



2023-24
Annual
Report

The City launched its first Reflect Reconciliation Action Plan (RAP) with a vibrant event held at the Subiaco Arts Centre.

The Reflect RAP, approved by Council in November 2023, marks a significant milestone in the City's journey towards reconciliation. The plan outlines actionable strategies and initiatives to promote cultural awareness, foster relationships, and enhance opportunities for Aboriginal and Torres Strait Islander peoples in the community.

It was launched with an event that featured cultural performances and activities, including a Welcome to Country by Daniel Garlett, a smoking ceremony, and the planting of a new bushtucker garden in Theatre Gardens.

Acknowledgement of Country

The City of Subiaco acknowledges the Whadjuk Noongar people as the traditional custodians of the area. We recognise their cultural connection to the land and waterways of Subiaco, and pay our respect to their continuing contribution to our City, and to Elders past and present.

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Mayor's message

It has been another good year for the City of Subiaco.

From a local community perspective, based on your feedback, this year's Community Scorecard results were the best in recent memory – underpinned by 10-year highs in 'Leadership by the Mayor and Councillors' and our score as a 'Governing Body'. Solid governance, with a highly functioning Council and staff, have contributed to this being a City which leads in 17 areas across the state – including support for local businesses, festivals, events, art and cultural activities, and sustainable practices.

Nationally, the independent Place Score 2023 Australian Liveability Census ranked the City of Subiaco as the most liveable place in Australia – a fitting recognition, although probably no surprise for all of us who were already 'in the know'.

This year, Council made 113 decisions in formal meetings. Working with the CEO and City staff, and with community front of mind in everything we do, 2023-2024 saw the steady delivery of core functions, complemented by initiatives including:

- The Evelyn H Parker Library restoration – a reinstatement of the building's quality design and heritage, with upgrades to extend its life for another 50+ years.
- Public realm upgrades to transform Seddon Street, Postal Walk, Walmsley Lane, and Forrest Walk into refreshed (and in a couple of cases, award winning) community spaces.
- The 31st Youth Writers Award, which welcomed WA author Craig Silvey as its new patron and drew more than 900 entries from across the state.

CEO's message

This year has been one of progress and achievement for the City of Subiaco.

Throughout 2023-24, we have continued to deliver an extensive range of projects and services, with key focus on improving the public realm and activation to make a positive contribution towards community wellbeing.

We have an excellent Council providing strategic direction for our amazing staff, volunteers, and contractors to implement projects and services for our community. However, our systems and processes needed urgent attention – this year, we commenced our digital and human services transformation.

Phase one of the digital transformation went live on 1 July 2024, focused on the internal services of Finance, Assets, and Human Resource/Payroll. Following the highly successful implementation, we now turn

- Major upgrades at Rosalie Park, including activation of underutilised areas.
- Celebration and showcasing of artists, through public art installations, short stories, videos, and the first edition of the City's own *ARTFORM* publication.
- New events like the Subi Night Markets, Pre-Loved Market, and Supercar Sunday joined established favourites on our extensive events calendar.
- Launch of the City's first Reconciliation Action Plan.
- Endorsement of the Safe Active Streets program, designed to transform local streets in Shenton Park into a shared east-west travel route, accessible for all road users.
- New and ongoing community partnerships, including with the Subiaco Community Men's Shed.

We will continue to build on the achievements of the past few years, and I see no reason why the next year will not be even better. Council remains committed to delivering in the present and planning for our City's bright future. Thank you, Councillors, staff, and community for your ongoing support..

David McMullen, Mayor

November 2024



CEO Colin Cameron and Mayor David McMullen

our attention to the external-facing components – to deliver end to end digital customer services, improve response times, and broaden the customer experience via any device, anywhere, at any time. Our human services remain – in order to continually improve, the City embarked on a cultural program, focusing on Purpose, Values and Behaviours.

These two transformational projects will assist the City to provide the best services at the lowest possible cost.

Thank you to our Council, staff, volunteers, contractors, and the broader community for your contributions and collaboration throughout this year.

Colin Cameron, Chief Executive Officer

November 2024



About the City

The City of Subiaco is established on the traditional homelands of the Whadjuk Noongar people, who were the custodians of the land long before the first European settlers arrived.

In 1851, a group of Benedictine monks came to the area and named their monastery 'New Subiaco' after the birthplace of the Benedictine Order – Subiaco, Italy. When the Perth to Fremantle railway opened in 1881, the name Subiaco was adopted for a railway station near the monastery and later for the cluster of houses and businesses that became the present Subiaco.

Subiaco was proclaimed a municipality in 1897 and officially gazetted as the City of Subiaco in 1952.

Today, the City of Subiaco local government area includes the suburbs of Subiaco and Daglish, and parts of Jolimont and Shenton Park.

The residential population of the City of Subiaco is almost 18,000 people and the City attracts around 20,000 workers each weekday. The area incorporates a mix of land uses, including residential, commercial, retail, hospitality and entertainment, and has excellent access to public transport.

The City incorporates heritage buildings and modern architecture with parks, streets and open spaces that provide a pleasant backdrop and help ensure a great lifestyle. A wonderful place to live, work and visit, the City of Subiaco is consistently ranked as one of the most liveable local government areas in Western Australia.

The City of Subiaco comprises four wards. Following the October 2021 local government election, each of these wards is represented by two councillors, with the Mayor elected to represent the entire electorate.

Our Council

The City of Subiaco Council from 24 October 2023 to 30 June 2024.

MAYOR



David McMullen

NORTH WARD



Russell Jones



Rosemarie de Vries

EAST WARD



Mark Burns



Garry Kosovich
Deputy Mayor

CENTRAL WARD



Nicola Johnston



Penny O'Connor

SOUTH WARD



Rick Powell



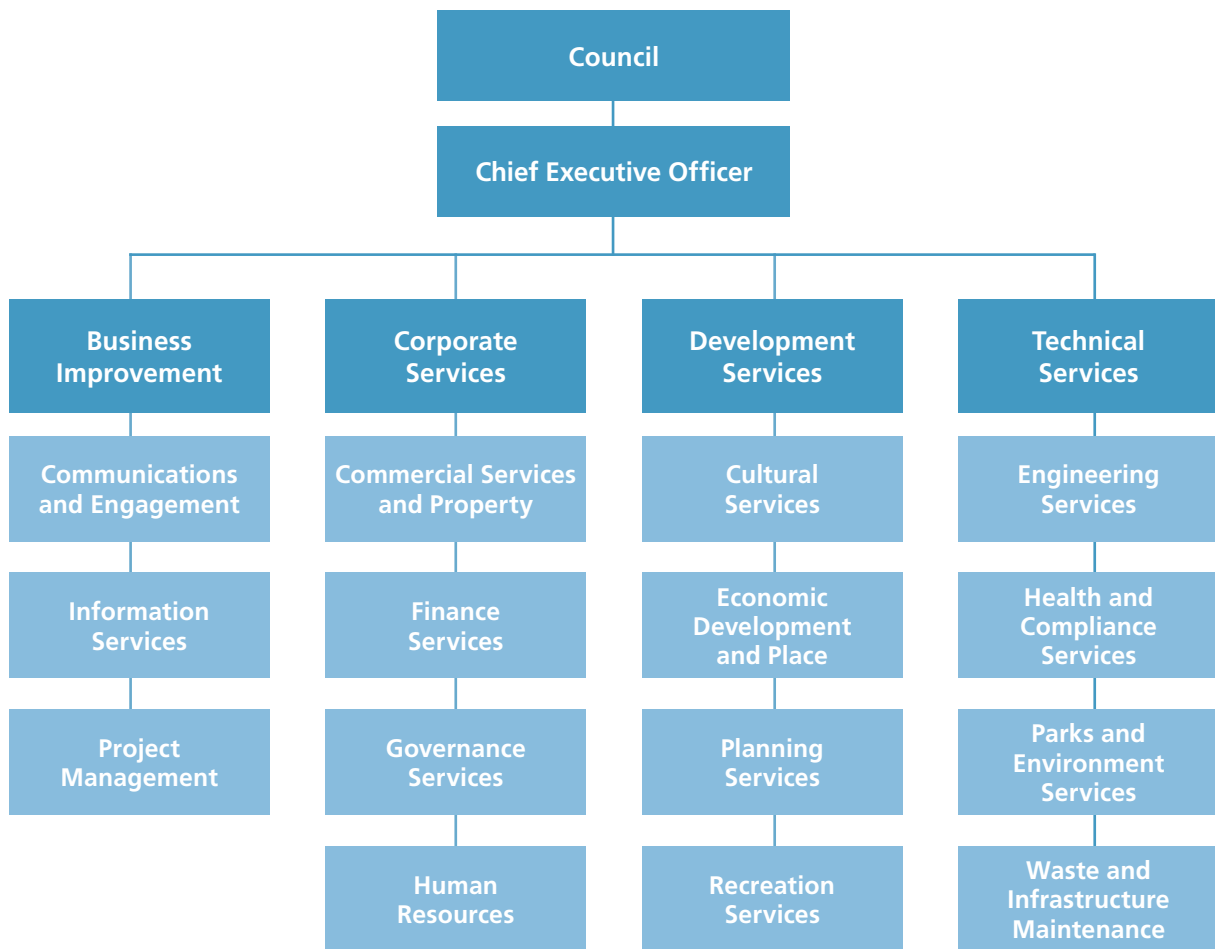
Simon White



Our services

Our workforce is made up of people with diverse skills across a range of disciplines who work together to make the City of Subiaco a leading local government.

The Chief Executive Officer and four directors provide leadership to the City's 15 branches, which deliver a broad range of services to the community and the organisation.



We work by our values



Supportive

Mutual respect and encouragement.



United

Working together to achieve shared goals.



Bold

Curious and willing to challenge for a better tomorrow.



Impactful

Making a meaningful and lasting difference.



Plan for the future

Community vision

In 2030, the City of Subiaco is a unique, popular and welcoming place. The City celebrates its rich history, while embracing the diversity and vitality of the present. The parks, public spaces, events and recreational opportunities are easily accessible and promote a healthy and happy lifestyle for all.

There is a diverse range of local businesses and entertainment that contributes to a lively atmosphere.

The City faces the challenges of the future with strong leadership, an innovative approach, and an emphasis on community values and voices.

Sustainability, in all its forms, is at the core of the community and underpins the City's operations.

Corporate vision

An innovative, community-focused organisation providing strong leadership to build a unique and welcoming place.

Strategic Community Plan

The Strategic Community Plan 2017–27 guides the future direction of the City of Subiaco and our community. The plan was developed through extensive engagement with the community in 2011 as part of the Think2030 visioning project, and outlines six focus areas. Further consultation took place in 2016–17 to endorse the current version of the plan, followed by a minor review in 2019.

It is our commitment to the community that the City's operations, services and projects are driven by the desires and needs of the community.

Corporate Business Plan

The Corporate Business Plan 2021–25 outlines the City's key priorities and actions. The plan is informed by the Strategic Community Plan and aims to integrate the community's aspirations into the City's operations. It is our contract with the community to deliver projects and services for the benefit of our residents, businesses and visitors, as well as for the generations to come.

The Strategic Community Plan and the Corporate Business Plan form part of the Western Australian Government's Integrated Planning and Reporting Framework.

How to read this report

The City has been progressively implementing the priorities outlined against each of the six focus areas of the Strategic Community Plan and Corporate Business Plan:

- Our sense of community
- Parks, open spaces and places
- Subiaco as a destination
- The built environment
- An effective and integrated transport system
- Council leadership

This annual report outlines the progress made over the past year delivering on these priorities.

Information contained within this report relates to the period 1 July 2023 to 30 June 2024.



On the horizon: 2024–25

Projects

- Begin renewal of the Shenton Park Community Centre.
- Implement the Reconciliation Action Plan.
- Continue future planning for Lords Recreation Centre.
- Commence renewal of the Subiaco Central irrigation mainline.
- Prepare a Climate Change Response Framework to guide climate mitigation and adaptation.
- Continue to establish Subiaco as an arts, events, and cultural destination.
- Host activations including No More Blank Walls, Subi Spritz, Subi Blooms, the Subi Night Markets, and the family friendly sunset@subi concert series.
- Upgrade the Museum Gallery to enhance exhibitions, visitor experience, and improve collection management and storage.
- Select an architect to progress the redevelopment of the Civic Precinct.
- Initiate the Subi Streets project, re-imagining the City's streets with a new movement and place framework.
- Continue to review our urban planning frameworks to meet current and future community needs.
- Progress the design of area-wide road safety initiatives in the Station and Subi East precincts.
- Digital transformation to support customers to access City services from any device, anywhere, any time.
- Launch a culture strategy to support the City's people to deliver their best.

Major and capital works highlights



\$4.5M

Road improvements



\$2.9M

Drainage works



\$2.78M

Council buildings and facilities improvements



\$2.1M

Environmental initiatives



\$1.77M

SubiPOP public realm upgrades



\$1.59M

Parks and reserves improvements



\$1.4M

Street lighting upgrades



\$1.28M

Rokeby Road South streetscape upgrades



Community plants for a greener future

To celebrate National Tree Day, the Subiaco community came together to plant 3000 native plants at Mabel Talbot Park.

Volunteers, including local students, participated in this initiative to enhance the local environment and promote sustainability.

The event, supported by ReNew Property Maintenance, not only helped beautify the park but also engaged at-risk youth in meaningful employment.

Volunteers worked to establish a new hydro-zone garden, designed to reduce water usage while boosting biodiversity. The plants will help increase local habitat for wildlife, improve soil health, and contribute to urban cooling.

This was one of many community initiatives run throughout the year to enhance City spaces.

The hand-drawn map took many months to create, and features a number of beautiful watercolour illustrations.

Focus area one

Our sense of community

**Our community is welcoming, diverse and respectful of each other.
We have a strong sense of identity and the City's history is celebrated.**

Highlights

- Welcomed 555,009 patrons to Lords Recreation Centre who took part in sporting and fitness activities, including 4168 group fitness classes and 6057 social sports games including netball, futsal and basketball.
- Launched The Rokeby Games at Lords Recreation Centre, with local businesses playing playing social mixed volleyball in their lunch break for fun and fitness.
- Delivered a series of events to commemorate Homelessness Week, Mental Health Week, Youth Week, NAIDOC Week, Seniors Week, Bike Month, ANZAC Day, and Remembrance Day.
- Partnered with the Salvation Army's Homelessness Services Team to provide a weekly walk-in centre in Subiaco for 12 months, supporting individuals at risk of or experiencing homelessness.
- Supported not-for-profit organisations to deliver programs, projects and services to the community through 12 community partnerships and 10 community development grants.
- Supported LGBTQIA+ young people from Perth Modern's Sexuality and Gender Alliance (SAGA) and Shenton College's Rainbow Club to celebrate the International Day Against Homophobia, Biphobia, and Transphobia (IDAHOBIT) with aerial footage of creative umbrella shapes at Market Square.
- Engaged 60 young leaders from Shenton College and 20 from Bob Hawke College in the inaugural Subi Student Leadership Connect event, offering workshops on resilience, conflict resolution, and challenging stereotypes.
- Launched the new Online Learning Hub for Subiaco Community Organisations to help build the skills and knowledge needed to give rise to social impact in the community.
- Subiaco (Evelyn H Parker) Library delivered a range of author talks, language sessions, workshops, storytime sessions, school holiday activities, and outreach programs, with more than 9200 attendees to youth and children's events, 1300 attendees to adult events, and 13 fully booked museum school program events.
- Received more than 900 entries in the inaugural Craig Silvey Award for young writers.
- Received more than 1500 artworks from young artists who entered the City's Shaun Tan Award.
- Increased access to the City's historical collections, with 6000 of Subiaco Museum's items now digitised and available through Collections WA.
- Received more than 1000 entries from 337 photographers who participated in the City's annual Photographic Awards.
- Attracted more than 900 new members to Subiaco (Evelyn H Parker) Library.





Postal Walk receives urban design award

The Postal Walk upgrade brought new life to one of Subiaco's key thoroughfares, combining practical improvements with the installation of locally created artworks. The project included re-leveling of paths, provision of new seating areas for social interaction, and enhanced lighting for safety.

Artwork by emerging and established local artists was featured along the walk, promoting the City's vibrant creative scene. The improvements have made the space more accessible for pedestrians and cyclists, while also enhancing the connection between commercial and residential areas.

Postal Walk was honoured with the prestigious 2024 Australian Institute of Landscape Architects WA Landscape Architecture Award for Urban Design for the way the underused street mall was transformed into a vibrant community meeting place.

Focus area two

Parks, open spaces and places

We have access to and enjoy a diverse and sustainable range of parks, streetscapes, open spaces and public places.

Highlights

- Council approved the replacement of the ageing Subiaco Community Centre with a pocket park to enhance our natural environment and community amenities.
- Began upgrades at Forrest Walk as part of SubiPOP, including new seating, art, alfresco dining, pathways, greenery, accessibility, and lighting improvements.
- Formed a partnership with Murdoch University and South West Metropolitan Alliance to protect snake-neck turtles in the City's wetlands, with turtle trackers deployed at key nesting sites.
- Entered a lemon-scented gum tree on Bagot Road, planted by the Senior Citizen's Club in 1967, into the Significant Tree Register for its heritage and aesthetic value.
- Delivered the Seddon Street Public Realm Upgrade, creating a pedestrian-focused space for events and community activities and connecting key areas in the town centre.
- Supported a new mural at Rosalie Primary School that was partially funded by a City of Subiaco Community Development Grant, with 200 students contributing to the painting.
- Completed a major upgrade to Rosalie Park, adding a climbing wall, parkour equipment, slide, balance logs, and more as part of Stage Two of the Rosalie Park mixed-use community space project.
- Worked with DevelopmentWA to install the Here Together art project by MOMO, which transformed the 53-metre-tall chimney stack at the Subi East 1909 precinct with vibrant colours.
- Opened a new nature-based playground at the southern end of Lake Jualbup.
- Renovated the Harvey Park playground with a new rubber softfall.
- Renovated Theatre Gardens playground with new mulching, timber revarnishing, and replacement of timber decking.





Subi Blooms brings colour to the City

Over Mother's Day weekend, Subiaco was transformed with 19 large-scale floral displays as part of Subi Blooms. Leading Perth florists and botanical artists created intricate installations across key streets, drawing in tens of thousands of visitors.

In addition to the floral displays, pop-up market stalls and live music added to the festive atmosphere. The event attracted foot traffic from across the Perth metro area, giving local businesses a welcome boost.

The largest display, located at Subiaco Square, featured more than 5000 individual stems and was one of the most visited installations of the weekend.

Focus area three

Subiaco as a destination

Subiaco is a destination for everyone. There is a lively atmosphere, an exciting range of entertainment options and local businesses are well-positioned to generate wealth.

Highlights

- Hosted UnWined Subiaco, transforming Market Square Park into a local wine region featuring boutique wineries, craft brewers, and distillers on 28-29 October.
- Subi Night Market ran every Saturday night from 11 November to 6 April offering food, drinks, live music, fashion, and art in a European-inspired village setting.
- The Pre-Loved Market on 19 November filled Seddon Street with Perth's top vintage sellers.
- Partnered with WA Comedy Week to offer free community gigs from 20-23 November at Golden West Brewery, Bark Bar, and Lums Wine Bar.
- Launched the 36th season of the sunset@subi concert series with six free concerts, starting with a Christmas show on 17 December at Lake Jualbup.
- Hosted Subilicious, the City's FRINGE WORLD hub, from 19 January to 18 February 2024.
- Brought back Subi Spritz in March, celebrating European culture with alfresco dining, DJ sets, workshops, and cinema under the stars.
- Partnered with Tender is the Night for a day of free, family-friendly pop-up concerts on 23 March.
- Streamlined the events application process for internal and external stakeholders, ensuring safe events across Subiaco.
- Welcomed an influx of new businesses to Subiaco which enhanced the City's hospitality and retail offering.
- Supported public art, events and programs through the City's Partnership and Grants program.



EVELYN H PARKER LIBRARY

Subiaco Library restoration completed

The restoration of the Subiaco (Evelyn H Parker) Library was successfully completed May 2024. Works included addressing structural defects, installing an external lighting display, and replacing landscaping elements.

One aspect of the preservation involved sourcing white quartz stones to restore the building's exterior walls. As part of this process, stones were sourced from a quarry in Muchea and individually hand-sorted to remove iron and multi-coloured stones from the mix.

During the restoration, a temporary pop-up library provided services.

The restored library now offers a modern, welcoming space that preserves the building's historical significance and will ensure it remains a vital community hub for years to come.

Focus area four

The built environment

Our heritage buildings, places and streetscapes are protected and maintained, and new developments have been integrated with respect for this heritage. The City has planned effectively for the increased residential population and business community.

Highlights

- Achieved an industry first by implementing Local Planning Policy 1.3 – Sustainable Development, which facilitates better environmental outcomes by requiring all applicable residential developments to include specific sustainability measures.
- Restored and refurbished the exterior of the Subiaco (Evelyn H Parker) Library, moving 5000-6000 items to and from a pop-up library during the renovation.
- Undertook multiple repairs and replacements to Lords Recreation Centre.
- Completed the Darglish Tennis Club clubrooms refurbishment.
- Sold 2 Upham Street, Subiaco WA for redevelopment at \$15.5 million plus GST to support the ongoing funding of community priorities.
- Entered six new commercial leases with investment property tenants, putting downward pressure on rates.
- Undertook City-wide security system upgrades.
- Commenced the review of the Subiaco Activity Centre Plan to create a contemporary and easy to use plan for the entire Subiaco activity centre, including the town centre, portions of the former Subi Centro Redevelopment Area, and the Hay Street East precinct.
- Designated the Park Street Heritage Area, providing special planning controls to conserve and enhance the cultural heritage values and character of the area.
- Prepared a Conservation Management Plan for the Subiaco Museum Building to guide its conservation and ensure that decisions are made with regard to its cultural heritage significance.
- Replaced street lights on Barker Road with LED globes to improve community safety.





Safe Active Streets to go ahead

Construction enabling works began after Council unanimously endorsed the Safe Active Streets project detailed design in March.

The design was created to transform local streets into shared space travel routes that are more accessible for all road users, including cyclists and pedestrians. It does this by providing traffic calming infrastructure, road treatments and wayfinding that reduces vehicle speeds to 30km/h.

Key streets in Shenton Park (Evans Street, Excelsior Street, and Keightley Road) have been identified as popular cycle routes for residents and school students.

The detailed design stage of the project included site surveys, identification of any additional lighting or drainage requirements, and addressed community feedback.

Focus area five

An effective and integrated transport system

There is a range of sustainable transport options and supporting infrastructure available, making it easy to get into and around the City.

Highlights

- Refurbished 1.2 km of the principal shared path along Stubbs Terrace to improve strategic walking and cycling connections, as well as user experience around Daglish train station and across the City.
- Delivered road safety improvements at two crash 'blackspot' locations in the City: Townshend Road/ Barker Road and Derby Road/Nicholson Road intersections.
- Transitioned two-thirds of the City's light vehicle fleet to electric vehicles, in line with the City's Corporate Carbon Reduction Plan. This change has already allowed the City to surpass its 2024-25 light vehicle fleet emissions targets.
- Advertised a tender to appoint a suitably experienced transport planning advisory consultant to refresh the City's ten-year transport strategy. The new strategy will consider current and future transport challenges and account for recent technological advancements affecting future travel around the City.
- Resurfaced approximately 9.5km of lane roads to improve road condition and asset longevity.
- Replaced 1158 metres of footpath at nine locations across the City to improve walkability.
- Completed the Town Centre Parking Precinct Plan, improving parking access for the community.
- Unveiled a pilot safety initiative, commissioning colourful pathway paintings to guide pedestrians away from low-hanging branches in Shenton Park.





FOGO reduces waste by 20 per cent

Subiaco residents have reduced the amount of waste going to landfill by 20 per cent over the past year through the introduction of Food Organics and Garden Organics (FOGO). FOGO diverts organic waste, which accounts for around 50 percent of household rubbish, away from landfill.

FOGO offers a three-bin system; a red-lid bin for general waste, a yellow-lid bin for recyclables, and a lime-green-lid FOGO bin in which people can recycle their food scraps and garden waste.

Since the implementation of FOGO in May 2023, City residents have diverted more than 800 tonnes of methane producing organics from landfill, contributing to a more circular economy.

Focus area six

Council leadership

A council that manages competing demands through engagement, accountability and transparency.

Highlights

- Conducted four citizenship ceremonies with 136 people becoming Australian citizens.
- Generated \$3.15 million in commercial parking revenue. Income that the City generates from parking is reinvested back into the community, including through infrastructure upgrades, cultural and diversity programs, and assisting the City's community groups and clubs.
- Generated \$5.2 million in commercial lease income to supplement rates income.
- Partnered with Business Foundations to offer six free professional development courses for local businesses.
- The City of Subiaco ranked as the most liveable place in Australia in the 2023 Australian Liveability Census, the country's biggest social research survey.
- Recruited, inducted, and trained 125 new employees (including casual staff) to ensure a suitably qualified and experienced workforce continue to deliver great customer service and high-quality services to our community.
- Invested \$100,000 in the Aware Growth Fund as part of a diversified investment portfolio to increase returns, put downward pressure on rates, and reduce investment risk.
- Avoided 100 tonnes of carbon emissions through participation in two rounds of the Good Sammy Household Clothing Collection Service.
- Endorsed the City's first Reflect Reconciliation Action Plan (RAP) to support meaningful engagement in reconciliation.
- Addressed and resolved residential complaints in relation to noise, asbestos, mosquito control, dog attacks, parking congestion, and animal registration.
- Successfully completed Phase 1 of the TechOne Enterprise Resource Planning (ERP) implementation – integrating finance, HR, payroll, and asset management systems into a unified platform and enhancing efficiency across City branches.
- Complied with records management requirements by registering almost 138,654 records into the City's document management system.
- Conducted inspections of all food businesses within Subiaco ensuring a high quality of food safety for the community.
- Conducted the annual Community Scorecard survey. The scorecard results include an overall performance index score, which is a combined measure of the City of Subiaco as a 'place to live' and as a 'governing organisation'. The City placed highest in 17 areas and received a performance index score of 88, well above the industry average.





Statutory compliance

Recordkeeping

The City is committed to best practice recordkeeping and compliance in accordance with the *State Records Act 2000*. The City's Recordkeeping Plan was most recently approved by the State Records Office in 2020 and continues to be an effective and efficient tool in governing the City's recordkeeping practices. The City has a multi-layered approach to its recordkeeping training program, including online and face-to-face training sessions, and takes into consideration the roles and responsibilities of each staff member. This training program is reviewed regularly and updated as required.

Freedom of information

The *Freedom of Information Act 1992* gives the public the right to apply for access to documents held by the City of Subiaco. The City aims to make information available outside of the Freedom of Information process wherever possible. The City processed 13 Freedom of Information applications in 2023–24.

Disability access and inclusion

The City of Subiaco is deeply committed to improving access and inclusion for people who live in, work in, and visit Subiaco. The City's *Disability Access and Inclusion Plan 2023–2028* outlines ways to improve and ensure that services, facilities, and communications are accessible and inclusive for everyone in the community. This plan translates the principles and objectives of the *Disability Services Act 1993* into action.

Key achievements for 2022–23 included the Subiaco Library's Dementia Series community workshops in partnership with Dementia Australia, the introduction of Dementia Memory Kits to support cognitive stimulation, the Sensorium Sensory Rhymetime pilot (enhancing rhyme and storytelling for children with disabilities), and the City's celebration of International Day of People with Disability – featuring staff awareness training, wheelchair basketball sessions with Rebound WA, a neurodivergent parenting workshop, Sensorium Sensory Storytime, Auslan Storytime, and the *Nothing About Us Without Us* art exhibition in partnership with Mission Australia.

Payments ordered by the Local Government Standards Panel

Regulation 19B of the Local Government (Administration) Regulations 1996 require a local government to report any amount ordered under section 5.110(6)(b)(iv) to be paid by a person against whom a complaint was made under sections 5.107(1), 5.109(1) or 5.114(1) to the local government during the financial year. The amount ordered this financial year was \$0.

Remuneration and allowances paid to the Local Government Standards Panel

For the 2023–24 year, the amount the City paid in sitting fees to the standards panel was \$0.

Competition policy

The City met its obligations with regard to its competition policy. The City has no local laws or policies that contain anti-competitive provisions. No complaints were received by the City in 2022–23 in relation to anti-competitive practices.

Employee remuneration

Regulation 19B of the Local Government (Administration) Regulations 1996 requires the City to include the following information in its Annual Report:

- Number of employees of the City entitled to an annual salary of \$130,000 or more.
- Number of those employees with an annual salary entitlement that falls within each band of the \$10,000 over \$130,000.

| | | | |
|-----------------------|---|-----------------------|------------|
| \$130,000 ▶ \$139,999 | 4 | \$230,000 ▶ \$239,999 | 0 |
| \$140,000 ▶ \$149,999 | 7 | \$240,000 ▶ \$249,999 | 0 |
| \$150,000 ▶ \$159,999 | 4 | \$250,000 ▶ \$259,999 | 0 |
| \$160,000 ▶ \$169,999 | 2 | \$260,000 ▶ \$269,999 | 0 |
| \$170,000 ▶ \$179,999 | 0 | \$270,000 ▶ \$279,999 | 1 |
| \$180,000 ▶ \$189,999 | 0 | \$280,000 ▶ \$289,999 | 0 |
| \$190,000 ▶ \$199,999 | 2 | \$290,000 ▶ \$299,999 | 0 |
| \$200,000 ▶ \$209,999 | 0 | Total | 24 |
| \$210,000 ▶ \$219,999 | 4 | CEO salary | \$279,691* |
| \$220,000 ▶ \$229,999 | 0 | | |

* Total CEO remuneration is \$310,457.01, includes an annual (gross) salary of \$279,691, the balance being the mandatory superannuation contribution. On 28 May 2024, the Salaries and Allowance Tribunal determined the maximum Total Reward Package for a Band 2 CEO to be \$356,181.

Elected Member information

It is not known how many elected members identified as Aboriginal or Torres Strait Islander, or their age, gender, country of birth or linguistic background.

Attendance at Council Meetings - 1 July 2023 to 30 June 2024

Attendance of Elected Members at Agenda Briefings, Council and Committee meetings, and Council Workshops is detailed in the following tables.

Elected Member Attendance at Council Meetings

| Members | Ordinary Council Meetings | | | | Special Council Meetings | | | | Agenda Briefing Forums | | | |
|---------------------------------|---------------------------|----------|-----------|-------|--------------------------|----------|-----------|-------|------------------------|----------|-----------|-------|
| | Held | Attended | Apologies | Leave | Held | Attended | Apologies | Leave | Held | Attended | Apologies | Leave |
| Mayor David McMullen | 11 | 10 | 0 | 1 | 3 | 3 | 0 | 0 | 10 | 8 | 1 | 1 |
| Cr Rosemarie de Vries *+ | 11 | 11 | 1 | 0 | 3 | 2 | 1 | 0 | 10 | 9 | 1 | 0 |
| Cr Russell Jones * | 8 | 7 | 0 | 1 | 2 | 2 | 0 | 0 | 7 | 6 | 0 | 1 |
| Cr Nicola Johnston * | 8 | 7 | 1 | 0 | 2 | 2 | 0 | 0 | 7 | 7 | 0 | 0 |
| Cr Penny O'Connor * | 8 | 8 | 0 | 0 | 2 | 2 | 0 | 0 | 7 | 7 | 0 | 0 |
| Cr Mark Burns *+ | 11 | 11 | 0 | 0 | 3 | 2 | 1 | 0 | 10 | 6 | 3 | 0 |
| Cr Garry Kosovich | 11 | 9 | 1 | 1 | 3 | 2 | 0 | 0 | 10 | 9 | 0 | 1 |
| Cr Rick Powell | 11 | 11 | 0 | 0 | 3 | 3 | 0 | 0 | 10 | 10 | 0 | 0 |
| Cr Simon White | 11 | 10 | 1 | 0 | 3 | 3 | 0 | 0 | 10 | 8 | 2 | 0 |
| Cr Stephanie Stroud + | 3 | 3 | 0 | 0 | 1 | 1 | 0 | 0 | 3 | 3 | 0 | 0 |
| Cr Angela Hamersley + | 3 | 2 | 0 | 0 | 1 | 1 | 0 | 1 | 3 | 1 | 0 | 2 |
| Cr Lynette Jennings + | 3 | 3 | 0 | 0 | 1 | 1 | 0 | 0 | 3 | 3 | 0 | 0 |

Elected Member Attendance at Committee Meetings

| Members | Audit and Risk Committee | | | Disability Access and Inclusion Committee | | |
|---------------------------------|--------------------------|----------|-----------|---|----------|-----------|
| | Held | Attended | Apologies | Held | Attended | Apologies |
| Mayor David McMullen | 4 | 4 | 0 | 1 | N/A | N/A |
| Cr Rosemarie de Vries *+ | 4 | N/A | N/A | 1 | 1 | 0 |
| Cr Russell Jones * | 3 | 3 | 0 | 1 | N/A | N/A |
| Cr Nicola Johnston * | 3 | N/A | N/A | 1 | 1 | 0 |
| Cr Penny O'Connor * | 3 | N/A | N/A | 1 | N/A | N/A |
| Cr Mark Burns *+ | 4 | N/A | N/A | 1 | N/A | N/A |
| Cr Garry Kosovich | 4 | N/A | N/A | 1 | 1 | 0 |
| Cr Rick Powell | 4 | N/A | N/A | 1 | N/A | N/A |
| Cr Simon White | 4 | 3 | 1 | 1 | N/A | N/A |
| Cr Stephanie Stroud + | 1 | N/A | N/A | 0 | N/A | N/A |
| Cr Angela Hamersley + | 1 | 1 | 0 | 0 | N/A | N/A |
| Cr Lynette Jennings + | 1 | N/A | N/A | 0 | N/A | N/A |

* Term began October 2023 | + Term ended October 2023

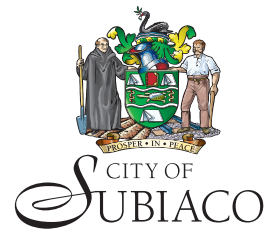


2023–24 income and expenditure summary

| | 2023–24 \$'000s | 2022–23 \$'000s |
|---|-----------------------------|-----------------------------|
| Revenue | | |
| Rates | 26,045 | 25,642 |
| Operating grants, subsidies and contributions | 888 | 1,000 |
| Fees and charges | 19,148 | 18,571 |
| Interest earnings | 3,851 | 2,465 |
| Other revenue | 3,448 | 1,461 |
| | <u>53,380</u> | <u>49,140</u> |
| Expenses | | |
| Employee costs | (24,380) | (21,240) |
| Materials and contracts | (14,672) | (12,918) |
| Utility charges | (823) | (900) |
| Depreciation | (9,852) | (8,379) |
| Finance costs | (362) | (353) |
| Insurance | (597) | (555) |
| Other expenditure | (1,239) | (1,722) |
| | <u>(51,923)</u> | <u>(46,067)</u> |
| | 1,456 | 3,072 |
| Capital grants, subsidies, and contributions | 1,396 | 1,148 |
| Profit on asset disposals | 138 | 99 |
| Loss on asset disposals | (89) | (7) |
| Fair value adjustments to financial assets at fair value through profit or loss | 8 | 0 |
| Fair value adjustments to investment property | 3,285 | (15,202) |
| Share of net profit of associates accounted for using the equity method | 88 | 121 |
| Contribution for development of infrastructure | 265 | 415 |
| | <u>5,091</u> | <u>(13,425)</u> |
| | 6,547 | (10,352) |
| Other comprehensive income for the period | | |
| <i>Items that will not be reclassified subsequently to profit or loss</i> | | |
| Changes in asset revaluation surplus | 5,053 | 38,589 |
| Share of other comprehensive income of associates accounted for using the equity method | 8 | 0 |
| Total other comprehensive income for the period | <u>5,061</u> | <u>38,589</u> |
| Total comprehensive income for the period | <u><u>11,608</u></u> | <u><u>28,236</u></u> |

This document, in conjunction with the Annual Financial Statements, forms the City's Annual Report for 2023–24. This page is an extract from the Annual Financial Statements, available in full at www.subiaco.wa.gov.au or upon request. The independent auditor's report confirming compliance with the *Local Government Act 1995* and Local Government (Financial Management) Regulations 1996 can be found on page 50 of the Annual Financial Statements.





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This document is available in
alternative formats on request.

