000 was allocated to the 2022-2023 Community Grants program.

A total of 27 applications were received, and 13 grants were allocated totalling \$9,110. Funds were provided for the following initiatives:

Applicant		Project	Amount
1	Embroiders Guild of SA – Gawler Branch	Embroiders Guild of Gawler – Regional Day	\$1,000
2	Gawler Art Society	Support for Artistic, Educational and Social Opportunities	\$1,000
3	Gawler Dog Training Club Inc	Increase Emergency First Aid via Defibrillator	\$1,000
4	Ladies Probus Club of Gawler	Purchase PA System with Microphone	\$300
5	Rotary Club Gawler Light	Shelterbags for Gawler’s Rough Sleepers	\$830
6	Northern Stars Toastmasters Club	Overcome Your Biggest Fear	\$480
7	1st Gawler Scout Group	Gawler Scouts Bushwalking Tents Replacement	\$1,000
8	Willaston Netball Club	Club Coaching Accreditation Training	\$1,000
9	Gawler Town Band	Auxiliary Percussion Procurement and Expansion	\$500
10	Rotary Club of Gawler	Village Fair – Enhanced Promotion and Advertising	\$500
11	St John Ambulance SA	Purchase of Marquee for Gawler Volunteer Team	\$300
12	Calvary Trevu House	Playforever Playgroup	\$200
13	Gawler History Team	Website Upgrade	\$1,000
Total			\$9,110

Heritage Advocacy - Church Hill

The implementation of the Planning and Design Code (Code) resulted in a consolidation of local policy and some concerns on whether there was sufficient guidance in local or State heritage areas.

As a result, the State Government has committed to prepare revised heritage standards in accordance with the *Planning, Development and Infrastructure Act 2016* and the Code. These standards are a supplementary tool of the Code and are referenced in the State Heritage Area Overlay.

Council has advocated for the development of heritage standards for Church Hill to be treated as a priority and has written to the Minister seeking prioritisation of this work. A first draft of the Heritage Standard for Church Hill will be provided to Council in late 2023.

Rural Land Use and Infrastructure Investigation and the Rural Areas Code Amendment

The Rural Zone covers over 1,600 hectares in area with an estimated 800 people living in the zone. Council is seeking to resolve future planning in the Rural Zone through the development of a series of code amendments. Three initiatives that have relevance to progressing the land use future of the Gawler Rural Zone were provided to Council:

- 1. Land Capability Assessment for the Gawler Rural Zone (Arris Report 2022), This report highlights the suitability of the area for horticulture, subject to the availability of suitable water.
- 2. Investigation of Farm Economics in Hillier and Kudla undertaken by Regional Development Australia (RDA) Barossa, Gawler, Light and Adelaide Plains (2023). This report identified a vibrant and diverse rural economy particularly in Hillier and part of Kudla.
- 3. State Planning Commission letter to Mayor Redman (15/11/23) regarding rural living. This letter seeks to halt the creation of new rural living Code Amendments at the current time.

As a result of these initiatives Council on 14 February (2023) resolved to progress Code Amendment and develop a Technical Paper and Discussion Paper on the Rural Zone. These papers will identify key issues and provide a pathway to Code Amendments and will be provided to Council in late 2023 for consideration.

This timeline and the work prepared to date will be informed by, and align with, the Planning and Land Use Services Greater Adelaide Regional Plan Discussion Paper that will be issued in coming months.

External Grants Program

Building community and important community infrastructure requires significant and ongoing investment. Whilst Council continued to be proactive in seeking external funding to assist the delivery of its programs, services and infrastructure, its capacity to seek high levels of funding this financial year was impacted by resourcing levels. In the final quarter of the 2021-2022 financial year Council secured over \$7.8M in grant funding for projects that would be delivered between 2022 and 2024, which along with the Council’s planned annual capital works programs, would see our teams working at full capacity over that period.

In the 2022-2023 financial year Council was successful in securing \$714,499 from External Grant Programs as shown in the table below:

Project	Grant Program	Grant Value
Community Infrastructure & Local Road Projects	Local Roads and Community Infrastructure Phase 4 – Parts A & B	\$639,499
Lone Soldier Memorial CCTV	Saluting Their Service	\$10,000
Hillier Channel Rehabilitation – Stage 2	Department of Environment and Water	\$48,583

Total Grant Value FY2022-2023 \$714,499



Unsightly Premises

Council’s Environment and Regulatory Services Team are responsible for managing community complaints relating to unsightly conditions on premises.

An assessment of the property is undertaken by staff, and a subjective assessment made as to the impact of the property on the local amenity of the area. Schedule 1 of the *Local Nuisance and Litter Control Act 2016* assists in determining if unsightly conditions exist. If a matter is considered serious enough, a Nuisance Abatement Notice and/or on-the-spot-fines can apply.

Causal factors around unsightly premises and hoarding can often be attributed to mental health issues, injuries, and financial difficulties. Authorised Officers under the *Local Nuisance and Litter Control Act 2016* and *South Australian Public Health Act 2011*, pursue enforcement action as a last resort, when property owners fail to take reasonable steps to comply with the Act.

Premises are considered unsightly due to issues ranging from minor to extreme. These may be unsightly due to messy yards, severe domestic squalor, or compulsive hoarding. Unsightly premises need to be addressed in a holistic approach, including addressing the underlying cause (the trigger for the behaviour) rather than just the symptom (the squalor).

ANZAC Day

The commemoration of ANZAC Day 2023 in Gawler saw a range of events and celebrations to honour the bravery and sacrifice of Australia’s servicemen and women. Council provided both financial and in-kind support to the Gawler RSL Sub-branch to deliver the 2023 ANZAC commemorations. The ANZAC March returned for the first time in five years on Sunday 23 April commencing at Walker Place, proceeding north along Murray Street and ending at Pioneer Park. On ANZAC Day, the traditional Dawn Service saw thousands of community members attend with many officials, including Mayor Redman, laying wreaths during the service. The support provided by Council to the local community further creates community pride.



Gawler Civic Centre

The Town of Gawler's Civic Centre is a true community facility, developed and driven by the local community, creating the pre-eminent social, cultural, heritage and business innovation centre for the region. Social connection, community celebration and lifelong learning are key outcomes for this unique, regional facility.

We encourage and welcome the wider Gawler community to discover, connect, innovate and grow with the variety of programs, events, shows and exhibitions available throughout the Gawler Civic Centre.

Throughout the financial year, over 97,000 people came through the main entrances to visit the various areas within the Gawler Civic Centre, an increase of 12,000 over the previous year. The Centre hosted many exciting shows and events including the annual Gawler Fringe and History Festival programs. Sold out (or near sold out) performances were achieved at: Daniel Koek's West End Sessions with Michaela Burger (July 2022 - his 3rd show with us); Roald Dahl and The Imagination Seekers Shows (July 2022); Mr Snot Bottom Shows (October 2022); Santa's Workshop 2022 (December 2022); Put on your Dancing Shoes with Humphrey show (February 2023); Gertrude, Queen of Adelaide Queer History (March 2023); and ABBA Gold Show (June 2023). Various community art exhibitions were displayed in the Institute Hall, James Martin Room and Café spaces.

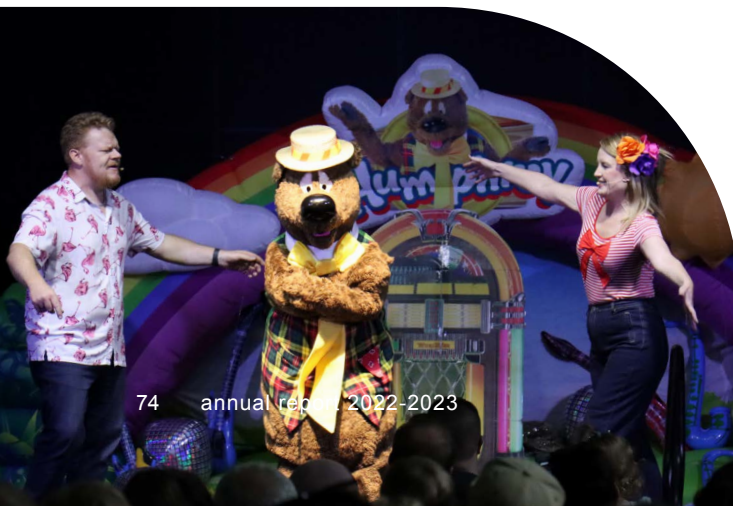
Gawler Cultural Heritage Centre

The Cultural Heritage Centre exhibition 'Behind the Scenes' opened in April 2022 running for twelve months with the current exhibition 'Down the Line' opening to the public on 10 May 2023. To acknowledge the coronation of King Charles III, a small exhibition highlighting objects in the Gawler Heritage Collection with a connection to the British Royal Family was installed in the café space during May.

There were 8,151 visitors to the Heritage Gallery an increase of 1,774 visitors over the previous year. Attendance at the Research Centre rose from 257 in 2021-2022 to 353 people last financial year. Programmed event attendance rose from 397 people in 2021-2022 to 624 people at 21 events in 2022-2023.

The History Festival in May was once again a busy month with the Cultural Heritage Centre hosting or co-hosting 8 events at the Civic Centre and at Willaston Cemetery. The Heritage Research Centre continued to be open to the public for 12 hours per week and 95 heritage enquiries were received and answered via phone or e-mail.

Cultural heritage volunteers donated 1,776 hours of work over the financial year and working with Council Staff, they added another 1,044 entries into the Gawler Heritage Collection online cloud-based catalogue system, 'e-hive'. Cultural Heritage Centre Staff also contributed to the restoration of the Gawler South War Memorial and the Pioneer Park Wall projects.



Café

Prior to the 2023 Gawler Fringe, Council Staff sought expressions of interest (EOI) from suitable operators for the short-term operation of the Gawler Civic Centre Café space. Gayle Joyce, owner of Poetic Justice Café, was successful in the EOI process and was awarded a short-term Café Operator Permit from Wednesday 22 February to Friday 30 June 2023 (9.00am-5.00pm) – trading as The Olive Branch Café. In May 2023, Council extended the permit provided to The Olive Branch Café to operate from the Gawler Civic Centre's Café Kitchen and Seating Area through to 31 December 2023.

Youth Space

The Youth Space is aimed at 'Creating Opportunities for Young People.' It is a welcoming space for young people aged 12-25 years to attend free after-school programs during the term, as well as free (or subsidised) school holiday programs. The Youth Space provides opportunities for young people to develop their social, emotional and physical skills in a safe, supported environment. Term programs in 2022-2023 included cooking lessons, Drama, and Gawler Youth Band. The Gawler Youth Advisory Committee helps guide the direction and development of the Youth Space programs.

In 2022-2023, the Youth Space hosted a 12-month fixed-term traineeship, as a result of a successful budget bid from the Youth Advisory Committee. This full-time traineeship was designed to create a unique opportunity for a local young person aged between 16 – 24 years to complete a Certificate III in Business Administration, with an introductory role in Local Government that provided exposure to and practical training in the Youth and Community sector.

The Youth Space is also home to the Gawler and District Youth Workers Network, a network of youth service providers, educational institutions and those interested in youth affairs in the Gawler area.



Gawler Club Inc.

The Gawler Club members continue to use their beautiful space in the Town Hall Lower Ground Floor of the Gawler Civic Centre. During the year they continued to host monthly, Thursday night Social Nights for existing and new members. They also very successfully planned and held their 150th Birthday celebrations during February 2023.



Community Engagement

The Town of Gawler is committed to delivering effective community engagement to identify and understand community concerns and aspirations, and support mutual communication and deliberation. This assists in building effective partnerships and encourages the community to be actively involved in the development of policies and decision-making processes. The following are some of the community engagement initiatives undertaken by Council in 2022-2023:

- Participatory Budgeting
- Public Lighting Upgrade Project (inform only)
- Draft Gawler Rural Areas Land Capability Assessment
- Draft Asset Management Plans – Open Space, Stormwater, Transport
- Mill Inn Balustrade (inform only)
- Draft Gawler Town Centre Car Parking Strategy 2021-2025
- Draft Gawler Climate Emergency Action Plan
- Clonlea Dog Park Improvements
- Code of Practice for Access to Council and Committee Meetings and Council Documents
- Evanston Park Code Amendment Community Engagement
- Draft 2023-2024 Annual Business Plan and Budget
- Playspace and Inclusivity Strategy
- Apex Park Inclusive Playspace design
- Calton Road Playground Renewal design
- Clonlea Skate Park Upgrades
- Reid Reserve Playground Development



Gawler Fringe

The 2023 Gawler Fringe took place from Friday 17 February to Sunday 19 March 2023. The 2023 Gawler Fringe saw its most comprehensive program implemented to date with more than 30 local events listed within the program. This was the ninth consecutive year that Council has participated in the Fringe Festival and the seventh year that the opening event has occurred in Walker Place. The Gawler Civic Centre, for the third year since the facility's redevelopment, hosted a comprehensive program of events and activities across the month of Fringe.

Both Walker Place and the Gawler Civic Centre were again Adelaide Fringe registered venues for this year's Gawler Fringe. Town of Gawler registered three (3) events as official Adelaide Fringe Festival events: Gawler Fringe Opening Event (Walker Place - Fri 17 Feb); Gawler Fringe Art Exhibition (Gawler Civic Centre – 17 Feb-18 Mar); and SAGA Gawler: Women's International Film Festival (Gawler Civic Centre – 24 Feb).

Council hosted a range of events and activities during Fringe 2023 including live music, comedy, film, cabaret, quiz night, Nunga Fringe, Gawler Fringe Art Exhibition, workshops, demonstrations, Library events and Youth Space activities and events.

A Fringe in the Park event occurred at Hindmarsh Boulevard Reserve in Evanston Gardens. As usual, this event was well received offering families in the local neighbourhood an opportunity to be involved in the Gawler Fringe with a range of free activities, food, and entertainment.

Three Adelaide Fringe registered events used the Gawler Civic Centre as a venue, running independently and selling tickets through Fringetix. A ticket split deal was entered into with these three shows. Other events occurred across Gawler that were hosted and implemented by various local businesses and individual community members. It is estimated that well over 2,500 people attended the wide range of 2023 Gawler Fringe events that spanned the month of Fringe from Friday 17 February to Sunday 19 March.



South Australian History Festival

Once again, the Gawler community enthusiastically embraced the activities of the History Festival with six historical associations and community organisations partnering with the Town of Gawler to create an exciting month-long program of events. To promote the festival, Council Staff collaborated with the relevant community organisations to create a brochure of events, which was launched in April with the CEO of the South Australian History Trust, Greg Mackie OAM, and South Australia's History Advocate, Dr Keira Lindsey, in attendance. The Cultural Heritage Centre was responsible for hosting or supporting 8 events at the Civic Centre and at Willaston Cemetery. These included workshops, guest speakers, guided exhibition tours and a reunion of post office and telephone exchange workers.

Marketing and Communications

The 2022-2023 year saw Council's Marketing and Communications department continuing the implementation of the Digital Marketing Strategy 2021-2023 and commencing the review of this Strategy for 2023-2026. The Department employed a new Digital Marketing Officer to continue to drive and deliver the key goals outlined in the Strategy. The need to invest and improve Council's communication methods and interactions with local and other communities facilitated an awareness and engagement with Councils past, present and future history.

The aim of the Digital Marketing Strategy is to:

- Drive the Council's broader marketing plan and activity online
 - Consolidate online communication to the Council's stakeholders
 - Better utilise the Council's digital platforms to connect with stakeholders
 - Provide more relevant and useful information to stakeholders online
 - Increase Council's visibility online amongst key stakeholders
 - Ensure there is a clear and engaging content strategy in place
- Achieve consistency of messaging across all Council-owned digital platforms
 - Ensure best practice guidelines are followed on all digital platforms
 - Identify opportunities and risks to digital marketing success
 - Guide engagement between Council and stakeholders online
 - Set parameters for the monitoring, management and operation of digital platforms
- Already, there has been significant improvement in terms of increased followers and reach across Council's social media channels, plus increased visitation to the Town of Gawler website, as detailed in the following table:

Facebook	Total Followers	New Followers	Total Growth	Total Reach	Previous 12 Months
Town of Gawler	10,698	1,117	+11.66%	454,501	+33.59%
Gawler Aquatic Centre	4,945	472	+10.55%	92,644	+12.6%
Gawler Civic Centre	1,701	447	+35.65%	163,769	+42.2%
Gawler Cultural Heritage Centre	520	317	+156.16	14,277	-21.7%
Gawler Public Library	2,577	647	+33.52	34,713	+30.7%
Gawler Sport and Community Centre	4,311	293	+7.29%	65,060	+256.5%
Gawler Visitor Information Centre	941	28	+3.06%	6,516	+322.8%
Gawler Youth	3,278	341	+11.61%	36,798	

Instagram	Total Followers	New Followers	Total Growth	Total Reach	Previous 12 Months
Town of Gawler	1,489	332	+28.69%	16,883	+349.4%
Gawler Aquatic and Recreation	495	55	+12.5%	2,674	+435.9%
Gawler Cultural Heritage Centre	102	102	N/A	112	N/A
Gawler Youth	777	261	+47.3%	6,327	+48.6%

LinkedIn	Total Followers	New Followers	Total Growth	Page Views	Unique Visitors
Town of Gawler	1,005	39	+85.7%	189	80

Twitter	Total Followers	New Followers	Total Growth	Post Impressions	Change V Previous
Town of Gawler	1,018	-5	-0.5%	15,008	-35.8%

Youtube	Total Followers	New Followers	Total Growth	Views	Change V Previous
Town of Gawler	249	73	+41.48%	6,619	+33%

Website	Page Views	Unique Page Views	Users	New Users	Sessions
www.gawler.sa.gov.au	248,238 (+3.5%)	208,281 (+12.87)	86,000	+46.2%	130,000 (+46.5%)

Town of Gawler has also been visibly more responsive in regard to interacting with users on its social platforms and providing timely answers to questions posed by the community (either through direct messaging or commenting on posts).

Since the commencement of the Digital Marketing Officer role in October 2022 to 30 June 2023, Council Staff have published 2,242 Facebook posts collectively across Council's various accounts (detailed in the table above), 221 tweets, 997 Instagram posts, 180 LinkedIn posts and 24 YouTube videos

Additionally, the Marketing and Communications department has continued to promote the activities of Council through traditional media and has written and circulated 37 media releases.





Arts and Culture Strategy

The Gawler Arts & Culture Strategy 2016-2025 promotes arts and cultural activity that is accessible, creates a vibrant place to live and work, and connects people to each other and the heritage of Gawler. The Strategy outlines Council's commitment to the arts over a ten-year period, under the themes of: development and investment in people; activation of and investment in places; development and investment in activity. A range of Council activities over the year contribute to promoting arts and cultural activity, including Gawler Fringe, film festival, art exhibitions, Library events and activities, Youth Space events and activities, ticketed Civic Centre shows, and support and promotion of community events.

Gawler Civic Centre - Institute Event Spaces and Town Hall Meeting Room

The Gawler Civic Centre's meeting and event spaces are a feature within the iconic and culturally significant State Heritage listed Institute and Town Hall buildings. Our meeting and event spaces provide a central and stunning community space for bespoke public and corporate celebration, enjoyment and connection.

The four (4) Institute event spaces – James Martin Room, Institute Hall, Seating Gallery and Council Chambers – hosted a number of community and corporate user and hirer groups along with a variety of Council programs, shows, events, exhibitions and meetings. The nine (9) Town Hall meeting rooms hosted a number of regular community groups and some corporate hirers.

Regular community group's using both the Institute Event Spaces and Town Hall Meeting Rooms included: Just 4 Women (Auspice from the Women's Health Centre at Gawler Health Service), Gawler Community Garden, Xavier Saints Netball Club, Gawler Little Athletics Centre, JP Services, Status Disability Employment Services, Gawler Makers Market Committee, Northern Volunteering SA, Barkuma - School Leaver Employment Support Group, Jump-in Support Options, Barossa Christadelphians, Lutheran Community Care, Uniting SA – Parent's Next Appointments, Feros Care, Disaster Relief Australia, Nature Foundation, Gawler Club, Barossa Village, Heartbeat Inc, South Gawler Football Club, National Trust Gawler, Roseworthy CFS, Trees for Life, Friends of the Gawler Library, Library Book Club Meetings, Carers SA, Anti-Poverty Network, Gawler Business Development Group and Regional Development Australia Barossa Gawler Light Adelaide Plains (RDA).

Australia Day

On 26 January the Town of Gawler, in partnership with the Gawler Apex Club once again invited the entire community back to Apex Park to celebrate its Australia Day Breakfast.

The breakfast was provided by the Gawler Apex Club and other local service clubs and community groups and was followed by the prestigious Town of Gawler Citizenship ceremony and local Australia Day Awards. Sandra Sullivan was Council's Australia Day Ambassador for 2023.

The five categories of awards and winners that was presented at this year's Australia Day ceremony were:

Citizen of the Year

Joint winners
Neil Sanders and
Jules Reid

Corporate Citizen of the Year

Gayle Joyce

Community Event of the Year

Salvation Army/ Gawler
Police - Hope Cup
Cricket Match

Community Group of the Year

Gawler's Yellow
Door Street Band

Young Citizen of the Year

Jack Gill



Easter Play in the Park

In Early April approximately 120 members of the community gathered at Apex Park for Easter Play in the Park. This event was designed to encourage activation of Gawler's parks and outside spaces, encourage literacy and awareness of library programs, and enable our community to come together to celebrate special days. Library Staff delivered an Easter themed storytime session and craft activity, and everyone enjoyed an Easter egg hunt. Live music and face painting added a festive feel to the event, with morning tea provided for the community to enjoy.



Pioneer Park Heritage Wall

Council Staff observed movement in the Pioneer Park Heritage Stone Wall adjacent to the Murray Street footpath, between the Cowan Street intersection and the Exchange Hotel. Holding public safety in the highest regard, a decision was made to close the footpath adjacent to the wall, until independent engineering advice could be sought. Following an initial engineering assessment, temporary propping was installed to support the aging wall, until further investigations could be undertaken on a long-term solution.

Pioneer Park is a State Heritage Site, and progress towards a long-term solution for the wall requires specialised heritage and engineering input. Council is working with Heritage South Australia to ensure that the appropriate processes are followed in the timeliest way.

Planning is underway to review the available options for the Heritage wall, for Councils consideration. Preliminary considerations indicated that excavations behind the wall needs to occur for structural stabilisation and that this excavation will potentially impact the trees behind the wall, together with past burials on site, with the area being used as an active cemetery from 1847 to 1870.

The works to restore the wall will take some time to complete due to the historical nature of the site but provides a fantastic opportunity to better understand our towns history. The Pioneer Park wall and the McKinlay Monument are an iconic feature of our Town and exploring every opportunity to preserve the Towns history is paramount for generations to come.



RAP Artwork

The Town of Gawler's vision for reconciliation is to build respect, understanding and dialogue between Aboriginal and non-Aboriginal people with a focus on creating environments where meaningful interactions and relationships can occur.

The second Reconciliation Action Plan (RAP) for the Town of Gawler (July 2022-July 2024) focuses on three key areas of: relationships, respect and opportunities.

The current RAP artwork is by Ngadli Art and is titled, Ngayidju Nhagu Ngallugu – MINE, YOURS, OURS. The main centre circles of the artwork reflect the RAP themes of relationships, respect and opportunities. The four corner sections represent historical truth-telling from various Aboriginal groups. The hills represent overcoming discrimination and racism and the journey we must go on together to eliminate this. The various symbols around the middle of the piece represent traditional and new ways of communicating to close the gap and build reconciliation.

Ngadli Art was founded by Narungga/ Wirangu sisters Codi and Kira Buckskin, two young Aboriginal artists and storytellers. The original canvass is on display at the Gawler Civic Centre (staircase landing between Ground and First Floor – adjacent to the Civic Centre café).





Heritage Exhibition

The Heritage Gallery exhibition *Behind the Scenes: The History of Theatre and Entertainment in Gawler* opened on 8 April 2022 and ran for twelve months. The exhibition celebrated many of the theatre productions and musical entertainments that have been central community events in Gawler since the 1850's. The exhibition was created around a rare item from the Gawler Heritage Collection, an 1881 photograph album of images from the Gawler Institute production of Gilbert and Sullivan's *HMS Pinnafare*. These images are amongst the earliest of a Gilbert and Sullivan production anywhere in the world.

The exhibition was seen by 7290 people and was awarded the Interpretation Australia National Award for Indoor Projects in the under \$75,000 budget category.

King's Coronation

On the momentous day of 6 May 2023, King Charles was crowned marking a new era for the realm. Murray Street was adorned with vibrant banners, proudly displaying the Union Jack. As the sun dipped down, a breathtaking display of lights illuminated the Gawler Civic Centre. It was a happy time for everyone, and it marked the start of King Charles' rule.



Objective 2.1

Physical and social infrastructure to service our growing population and economy

Objective 2.2

Growth to be sustainable and respectful of cultural and built heritage

Objective 2.3

Manage growth through the real connection of people and places

Objective 2.4

Local economic activity to create local job opportunities and generate increased local wealth

Gawler East Separate Rate Application

In 2017, Council introduced the Gawler East Separate Rate. The intent of the Gawler East Separate rate is to collect developer contribution to the future provision of civil and community infrastructure within the Gawler East Development to service the Gawler East community as it continues grows, ultimately accommodating an anticipated 10,000 residents.

The contribution model will see an estimated \$25m going towards roads, stormwater and community infrastructure.

Southern Urban Areas

The Southern Urban areas continued to be developed with the Aspire development reaching its final stages of residential land divisions being created.

Council has worked with the developer to have in place an orderly completion to the development ensuring that contributions to identified infrastructure outcomes are assured over the coming years. Working with the State Government have been central to these negotiations with Renewal SA chairing meetings of the various signatories to development Deeds within the area.

Gawler Cycleway

As Gawler grows the need to ensure connectivity and encourage alternate modes of transport are forever pressing. The Gawler Cycleway formalises the cycling route through the Town of Gawler connecting the Stuart O'Grady Bikeway and the Barossa Trail. Gawler and Barossa Councils received a \$678,269 grant through the Regional Growth Fund to complete the Barossa Trail and Gawler Cycleway. Town of Gawler committed \$513,007 towards the Gawler Cycleway. The completed project connects two renowned bikeways through Gawler bringing cycling-related tourism into the heart of Gawler.

Annual Road Reseal, Patch Repair and Road Re-sheeting Programs

As part of our 2022-2023 budget, Town of Gawler committed \$1.2M towards improving 15 of our local roads. To prioritise the works within the annual budget, Council undertakes 4-yearly road asset condition audits which inform our Transport Asset Management Plans. Council also reviews real time information about road condition, including feedback from the public.

The following roads were resealed and/or had patch repairs successfully undertaken:

- Andrews Court (Beasley Ave to End of Cul-de-sac)
- Beasley Avenue (Paternoster Road to End of Cul-de-sac)
- Covernton Avenue (Finch Avenue to Hurst Road)
- Thirteenth Street (Twelfth Street to Fourteenth Street)
- Gawler Terrace (First Street to Seventh Street)
- Gawler Terrace (Seventh Street to One Tree Hill Road)
- First Street (Murray Street to Seventh Street)
- First Street (Seventh Street to Existing Seal)
- The Terrace (Gawler Terrace to Gawler Terrace)
- Potts Road (Schomburgk Drive Roundabout to 496m from Roundabout)
- Roundabout (Dawson Road to Dysart Road)
- Para Road Patch Repair (Hillier Road to Dawson Road)



Nineteenth Street (Adelaide Road to Twenty-Third Street) was also successfully reconstructed at a cost of \$389,000 with support from funding through the South Australian Government's Special Local Roads program.

The following rural roads were successfully re-sheeted as part of this program:

- Cemetery Road (Dawkins Ave to End)
- Cooper Road (Campania Road-North to end) and
- Winzor Road (Hillier Rd to 830m towards Wingate Road)



New Footpath Program

In 2022-2023 Council budgeted \$315,000 for New Footpaths to be constructed around the Township.

Footpaths constructed included:

- Coleman Pde – Field Crt to Existing 103 metres
- Cheek Ave – Popham Ave to Calton Rd 83 metres
- Ey Gve – Barnett Rd to End 180 metres
- Mat Tce – Barnett Rd to Roundabout 125 metres
- Murray Rd – Edith St to Flinders St 20 metres
- Drury St – Main North Rd to Barber 262 metres
- Burrows Rd – Main North Rd to Barber 134 metres
- Seventh St – Hill St to Gawler Tce 150 metres
- Edward St – Dawkins Rd to Jane 194 metres
- Jane St – Edward St to Redbanks Rd 94 metres



Bus Stop DDA Upgrades

Council has continued to fulfil their commitment to upgrade all bus stops to meet Disability Standards for Accessible Transport by December 2022. The upgrade program is now complete with outcomes that continue to help improve public transport accessibility for the whole of Gawler's community.

Mill Inn Bridge Balustrade

In February 2023 the new balustrade was installed on the Mill Inn Bridge. During bridge upgrades it was identified that the existing balustrade did not meet current Australian Standards. A design to achieve a compliant balustrade in keeping with the heritage status of the bridge and local area was developed and delivered.

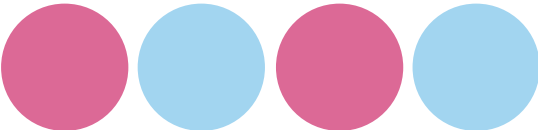
Redbanks Road Pedestrian Safety Upgrade

Council has received funding from the 2021-2022 Election Commitments grants from the South Australian Government's Community Infrastructure Grant to design and deliver pedestrian safety improvements at the Redbanks Road-Weyland Road-Haines Road-Dawkins Avenue roundabout. The roundabout is a busy traffic and pedestrian zone as a prominent entrance into Gawler and access point towards the Xavier College Gawler Belt campus. Council has completed the detailed design for the safety improvements in consultation with the Department for Infrastructure and Transport, local residents and Xavier College. The works will be underway July-November 2023.

Roundabout Beautification

During this financial year, Council has been managing the implementation of new native plantings within our key roundabouts. The Town of Gawler Beautification Plan identified and prioritised strategies to improve the overall appearance of the Gawler Township over time. These strategies include maintenance initiatives and capital works upgrades.

Stage 1 which included the roundabouts at Redbanks Road/Main North Road and Sixth Street/Adelaide Road roundabouts was successfully delivered by Camco SA and Hills Sustainable Gardens, to enhance the beauty and greenery of our Town.



Playspace and Inclusive Strategy

The Town of Gawler is developing a new playspace strategy, to help guide improvements and investment across the Council's playgrounds, over the next ten years and beyond.

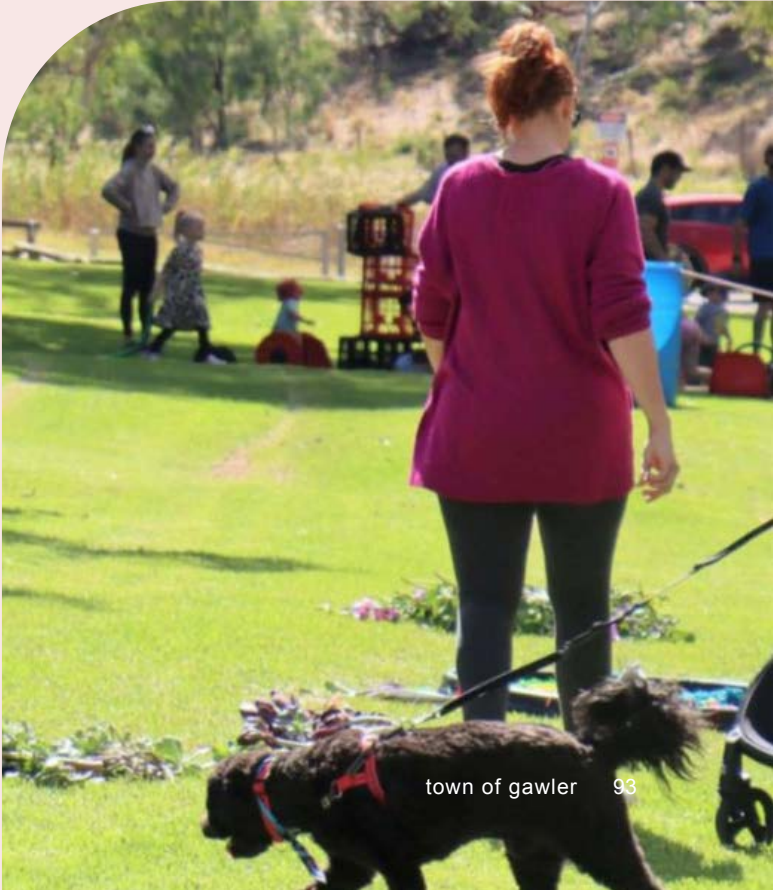
Prioritising a community centred approach to planning for play, people of all ages and abilities have been invited to participate in the development of the strategy, which has resulted in the following five key objectives:

- 1. Develop playspaces for better health, wellbeing and connectedness
- 2. Keep playspaces welcoming and interesting for all children and families
- 3. Improve the quality, variety and inclusivity of play experiences, for all ages and abilities
- 4. Foster sustainable playspaces that are resilient to a changing climate and responsive to changing community needs
- 5. Partner with our community to make better playgrounds

Community and stakeholder engagement commenced in March 2023, with the launch of a public survey and feedback forms to inform the vision, objectives and key directions of the strategy, as well as provide feedback on the Town of Gawler's existing playgrounds.

This was closely followed by a special 'Inclusive Play Day' for our community at Clonlea Park. The timing of this event to coincide with 'World Autism Awareness Day,' reinforced the need to optimise opportunities for all ages and abilities in our playspaces, to ensure that everyone can engage and participate.

Since March 2023, the Council has been actively engaging with local community groups, schools and other stakeholders. Feedback received during the community and stakeholder engagement process is now being collated and used to inform the Draft Strategy, which will be launched for a second round of engagement later in the year.





Aspire Playgrounds Improvements

Council invested \$65,000 to improve the playgrounds within Aspire Estate after two years of community engagement with local residents who were unsatisfied with the play equipment provided in the Aspire Estate Greenslade Boulevard and Gately Circuit playgrounds delivered by developer Lanser Communities. The Greenslade Boulevard playground had four new play equipment pieces installed, swings replaced, football goals and a recycled asphalt bicycle track installed. The Gately Circuit playground was modified into a more nature based play area.



Gawler West Playground Renewal

A new playground was designed and delivered in Gawler West. The design was informed through local community engagement and delivered with funding through the Australian Government's Local Roads and Community Infrastructure Program.



Calton Road Playground Renewal

Designs for the Calton Road playground renewal have been developed through consultation with the local community. The designs are completed ready for the new playground to be delivered in 2023. The design process has aimed to improve accessibility with new, formed parking to also be installed and more inclusive playspace design included. The playground will have a new fence installed to align with current playground safety standards.



Apex Park Inclusive Playspace



Council received funding from the 2021-2022 Election Commitments grants from the South Australian Government's Community Infrastructure Grant and Local Roads and Community Infrastructure Program to design and deliver an additional inclusive playspace at Apex Park adjacent to the existing playground. Designs have been developed and feedback sought from targeted stakeholders groups, local schools and the broader community. The final design will be delivered on site in 2023.

Playground Shade Structures

Shade structures were designed and partially delivered for the Aspire Greenslade Boulevard playground and Gawler West playground through funding from the Australian Government's Local Roads and Community Infrastructure Program. A shade structure was also designed and delivered at the Bacton Street playground through funding from the South Australian Government's Community Infrastructure Grants.



Princes Park Basketball Court

The new outdoor community basketball court was completed in March 2023 at Princes Park. The blue swirls court design was informed through community engagement and input from the Gawler Primary School and includes the full-size basketball court and four-square courts with lighting, BBQ and seating, and landscaping. The court was officially opened on 22 April with a free public event and the court has been welcomed by many in the community as a popular place for unstructured sport. The project received \$365,500 funding from the State Government's Open Space and Places for People program.

Gawler & District Netball Association facility upgrade

Council has received a \$4.8million grant through the Election Commitments grants from the South Australian Government's Office for Recreation, Sport and Racing to deliver a major upgrade for the Gawler & District Netball Association and Council. During 2022-2023, procurement of a Contractor was undertaken with design and construction to begin in 2023-2024. The new facility will provide 10 brand new courts with LED sports lighting and car parking improvements.



Reid Reserve Playground

In 2022 Council received \$600,000 through the 2021-2022 Election Commitments grants from the South Australian Government's Community Infrastructure Grants to design and deliver a new playground for Reid. During 2022-2023 planning for a new playground at Reid Reserve began with a community engagement process to understand the needs and desires for this community's first playground. Feedback from the community was included in the procurement process for a design and construct contract. The design and construction will be done in 2023-2024.

Heritage Advisory Services

In 2022-2023 a free Local Heritage Advisory Service continued to be offered to the community via external consultancy services in order to assist in delivering quality planning outcomes.

This Local Heritage Advisory Service was also used by the administration for assessment of development proposals within areas of heritage significance. It also provides advice to the Council Assessment Panel when considering the appropriateness of development within Established Neighbourhood and Town Centre Main Street Zones.

Heritage Grant Schemes

Council offers grants of up to \$3,000 to assist owners of Heritage Places to undertake conservation work to their properties. During the 2022-2023 financial year Council approved eight Local Heritage Grants from members of the community totalling \$14,200, with two of these projects having been completed as at the end of the 2022-2023 financial year.

Council also offers a Historic Walls Grant to assist property owners in repairing and maintaining historic walls located throughout Gawler. In 2022-2023 three grants were approved and funded in the amount of \$29,746. Two additional applications were also approved with grant funding totalling \$7,750, with works yet to be completed.

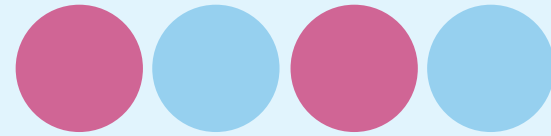
Development Assessment Services

During the 2022-2023 financial year, 665 development applications were lodged with Council, valued at \$116 million. Development Application lodgements were down 30.8% on the previous year due to increasing inflation and interest rates as well as ongoing construction industry shortages causing delays in both dwelling and civil construction. Civil construction delays have caused issues for most of Gawler's larger residential developments, significantly delaying the release and availability of new allotments being released.

Ongoing delays and issues within the building industry were reflected with only 152 new dwellings being lodged in the 2022-2023 financial year compared to 328 the previous year and 554 in 2020-2021. Notwithstanding these external factors, development activity is still considered to be strong in the town and further predicted to increase in the upcoming months with a number of anticipated land releases.

A total of 12 Development Applications were brought before the Council Assessment Panel during 2022-2023, a small decrease from 14 in 2021-2022. Of all development applications lodged, over 98% were assessed by the Assessment Manager, 2% by the Council Assessment Panel and the remainder being either by Private Accredited Professionals or the State Planning Assessment Panel.

development activity is still considered to be strong in the town and further predicted to increase



Gawler Business Development Group

The Gawler Business Development Group (GBDG) is contracted by Council under a funding agreement to assist with promoting and marketing the businesses within the Town of Gawler. Council provides the GBDG with annual funding via a Separate Rate levied against commercial and industrial properties in accordance with Council's Strategic Rating Policy.

In 2022-2023 the funding amount provided to the GBDG was \$188,096.

The GBDG has met its obligations under the funding agreement for the 2022-2023 financial year, providing Council with regular quarterly reports and a copy of its annual report for the 2021-2022 financial year.

Key achievements reported by GBDG include:

- Gawler Business Awards 2023
- SA Business Conference 2023
- Various Workshops
- Christmas in Gawler.

A funding agreement to support GBDG for a further two years commenced on 1 July 2022, with the option of extending for a further year.

Regional Development Australia Barossa Gawler Light Adelaide Plains (RDABGLAP)

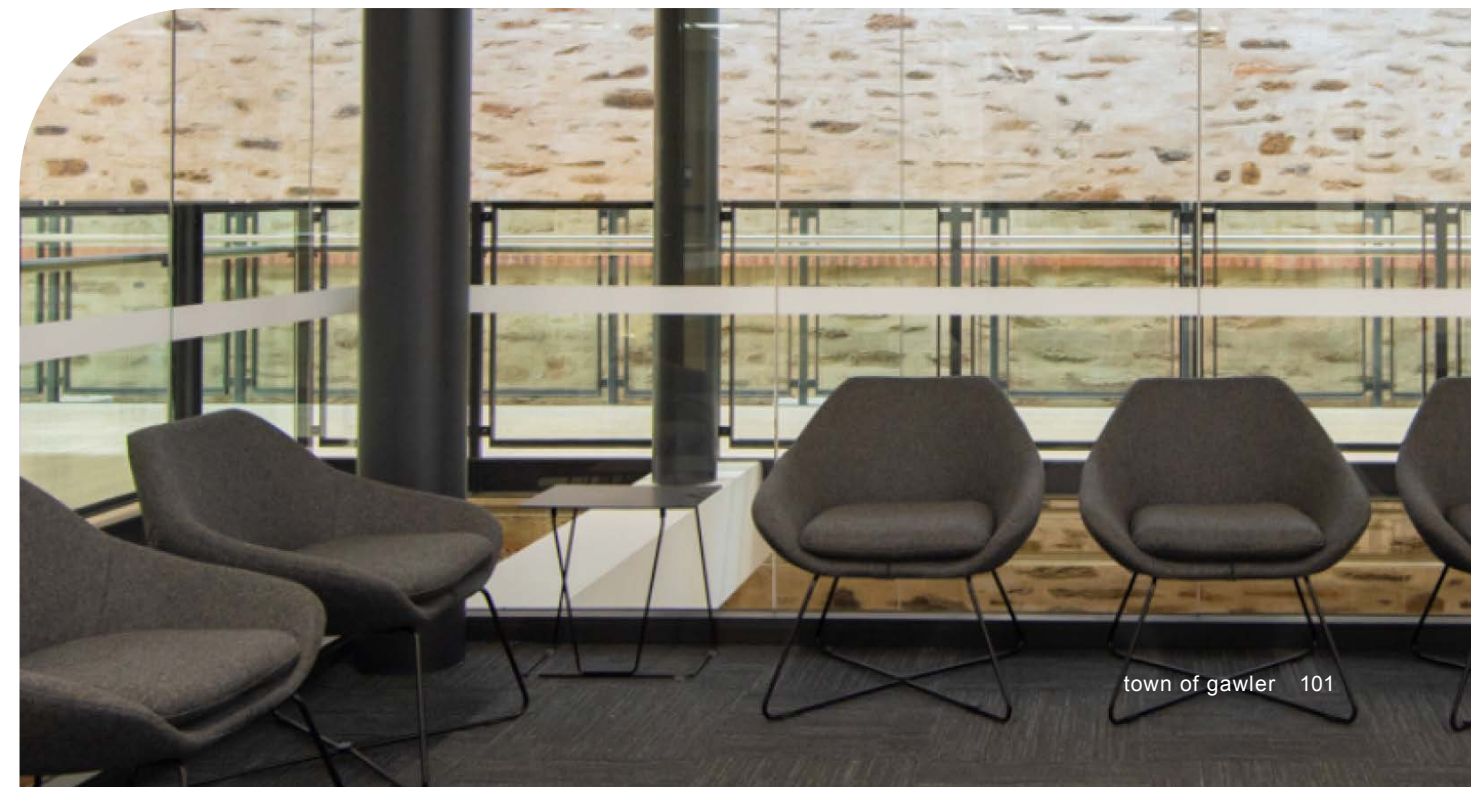
Council remains an active participant and member of RDABGLAP. Its charter is to encourage investment and job creation opportunities in the region which includes The Barossa, Light Regional and Adelaide Plains Councils and Town of Gawler. RDABGLAP receives annual financial contributions from each of the regional Councils as well as funding support from both the State and Federal Governments. This year, Town of Gawler contributed \$40,561 to RDABGLAP.

Business Innovation Hub

For 2022-2023, Council retained full management responsibility of the Business Innovation Hub (Hub), managing membership, co-working and general operations. This management did not extend to the development and delivery of incubator programs for the Hub as there was no capacity within Council's resources. Instead, Council partnered with the Regional Development Australia Barossa Gawler Light Adelaide Plains and the Gawler Business Development to collaboratively deliver Business Innovation Hub incubator programs and services on a trial basis commencing in July 2022 and running throughout the 2022-2023 financial year. Representatives of the three organisations formed a working group for this purpose.

The working group developed membership guidelines to inform reporting on the Hub and identify areas that would benefit from increased promotion or support. The working group also delivered a start-up series program (Ideation to Market) and cybersecurity workshops in partnership with nbnCo.

Membership of the Hub was strong throughout the financial year ranging from 75% to 90% capacity however, program participation by Hub Members was weak. Council will continue to manage the Hub's operations until Council decides what the future model of operation for the Hub should be.



Gawler Economic Development Strategy and Gawler Tourism Plan

Council adopted the Gawler Economic Development Strategy in February 2021, providing a pathway for the community, business sector and Council to work together in providing a more prosperous future for Gawler.

The Strategy identifies actions for delivery under six key Pillars of focus being;

1. Mainstreet Activation
2. Marketing and Promotion
3. Economic Internationalisation
4. Physical and Virtual Clusters
5. Regional Collaboration
6. Regional Investment

Council collaborates with the Economic Development Strategy Reference Group to oversee the delivery of the Economic Development Strategy and take advantage of opportunities that arise on a local and regional level.

In line with this Strategy Council has continued to deliver various projects that support further economic growth opportunities for the region, such as:

- Council's Carparking Strategy has recently been reviewed, with an outcome being a Retail and Commercial Market Analysis has commenced in early 2023. The outcomes of this analysis will feed into a Multideck Carparking Study being undertaken in the 2023-2024 financial year, planning for the provision of commercial carparking within Gawler towards 2046.
- Funds are allowed for in the Gawler Activation Strategy Budget for fees to be waived for community groups and other interested groups to be able to access and close off Walker Place and to contribute to traffic management costs.
- Civic Centre Event program established with strong performances and exhibition program in art exhibitions and Cultural Heritage Centre.
- Gawler Tertiary Hub has initiated as a 12-month pilot project delivered from the Gawler Civic Centre.
- Art hanging space developed for local art sales installed on the ground floor of Gawler Visitor Information Centre (VIC) and range of local produce now sourced and being sold through the VIC.
- Provision of Electric Vehicle (EV) car charging facilities in main CBD area and E-Bikes available for hire from the VIC.
- Greater Adelaide Cycleway Connection completed.
- Kurna Cultural Heritage Mapping Project completed.

Local Developer Forum

The Town of Gawler hosted a Local Developer Forum on Thursday 11 May 2023. This is a continuing initiative, first established in the 2020-2021 financial year and has proven to be of benefit to our local developers and the administration. It enables information sharing about key initiatives and helps developers understand experiences and expectations in dealing with Council.



Interstate and Regional visitors to the Cultural Heritage Research Centre

During the financial year, 353 people visited the Cultural Heritage Centre for the purpose of research an increase of 96 visitors from the previous year. Most of these people wanted to learn more about their family history or information about historical property or businesses in Gawler. In order to gauge the impact of cultural tourism on Gawler, Council Staff collect postcode information on visitors to the Research Centre. Visitors are predominantly local however, there were intrastate visitors from Renmark, Whyalla, Port Lincoln, Clare, Willunga, the Adelaide Hills, the Barossa and Adelaide.

There were 25 interstate researchers who visited over the year, travelling from, Victoria, Queensland, New South Wales, Western Australia, and the Australian Capital Territory. There were 4 international visitors researching their Gawler connections who had travelled from South Africa and Germany.

Building Inspections

Council Building Officers completed the following inspections during the year which relates only to development approvals issued under the new PDI Act in accordance with practice direction 8 (Inspection Policy for Swimming pools) and practice direction 9 (Council inspection policy for all types of development) issued by the State Planning Commission.

- 228 wall and roof framing inspections (new dwellings)
- 4 commencement/footing inspections (relates to any new type of developments)
- 9 commercial inspections (new commercial buildings/fit-outs)
- 36 swimming pools and designated safety barrier inspections



Objective 3.1

Gawler to be an inclusive community with quality health and social wellbeing services to meet the needs of our growing community

Objective 3.2

Provide sporting and recreational facilities to meet local and regional community needs

Objective 3.3

Recognise, respect, support and advocate on behalf of volunteer

Objective 3.4

Encourage the development of the Arts and creative sector

Home Assist Program

The Home Assist Program received external funding (\$603,120) through the Department of Health and Ageing's Commonwealth Home Support Programme (CHSP). This funding enabled Council to provide practical home support services aimed at keeping residents aged 65 years and over (or 50 years plus if Aboriginal or Torres Strait Islander), out of residential care by assisting them to continue to live independently within their own communities.

In 2022-2023, the Home Assist Program provided support to 467 older residents. In this time, they provided:

- 6,004 hours of domestic assistance, which included 5,772 hours of cleaning plus 232 hours of shopping on behalf of a resident.
- 2,108 hours of individual social support. This included 1,821 hours of accompanied support (predominantly shopping assistance), 197 hours of friendly home visiting and 90 hours of telephone contact.
- 1,122 hours of minor home maintenance services and gardening, which included assistance with tasks such as gutter cleans and other height related tasks.
- \$7,101 of home modifications installed, the most common being handheld rails to support safe transfers within the home.

Overall, the Home Assist Program reported a decline in the number of services provided in the last financial year. This was largely attributed to workforce challenges, particularly in the area of Home Maintenance. Despite this, the Program continued to monitor service delivery and implemented measures to ensure that services could continue to operate as flexibility as possible, whilst also ensuring those in greatest need continued to have access to services as required.

Town of Gawler Ageing Well Framework

In June 2022, Council endorsed its inaugural Ageing Well Framework.

The Framework aims to establish principles and practices that help to inform relevant, timely and responsive action across all areas of Council. It is underpinned by the Gawler Community Plan 2030+ and other strategic documents, which aim to make Gawler an accessible, inclusive and sustainable community.

By addressing and overcoming barriers to the wellbeing and participation of older people, the Framework aims to support the Town of Gawler to create an age-friendly city.



Youth Sponsorship Programs

The Youth Sports Person Sponsorship Program (YSPSP), Youth Artist Sponsorship Program (YASP) and Youth Community Involvement Sponsorship Program (YCISP) recognise and encourage the achievements of young people aged 12-25 years within the community. These sponsorship programs provide financial support for State, Interstate or National representation in sporting, artistic activities and community involvement. This year, Council supported twenty-four young people with sponsorships totaling \$2,900.



School Holiday Programs

This year, Council delivered 42 school holiday programs through the Gawler Youth Space, with 832 young people attending —the school holiday programs were still affected by COVID-19, with four planned programs cancelled.

The programs offered a range of skill-based and recreational programs of interest to young people. The skill-based programs focused on entry-level skills with an outcome of a certificate or qualification. These included: Provide First Aid, Song Writing, Child Safe Environments Training, Cooking, Filmmaking, Writing Workshops, and TAX return training. In the Youth Space, 118 Youth participated in a skill development program.

A highlight of the December/January School holidays was the Filmmaking programs, where young people had the opportunity to write, produce, film and act, with the two resulting films shown during Fringe and Youth Week 2023.

Various other Council coordinated or supported School Holiday programs were also offered via the Gawler Public Libraries, Gawler Sport and Community Centre, Gawler Aquatic Centre, Gawler Civic Centre and Cultural Heritage Centre.



Immunisation Services

The Town of Gawler immunisation provider conducted three Council clinics for the community during each month of the financial year. Clinics were held at the Gawler Sport and Community Centre.

The Immunisation Nurses also attended each of the schools in the Council area providing vaccinations to students in line with the School Immunisation Program Schedule. The Immunisation Nurse also conducted Workplace Flu Clinics for council staff, volunteers, local businesses and local schools.

From February 2023 the program expanded to include year seven students and Council staff have been facilitating the roll out of this programme.

Public Health and Food Safety

The Environmental Health team continued to deliver services to residents, visitors and workers including inspection of:

- food premises
- auditing of food safety programs
- licensing of supported residential facilities
- inspections of public pools
- assessment wastewater works applications and inspections
- registration of warm water systems (cooling towers)
- and general health and food complaints.

Throughout the year Environmental Health Officer's worked closely with local business owners and the community to provide up to date information relating to Public and Environmental Health. All food businesses within Gawler were inspected during the year based on their food risk rating.

Other environmental health services included assessment of wastewater works applications, registration of warm water systems (cooling towers) and managing general health and food complaints. Throughout the year Environmental Health Officer's worked closely with local business owners and community to provide up to date information relating to Public Health. An updated National Food Safety Standard 3.2.2A was released in January 2023 with implementation due by December 2023. The new standard will require all Category 1 businesses to have a food safety supervisor. Council is working closely with business to assist, educate and implement this standard.

Karbeethan Reserve Master Plan

The Karbeethan Reserve Master Plan, adopted by Council in late 2020 experienced significant progress in its implementation across 2022-2023, with the following key projects:

Karbeethan Reserve Redevelopment Stage 1

The first major infrastructure upgrade project, Karbeethan Reserve Redevelopment Stage 1 progressed through the detailed design and procurement components of the project. The works contract was awarded with works to commence in July 2023. The project will see significantly upgraded sporting facilities for the three community organisations that call Karbeethan Reserve home – Gawler & District Softball Association, Gawler Eagles FC and Gawler Rangers Baseball Club. Council secured \$900,000 in grant funding for the works from the State Government’s Local Government Infrastructure Partnership Project, with Council contributing \$2.6 million towards the total estimated project cost of \$3.5 million.

Modular Change Room Design

Council, in liaison with the Gawler Eagles FC, has commenced the design work for a new modular changeroom to be installed at Karbeethan Reserve funded through the 2021-2022 Election Commitments grants from the South Australian Government’s Office for Recreation, Sport and Racing. The building works are anticipated to commence in early 2024 following the completion of Karbeethan Reserve Redevelopment Stage 1.

Land acquisition – 77 & 81 Angle Vale Road

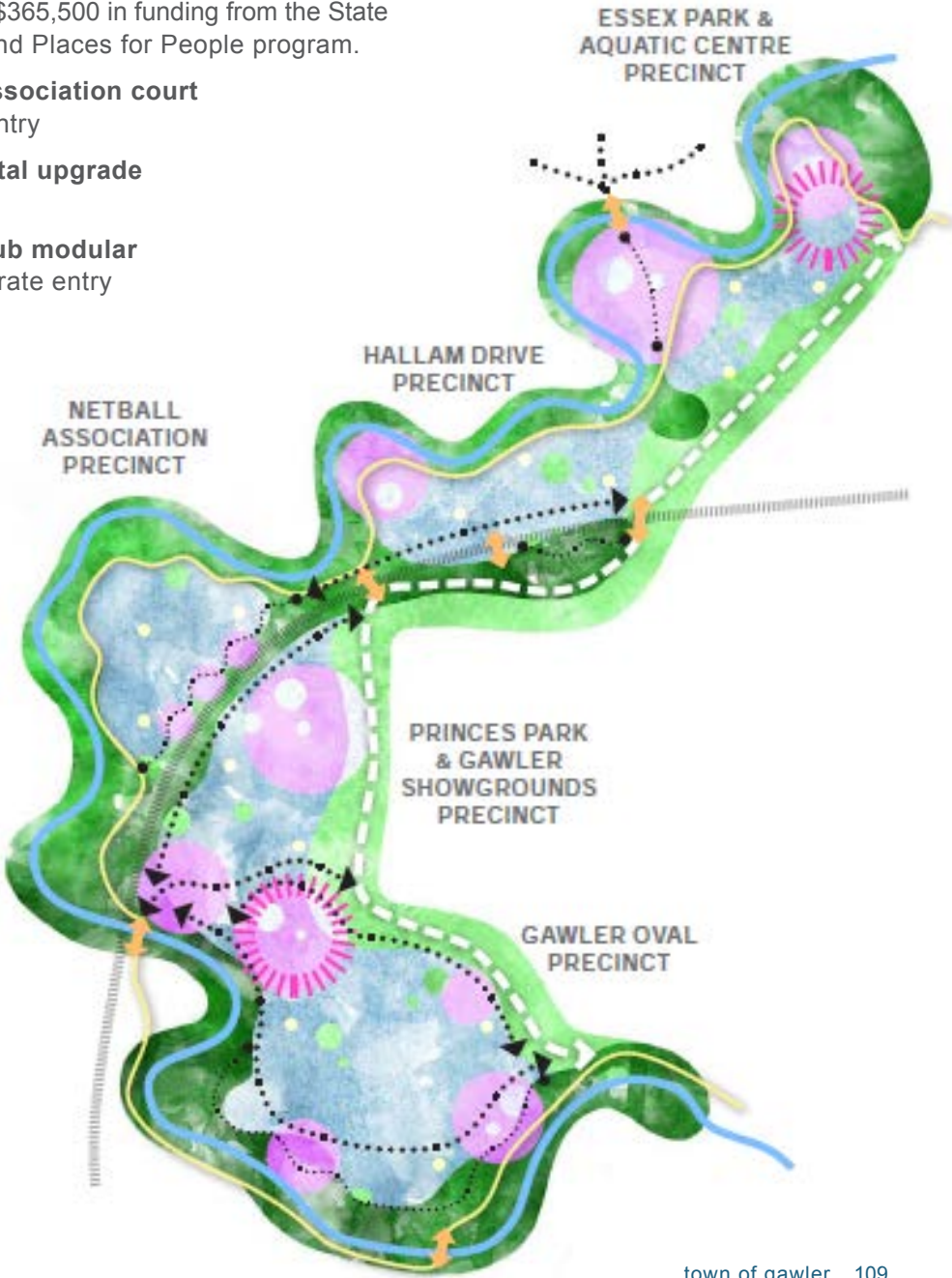
In March 2023, Council finalised the acquisition of 77 and 81 Angle Vale Road. The key strategic purchase of the land between the existing Reserve and nearby Evanston Gardens Primary School secures the site as a regional facility that will continue to provide important positive health and wellbeing benefits for our community through sporting and active recreation opportunities. The \$2.344 million purchase was supported by \$800,000 funding from the Minister for Planning, through the Open Space Grant Program financed through the Planning and Development Fund



Essex Park & Gawler Showgrounds Regional Sporting Precinct Master Plan

The Essex Park & Gawler Showgrounds Regional Sporting Precinct Master Plan, adopted by Council in late 2020. experienced significant progress in its implementation across 2022-2023, with the following key projects:

- **Princes Park Community Recreation Hub Stage 1** - Council and the community celebrated the Official Opening of the first stage of the Princes Park Community Recreation Hub, with the community basketball court at the heart of the project. The Council successfully attracted \$365,500 in funding from the State Government’s Open Space and Places for People program.
- **Gawler & District Netball Association court redevelopment** - Separate entry
- **Gawler Aquatic Centre capital upgrade works** - Separate entry
- **Gawler Central Sporting Club modular change room design** - Separate entry





Gawler Civic Centre Shows and Events

The Gawler Civic Centre provides a vibrant program of arts and cultural experiences for the community throughout the year. In 2022-2023 the Centre presented the following:

- Daniel Koek's West End Sessions with Michaela Burger Show*
- The Piano Women Matinee Show
- Roald Dahl and The Imagination Seekers shows*
- Highway Superstar starring Amity Dry show
- A Night of Big Laughs featuring Granny Flaps show
- Michael Griffiths Greatest Hits show
- Mr Snot Bottom shows
- A Morning with the Vegetarian Librarian Matinee show
- Johnny Cash & The Eagles Tributes by Acoustic Juice show
- John Lennon: The Beatles Years by Greg Hart show
- The Beggars Christmas Matinee Show
- Santa's Workshop 2022*
- The Music Show
- The Queen of Cool: Miss Peggy Lee
- A Night of Big Laughs
- SAGA Gawler: Women's International Film Festival



- Put On Your Dancing Shoes with Humphrey*
- An Andrews Sisters Tribute
- CrowdChant
- So You Think You Know Music?!
- Children Are Stinky
- Classics That Rock
- Redneck Greenie: Confessions of an Ozymoron
- Pole4Fitness Presents - The Flying Carpet of Aladdin
- Gertrude, Queen of Adelaide Queer History, Comes to Gawler*
- Gawler Science Fair (The Science Collective)
- Judy & Liza – Judy Garland and Liza Minnelli Cabaret by Bethany Eloise
- California Dreaming – The Laurel Canyon Story
- Nunga Screen Film Festival 2023
- ABBA Gold by The Flaming Sambucas*

* Sold Out shows/events



Youth Urban Arts Program

The Youth Urban Arts Program saw talented musicians and singers perform live at The Gawler Show, Gawler Fringe, Fringe in the Park, the Gawler Christmas Carols and at our Youth Week Community Event.

Two Films written and made by local young people, were showcased during Gawler Fringe and our Youth Week Community Event.

Young people also had the opportunity to show off their talents during the Gawler Fringe art exhibition. Showing their Mosaic tables, recycled furniture, and Lamps made from recycled books.

Gawler Aquatic Centre

The Gawler Aquatic Centre is one of Council's most used facilities in the summer months providing a range of activities for all ages and interests. It continues to be a popular venue for swimming lessons, carnivals, birthday parties, squad, lap and recreational swimming. The Centre is also home to the Gawler Amateur Swimming Club.

2022-2023 season saw 65,226 entries into the popular facility which was a season record and an increase from the previous season's attendance of 60,420 (+7.65%).

The Learn to Swim Program enjoyed its 11th year of operation as an AUSTSWIM accredited program with consistent community participation across the season. The program delivered a total of 11,614 individual lessons to 1,253 students through its Term programs, December and January Holiday programs and Swim Safe program.

The Centre closed on Thursday 16 April 2023 in line with the end of Term 1, 2023 school holidays.





Gawler Sport and Community Centre and Gawler Elderly Centre

Gawler Sport and Community Centre and the Gawler Elderly Centre are home to a large range of community groups who meet regularly to get together for their varied recreational activities. For the 2022-2023 financial year, 79,424 visitors attended these popular facilities to engage in educational, creative and leisure opportunities in a friendly environment, a 6.84% decrease from the previous financial year.

Council run programs, gentle fitness and skating programs continue to grow in popularity and participants. For the 2022-2023 financial year 1,272 participants attended Gentle Fitness classes representing an increase of 20.1% when compared to the previous year. Zumba has continued to operate on a Wednesday night and has attracted a steady following since being introduced.

A total of 16,221 participants attended the increasingly popular skating programs offered on Wednesday and Friday nights, Saturday mornings and during school holidays. This represents an increase of 2,111 (+13.91%) from the previous year. The increase in skating program participation is across all program times, with Friday nights becoming a popular crowd favourite.

In addition, new programs were added at the Sport and Community Centre including social Badminton and Basketball.



Gawler Visitor Information Centre

The Gawler Visitor Information Centre provides a one stop shop for visitors to Gawler and the region. Open 7 days a week, 363 days a year, it provides many services to visitors and locals to support travel plans and encourage participation in local activities. Accommodation bookings, tours, bike hire and an extensive range of brochures on activities and attractions are available. The Centre also stocks an extensive display area which boasts sales of locally made produce, souvenirs, gifts, and crafts.

12,564 visitors were assisted at the Gawler Visitor Information Centre during the 2022-2023 financial year, being an increase of 5,920 visitors when compared to the previous financial year. This significant increase is due to the impact of the Covid-19 pandemic in the previous year, particularly on travel and tourism with border closures, reduced international travel and various restrictions implemented. The increase in visitor numbers has also seen an increase of Australians holidaying domestically and a corresponding reduction in international visitations.

Statistics recorded by the Centre in 2022-2023 indicate that of the 12,564 visitors who made enquiries, 55% were from South Australia, 23% from Interstate, 5% International, and 17% were by telephone/email or fax where the visitors origin is not recorded. The statistics recorded demonstrate the slow return of international visitors however, it is expected that this will continue to increase with the improved confidence in travelling due to easing of global health and safety concerns.

The Gawler Visitor Information Centre has a passionate team of 24 dedicated volunteers who perform their role as ambassadors of Gawler to visitors. Four specialised tour guide volunteers recognise the wealth of history within our Town through a range of walking tours and deliver a heritage tour of our Town to visitors on private bus tours.



Civic Centre Youth Space

The Youth Space is aimed at 'Creating Opportunities for Young People.' It is a welcoming space for young people aged 12-25 years to attend free after-school programs during the term, as well as free (or subsidised) school holiday programs. The Youth Space provides opportunities for young people to develop their social, emotional and physical skills in a safe, supported environment. Term programs in 2022-2023 included cooking lessons, Drama, and Gawler Youth Band. The Gawler Youth Advisory Committee helps guide the direction and development of the Youth Space programs.

In 2022-2023, the Youth Space hosted a 12 month fixed-term traineeship, as a result of a successful budget bid from the Youth Advisory Committee. This full-time traineeship was designed to create a unique opportunity for a local young person aged between 16-24 years to complete a Certificate III in Business Administration, with an introductory role in Local Government that provided exposure to and practical training in the Youth and Community sector.

The Youth Space is also home to the Gawler and District Youth Workers Network, a network of youth service providers, educational institutions and those interested in youth affairs in the Gawler area.



Gawler Reconciliation Action Plan

In 2022, the second Reconciliation Action Plan for the Town of Gawler was officially accredited by Reconciliation Australia. It builds on the significant work that has already been done and continues to pave the way for Gawler's continual growth into a place where reconciliation is alive and vibrant.

The Gawler Reconciliation Action Plan (RAP) outlines practical actions that Council and its partners are taking to build strong relationships and enhanced respect with Aboriginal people from across the region. The RAP ensures that staff, Council Members, volunteers and members of the community are able to contribute to the reconciliation process.

The RAP focuses on developing and strengthening positive relationships, acknowledging and respecting Aboriginal culture, and providing opportunities to ensure that Aboriginal people have the same opportunities as others in our community. The RAP framework is based on the three key areas of Relationships, Respect and Opportunities.

The Gawler Reconciliation Action Plan Working Group comprises representation from across the organisation and the local community, with both Aboriginal and non-Aboriginal representatives. The RAP is a Reconciliation Australia endorsed document.

The Town of Gawler is recognised as a member of the RAP Network.

National Reconciliation Week

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort. The dates for NRW remain the same each year – 27 May to 3 June. These dates commemorate two significant milestones in the reconciliation journey – the successful 1967 referendum, and the High Court Mabo decision respectively.

The 2023 NRW theme was 'Be a Voice for Generations'. Gawler's activities and events for National Reconciliation Week included:

- Town of Gawler Reconciliation Action Plan Journey Exhibition – 22 May – 28 July at the Gawler Civic Centre Café (The Olive Branch Café) – Art Works and Digital Exhibition.
- Library Resource Display – Gawler Libraries provide a quality, growing collection of cultural and educational Aboriginal resources, for the community to enjoy.
- 2023 Nunga Screen Film Festival – Thursday 1 June. Two screenings at the Gawler Civic Centre. Sharing First Nations stories on the big screen. Nunga Screen, held annually during Reconciliation Week and NAIDOC Week is a free short film showcase that shares and celebrates First Nations culture, stories and language, through film.
- Aboriginal Craft Workshops – Hosted at both the Gawler Civic Centre and Evanston Gardens Libraries. Relaxing hands-on workshops learning the traditional Aboriginal craft of basket weaving with natural materials.
- Exploring Environments through Indigenous Art – Thursday 22 June, at the Gawler Environment Centre. Codi Buckskin of Ngadli Art presented on the amazing artworks she creates with her sister Kira, and explore symbols and meanings in Aboriginal Art.

Reconciliation is an ongoing journey, and in this regard, Council will promote and participate in reconciliation, value and recognise Aboriginal and Torres Strait Islander cultures and histories, advocate truth-telling processes and initiatives, and provide cultural learning opportunities throughout the year.

a time for all
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Events

Community events encourage a sense of place and excitement, and provide an opportunity for increased community interaction, celebration and gathering. A key aspect of which relate to the Arts and the creative sector.

Each year, Council organises events such as the Gawler Fringe and SA Youth Week, as well as providing significant in-kind contribution towards a range of community driven events including but not limited to:

- National Reconciliation Week Events
- Gawler Show
- Christmas Carols (incorporating Santa's Workshop)
- Australia Day
- ANZAC and Remembrance Day
- NAIDOC Week Events
- Rotary Village Fair

Council provides significant support to events organised and delivered by the Gawler community. This broad support includes assistance across the following areas:

- Event planning and management
- Event logistics
- Site preparation and remediation
- Issuing event permits
- Regulatory Inspections

NAIDOC Week

NAIDOC Week takes place each year in July. It is a time to celebrate Aboriginal and Torres Strait Islander history, culture and achievements and an opportunity to recognise the contributions that First Nations people make to our country, our society and our communities.

As National Reconciliation Week (NRW) occurs from 27 May to 3 June, each year Council partners with the community to facilitate and host a range of activities and events for the six week period between NRW and NAIDOC Week.

Art Exhibitions at the Civic Centre

The Town of Gawler recognises that the Arts provide an opportunity for Council and the community to be engaged and collaborate for social change and growth, while having an ongoing positive contribution to the health and wellbeing of the community.

Provision of display space for the Exhibition of Art in multiple Council venues within foyers, communal areas, meeting or conference rooms and halls, allow for Community Art Exhibition. For this purpose, Council has a 'Gallery System' installed in some venues, a strong, flexible hanging system, which adapts quickly to changing needs within the appropriate venue. Some venues may also have display casing (or the ability to host 3D works) for exhibition of non-hanging items.

Diverse and inclusive community groups and individual's Art Exhibitions were held at the Gawler Civic Centre and Gawler Administration Centre throughout the year for access to the public including:

- With Love Art Exhibition by Tineta Ellis
- SA In Ruins Photography Exhibition by Daniel Down
- Gawler Art Prize: 20th Anniversary Exhibition by Gawler Community Gallery & Gawler Cultural Heritage Research Centre
- South Australia In Ruins Photography Exhibition by Daniel Down
- Town of Gawler Christmas Card Competition Exhibition
- Away From The Busy Art Exhibition by Martin Johnson
- South Australia In Focus Photography Exhibition by various Photographers
- Women At Large Art Exhibition by various Artists
- Connect Art Exhibition by various Artists
- Mosaics, Book Art and Collage Furniture Exhibition by various Gawler Youth
- Away From The Busy Art Exhibition by Martin Johnson
- South Australia In Focus Photography Exhibition by various Photographers
- Coronation Exhibition by the Cultural Heritage Centre
- Town of Gawler Reconciliation Action Plan Journey Exhibition by the Town of Gawler
- Charcoal, Paint and Pastel Art Exhibition by Gawler Art Society





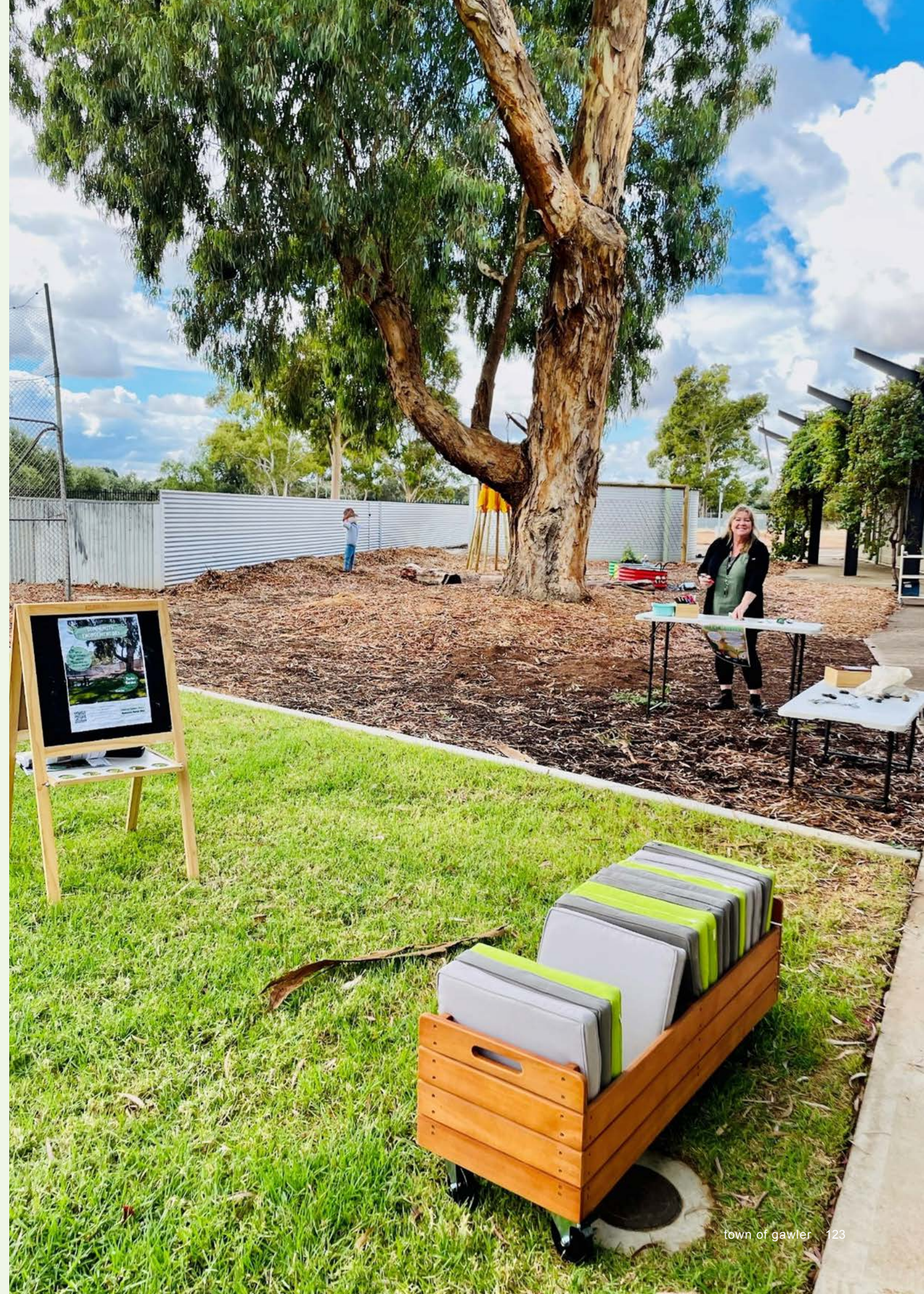
Gawler Libraries

The Gawler Libraries provide a modern, accessible and welcoming library service to the community. It is a member of the South Australian Public Library 'One Card' network, which connects more than 130 public libraries across the state.

The Gawler Libraries consist of two branches, the Civic Centre Library and the Evanston Gardens Library. It also offers a Home Visits service, which delivers library materials to people who live in the community but cannot come into the Library for a variety of reasons.

The Libraries offered a range of programs and events for children and adults, including school holiday activities, digital literacy programs, early literacy storytime sessions, Library Lego sessions, book clubs, craft and mindfulness activities for adults. In addition to events held inside the Library branches, Storytime sessions were also held in local parks, such as the Easter Play in the Park at Apex Park. Events such as National Simultaneous Storytime, Adelaide Writers' Week, the Fringe and National Reconciliation Week were also celebrated. In 2022-2023, 191 events were held with 2,928 attendees at those events.

The Pirrku Garden (Pirrku is the Kurna word for story) at Evanston Gardens has continued to develop in 2022-2023. The result of an Early Childhood Community Innovation Grant from the Local Government Association, the Pirrku Garden is a child-friendly space at the rear of the Evanston Gardens Library, suitable for outdoor storytime sessions and other early childhood programs.



Volunteering with Gawler Council

Volunteers help to bring people together, strengthen our communities and help to create a better society for everyone. While Gawler as a community boasts a range of volunteer opportunities, across a diverse range of organisations, Council also maintains its own volunteer program. They help Council to deliver a range of its services and they operate across several different Council programs. This includes:

- Civic Centre Guided Tours
- Clock Tower
- Cultural Heritage Centre
- Graffiti Removal Program
- Home Assist Program
- Library
- Recreation Program (Skating)
- Visitor Information Centre
- Youth Space / Program

This year, the Town of Gawler had 93 active volunteers registered across its Council programs. Collectively, they volunteered 8,443 hours, an increase of 11.5% on the previous year.

Across the nation, the volunteering sector was heavily impacted by COVID, which saw a decline in the number of volunteers, as well as the hours they willingly gave of their time. Volunteering has still not recovered from the impact of COVID-19, with new volunteering enquiries at a record low.

Volunteer Recognition Events

National Volunteer Week was held from 15-21 May 2023. It continues to be Australia's largest annual celebration of volunteering. In recognition of this important occasion, a morning tea was held so that Council Members and staff could acknowledge the important contribution that volunteers continue to have on so many of Council's programs and services.

Throughout the week, there was also a strong social media campaign that aimed to not only recognise existing volunteers, but to also promote and celebrate volunteering with Council.

In addition, Council hosted an end of Year Volunteer Celebration on 5 December 2022. The Event provided the opportunity to recognise volunteers who were recipients of certificates that celebrated the significance of continuous years of service as a volunteer of Council.



Graffiti Program

Council's volunteer Graffiti Removal Program continues to be an effective and strong program that contributes to maintaining clean spaces within the Town. The Program has a dedicated graffiti removal vehicle which provides ready access to the materials used by the volunteers.

During the last year:

- Council recorded 469 customer requests to remove graffiti
- The graffiti volunteer team (7 members) worked 407 hours removing graffiti
- Graffiti hits removed = 4,923

30 June 2023 saw the retirement of the longest standing Graffiti Removal Volunteer - Gavin Launer. Overall, Gavin contributed 11 years of volunteer service to the Graffiti Removal Program, often acting as a mentor to new volunteers.

Aquatic Centre 60th Birthday

On 1 December 2022, the Gawler Aquatic Centre celebrated 60 years of being in operation. To celebrate, a Community Event was held on Saturday 3 December 2022 starting at 12.00pm. Mayor Karen Redman officially opened the celebrations to the public and invited dignitaries. Activities included free entry into the Centre, formalities and cutting of a giant birthday cake. A BBQ was hosted by Rotary Club of Gawler, as well as free prizes and giveaways, an inflatable obstacle course and henna. Over 800 people attended the Centre and enjoyed the activities offered.

To celebrate the Gawler Aquatic Centre's 60th Birthday on 1 December 2022 a '60 days of give aways' promotion was run leading up to the free Open Day held on 3 December 2022. An assortment of prizes were given away and included swim entries, drink bottles, swimming gear and swimming lessons. The promotion was well received by the community, reaching 25,600 people and resulting in 2,332 engagements from Facebook alone. The promotion was also advertised and promoted within the Aquatic Centre so anyone without social media could participate.

To capture the history of the Gawler Aquatic Centre over the last 60 years, the Gawler Broadcasting Association partnered with the Gawler Cultural Heritage Centre to record oral histories as a permanent record of the role the Aquatic Centre has played in the Gawler community. Thirteen people recorded their memories and experiences at the Aquatic Centre, with recordings available on the Gawler Broadcasting Website and now included in the Gawler Heritage Collection for years to come.



Christmas Festivities in Gawler

Town of Gawler in partnership with the Apex Club of Gawler presented a range of Christmas events and activities in 2022.

The Gawler APEX Community Christmas Carols 2022

The Gawler APEX Community Christmas Carols 2022 were a feature of the program once again, after a 2-year break due to the Coronavirus. This Community free event held on 17 December, on the lawns of Pioneer Park was again the biggest outdoor concert of the year in Gawler. Attracting a crowd of over 3,000 people. Family and friends attended with their picnic rugs and enjoyed a night out singing Christmas Carols, free face painting, lots of musical entertainment and of course a visit from Father Christmas.

Gawler Apex Community Christmas Markets

The now annual Community Christmas Twilight Markets were held on the 10th of December from 12pm – 7pm! Loads of awesome stalls, Free kids face painting, food trucks, Chloe the Elf and much more!

Town of Gawler Christmas Card Awards

The 2022 Christmas Card Competition was open to Primary School students from Reception to Year 5 who live or attend a school within the Town of Gawler. The competition showcases local children's drawing skills and celebrates all entries.

The winning entries from each category were printed onto Christmas Cards and the entries were displayed at Council sites and in the main street of Gawler throughout the Christmas season.

Prize winners, parents/caregivers and school representatives were invited to an Awards Ceremony in October 2022. The entries were divided into three categories:

Category 1 (Reception – Year 1)

Category 2 (Years 2- 3)

Category 3 (Years 4-5)

A total of 589 entries were received in 2022.

Mayors Giving Tree

The Gawler Community once again supported local children or teenagers in need, by donating to the Mayor's Giving Tree. Gifts or gift cards were purchased from one of the great businesses in Gawler and dropped off to either the Gawler Civic Centre Library or Gawler Aquatic Centre.



Santa's Workshop

Following on from the successes in 2020 and 2021, Council staff once again were pleased to present Santa's Workshop at the Gawler Civic Centre from Saturday 17 to Tuesday 20 December. These events (16 sessions in total) attracted a record 2,605 registered tickets.

Council once again received some excellent public comments regarding our 2022 Santa's Workshop – many in person on the day and also via Facebook – including:

"Gawler Civic Centre the lady elf there today was Amazing!! My kids loved her"

"Looks fabulous wish I had known earlier"

"A wonderful experience for the volunteers to enjoy the variety of comments from children and parents. To witness the delightful looks on their faces when they saw Santa and received a bag of popcorn to take home. Accolades to Gawler Council and Civic Centre."

Willo's Men's Shed were again instrumental in delivering this fantastic community event and assisted with providing their 'Toy Workshop' area. NAWMA again provided a display and promotion regarding waste-less Christmas and also facilitated a short workshop in early December 'Zero Waste Christmas Workshop'.



Remembering Courageous Women Mosaic Mural Launch at the Walker Place Pocket Park

The first stage of the beautiful mosaic mural was installed and launched at the Walker Place Pocket Park in November 2022. The artwork is a joint venture between the Gawler Domestic Violence Network and the Zonta Club of Gawler. The mural is a tribute to women who have died from domestic abuse. The second stage of the mural will be installed in September 2023 and the completed mural 'Remembering Courageous Women' will continue to provide a peaceful space of reflection while raising awareness of domestic violence.



Remembrance Day

The RSL Gawler sub-branch hosted another touching ceremony at which the local community could pay their respects to our service men and women, both past and present.



Tertiary Hub

In February 2023, the Gawler Tertiary Hub announced it was operating in the Gawler Civic Centre, providing free membership to students within 20km of Gawler undertaking studies at a tertiary level. The Pilot Project, with support from the Barossa Campus (operated by Regional Development Australia Barossa, Gawler, Light and Adelaide Plains) provides students with and free use of the Tertiary Hub Meeting Rooms for the purpose of study with 24/7 access, high-speed internet via Wi-Fi, Public computers in the Gawler Library outbreak space, printing facilities (printing fees apply) kitchenette and other conveniences. Arrangements are underway to also provide the use of a podcasting/video production Room for video and audio recording of assessments and access to generalised courses and mentoring.

Since opening, 20 individual members have signed up with a total of 324 study hours recorded by 30 June 2023.

Quickest Warmth

In February 2023, Council commenced the support for the ongoing use of the Gawler Elderly Centre by The Quickest Warmth Project. The Quickest Warmth Project are volunteer run group provide handmaid and other donated items to people in need through the collection and sorting of items into various packs. These packs provide a practical service in the form of an assortment of essential items such as bedding, baby clothing and health packs that are provided to local agencies, including Families SA, who provide support services directly to community members.



Skatepark Competition

The annual Skate Park Competition for 2023 was Saturday, 29 April. Skate Park Leagues and YMCA Action Sports planned and delivered the event.

The Rotary Club of Gawler Light provided a BBQ to the community. Gawler Youth promoted youth programs and events and the Gawler Youth Advisory Committee.

The event started slowly due to rain. However, this soon disappeared, and the subsequent clear skies and sunshine helped to create a wonderful family atmosphere. The weather affected the numbers, down from previous years, with 231 people attending over the day, this including competitors and spectators. The event allowed all ages to join in, with 36 people competing across the different categories. The South Australian Skate Park League provided feedback post with the event, speaking highly of the Council Staff and Volunteers that helped on the day.

Dog Pound Upgrades

During 2022-2023 the Council pound was upgraded to meet industry standards. Works included installation of climate control, led lighting, provision of insulation throughout the building, enhanced ventilation and other activities including making the office suitable for purpose.

This will be important with expectations of additional demand in coming years.



Youth Week

SA Youth Week (SAYW) is South Australia's biggest celebration of young people aged 12 to 24.

SAYW 2023 took place from Friday, 24 March, to Sunday, 2 April. This year for Youth Week, the young people of Gawler created two films. They were involved in every aspect of the production, including workshopping ideas, script writing, assigning acting roles, recruiting additional cast members to film, and editing the raw footage with support from the film production company Environmental & Science Media.

The project started in the January school holidays, with 18 young people involved in the first film. The second film, produced in March, involved 23 young people.

The first film 'Barry Normal Investigations,' is a short mockumentary set in the 1980s and follows Barry and his team as they hunt ghosts in the Gawler Public Library. The second film, 'Barry Normal Investigates: the Glitch in the Livestream', sees Barry kidnapped, and his team must save him before it's too late.



The two films were shown at the free Youth Week Community Event held on 1 April 2023 in the Civic Centre. The event showcased our young people's talents on and off the screen, and the event was planned and emceed by local young people. The Gawler Youth Band also performed at the event. A total of 110 people attended.

Traffic and Parking

During 2022-2023 Council's Community Safety Officers investigated a range of parking issues reported by residents and visitors.

The team conducted regular patrols in congested areas such as school zones and busy shopping areas. Private parking agreements in place with privately owned car parks authorise Council staff to provide a service to private business, encouraging the turnover of parking spaces for customers.

Staff oversee all timed parking areas controlled by the Council, including both on-street spaces and in Council-owned car parks. Their primary objective is to ensure that vehicles do not exceed the designated time limits and by encouraging turnover of parked vehicles, more visitors to the area can find available parking spaces to facilitate their shopping experience.



Objective 4.1

Act on climate change

Objective 4.2

Create and maintain a riverine environment that reflects the social, cultural and landscape values of the river corridor

Objective 4.3

Protection of environmentally significant areas of native vegetation for present and future generations

Objective 4.4

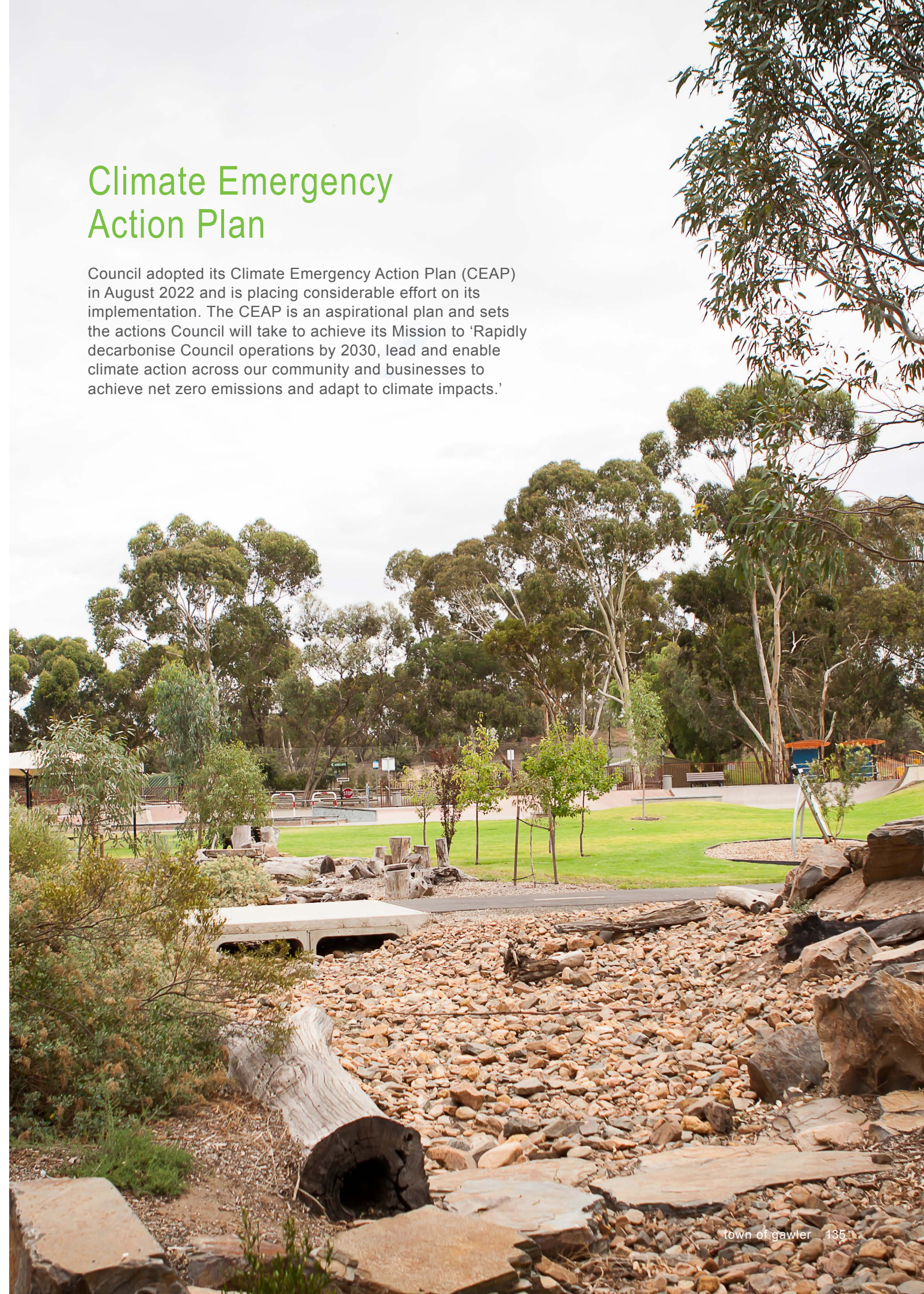
Support sustainable use of natural resources and minimise waste

Objective 4.5

Support the provision of useable public realm that preserves and enhances the environment and biodiversity

Climate Emergency Action Plan

Council adopted its Climate Emergency Action Plan (CEAP) in August 2022 and is placing considerable effort on its implementation. The CEAP is an aspirational plan and sets the actions Council will take to achieve its Mission to 'Rapidly decarbonise Council operations by 2030, lead and enable climate action across our community and businesses to achieve net zero emissions and adapt to climate impacts.'



Notable achievements towards the implementation of the CEAP in 2022-2023 include:

Gawler Public Lighting Upgrade Project

The Gawler Public Lighting Upgrade Project was completed in early 2023, providing the following key project outcomes:

- 1,677 streetlights upgraded to Light Emitting Diode (LED) Technology to reduce electricity consumption, cost, emissions and improve the quality of lighting.
- Annual operational costs savings are estimated to be \$135,000.
- The reduced operational costs will largely offset the recent significant increased costs for electricity.

Much of the Finnis Street multi-level car park was fitted with self-dimming LED lighting, reducing electricity consumption, costs, and emission, while maintaining required lighting levels.

Increased Renewable electricity for Council Operations

Council meets approximately 15% of its total electricity needs from onsite renewable electricity. In 2022-2023, new solar systems were installed on the Gawler Visitor Information Centre and Gawler Elderly Centre. These new systems take onsite generation capacity to approximately 200 kW, helping to lower electricity costs and emissions.

Council's new electricity contracts increased its voluntary GreenPower contribution to 27%, with Council's renewable electricity use from 1 July 2023 being estimated at 62%, based on its mandatory renewable electricity contribution for its imported grid electricity, additional voluntary GreenPower and on-site renewable electricity.

Advocacy

A key role for Council in the implementation of the CEAP is to advocate of behalf of the community and the organisation in impactful areas including for fair accredited renewable electricity pricing structures. In the past twelve months Council has undertaken the following advocacy efforts:

- Submission to the Greenhouse Gas Protocol Review.
- Submission to review of Australian Carbon Credit Units.
- Submission to National GreenPower Accreditation Program Review.
- Submission to review of Corporate Emissions Reduction Transparency Scheme.
- Successful motion to the Australian Local Government Association 2023 National General Assembly for local government-specific guidance on solar farm renewable electricity systems and claims.

Supporting Community Resilience

Council has recently supported and hosted two Disaster Relief Australia's 'Big Map' Capability Scenario Planning Exercises for the Gawler River catchment area. The first session was targeted towards government and agency stakeholders and the second exercise more specific to the Gawler River Flood Management Authority.

Water Sensitive SA

The Town of Gawler has joined as a member of Water Sensitive SA and is participating to explore opportunities for creating water and stormwater management infrastructure that also maximises opportunities for greening, biodiversity, and open space.

Gawler River Floodplain Management Authority

The Gawler River Floodplain Management Authority (GRFMA) was formed as a Regional Subsidiary under Section 43 and Schedule 2 of the *Local Government Act 1999* on 22 August 2002. The Constituent Councils are the Adelaide Hills Council, The Adelaide Plains Council, The Barossa Council, The Town of Gawler, Light Regional Council, and the City of Playford. The GRFMA Board conducted six Ordinary meetings and two Special Board meetings. The GRFMA's Audit Committee met on four occasions.

The GRFMA subsidiary again provided the vehicle for collaborative engagement amongst the six-constituent councils over the reporting period and enabled productive engagement with State and Federal Government agencies and other key stakeholders.

Key Achievements of the GRFMA during this period were:

- Working with the South Australian Government's Department for Environment and Water to progress the Gawler River Flood Mitigation Program and Gawler River Flood Mitigation Business Case.
- Draft Gawler River Stormwater Management Plan.
- Bruce Eastick North Para Flood Mitigation Dam inspections and maintenance.
- Disaster Relief Australia Big Map events.

Kaurna Cultural Heritage Mapping Project

The finalised Kaurna Cultural Heritage Map has been delivered to Council and is assisting in the maintenance of areas of cultural significance along the North Para, South Para and Gawler Rivers. The survey is helping Council to manage Aboriginal cultural heritage sites that abut areas of development, to ensure that we continue to meet the legal obligations of the *SA Aboriginal Heritage Act 1988*.

Adelaide Mount Lofty Ranges Bushfire Management Committee (Region 1)

Councils within Region 1 of the Adelaide Mount Lofty Ranges provide data to the Adelaide Mount Lofty Ranges Bushfire Management Committee (AMLRBMC) about risk reduction activities conducted within their area.

The Town of Gawler is represented at the Bushfire Management Committee, which deals with strategic directions regarding bushfire risk, local area risk assessments, and determines the commencement and conclusion of the bushfire season within Region 1 of the Adelaide and Mount Lofty Ranges.

One of the key strategic plans prepared by the Committee are Bushfire Management Area Plans (BMAP). BMAP's outline areas and assets at bushfire risk and identify the work needed to manage bushfire risks and the broader landscape, with a focus on prevention rather than fighting fires.



Fire Prevention Program

On a yearly basis, Council's Fire Prevention Officer's (FPO's) raise awareness of the importance of fire prevention activities. Community messaging is delivered via roadside signage, social media, local newspaper advertisements, community meetings and direct correspondence with landowners.

Property owners continue to be legally obligated under the *Fire and Emergency Services Act 2005* to maintain their properties to prevent and/or inhibit the spread of fire across the land. During 2022-2023 there were 270 landowners who were not compliant and subsequently issued with a section 105F Notice. Out of those property owners who were issued with notices, 29 landowners were still found to be non-compliant on a secondary inspection and were issued with expiation notices.

Fire Prevention Officers will continue to take a zero-tolerance approach to fire prevention. Council urges landowners to take responsibility for their land throughout the entire duration of the fire danger season.

Street Tree Planting Program

As part of the Councils 2022-2023 annual street tree planting program the team have planted 364 new street trees. Additionally, Council's Gawler Greener Project delivered 300 trees and new developments have contributed over 400 new street trees (refer separate entry).

All the newly planted trees have been added to Councils tree inventory data base "TreePlotter" which now consists of over 11,000 street trees. The data captured for all these sites includes species, location, health, structure, and photos, and includes a risk assessment to inform any maintenance requirements. This database assists Council with the ongoing record keeping and management of the town's street trees.

Open Space Management

As Gawler continues to grow and new housing estates are developed, there will be an increase in the amount of new open space areas vested in the Council for use by the community. The Town of Gawler recognises the benefits of open space to facilitate active and passive recreation as well as promoting other social, health and environmental benefits. The new open space areas will be developed in a financially sustainable manner given open space is a significant cost to Council's operations.

Council's Open Space Guideline and Biodiversity Management Plan have assisted to inform design outcomes for open space areas in new housing estates as well as for Council capital projects.

The total open space vested in the Town of Gawler grew by 2.54 hectares compared with last financial year, which included 2.46 hectares of new road verges and street trees, and 0.08 hectares of reserves associated with new housing estates at Aspire Estate, Springwood (Highfield), Simpson Place Evanston Park and Gawler East Link Road. The timing to hand over the new open space areas to Council for maintenance will align with the annual budget planning process.

Northern Adelaide Waste Management Authority

Northern Adelaide Waste Management Authority (NAWMA) is a Local Government Regional Subsidiary of the Town of Gawler and the Cities of Salisbury and Playford.

During 2022-2023 NAWMA observed a substantial increase in the volume of household waste and recyclables collected at the kerbside.

NAWMA experienced unprecedented increases in their other services including hard waste service, visits to resource recovery centres, and information accessed through their website and customer service centre.

The key outcomes for NAWMA will be to establish long term achievements in resource recovery, environmental outcomes, education, food and garden organics and strong social outcomes within the subsidiary Council areas. Several milestones have been accomplished, including the extension of the hard waste service and the roll out of the food organics green organics program (FOGO) to the Town of Gawler residences.



Hard Waste

Council's hard waste service for residents aims to reduce waste that ends up in landfill and raise awareness of the importance of recycling or 'resource recovery'. Hard waste undergoes all available resource recovery to maximise the amount of recyclable material (e.g. metal, timber, masonry, and e-waste) not being sent to landfill.

Council and NAWMA have identified that greater emphasis on improving landfill diversion rates is now required. Initiatives such as introducing recycling and better waste management practices will benefit the community and Council. The strategies for greater recycling and the proper use of the three bin system will be at the forefront of the proposed scheme. Community engagement and the development of education campaigns will reach all residents and provide clear information on waste management and recycling.

Household battery and mobile phone recycling

Gawler Libraries continue to support the community in diverting hazardous waste from landfill by offering battery recycling bins, and mobile phone recycling bins in both branches.





Hillier Fire Ground Rehabilitation

The \$530,000 Hillier Fire Ground Rehabilitation Project has been delivered by the Town of Gawler and the Department for Environment and Water with funding assistance from the Stormwater Management Authority and the Council. The 68.38 hectare project site was identified after the December 2019 Hillier fire event which left remnants from burnt trees and vegetation within the river bed of the Gawler River, creating a risk for downstream flooding.

The project has been successfully completed including:

- Weed control to remove invasive weeds and make way for native species that promote local biodiversity and riverbank stability
- Tree maintenance to remove dead or branches at risk of falling into the river that would cause downstream blockages during a flood event
- Debris removal from within the river channel
- Reuse of retrieved materials for nature play and landscaping, firewood, and other local community activities
- Revegetation of the site using 4,000 tube stock plants to assist in reducing woody weed management and mitigate riverbank erosion.

A further 4,000 tube stock, additional minor erosion controls and implementation of weed management and plant establishment will be continued in 2023-2024.

October Floods

North Para River had minor impacts to the community with the closure of the Murray Road ford on three separate occasions, which resulted in traffic management, detours, and clean-up of debris, with pedestrian access cut off inside Clonlea Park. Along the South Para River the only impacts to the community were to the shared us path within Deadman's Pass Reserve, which were temporarily closed until the water subsided.





Compostable Dog Poo Bags

The Town of Gawler commenced a compostable doggy poo bag trial in our dog park at Clonlea Reserve. The dog waste bags which are eco-friendly and 100% compostable can be placed in dedicated bins provided at the park or in the green lid bin, FOGO (Food Organics and Garden Organics) provided to residences in Gawler.

Compostable dog poo bags are made from plant-based materials which will break down over time, making them environmentally friendly and safe for the environment. Unlike traditional plastics, these new bags will reduce waste, pollution and can be easily turned into compost.

When placed in FOGO (Food Organics and Garden Organics) bins compostable bags and dog waste can then be processed and transformed into soil for parks, farms, and gardens at the NAWMA green waste holding facility.



Getting Gawler Greener

Last year, the Town of Gawler was successful in securing \$150,000 funding from the Department of Environment and Water's 'Greener Neighbourhoods Grants Program,' supported by the Green Adelaide landscape board. Together with \$150,000 of funding from the Department of Infrastructure and Transport, the Town of Gawler has been able to take significant steps towards a more sustainable future, through the successful planting of 300 street trees to:

- revegetate key areas affected by the Gawler Rail Electrification project;
- provide conditions of continuous shade along walking and cycling routes to five of our railway stations;
- enhance local biodiversity and increase our town's resilience to climate change;
- diversify our street tree species to increase resilience to pests and diseases;
- provide food and homes for local wildlife and links to local habitat corridors; and
- provide job opportunities for our local suppliers and contractors.

Over the next 10 years as the tree canopy grows, we will begin to witness the quality of life for our residents increase, as urban heat islands begin to reduce along our rail corridor, and seasonal changes in foliage colour, fruits and flowers begin to beautify our town.

These outcomes directly support the South Australian Government's 'Climate Change Action Plan 2021-2025,' by enabling climate-smart urban environments which accelerate urban greening. They also support key targets in the Town of Gawler's:

- Climate Emergency Action Plan;
- Biodiversity Management Plan; and
- Beautification Plan.

In addition to this project, the Town of Gawler has planted over 364 street trees as part of our annual tree planting program, 487 street trees throughout our land developments, and over 2,000 native trees in various open spaces and linear trails along our South Para, North Para, and Gawler River corridors.



Objective 5.1

Be recognised as a best practice organisation and collaborate regionally

Objective 5.2

Foster and encourage community teamwork

Objective 5.3

Continue to deliver effective services and refine management processes



Community Advocacy

Council has been proactive to progressing several matters at a state level which are of local and state significance. Motions have been passed by Council and subsequently presented for consideration and adoption at both a State Local Government Association level but also at National level by way of the Australian Local Government Association. Issues have included the need to improve the accounting practices associated with green energy, to consider creating a peri-urban status within geographical eligibility for grant funding, and to provide adequate and timely investment in infrastructure to support orderly development.

Further advocacy has been pursued over the year with Council making submissions to State Government direct or by submissions made to the Local Government Association (LGA) who then act on behalf of all councils in the state. The LGA will address matters of interest and or concern to the local government sector.

Awards and Recognition

Council has been acknowledged for its high standards and outcomes achieved during this period where it has received the following awards and/or short listed for nomination accordingly:

2022 Interpretation Australian National Award in the Interpretation Indoors:

Under \$75,000 Project Category –
Cultural Heritage Centre – Behind the Scenes:
The History of Theatre and Entertainment
in Gawler Exhibition

Community Scorecard

The Community Scorecard forms a component of Council's key performance measurement platforms and part of our strategic reporting framework including Business Plans, Financial Plans and Annual Reporting. The Community Scorecard provides a high-level view of our performance regarding the services we provide to our community and assists in monitoring the implementation of the Community Plan 2030+.

While in its infancy, the Community Scorecard includes several key performance indicators relating to financial and non-financial outcomes. Measures within the Community Scorecard reflect current performance indicators and data sourced from existing processes and systems. Over time, as council further develops its service levels and performance measurement capability through more sophisticated systems, additional performance indicators and data will be added. This will ultimately enhance our ability to monitor and analyse our performance.

Procurement

Procurement is undertaken across all Council operations and is a key component of service and project delivery. The update of Council's Procurement Policy, procurement framework and implementation of procurement and contract management software has been a core focus this financial year aimed at streamlining processes, creating efficiencies, and providing a greater level of oversight, management, and data analytics. This work provides a platform for supplier engagement, local economic benefit, and the achievement of strategic and corporate goals. Local economic benefit remains a core policy objective supported by its mandating as an evaluation criterion in all competitive processes, increases to procurement thresholds for direct sourcing and quotations providing greater access to Council opportunities by reducing the complexity of information required to bid for low-medium value and low-medium risk goods and services, and the identification of future initiatives for local supplier engagement in 2023-2024.

Barossa Light and Lower Northern Region Public Health and Wellbeing Plan

The State Public Health Plan recognises local government as having a role in leading and coordinating the delivery of services and initiatives in public health on behalf of the community. Section 52 of the *South Australian Public Health Act 2011* requires member councils, to report on progress on the Regional Public Health Plan. This Plan contains a comprehensive assessment of how Council has progressed implementation. The Plan is a collaboration between the Town of Gawler, The Barossa, Light Regional and the Adelaide Plains Councils.

Public health protects and promotes the health and wellbeing of communities. It is influenced by many different aspects of our lifestyles and communities from what we put in our bodies and how much we exercise, to sanitation, community services, and how our communities are planned and built. Public health is influenced by an individual's ability to make healthy choices and access services and infrastructure that support wellbeing. It is also influenced by the ability of our communities to plan for and respond to environmental influences such as climate change or disease outbreaks.

The Plan review carried out in 2022-2023 in consultation with the community and stakeholders established three regional lighthouse projects and governance arrangements to address top regional challenges for public health in the Town of Gawler, the Barossa, Light Regional and Adelaide Plains Council areas. These are as follows:

1. Community transport
2. Mental health + suicide prevention
3. Community participation

Each council will engage with Public Health Partner Authorities and other relevant groups and organisations to deliver the regional lighthouse projects and to add value to existing efforts.

Gawler Youth Advisory Committee

The Gawler Youth Advisory Committee is a link between young people in the Gawler community and Council. The Committee has up to 13 youth members ranging from 12-24 years of age and two elected Council members, meeting regularly in the Council Chambers at the Gawler Civic Centre. The Committee provides an opportunity for young people to have a voice and promotes a positive image of young people in the community. In addition, they ensure current youth programs and plans remain relevant and hold Council accountable for their implementation.

Memorandum of Understanding with Adelaide Plains

Council continues to share casual Library staff with Adelaide Plains Council, as part of a Memorandum of Understanding (MoU) first established in 2007.

Gawler & Districts Youth Workers Network

The Gawler & District Youth Workers Network has members from our local community, both Government and non-Government organisations that partner to promote, enhance services, and support children and young people. The Council's Youth Development Officer coordinates the Gawler & District Youth Workers Network, which meets monthly. The Network plays a vital role in the Gawler Youth Space, promoting programs, referring young people, and keeping each other up to date with community development.

Gawler Community House

The Gawler Community House has been operating for over 30 years providing services to support people living in Gawler and the surrounding communities. The Gawler Community House works with community members to achieve social justice, personal empowerment, and social change at a neighbourhood level.

Gawler and Districts Community Services Forum

Council continues to facilitate the Gawler and Districts Community Services Forum, a representative group of over 50 local services providers. The Forum maintains strong partnerships, advocates for additional services and representatives provide programs and services to assist and support the Gawler community and its surrounding regions.

Service Clubs and Sporting Clubs

Council also works closely with local service clubs to share information, collaborate and partner to benefit the community. The following service clubs actively contribute to the Gawler community: Apex Club of Gawler, Gawler Lions Club, Rotary Club of Gawler, Rotary Club of Gawler Light and the Zonta Club of Gawler. Council provides local community groups and sporting organisations advice and guidance with funding applications and development of policies, protocols and management plans. Council also contributes in-kind support through staff involvement, use of facilities and rooms, promotion of activities and events, and community grants. Council has historically provided loan funding support to various local sporting clubs to enhance sporting facilities for the Gawler community.



Gawler Show

The annual Gawler Show is a key tourism event and holds historical significance in Gawler as a much-loved event and the largest regional show held in South Australia. The 2022 Gawler Show was held on the weekend of 27 and 28 August 2022 and set new attendance records with 20,000 people attending on the Saturday and 17,000 people attending on the Sunday. With perfect weather conditions over the weekend, the Gawler Show returned to all its glory, with pre-Covid attractions and entertainment on offer. These included the very popular Treasure Trail, which sold over 1,200 bags, Horse Show Jumping events, and the Town of Gawler Grand Prix Show jumping event. The Car Lottery had 9,871 entries with the first prize car donated by Peter Kittle Toyota. The fireworks returned on Saturday evening from a new vantage point and were a highlight of the Show.

The Town of Gawler provides a meaningful and broad range of assistance to the Gawler Show Society across the planning, delivery and pack up for the annual event. The following Council teams provide significant levels of support to ensure that the Gawler Show is a success and keeps its title as the biggest Country Show in South Australia:

- Aquatic and Recreation Services
- Town Services – Civil, Horticulture and Town Maintenance
- Community Services
- Environmental Services
- Regulatory Services
- Marketing and Communications
- Property
- Engineering Services

Council financially supports the annual delivery of the Gawler Show and is working closely with the Gawler Show Society on the preparations for the 2023 event.

Statutes Amendment (Local Government Review) Act 2021

The SA Parliament enacted the *Statutes Amendment (Local Government Review) Act 2021* (the Review Act) on 17 June 2021.

The Review Act introduced multiple transitional changes to the *Local Government Act 1999*, which result from the Local Government reform program which focused on the following areas:

- strong Council Member capacity and better conduct
- efficient Local Government representation
- cost savings and financial accountability
- simpler regulation

Key reforms implemented during the 2022-2023 Financial year includes:

- Adoption of Behavioural Management Policy
- Council Member Training Standards
- Public access to meeting and documents
- Inclusion of a funding plan within the Long-Term Financial Plan that outlines the council's approach to funding services and infrastructure of the council,
 - i. sets out the council's projected total revenue for the period to which the long-term financial plan relates
 - ii. outlines the intended sources of that total revenue (such as revenue from rates, grants and other fees and charges).

While not scheduled to come into effect until November 2023, the Town of Gawler implemented the reforms relating to the operation of Audit & Risk committees when Council re-established the Audit & Finance Committee following the 2022 Local Government Election held in November 2022.

The reforms placed a greater emphasis on the identification, assessment, monitoring, management and annual review of risk and internal audit through the increase in scope of purpose and functions of the Audit & Risk Committee.

Council commits to tackle Housing Affordability and Homelessness

Town of Gawler is tackling the issues of housing affordability and homelessness through collaborations with some of South Australia's leading advocates in the sector. Whilst State and Federal Governments have the primary responsibility for funding affordable housing, social housing, homelessness services and crisis accommodation; the Town of Gawler continues to collaborate with local community service providers, host local forums, provide information about homelessness services, and advocate for affordable housing and homelessness solutions.

Council is an active member of the Red Room Project, and the Local Government Homelessness Network. It is also a member of the Local Government Homelessness Toolkit Project Reference Group.

Participatory Budget Community Engagement

Following on from the success in 2021-2022, Council continued with its Participatory Budgeting Initiative as part of the 2023-2024 Annual Business Plan and Budget. Participatory Budgeting is designed to encourage community participation in the Annual Business Plan by providing an opportunity to the community to nominate community projects up to the value of \$20,000, with a community vote to determine which projects will be delivered. The two projects being delivered as part of the 2022-2023 Annual Business Plan & Budget are a drinking fountain near playgrounds at Clonlea Reserve and Apex Park, and solar lights at Apex Park, Gawler.

The Participatory Budget projects included in the 2023-2024 Annual Business Plan are a shelter and picnic setting at the Humphrey George Reserve in Evanston Park, and a rain garden installation at the Princess Street & Davies Street stormwater basin in Willaston.



Electronic Document and Records Management System

Council has a legislative requirement under the *State Records Act 1997* to ensure that all official records are appropriately captured, stored, maintained, and eventually destroyed. In the 2022-2023 financial year, over 124,000 records have been electronically captured into Council's Electronic Document & Records Management System (EDRMS). Effective use of the EDRMS will preserve the knowledge of Council, realise cost savings on physical file storage and ensure efficient record retrieval abilities. This year, Records Management staff had a particular focus on boosting staff knowledge of records management obligations and to maximise use of the EDRMS and other forms of document management not only for compliance but also for increased productivity. This has involved regular internal auditing and reporting, additional staff training and increased system integrations.

Building Fire Safety Committee

The Building Fire Safety committee is required to inspect existing buildings to determine if the fire safety is not adequate, the Building Fire Safety Committee will then identify what features of the building make the fire safety inadequate. Section 157 of the *Planning Development and Infrastructure Act 2016* (PDI Act), sets out the priorities for assessing and upgrading the fire safety risks of an existing building. When the fire safety of a building is not adequate, the role of a Building Fire Safety Committee is to work with the building owner to develop a cost-effective solution that will make the fire safety of the building adequate.

Council's Building Fire Safety Committee was expected to hold 4 meetings in 2022-2023. However, three meetings were convened due to a meeting being cancelled due to COVID-19. Nonetheless, the minimum of three mandatory meetings required in accordance with the Building Fire Safety Committee terms of reference and PDI Act 2016 were achieved.

A total of 10 Building Fire Safety compliance inspections were conducted on commercial premises within Gawler.



Advocating for Gawler at ALGA National General Assembly

Mayor Karen Redman and CEO Henry Inat represented Town of Gawler at this year's National General Assembly (NGA), which was held from 13-16 June 2023 at the National Convention Centre. Town of Gawler has received support for its motion that calls on the Australian Government to support Councils through the Clean Energy Regulator in the development of local government specific guidance for 100kW to 5MW solar power and battery storage systems. The Mayor and CEO met with various departments of the Australian Government whilst in Canberra to advocate on behalf of the community with respect to various renewable energy issues, increased investment in community infrastructure and higher-education support programs.



ALGA Motion for Guidance to Local Government for the establishment of 100kW to 5MW solar power and battery storage systems

Council successfully submitted a motion to the National General Assembly of ALGA calling on the Federal Government to support Councils through the Clean Energy Regulator (CER) to develop local government specific guidance for 100 kW to 5MW solar power and battery storage systems to produce and consume larger amounts of renewable electricity, store renewable electricity, and share and trade surplus renewable electricity via the grid to serve the needs of Councils and their communities.

The motion from the Town of Gawler built upon the resolutions of Council's 2021 and 2022 motions at the ALGA National General Assembly, and progress made to towards legislated market-based accounting reforms for renewable electricity and carbon offsets with fair pricing to reduce emissions as rapidly as possible.

This motion looks to provide a practical outcome that Councils across Australia could use in investigating the feasibility of solar systems at a scale beyond 100kW. For solar systems greater than 100 kW in size, the regulatory requirements become significantly more complex with a need for licensing as an accredited power station and to align with carbon accounting frameworks on how to manage who can claim use of the renewable electricity and under what contractual arrangements. There is currently a lack of clear and consistent guidance for Councils to navigate these requirements with confidence and in a cost-effective manner. This type of system could be used in varied Council applications, such as establishment of large on roof systems on indoor sporting/recreation/civic facilities (a local example of this being the Gawler Showgrounds) or ground mounted systems on vacant or underutilised Council land.

2022 Elections

The *Local Government (Elections) Act 1999* provides for period elections too be held every four years under a non-compulsory postal voting system. Local government elections took place in November 2022.

Through this democratic process the community decide who will represent them on Council and make decisions that benefit the Town of Gawler for the forthcoming four years and beyond.

A total of 27 nominations were received, with four (4) people nominating for the Mayoral position and 23 nominations for the Area Councillor positions. Following the elections, where 6,362 formal ballot papers were received, the Town of Gawler welcomed four (4) new Councillors, with six (6) Councillors from the previous Council and the Mayor being re-elected. Council Members have now completed their mandatory training and successfully adopted their first Annual Business Plan & Budget for the 2023-2024 financial year.





International Women's Day

International Women's Day (March 8) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating women's equality. Town of Gawler staff participated in the Gawler International Women's Day annual breakfast event, hosted at Nixon's Function Centre. This is an annual event which celebrates the wonderful contributions the women of Gawler make to our community. The theme for 2023 was #EmbraceEquity.



PIA Study Tour - A Taste for Heritage, Food, Wine and Tourism

The Planning Institute of Australia hosted their National Planning Congress event in Adelaide from 24-26 May 2023. As part of this event, Gawler was selected to host a Study Tour which was planned in conjunction with the Barossa Council, titled “A Taste for Heritage, Food, Wine and Tourism” Study Tour.

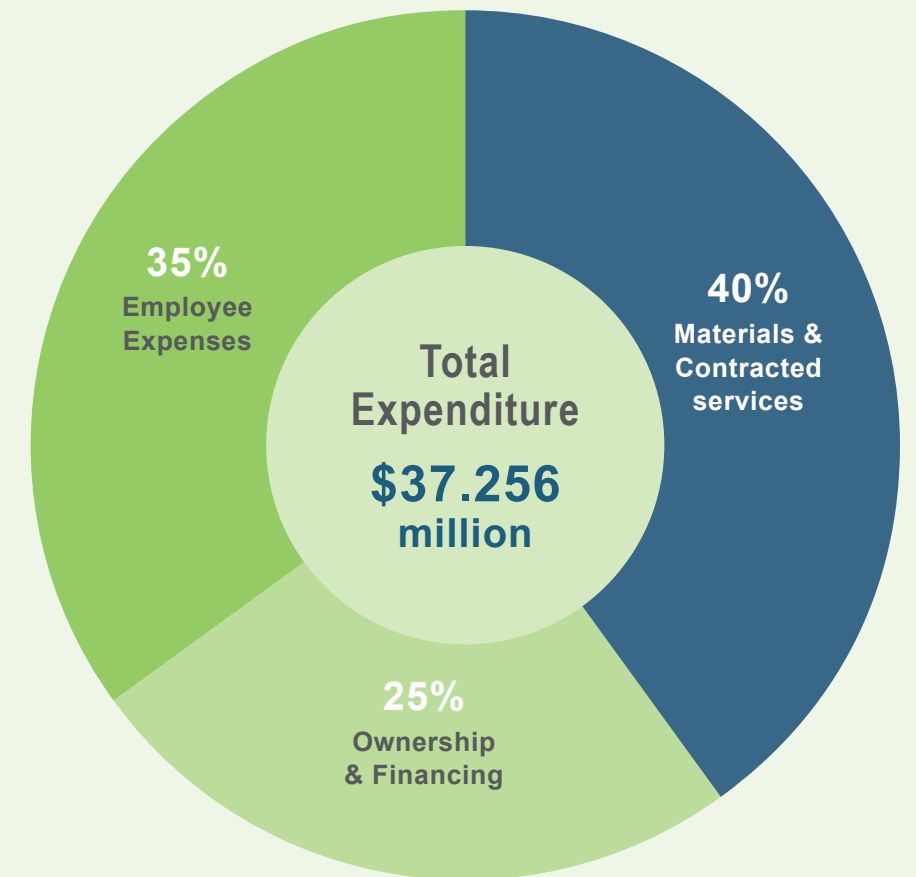
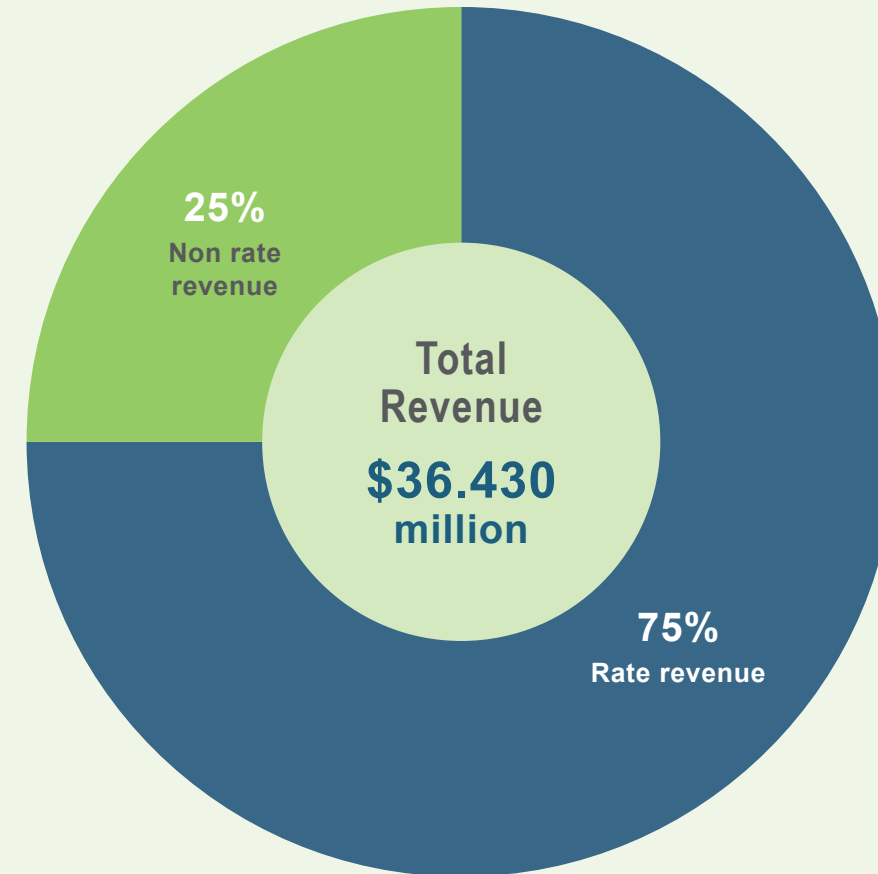
The tour included a bus tour through the historic parts of Gawler, a tour through the Civic Centre, including the Cultural Heritage Centre, then travelling to the Barossa. At the end of the day a session was conducted on greenfield planning at the Springwood estate, supported by the developer Wel.Co.

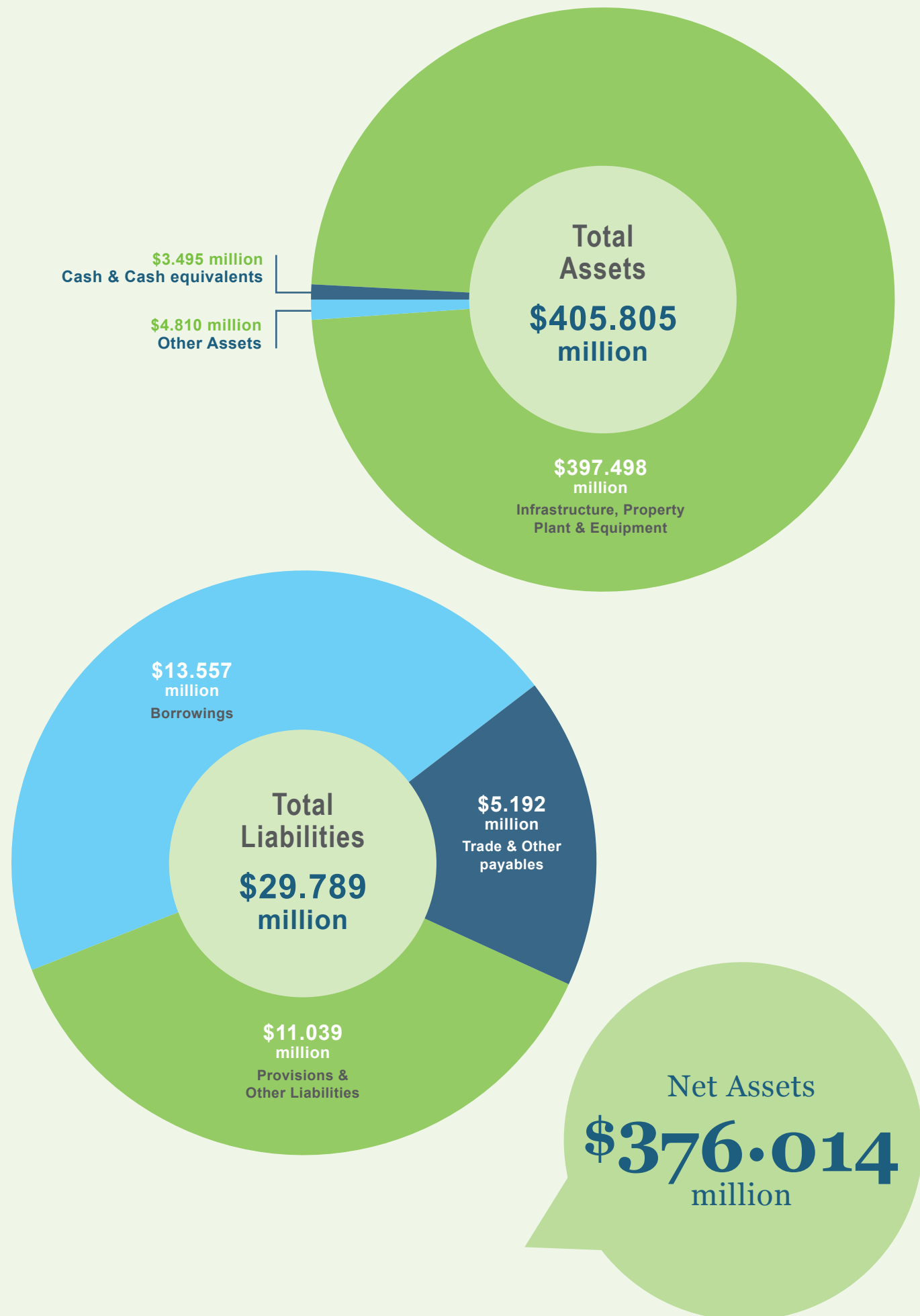
The tour was well received, with 50 planning delegates from across Australia attending and was one of the first tours to book out.



Financial sustainability is an important objective for the Town of Gawler and is essential to delivering on the strategic directions contained in our Community Plan 2030+ and the delivery of our programs and services.

Being one of the fastest growing councils in the State continues to pose significant challenges, but also opportunities for Council. Council's population continues to rapidly grow. For the 2022-2023 financial year, the Town of Gawler is reporting an operating deficit of \$826,000, a favourable result compared to its budget expectation of an operating deficit of \$1.426 million.





Financial Sustainability Ratios

Council monitors both financial performance through the presentation of Quarterly Budget Reviews, monthly Financial Reports and Annual Financial Statements. A series of financial indicators have been developed by Local Government to assist in determining if a Council is financially sustainable or moving towards financial sustainability.

The Financial Sustainability Indicators which are used by Council are

Operating Surplus Ratio – this ratio measures the Councils ability to cover its operational costs through its sources of revenues, which is predominately rates revenue and have surplus funds for capital funding and other investment purposes.

Net financial liabilities – measure the extent of the Councils debt, in relation to its operating revenues.

Asset Sustainability Ratio - measure how well the Council is renewing its existing community infrastructure and property assets.

Financial Indicators

	Actual 2022-2023 \$'000	Actual 2022-2023	Actual 2021-2022	Actual 2020-2021	Actual 2019-2020
Operating Surplus Ratio					
Operating Surplus/(Deficit)	(826)	(2.3%)	4.7%	0.7%	(0.8%)
Total Operating Revenue	36,430				
5 year rolling average		0.6%	1.6%	1.2%	0.9%
Net Financial Liabilities Ratio					
Net Financial Liabilities	33,265	71.8%	68.0%	78.4%	80.3%
Total Operating Revenue	36,430				
Asset Sustainability Ratio					
Net Asset Renewals	5,479	143.0%	114.0%	97.0%	114.2%
Asset Management Plan	3,832				
3 year rolling average		121.0%	110.0%	131%	131%

Gawler Administration Centre

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Gawler

