

29 June 2020

At 5.00 pm



## Council

## **Agenda**

- 1. Confirmation of Minutes**
- 2. Disclosures of Interest**
- 3. Minutes by the Lord Mayor**
  - 3.1 Building Resilience
  - 3.2 Continuing Emergency - Food Relief
- 4. Memoranda by the Chief Executive Officer**
  - 4.1 Amendment to Schedule of Meetings and Briefings for 2020
  - 4.2 Review of the Emergency Delegations to the Lord Mayor and Chief Executive Officer
- 5. Matters for Tabling**
- 6. Report of the Corporate, Finance, Properties and Tenders Committee**
  - 6.1 Disclosures of Interest
  - 6.2 Investments Held as at 31 May 2020
  - 6.3 Pemulwuy Project - Variation to Project Deed with the Aboriginal Housing Company
  - 6.4 Sale of Heritage Floor Space - City as Landowner
  - 6.5 Tender - Portman Street and Zetland Avenue Upgrade
  - 6.6 Tender - Macdonald Street Widening and Trunk Drainage, Erskineville
  - 6.7 Exemption from Tender and Contract Extension – Centralised Monitoring and Control System for Parks

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6.8 Exemption from Tender and Contract Extension - Self Insurers Claim System

6.9 Tender - Reject and Negotiate - Bathurst Street (Greenland) Creative Hub (working title) Operator

6.10 Property Matter (Confidential)

### **Economic Development and Business Sub-Committee**

6.11 Grants and Sponsorship - Round One 2020/21 - Economic Grants

## **7. Report of the Environment Committee**

7.1 Disclosures of Interest

7.2 Grants and Sponsorship - Round One 2020/21 - Environmental Performance Grants

7.3 Streetscape Improvements - Macleay Street, Potts Point

## **8. Report of the Cultural and Community Committee**

8.1 Disclosures of Interest

### **Cultural and Creative Sub-Committee**

8.2 Grants and Sponsorship - Round One 2020/21 - Cultural Grants

### **Healthy Communities Sub-Committee**

8.3 Grants and Sponsorship - Round One 2020/21 - Social Grants

8.4 Post Exhibition - Mobile Voluntary Services Policy and Guidelines

8.5 Post Exhibition - A City for All - Homelessness Action Plan

8.6 Project Scope - Pyrmont Community Centre Upgrade

## **9. Report of the Transport, Heritage and Planning Committee**

9.1 Disclosures of Interest

9.2 Public Exhibition - Amendment to Community Participation Plan - Newspaper Advertisements

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- 9.3 Public Exhibition - Planning Proposal - Open and Creative Planning Reforms and Draft Sydney Development Control Plan - Open and Creative Planning Reforms
- 9.4 Public Exhibition - Planning Proposal - 600-660 Elizabeth Street, Redfern - Sydney Local Environmental Plan 2012 Amendment and Draft Design Guide
- 9.5 Post Exhibition - Planning Proposal – Heritage Listing - 46 Chisholm Street, Darlinghurst - Sydney Local Environmental Plan 2012
- 9.6 Post Exhibition - Planning Proposal - Modern Movement Heritage Items - Sydney Local Environmental Plan 2012 Amendment
- 9.7 Fire Safety Reports
- 10. **City Recovery - Financial Recovery Plan - Integrated Planning and Reporting Program and Budget 2020/21**
- 11. **City Recovery - Organisational Recovery Plan**
- 12. **City Recovery - Community Recovery Plan**
- 13. **Direct Contract Negotiations - Street Furniture, Out-of-Home Media and WiFi Services**
- 14. **Questions on Notice**
- 15. **Supplementary Answers to Previous Questions**
- 16. **Notices of Motion**
  - 16.1 Safer Cladding for City Buildings
  - 16.2 Public Libraries Adapting to Covid-19
  - 16.3 Extending Outdoor Pool Season
  - 16.4 Extending Oval Lights into Winter during Covid-19
  - 16.5 Vale Jack Munday
  - 16.6 Woronora Reservoir at LGNSW



**Agenda**

- 16.7 Patyegarang Statue
- 16.8 Suspension of the Moore Park Road Temporary Cycleway
- 16.9 Wolloomooloo Community Meeting
- 16.10 Waterloo Estate
- 16.11 Architect Donations
- 16.12 No More Incinerators
- 16.13 Supporting Migrant Workers during Covid-19

**Item 1**

**Confirmation of Minutes**

Minutes of the following meeting of Council are submitted for confirmation:

Meeting of 18 May 2020

## Item 2

### Disclosures of Interest

Pursuant to the provisions of the City of Sydney Code of Meeting Practice and the City of Sydney Code of Conduct, Councillors are required to disclose pecuniary interests in any matter on the agenda for this meeting.

Councillors are also required to disclose any non-pecuniary interests in any matter on the agenda for this meeting.

This will include receipt of reportable political donations over the previous four years.

In both cases, the nature of the interest must be disclosed.

### Local Government and Planning Legislation Amendment (Political Donations) Act 2008

The Local Government and Planning Legislation Amendment (Political Donations) Act 2008 ("the Act") requires the disclosure of relevant political donations or gifts when planning applications are made to minimise any perception of undue influence. The amendments to the Act require disclosure to the Electoral Funding Authority of:

- a **reportable political donation** as defined in the Election Funding and Disclosures Act 1981 (a donation of \$1000 or more made to or for the benefit of the party, elected member, group or candidate or made by a major political donor to or for the benefit of a party, elected member, group or candidate, or made to the major political donor), or
- a **gift** (as defined in the Election Funding and Disclosures Act 1981) to any local councillor or council employee (and includes a disposition of property or a gift of money or the provision of other valuable or service for no consideration or for inadequate consideration) when a relevant planning application is made to a council.

A donation of less than \$1000 can be a reportable political donation if the aggregated total of such donations was made by an entity or person to the same party, elected member, group or candidate or person.

## **Item 3.1**

### **Building Resilience**

**File No: SS051491**

#### **Minute by the Lord Mayor**

To Council:

#### **The Resilient Sydney Program**

The City was accepted into the 100 Resilient Cities Challenge on 3 December 2014. The Challenge sought to find 100 cities ready to build urban resilience - the capacity of individuals, communities, institutions, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience.

In September 2015, I stood with Minister Stokes to announce the launch of the Resilient Sydney program, and the appointment of Beck Dawson as the City's first Chief Resilience Officer (CRO). Beck was tasked with bringing in experts from government and other sectors to develop a resilience strategy for Greater Sydney.

On 1 to 4 October 2015, I attended the first 100 Resilient Cities 'City Leaders Summit' in Bellagio, Italy. At the summit, I had the opportunity to listen to speakers discuss the stresses and shocks being faced by cities globally, and talk to other Mayors about the innovative policies they were putting in place to respond to them. I came back with a renewed resolve to ensure Resilience become a top priority for the City.

Over the next three years, the Resilient Sydney program developed a city-wide strategy to keep our communities safe and prepared through a research and an engagement process with an unprecedented level of voluntary cooperation and collaboration across Sydney. The process involved all 33 metropolitan councils in consultation with over 1,000 residents and 100 businesses, departments and agencies from the NSW Government, and community organisations.

The Resilient Sydney Strategy was released in 2018 with a vision for Sydney as a metropolis that is connected, inclusive and resilient. The strategy has five directions and 35 collaborative actions and is in implementation. Through its research and strategy development, Resilient Sydney identified the top eight shocks likely to impact metropolitan Sydney. Four years later, all eight have occurred, with Covid-19 an example of a large-scale pandemic shock.

#### **Supporting Sydney during Covid-19**

The Covid-19 pandemic provided an opportunity for the Resilient Sydney program to translate the strategy into action, by connecting Councils together to share practical resources and expertise, collecting data on impacts and undertaking advocacy to the State Government.

Resilient Sydney hosted senior leaders from Local Governments three times to identify common issues impacting their organisations. Many of these were then formally raised with relevant State Government Departments and a number of legislation and process changes followed.

Resilient Sydney also shared template documents with councils, including emergency management pandemic sub-plans, Business Continuity Plans, recovery plans, and draft communications to employees and communities.

## **Resilience NSW**

When we launched the Resilient Sydney program, I said that Beck Dawson's appointment as the City's Chief Resilience Officer was of the utmost importance. Thankfully, following this summer's devastating bushfires, the NSW Government has recognised the value of this important work.

On 6 April 2020, the Premier of NSW, Gladys Berejiklian, announced Resilience NSW - a new body to oversee the Government's disaster preparedness and recovery arrangements. Resilience NSW will be headed by the former Rural Fire Services (RFS) Commissioner, Shane Fitzsimmons, and will be responsible for coordinating emergency management policy and service delivery as well as disaster recovery.

Resilience NSW has the opportunity to enable a standardised approach to place-based, community-led resilience planning in NSW. By building on the methodology and networks created by Resilient Sydney, this body can capitalise on the City's work to date. So I offer our support and cooperation to the Resilience NSW Commissioner.

Now is the time to adopt the 100 Resilient Cities framework and invest in Local Government to deliver place-based, people-centred resilience programs for NSW. Central to this is investing in people-centred decision making through inclusive engagement with a diverse selection of representative stakeholders. This helps promote inclusivity, diversity and equity, and supports development of resilience actions reflective of a community's key priorities. The City of Sydney and its metropolitan and global partners have shown how it can be done.

I implore Resilience NSW to take a long term view of protecting the people of Sydney and NSW. The robustness and security of our water, food, fuel and energy systems will rely on the State taking a strategic view of resilience in our regions and cities. There is a base level of services we need for our future communities to thrive.

We rely on our environment to deliver many of these services, so we must protect assets such as our top soil, our waterways and other life-lines services from land clearance, fossil fuel developments and other commercial pressures. This is a key area where a state agency must set a life safety resilience approach more widely and go above and beyond the work of the Resilient Sydney Program.

I commend the Chief Executive Officer and the Chief Resilience Officer for their leadership and engagement with the 33 Metropolitan Councils of the Resilient Sydney program. The work of the Resilient Sydney Program, its Steering Committee, State Government and business partners and all the 33 contributing and engaged councils of our city over the last four and a half years has enabled us to act together in the multiple crises of the last 12 months, including drought, bushfires, floods and a pandemic. These connections also serve us well in times of everyday prosperity.

**Recommendation**

It is resolved that:

- (A) Council note:
  - (i) that the Lord Mayor has written to the incoming Commissioner of Resilience NSW offering a briefing on Resilient Sydney; and
  - (ii) that the work undertaken by the Resilient Sydney Program helped local governments across metropolitan Sydney prepare for and respond to a range of shocks and stresses, including the recent bushfire crisis and Covid-19 pandemic;
- (B) the Lord Mayor advocate to the Commissioner that Resilience NSW adopt a place-based, people-centred approach through:
  - (i) adoption of the 100 Resilient Cities definition and methodology for resilience;
  - (ii) applying the 100 Resilient Cities framework to identify and understand the shocks and stresses present within NSW communities;
  - (iii) building on the experience gained through the Resilient Sydney and Resilient Melbourne programs, and the 100 resilient cities they are connected to; and
  - (iv) enabling people-centred decision making through inclusive engagement with a diverse selection of representative stakeholders in each region or place. This helps promote inclusivity, diversity, equity and supports development of resilience actions reflective of a community's key priorities;
- (C) the Lord Mayor advocate to the Commissioner to take a strong position against projects that undermine the City's future resilience by eroding life-lines services, such as fossil fuel developments that damage our waterways and fertile farmland; and
- (D) the Lord Mayor be requested to write a letter of commendation to all the Mayors of the City for their response to support their communities, and ongoing engagement with the Resilient Sydney program.

**COUNCILLOR CLOVER MOORE**

Lord Mayor

**Item 3.2**

**Continuing Emergency – Food Relief**

**Minute by the Lord Mayor**

Document to Follow

**Item 4.1****Amendment to Schedule of Meetings and Briefings for 2020****File No: S063444****Memorandum by the Chief Executive Officer**

To Council:

On 17 February 2020, Council endorsed an amended schedule of meetings and briefings for 2020.

In March 2020, the Minister for Local Government announced that the September 2020 local government elections would be postponed to address the risks posed by the Covid-19 pandemic. The Local Government Act 1993 (the Act) has been amended to confer on the Minister, a time-limited power to postpone council elections.

The official Order under the Local Government Act 1993 deferring the local government election from 12 September 2020 for twelve months was made on 12 June 2020. The NSW Government has announced that the local government elections will be held on 4 September 2021.

Given this, an amendment to the August meeting cycle is proposed as the pre-election caretaker period is no longer applicable in 2020, along with a proposed addition of a meeting cycle in September.

10 August	Briefings (*currently – 3 August)
17 August	Committees (*currently – 10 August)
24 August	Council (*currently – 17 August)
7 September	Briefings
14 September	Committees
21 September	Council

Local Government NSW (LGNSW) has also advised that the annual LGNSW Conference to be hosted by Cessnock Council and being held in the Hunter Valley initially scheduled for 11 to 13 October 2020 has been moved to 22 to 24 November 2020.

Given this, amendments to the October / November meeting cycles are also proposed.

12 October	Briefings
19 October	Committees (*no change)
26 October	Council (*no change)
2 November	Briefings (*currently – 9 November)



9 November	Committees (*currently – 16 November)
16 November	Council (*currently – 23 November)
22 to 24 November	LGNSW Conference

Section 365 of the Local Government Act 1993 states that "the council is required to meet at least 10 times each year, each time in a different month", with "year" meaning the period from 1 July to the following 30 June (the financial year). The amended schedule ensures compliance with the provisions of section 365.

The City's website will be updated with the amended meeting dates if endorsed by Council.

### **Recommendation**

It is resolved that Council adopt the amended schedule of meetings and briefings for 2020, as shown at Attachment A to the subject memorandum.

### **MONICA BARONE**

Chief Executive Officer

### **Attachments**

**Attachment A.** Amended Schedule of Meetings and Briefings for 2020

# **Attachment A**

<p><b>Amended Schedule of Meetings and Briefings for 2020</b></p>
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## **AMENDED SCHEDULE OF MEETINGS AND BRIEFINGS FOR 2020**

<b>DATE</b>	<b>MEETING</b>
MONDAY 29 JUNE	<ul style="list-style-type: none"> <li>• COUNCIL</li> </ul>
<b>SCHOOL HOLIDAYS - Monday 6 July to Friday 17 July 2020, inclusive</b>	
MONDAY 6 JULY	<ul style="list-style-type: none"> <li>• RECESS</li> </ul>
MONDAY 13 JULY	<ul style="list-style-type: none"> <li>• BRIEFINGS</li> </ul>
MONDAY 20 JULY	<ul style="list-style-type: none"> <li>• COMMITTEES</li> </ul>
MONDAY 27 JULY	<ul style="list-style-type: none"> <li>• COUNCIL</li> </ul>
<b>MONDAY 3 AUGUST</b>	<ul style="list-style-type: none"> <li>• <b>RECESS</b></li> </ul>
<b>MONDAY 10 AUGUST</b>	<ul style="list-style-type: none"> <li>• <b>BRIEFINGS</b></li> </ul>
<b>MONDAY 17 AUGUST</b>	<ul style="list-style-type: none"> <li>• <b>COMMITTEES</b></li> </ul>
<b>MONDAY 24 AUGUST</b>	<ul style="list-style-type: none"> <li>• <b>COUNCIL</b></li> </ul>
MONDAY 31 AUGUST	<ul style="list-style-type: none"> <li>• RECESS</li> </ul>
<b>MONDAY 7 SEPTEMBER</b>	<ul style="list-style-type: none"> <li>• <b>BRIEFINGS</b></li> </ul>
<b>MONDAY 14 SEPTEMBER</b>	<ul style="list-style-type: none"> <li>• <b>COMMITTEES</b></li> </ul>
<b>MONDAY 21 SEPTEMBER</b>	<ul style="list-style-type: none"> <li>• <b>COUNCIL</b></li> </ul>
MONDAY 28 SEPTEMBER	<ul style="list-style-type: none"> <li>• RECESS</li> </ul>
<b>SCHOOL HOLIDAYS - Monday 28 September to Friday 9 October 2020, inclusive</b>	
MONDAY 5 OCTOBER	<ul style="list-style-type: none"> <li>• RECESS - (Labour Day Public Holiday)</li> </ul>
<b>MONDAY 12 OCTOBER</b>	<ul style="list-style-type: none"> <li>• <b>BRIEFINGS</b></li> </ul>
MONDAY 19 OCTOBER	<ul style="list-style-type: none"> <li>• COMMITTEES</li> </ul>
MONDAY 26 OCTOBER	<ul style="list-style-type: none"> <li>• COUNCIL</li> </ul>
<b>MONDAY 2 NOVEMBER</b>	<ul style="list-style-type: none"> <li>• <b>BRIEFINGS</b></li> </ul>

**AMENDED SCHEDULE OF MEETINGS AND BRIEFINGS FOR 2020**

DATE	MEETING
<b><i>MONDAY 9 NOVEMBER</i></b>	• <b><i>COMMITTEES</i></b>
<b><i>MONDAY 16 NOVEMBER</i></b>	• <b><i>COUNCIL</i></b>
SUNDAY 22 NOVEMBER	• LGNSW CONFERENCE
MONDAY 23 NOVEMBER	• LGNSW CONFERENCE
TUESDAY 24 NOVEMBER	• LGNSW CONFERENCE
MONDAY 30 NOVEMBER	• BRIEFINGS
MONDAY 7 DECEMBER	• COMMITTEES
MONDAY 14 DECEMBER	• COUNCIL
MONDAY 21 DECEMBER	• RECESS
<b>SCHOOL HOLIDAYS – Monday 21 December 2020 to Wednesday 27 January 2021, inclusive</b>	

The recess continues until the first Committee meetings of 2021.

**Item 4.2**

**Review of the Emergency Delegations to the Lord Mayor and Chief Executive Officer**

**Memorandum by the Chief Executive Officer**

Document to Follow

## **Item 5**

### **Matters for Tabling**

#### **5.1 Disclosures of Interest**

Disclosure of Interest returns that have been lodged in accordance with sections 449(1) and 449(3) of the Local Government Act 1993 will be laid on the table.

##### **Recommendation**

It is resolved that the Disclosures of Interest returns be received and noted.

#### **5.2 Petitions**

##### **Petition to City of Sydney**

Councillor Phelps gives notice that, at the meeting of Council on Monday, 29 June 2020, she will table and speak to a petition (containing 76 signatures) with the following terms:

We the undersigned request a City of Sydney Community Meeting open to all in the Woolloomooloo Community, either held quarterly in conjunction with the current Police Community Meeting, or as a standalone regular event, as per the Lord Mayor's Forum for Social Housing Tenants.

##### **Recommendation**

It is resolved that the Petition be received and noted.

**Item 6****Report of the Corporate, Finance, Properties and Tenders Committee - 22 June 2020****Item 6.1****Disclosures of Interest**

Councillor Angela Vithoulkas disclosed a less than significant, non-pecuniary interest in Item 6.11 on the agenda, in that she is a member of the CBD Chamber, noting that she is not involved in any finance or funding matters of the Chamber. Councillor Vithoulkas stated that she had no previous knowledge of the grant application prior to the Committee papers becoming available, and that she has not been approached about this, nor spoken to anyone from the Chamber about this item in any way.

Councillor Linda Scott disclosed a significant, non-pecuniary interest in Item 6.6 on the agenda, in that she, in her role as a Trustee of a Trust, has entered into a contract to purchase a property in the vicinity of the works. Councillor Scott stated that she would not be voting on this matter, and would leave the meeting prior to discussion and voting on this item.

Councillor Jess Miller disclosed a less than significant, non-pecuniary interest in Item 6.11 on the agenda, in that she is familiar with the owners of Golden Age Cinema, Digital Storytellers, Night time Industry Association and Australian Fashion Council. Councillor Miller stated that has not discussed their grant applications, and was not aware of any of these applications prior to the Committee papers becoming available.

No other Councillors disclosed any pecuniary or non-pecuniary interests in any matters on the agenda for this meeting of the Corporate, Finance, Properties and Tenders Committee.

The Committee recommends the following:-

**Item 6.2****Investments Held as at 31 May 2020**

It is resolved that the Investment Report as at 31 May 2020 be received and noted.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by the Chair (the Lord Mayor), and carried unanimously.)

X020701



The Committee recommends the following:-

### **Item 6.3**

#### **Pemulwuy Project - Variation to Project Deed with the Aboriginal Housing Company**

It is resolved that authority be delegated to the Chief Executive Officer to negotiate, execute and administer a Deed of Variation in respect to the Pemulwuy Project Deed with the Aboriginal Housing Company Limited provided such Deed of Variation is substantially on the same terms as the draft Deed of Variation as shown at Attachment B to the subject report.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Kok, and carried unanimously.)

S128791

The Committee recommends the following:-

#### **Item 6.4**

##### **Sale of Heritage Floor Space - City as Landowner**

It is resolved that:

- (A) Council endorse the sale of up to 10,871.25 square metres of Heritage Floor Space awarded to the City in its capacity as a landowner of the heritage listed Capitol Theatre;
- (B) authority be delegated to the Chief Executive Officer to manage the sale of Heritage Floor Space for Capitol Theatre, including supporting valuations, negotiations and executing all documentation to effect and complete the sale; and
- (C) Council note that it will be updated on the progress of the sale of Heritage Floor Space for Capitol Theatre through CEO Updates as and when the sale of the Heritage Floor Space is completed.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Thalís, and carried unanimously.)

X026460.003

The Committee recommends the following:-

**Item 6.5****Tender - Portman Street and Zetland Avenue Upgrade**

It is resolved that:

- (A) Council accept the tender offer of Tenderer 'A' for Portman Street and Zetland Avenue Upgrade for the price and contingency set out in Confidential Attachment A to the subject report; and
- (B) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the contracts relating to the tender.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Thalís, and carried unanimously.)

X011414.003

The Committee recommends the following:-

**Item 6.6**

**Tender - Macdonald Street Widening and Trunk Drainage, Erskineville**

It is resolved that:

- (A) Council accept the tender offer of Tenderer E for Macdonald Street Widening and Trunk Drainage, Erskineville, for the price and contingency set out in Confidential Attachment A to the subject report; and
- (B) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the contracts relating to the tender.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Miller, and carried unanimously.)

X004092

The Committee recommends the following:-

### **Item 6.7**

#### **Exemption from Tender and Contract Extension – Centralised Monitoring and Control System for Parks**

It is resolved that:

- (A) Council note that because of extenuating circumstances a satisfactory result would not be achieved by inviting tenders for the services currently provided under the existing Centralised Monitoring and Control System for Parks contract that expires on 30 June 2020;
- (B) Council note the reasons why a satisfactory result would not be achieved by inviting tenders for the services referred to in (A) are outlined in Confidential Attachment A to the subject report;
- (C) Council approve a variation as outlined in Confidential Attachment A to the subject report to extend the option of the current Centralised Monitoring and Control System for Parks contract to 30 June 2022, with the option of two additional further terms of two years each;
- (D) Council approve the amended Schedule of Rates outlined in Confidential Attachment B to the subject report; and
- (E) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the variation to the contract under clause (C).

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Thalís, and carried unanimously.)

X008041

The Committee recommends the following:-

## **Item 6.8**

### **Exemption from Tender and Contract Extension - Self Insurers Claim System**

It is resolved that:

- (A) Council approve an exemption from tender to enter into a three-year agreement for Maintenance and Support of the Self-Insurers Claims System (SIMS) upon the expiry of the current contract;
- (B) Council note the reasons a satisfactory outcome is not possible is due to the following extenuating circumstances:
  - (i) significant time and effort has been expended to tailor the existing solution to the needs of the business, and the cost and effort to move to a new system is prohibitively significant compared with the cost of the three-year exemption;
  - (ii) NTT DATA Figtree Systems Pty Ltd is the sole provider of the relevant maintenance and support, and a competitive tender process is not possible (because it is not possible to get another supplier to support the bespoke solution developed by NTT DATA Figtree Systems Pty Ltd.);
  - (iii) NTT DATA Figtree Systems Pty Ltd was evaluated as best value for money from a competitive tender process, and a repeat tender process is unlikely to yield a different outcome; and
  - (iv) the existing system meets the current needs of the City; and
- (C) authority be delegated to the Chief Executive Officer to negotiate, execute and administer the contract with the supplier NTT DATA Figtree Systems Pty Ltd.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Thalís, and carried unanimously.)

S064539

The Committee recommends the following:-

### **Item 6.9**

#### **Tender - Reject and Negotiate - Bathurst Street (Greenland) Creative Hub (working title) Operator**

It is resolved that:

- (A) Council decline to accept all tender offers received for the Bathurst Street (Greenland) Creative Hub (working title) Operator for the reasons set out in the confidential Tender Evaluation Summary, Attachment A to the subject report;
- (B) Council does not invite fresh tenders, as it is considered that inviting fresh tenders would not attract additional suitable tenderers over and above those that have responded to this tender and the preceding Expression of Interest;
- (C) authority be delegated to the Chief Executive Officer to enter in to negotiations with any person with a view to entering into a contract in relation to the subject matter of the tender;
- (D) authority be delegated to the Chief Executive Officer to execute and administer the contract with the preferred service provider following completion of the negotiations; and
- (E) Council be informed of the successful service provider via CEO Update.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by the Chair (the Lord Mayor), and carried on the following show of hands –

Ayes (9)            The Chair (the Lord Mayor), Councillors Chung, Forster, Kok, Miller, Scott, Scully, Thalís and Vithoulkas

Noes (1)           Councillor Phelps.

Carried.)

X021544.003

The Committee recommends the following:-

**Item 6.10**

**Property Matter (Confidential)**

It is resolved that Council approve the recommendation contained in Confidential Attachment A to the subject report.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Scully, seconded by Councillor Scott, and carried unanimously.)

X036060



The Sub-Committee recommends the following:-

### **Item 6.11**

#### **Grants and Sponsorship - Round One 2020/21 - Economic Grants**

It is resolved that:

- (A) Council approve the cash recommendations for the Business Support Live Music and Performance Grant Program as per Attachment A to the subject report;
- (B) Council note the applicants who were not successful in obtaining a cash grant for the Business Support Live Music and Performance Grant Program as per Attachment B to the subject report;
- (C) Council approve the cash recommendations for the Business Support - Night Time Diversification Grant Program as per Attachment C to the subject report;
- (D) Council note the applicants who were not successful in obtaining a cash grant for the Business Support - Night Time Diversification Grant Program as per Attachment D to the subject report;
- (E) Council approve the cash recommendations for the Business Support - Place and Industry Grant Program as per Attachment E to the subject report noting that all applications are recommended;
- (F) Council note that all grants amounts are exclusive of GST; and
- (G) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and Grants and Sponsorship Policy.

(Note – at the meeting of the Corporate, Finance, Properties and Tenders Committee, this recommendation was moved by Councillor Kok, seconded by Councillor Scully, and carried unanimously.)

S117676

**Item 7****Report of the Environment Committee - 22 June 2020****Item 7.1****Disclosures of Interest**

No Councillors disclosed any pecuniary or non-pecuniary interests in any matter on the agenda for this meeting of the Environment Committee.

The Committee recommends the following:-

**Item 7.2****Grants and Sponsorship - Round One 2020/21 - Environmental Performance Grants**

It is resolved that:

- (A) Council approve the cash recommendations for the Environmental Performance - Building Operations Grant Program as per Attachment A to the subject report;
- (B) Council note the applications not recommended for a cash grant for the Environmental Performance - Building Operations Grant Program as per Attachment B to the subject report;
- (C) Council approve the cash recommendations for the Environmental Performance - Innovation Grant Program as per Attachment C to the subject report;
- (D) Council note the applications not recommended for a cash grant for the Environmental Performance - Innovation Grant Program as per Attachment D to the subject report;
- (E) Council approve the cash recommendations for the Environmental Performance - Ratings and Assessment Grant Program as per Attachment E to the subject report noting all grants in this program are recommended;
- (F) Council note that all grant amounts are exclusive of GST; and
- (G) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy.

(Note – at the meeting of the Environment Committee, this recommendation was moved by Councillor Miller, seconded by Councillor Kok, and carried unanimously.)

S117676

The Committee recommends the following:-

### **Item 7.3**

#### **Streetscape Improvements - Macleay Street, Potts Point**

It is resolved that:

- (A) Council endorse the design for the Macleay Street Upgrade, as described in the subject report and shown at Attachment A to the subject report, for progression to detailed design, documentation and construction of the works; and
- (B) Council approve the project budget as detailed in confidential Attachment C to the subject report.

(Note – at the meeting of the Environment Committee, this recommendation was moved by Councillor Miller, seconded by Councillor Kok, and carried on the following show of hands –

Ayes (6) The Chair (the Lord Mayor), Councillors Kok, Miller, Scott, Scully and Thalís

Noes (4) Councillors Chung, Forster, Phelps and Vithoulkas.

Carried).

#### **Speaker**

Mr Carrington Brígham addressed the meeting of the Environment Committee on Item 7.3.

S120379

**Item 8****Report of the Cultural and Community Committee - 22 June 2020****Item 8.1****Disclosures of Interest**

The Lord Mayor, Councillor Clover Moore, made the following disclosures:

- a significant non-pecuniary interest in Item 8.2 on the agenda, in that Gene Sherman hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Council elections. Gene Sherman is the principal of the Sherman Centre for Culture & Ideas Ltd which is recommended for a Festivals and Sponsorship (Artform) sponsorship.
- a significant non-pecuniary interest in this item in that a member of the board of the Australian Design Centre made a reportable donation to the Clover Moore Independent Team prior to the 2016 Council elections.
- a significant non-pecuniary interest in Item 8.6 on the agenda. Tonkin Zulaikha Greer Architects (TZG) prepared the Architectural Feasibility Report for the Pyrmont Community Centre Upgrade project. Brian Zulaikha, the Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections and a non-reportable donation in 2019.
- a less than significant non-pecuniary interest in Item 8.2 on the agenda, in that a person associated with an entity recommended for a cultural and creative grant made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election.
- a less than significant non-pecuniary interest in Item 8.2 on the agenda, in that a person associated with an entity recommended for a Festivals and Sponsorship (Artform) sponsorship made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election.

The Lord Mayor stated that she was not aware of these recommendations until the Committee reports became available.

Councillor Robert Kok made the following disclosures:

- a less than significant non-pecuniary interest in Item 8.2 on the agenda, in that it had been brought to his attention that a person associated with two of the recommended grant recipients made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election. Councillor Kok stated that he was not aware of this recommendation until the Committee report became available.
- a significant non-pecuniary interest in this item, in that the founder and principal of the Sherman Centre for Culture and Ideas hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Local Government election. The Sherman Centre is recommended for a Festivals and Event Sponsorship (Artform) grant. Councillor Kok stated that he was not aware of this recommendation until the Council report became available, and that he would not be voting on this item.

- a significant non-pecuniary interest in this item in that a member of the board of the Australian Design Centre made a reportable donation to the Clover Moore Independent Team prior to the 2016 Council elections. Councillor Kok stated that he has not been contacted about this grant and was not aware of the grant until the committee papers became available. He further stated that he would not be voting on this item.
- a significant, non-pecuniary interest in Item 8.6 on the agenda, in that Tonkin Zulaikha Greer Architects (TZG) prepared the architectural feasibility report for the Pymont Centre upgrade project. Brain Zulaikha, the Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections and a non-reportable donation in 2019. Councillor Kok stated that he would not be voting on this item.

Councillor Jess Miller made the following disclosures:

- a less than significant, non-pecuniary interest in Item 8.2 on the agenda, in that it had been brought to her attention that a person associated with two of the recommended grant recipients made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election. Councillor Miller stated that she was not aware of this recommendation until the Committee report became available (Sydney Fringe and 107 Projects).
- a less than significant non-pecuniary interest in this item through her unpaid Ambassador position in the Wear the Change Campaign of the Social Outfit, a grant applicant.
- a significant non-pecuniary interest in this item, in that the founder and principal of the Sherman Centre for Culture and Ideas hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Local Government election. The Sherman Centre is recommended for a Festivals and Event Sponsorship (Artform) Grant. Councillor Miller stated that she was not aware of this recommendation until the Council report became available, and that she would not be voting on this item.
- a significant, non-pecuniary interest in Item 8.6 on the agenda, in that Tonkin Zulaikha Greer Architects (TZG) prepared the architectural feasibility report for the Pymont Centre upgrade project. Brain Zulaikha, the Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections and a non-reportable donation in 2019. Councillor Miller stated that she would not be voting on this item.

Councillor Philip Thalys made the following disclosures:

- a less than significant, non-pecuniary interest with regard to Item 8.2 on the agenda, in that a person associated with two of the recommended grant recipients made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election. Councillor Thalys stated that he was not aware of this recommendation until the Committee report became available.
- a significant non-pecuniary interest in this item in that a member of the board of the Australian Design Centre made a reportable donation to the Clover Moore Independent Team prior to the 2016 Council elections. Councillor Thalys stated that he has not been contacted about this grant was not aware of the grant until the committee papers became available. He further stated that he would not be voting on this item.
- a significant non-pecuniary interest in this item in that the founder and principal of the Sherman Centre for Culture and Ideas hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Local Government election. The Sherman Centre is recommended for a Festivals and Event Sponsorship (Artform) grant. Councillor Thalys stated that he was not aware of this recommendation until the Council report became available, and would not be voting on this item.

- a significant non-pecuniary interest in Item 8.6 on the agenda, in that Tonkin Zulaikha Greer Architects (TZG) prepared the Architectural Feasibility Report for the Pymont Community Centre Upgrade project. The former Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections and a non-reportable donation in 2019. Councillor Thalys stated that he would not be voting on this item.

Councillor Jess Scully made the following disclosures:

- a less than significant non-pecuniary interest in Item 8.2 on the agenda, in that a person associated with two of the recommended grant recipients made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election. Councillor Scully stated that she was not aware of this recommendation until the Committee report became available.
- a significant non-pecuniary interest in this item in that the founder and principal of the Sherman Centre for Culture and Ideas hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Local Government election. The Sherman Centre is recommended for a Festivals and Event Sponsorship (Artform) Grant. Councillor Scully stated that she was not aware of this recommendation until the Council report became available, and would not be voting on this item.
- a significant non-pecuniary interest in this item in that a member of the board of the Australian Design Centre made a reportable donation to the Clover Moore Independent Team prior to the 2016 Council elections. The Australian Design Centre is recommended for a Festivals and Event Sponsorship (Artform) Grant. Councillor Scully stated that she was not aware of these grant recommendations until the committee papers became available, and that she would not be voting on this item.
- a less than significant, non-pecuniary interest in Item 8.3 on the agenda, in relation to one of the recommended grant recipients, who sent Councillor Scully communication on 16 June 2020 with details of their grant application. Councillor Scully's staff removed the communication from her inbox and notified the individual that this contact was not appropriate. This course of action was reported to the Office of the CEO and the Director of City Life.
- a significant, non-pecuniary interest in Item 8.6 on the agenda, in that Tonkin Zulaikha Greer Architects (TZG) prepared the architectural feasibility report for the Pymont Centre upgrade project. Brain Zulaikha, the Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections and a non-reportable donation in 2019. Councillor Scully stated that she would not be voting on this item.

Councillor Kerry Phelps made the following disclosures:

- a less than significant, non-pecuniary interest with regard to Item 8.2 on the agenda, in that a person associated with two of the recommended grant recipients made a less than reportable donation to the Clover Moore Independent Team prior to the 2016 election. Councillor Phelps stated that she was not aware of this recommendation until the Committee report became available and that she is no longer associated with the Clover Moore Independent Team.
- a significant non-pecuniary interest in this item in that a member of the board of the Australian Design Centre made a reportable donation to the Clover Moore Independent Team prior to the 2016 Council elections. Councillor Phelps stated that she has not been contacted about this grant and was not aware of the grant until the committee papers became available. She further stated that she is no longer associated with the Clover Moore Independent Team.

- a significant non-pecuniary interest in this item in that the founder and principal of the Sherman Centre for Culture and Ideas hosted a fundraising event for the Clover Moore Independent Team prior to the 2016 Local Government election. The Sherman Centre is recommended for a Festivals and Event Sponsorship (Artform) Grant. Councillor Phelps stated that she was not aware of this recommendation until the Council report became available, and is no longer associated with the Clover Moore Independent Team.
- a non-significant non-pecuniary interest in Item 8.3 on the agenda, in that she is a patron of ACON's health and wellbeing program. They have been recommended for a Community Service Grant. Councillor Phelps stated that she was not aware of the grant, nor was she contacted by the organisation in relation to this grant prior to the meeting.
- a significant non-pecuniary interest in Item 8.6 on the agenda, in that Tonkin Zulaikha Greer Architects (TZG) prepared the Architectural Feasibility Report for the Pymont Community Centre Upgrade project. The former Executive Director of TZG, made a reportable donation to the Clover Moore Independent Team for the 2016 elections. Councillor Phelps stated that she was at that time a member of the Clover Moore Independent Team but that is no longer the case.

No other Councillors disclosed any pecuniary or non-pecuniary interests in any matters on the agenda for this meeting of the Cultural and Community Committee.

The Sub-Committee recommends the following:-

## **Item 8.2**

### **Grants and Sponsorship - Round One 2020/21 - Cultural Grants**

It is resolved that:

- (A) Council approve the cash and revenue foregone/value-in-kind recommendations for the Cultural and Creative Grants and Sponsorship Program as per Attachment A to the subject report, except for the Cultural and Creative Grants and Sponsorship Program grant to the Australian Design Centre;
- (B) authority be delegated to the Chief Executive Officer to determine the Cultural and Creative Grants and Sponsorship Program grant to the Australian Design Centre, in accordance with clause 4.35 of the City of Sydney Code of Conduct;
- (C) Council note the applicants who were not successful in obtaining a cash grant for the Cultural and Creative Grants and Sponsorship Program as per Attachment B to the subject report;
- (D) Council approve the cash and revenue foregone/value-in-kind recommendations for the Festivals and Events Sponsorship (Artform) Program as per Attachment C to the subject report, except for the Festivals and Events Sponsorship (Artform) grant to the Sherman Centre for Culture and Ideas;
- (E) authority be delegated to the Chief Executive Officer to determine the Festival and Events Sponsorship (Artform) grant to the Sherman Centre for Culture and Ideas, in accordance with clause 4.35 of the City of Sydney Code of Conduct;
- (F) Council note the applicants who were not successful in obtaining a cash grant for the Festivals and Events Sponsorship (Artform) Program as per Attachment D to the subject report;
- (G) Council note that all grant amounts are exclusive of GST and all value-in-kind offered is subject to availability; and
- (H) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy.

(Note – at the meeting of the Cultural and Community Committee, this alternative recommendation was moved by Councillor Kok, seconded by Councillor Scully, and carried unanimously.)

S117676



The Sub-Committee recommends the following:-

### **Item 8.3**

#### **Grants and Sponsorship - Round One 2020/21 - Social Grants**

It is resolved that:

- (A) Council approve the cash and revenue foregone/value-in-kind recommendations for the Community Services Grant Program as per Attachment A to the subject report;
- (B) Council note the applicants who were not successful in obtaining a cash grant or revenue foregone/value-in-kind for the Community Services Grant Program as per Attachment B to the subject report;
- (C) Council approve the cash and revenue foregone/value-in-kind recommendations for the Festivals and Events Sponsorship Program (Village and Community) Program as per Attachment C to the subject report;
- (D) Council note the applicants who were not successful in obtaining a cash grant or revenue foregone/value-in-kind for the Festivals and Events Sponsorship Program (Village and Community) Program as per Attachment D to the subject report;
- (E) Council approve the cash and revenue foregone/value-in-kind recommendations for the Matching Grant Program as per Attachment E to the subject report;
- (F) Council note the applicants who were not successful in obtaining a cash grant or revenue foregone/value-in-kind for the Matching Grant Program as per Attachment F to the subject report;
- (G) Council note that all grant amounts are exclusive of GST and all value-in-kind offered is subject to availability; and
- (H) authority be delegated to the Chief Executive Officer to negotiate, execute and administer agreements with any organisation approved for a grant or sponsorship under terms consistent with this resolution and the Grants and Sponsorship Policy.

(Note – At the meeting of the Cultural and Community Committee, this recommendation was moved by Councillor Scott, seconded by the Chair (the Lord Mayor), and carried unanimously.)

S117676

The Sub-Committee recommends the following:-

#### **Item 8.4**

#### **Post Exhibition - Mobile Voluntary Services Policy and Guidelines**

It is resolved that Council:

- (A) note the submissions and feedback received through the public exhibition process as shown at Attachment C to the subject report;
- (B) adopt the Mobile Voluntary Services Policy and Guidelines, as amended and shown at Attachments A and B to the subject report;
- (C) note the activities planned and resources required to support effective implementation of the policy and guidelines;
- (D) note that people and organisations who made submissions will be notified of the adoption of the Mobile Voluntary Services Policy and Guidelines and the City responses as shown at Attachment C to the subject report.

(Note – At the meeting of the Cultural and Community Committee, this recommendation was moved by Councillor Scott, seconded by the Chair (the Lord Mayor), and carried unanimously.)

#### **Speaker**

Ms Georgina Bathurst addressed the meeting of the Cultural and Community Committee (Healthy Communities Sub-Committee) on Item 8.4.

S111435

The Sub-Committee recommends the following:-

**Item 8.5****Post Exhibition - A City for All - Homelessness Action Plan**

It is resolved that Council:

- (A) note the submissions and feedback received through the public exhibition period as shown at Attachment B to the subject report;
- (B) adopt the Homelessness Action Plan, incorporating amendments as shown at Attachment A to the subject report; and
- (C) note that people and organisations who made submissions will be notified of the adoption of the Homelessness Action Plan and the City responses as shown at Attachment B to the subject report.

(Note – At the meeting of the Cultural and Community Committee, this recommendation was moved by Councillor Scott, seconded by the Chair (the Lord Mayor), and carried unanimously.)

X005786.001

The Sub-Committee recommends the following:-

**Item 8.6**

**Project Scope - Pymont Community Centre Upgrade**

It is resolved that:

- (A) authority be delegated to the Chief Executive Officer to endorse the project scope for the upgrade of the Pymont Community Centre as described in the subject report; and
- (B) Council note the financial implications detailed in Confidential Attachment B to the subject report.

(Note – At the meeting of the Cultural and Community Committee, this recommendation was moved by Councillor Scott, seconded by the Chair (the Lord Mayor), and carried unanimously.)

X026784

## **Item 9**

### **Report of the Transport, Heritage and Planning Committee - 22 June 2020**

#### **Item 9.1**

##### **Disclosures of Interest**

No Councillors disclosed any pecuniary or non-pecuniary interests in any matter on the agenda for this meeting of the Transport, Heritage and Planning Committee.

##### **Local Government and Planning Legislation Amendment (Political Donations) Act 2008**

No disclosures were made by any members of the public at this meeting of the Transport, Heritage and Planning Committee.

The Committee recommends the following:-

**Item 9.2****Public Exhibition - Amendment to Community Participation Plan - Newspaper Advertisements**

It is resolved that:

- (A) Council note the changes to planning legislation by the NSW Government in March 2020;
- (B) Council approve the draft amendments to the Community Participation Plan, as shown at Attachment A to the subject report, for public exhibition for a period of at least 28 days; and
- (C) authority be delegated to the Chief Executive Officer to make minor changes to the draft amendments to the Community Participation Plan to correct any errors or omissions prior to exhibition.

(Note – At the meeting of the Transport, Heritage and Planning Committee, this recommendation was moved by Councillor Thalís, seconded by the Chair (the Lord Mayor) and carried unanimously.)

X036682

The Committee recommends the following:-

### **Item 9.3**

#### **Public Exhibition - Planning Proposal - Open and Creative Planning Reforms and Draft Sydney Development Control Plan - Open and Creative Planning Reforms**

It is resolved that:

- (A) Council approve the Planning Proposal - Open and Creative Planning Reforms, shown at Attachment A to the subject report, for submission to the Department of Planning, Industry and Environment with a request for a Gateway Determination;
- (B) Council approve the Planning Proposal - Open and Creative Planning Reforms for public exhibition in accordance with any conditions required in the Gateway Determination;
- (C) Council approve the Draft Sydney Development Control Plan: Open and Creative Planning Reforms, shown at Attachment B of the subject report, for public exhibition with the Planning Proposal;
- (D) Council approve the Draft Technical Guidelines - Small Scale Cultural Activities in Spaces less than 500 square metres, shown at Attachment C to the subject report, for public exhibition with the Planning Proposal;
- (E) Council seek authority from the Department of Planning, Industry and Environment to exercise its delegation under section 3.36 of the Environmental Planning and Assessment Act 1979 to make the amending Local Environmental Plan; and
- (F) authority be delegated to the Chief Executive Officer to make minor changes, including any changes required by the Department of Planning, Industry and Environment as a condition of the Gateway Determination to the Planning Proposal: Open and Creative Planning Reforms, and minor changes to the Draft Sydney Development Control Plan: Open and Creative Planning Reforms and Draft Technical Guidelines Small Scale Cultural Activities in Spaces less than 500 square metres to prepare them for public exhibition.

(Note – At the meeting of the Transport, Heritage and Planning Committee, this recommendation was moved by Councillor Thalís, seconded by the Chair (the Lord Mayor) and carried unanimously.)

### **Speakers**

Ms Kerri Glasscock addressed the meeting of the Transport, Heritage and Planning Committee on Item 9.3.

X009155

The Committee recommends the following:-

#### **Item 9.4**

#### **Public Exhibition - Planning Proposal - 600-660 Elizabeth Street, Redfern - Sydney Local Environmental Plan 2012 Amendment and Draft Design Guide**

It is resolved that:

- (A) Council approve the Planning Proposal – 600-660 Elizabeth Street, Redfern, shown at Attachment A to the subject report, for submission to the Department of Planning, Industry and Environment with a request for a Gateway Determination;
- (B) Council approve the Planning Proposal – 600-660 Elizabeth Street, Redfern, shown at Attachment A to the subject report for public authority consultation and public exhibition in accordance with any conditions imposed under the Gateway Determination;
- (C) Council seek authority from the Department of Planning, Industry and Environment to exercise the delegation of all functions under the relevant local plan making authority of all functions under Section 3.36 of the Environmental Planning and Assessment Act 1979 to make the local environmental plan to put into effect the Planning Proposal – 600-660 Elizabeth Street, Redfern;
- (D) Council approve the draft Design Guide – 600-660 Elizabeth Street, Redfern shown at Attachment B to the subject report for public authority consultation and public exhibition together with the Planning Proposal;
- (E) authority be delegated to the Chief Executive Officer to translate the draft Design Guide – 600-660 Elizabeth Street, Redfern shown at Attachment B to the subject report to a draft Development Control Plan and approve for public authority consultation and public exhibition together with the Planning Proposal (should future development application(s) for the site be delegated to the City); and
- (F) authority be delegated to the Chief Executive Officer to make any minor variations to Planning Proposal – 600-660 Elizabeth Street, Redfern and the draft Design Guide (or site-specific Development Control Plan) – 600-660 Elizabeth Street, Redfern, to correct any drafting errors or to ensure it is consistent with the Planning Proposal following the Gateway Determination.

(Note – At the meeting of the Transport, Heritage and Planning Committee, this recommendation was moved by Councillor Thalís, seconded by the Chair (the Lord Mayor) and carried unanimously.)

X011236



**Item 9.5****Post Exhibition - Planning Proposal – Heritage Listing - 46 Chisholm Street, Darlinghurst - Sydney Local Environmental Plan 2012**

The Transport, Heritage and Planning Committee decided that consideration of this matter shall be deferred to the meeting of Council on 29 June 2020.

**Officer's Recommendation**

The Officer's recommendation to the Transport, Heritage and Planning Committee was as follows –

It is resolved that:

- (A) Council note the submissions received during the two public exhibitions and public authority consultation of the Planning Proposal - Heritage Listing - 46 Chisholm Street, Darlinghurst, shown at Attachment C to the subject report;
- (B) Council approve the Planning Proposal - Heritage Listing - 46 Chisholm Street, Darlinghurst, shown at Attachment A to the subject report to be made as a local environmental plan under section 3.36 of the Environmental Planning and Assessment Act 1979; and
- (C) authority be delegated to the Chief Executive Officer to make any minor variations to Planning Proposal - Heritage Listing - 46 Chisholm Street, Darlinghurst to correct drafting errors prior to finalisation of the local environmental plan.

**Officer's Report**

The officer's report on this matter can be found at Item 5 on the agenda of the meeting of the Transport, Heritage and Planning Committee on 22 June 2020.

**Speakers**

Ms Maria Kolb and Mr Anson Kolb addressed the Transport, Heritage and Planning Committee on Item 9.5.

X020345

**Item 9.6****Post Exhibition - Planning Proposal - Modern Movement Heritage Items - Sydney Local Environmental Plan 2012 Amendment**

The Transport, Heritage and Planning Committee decided that consideration of this matter shall be deferred to the meeting of Council on 29 June 2020.

**Officer's Recommendation**

The Officer's recommendation to the Transport, Heritage and Planning Committee was as follows –

It is resolved that:

- (A) Council note the submissions received to the public exhibition of the planning proposal, shown at Attachment B to the subject report;
- (B) Council approve the revised planning proposal, shown at Attachment A to the subject report, for finalisation and making as a local environmental plan under Section 3.36 of the Environmental Planning and Assessment Act 1979; and
- (C) authority be delegated to the Chief Executive Officer to make any minor amendments to the planning proposal, to correct any minor drafting errors prior to finalisation and making of the Local Environmental Plan.

**Officer's Report**

The officer's report on this matter can be found at Item 6 on the agenda of the meeting of the Transport, Heritage and Planning Committee on 22 June 2020.

**Speakers**

Mr Paul Davison, Ms Amanda Pieriboni, Mr Angleo Candealpas and Ms Jane Pistolese addressed the Transport, Heritage and Planning Committee on Item 9.6.

X017182

The Committee recommends the following:-

## Item 9.7

### Fire Safety Reports

It is resolved that Council:

- (A) note the contents of the Fire Safety Report Summary Sheet, as shown at Attachment A to the subject report;
- (B) note the inspection reports by Fire and Rescue NSW, as shown at Attachments B to AA of the subject report;
- (C) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 11 Smail Street, Ultimo as detailed in Attachment B;
- (D) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 767 Botany Road, Rosebery as detailed in Attachment C;
- (E) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 750 George Street, Haymarket as detailed in Attachment D;
- (F) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 730 - 742 George Street, Haymarket as detailed in Attachment E;
- (G) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 84-84B Pitt Street, Sydney as detailed in Attachment F;
- (H) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 2 Lee Street, Haymarket as detailed in Attachment G;
- (I) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 243 - 247 Cleveland Street, Redfern as detailed in Attachment H;
- (J) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 88 Broadway, Chippendale as detailed in Attachment I;
- (K) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 61-101 Phillip Street, Sydney as detailed in Attachment J;
- (L) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 150 Day Street, Sydney as detailed in Attachment K;

- (M) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 488 Kent Street, Sydney as detailed in Attachment L;
- (N) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 7-9 York Street, Sydney as detailed in Attachment M;
- (O) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 30 Pitt Street, Sydney as detailed in Attachment N;
- (P) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 117 Macquarie Street, Sydney as detailed in Attachment O;
- (Q) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 161 Elizabeth Street, Sydney as detailed in Attachment P;
- (R) exercise its power under the Environmental Planning and Assessment Act 1979 to issue a Fire Safety Order as recommended by the City's Investigation Officer to address the identified fire safety deficiencies in 27 Wentworth Avenue, Sydney as detailed in Attachment Q;
- (S) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 75 Wentworth Avenue, Sydney as detailed in Attachment R;
- (T) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 16 O'Riordan Street, Alexandria as detailed in Attachment S;
- (U) exercise its power under the Environmental Planning and Assessment Act 1979 to issue a Fire Safety Order as recommended by the City's Investigation Officer to address the identified fire safety deficiencies in 140-144 Parramatta Road Camperdown (also known as 13 Layton Street, Camperdown) as detailed in Attachment T;
- (V) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 319-325 Sussex Street, Sydney as detailed in Attachment U;
- (W) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 203-225 Victoria Street, Potts Point as detailed in Attachment V;
- (X) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 11 Hickson Road, Dawes Point as detailed in Attachment W;
- (Y) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended

by the City's Investigation Officer in 28-30 Regent Street, Chippendale as detailed in Attachment X;

- (Z) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 28 Albion Street, Surry Hills as detailed in Attachment Y;
- (AA) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 62-64 Pitt Street, Sydney as detailed in Attachment Z; and
- (BB) not exercise its power to issue a Fire Safety Order under the Environmental Planning and Assessment Act 1979 at this time but note the compliance action taken and as recommended by the City's Investigation Officer in 11-19 Jamison Street, Sydney as detailed in Attachment AA.

(Note – At the meeting of the Transport, Heritage and Planning Committee, this recommendation was moved by Councillor Thalís, seconded by Councillor Scott, and carried unanimously.)

S105001.002

**Item 10**

**City Recovery - Financial Recovery Plan - Integrated Planning and Reporting  
Program and Budget 2020/21**

Document to Follow

**Item 11****City Recovery - Organisational Recovery Plan****File No: X034687.001****Summary**

Since the beginning of the Covid-19 pandemic and implementation of gathering and movement restrictions under public health orders, the City of Sydney has moved quickly to support the community, ensure our residents and employees are safe and to continue to deliver and adjust critical services as needed.

On 9 May 2020, the Prime Minister announced a national roadmap for the easing of lockdown restrictions. The plan is a gradual, three staged approach to allowing more businesses to open, more people return to work and more personal freedoms. Implementation of the roadmap is at the discretion of each state Premier with National Cabinet in agreement that all three stages should be complete by July 2020.

The NSW Government started lifting restrictions from 15 May 2020 and the City has been gradually re-opening facilities and restarting services, following the enactment of the amended public health orders, since that time.

As we look to our recovery, "re-opening" presents many challenges. The health and economic impacts of Covid-19 are still unfolding, the timelines for lifting restrictions remain fluid, and while restrictions may ease, physical distancing and enhanced hygiene will remain a way of life for the foreseeable future.

The City has a responsibility to "re-open" in a way that ensures any services reinstated can be delivered safely for our employees, contractors and the community. Additionally, it must be reasonably practical and viable to re-open.

This report summarises the City's response to the Covid-19 pandemic and outlines the City's own adapted three step CovidSAFE plan for the re-opening of facilities, offices and services.

**Recommendation**

It is resolved that Council note:

- (A) the Organisational Recovery Plan as shown at Attachment A to the subject report; and
- (B) the City of Sydney three step CovidSAFE Roadmap, as shown at Attachment B to the subject report, as a guide for re-opening of services.

**Attachments**

**Attachment A.** Organisational Recovery Plan Summary

**Attachment B.** City of Sydney CovidSAFE Roadmap



## Background

1. On 30 January 2020, the World Health Organisation (WHO) declared Covid-19 a global health emergency. With over 1.2 million visitors coming into the city every day, the City moved quickly to respond to the crisis.
2. The City convened its Crisis Management Team (CMT) on 3 February 2020 and immediately activated its Pandemic Response Plan, with each business unit and service activating its own Business Continuity Plan.
3. The City also worked with emergency management stakeholders, including NSW Police, emergency services, Health NSW, and Transport for NSW to assist in the coordination of a whole of government response across key pressure points.
4. 'The Resilient Sydney' Program became a forum for Sydney councils to share critical resources and expertise on impacts and responses. Global cities on the frontline of the pandemic provided insights on the lessons learned; the logistics of maintaining critical services with physical distancing were discussed and template documents for activating emergency response plans, communications plans and organisational and community recovery were shared amongst councils.
5. The forum became the channel for councils in Sydney to collectively raise key issues with various government agencies such as NSW Health, NSW Police and the Office of Emergency Management, ensuring rapid responses and quick consistent decision-making by councils.
6. By 12 March 2020, Covid-19 would be declared a pandemic, with 128 cases confirmed in Australia.
7. On 16 March 2020, with Covid-19 case numbers rising in Sydney, the City transitioned all employees who could work remotely to protect their health and safety and assist in efforts to limit community transmission of the virus. New policies and technology were rapidly deployed to support a large working from home workforce.
8. On 18 March 2020, the City announced the closure of community venues, gyms and aquatic centres and cancelled or postponed all non-essential events. The closures pre-empted the announcement of restrictions from the National Cabinet, with the Lord Mayor stating "the safety of our community and staff is our top priority."
9. On 22 March 2020, with 1,549 cases confirmed in Australia and a transmission rate of 28 per cent, the Prime Minister announced stage one restrictions, closing non-essential businesses and services across the country.
10. The City has maintained its essential services throughout this period, with over 800 City employees continuing to deliver frontline services every day at the height of the pandemic. All essential services to the community were maintained and increased where necessary. This included childcare and family services, homelessness outreach, meals on wheels, street cleansing and domestic waste services, infrastructure and park maintenance, and City Rangers who worked closely with NSW Police on community education about physical distancing.
11. As the situation continued to change, regular clear and concise communication to keep employees informed became critical to ensuring continuity of service. Covid-19 specific resources were created and regularly updated to enable employees to respond and adapt and regular support was provided to managers.

12. The City focused on ensuring all external communications through our website and social media platforms were clear, consistent and responsive. Public information around Covid-19 included updates and announcements related to changes or disruptions to the City's services, the relaying of Government messages and links to support and resources. Specific information was also provided raising awareness of the City's Covid-19 grant program and encouraging businesses to complete the recovery plan survey.
13. The health and economic effects of Covid-19 have had an acute and disproportional impact on the most vulnerable in our community. This includes thousands of casual and part-time workers in the gig economy without access to government support, stranded international students and temporary visa holders, and elevated levels of risk to our indigenous communities, older residents and people with disabilities. To ensure these communities received the critical support needed throughout the crisis, the City continued to deliver Meals on Wheels, Child and Family Services, and Homelessness Services.
14. City Life also expanded critical services to include food security, providing direct access to support the most vulnerable in the community and connecting local businesses with existing resources and distribution networks to increase food supply. Community venue and library staff are in daily contact with at-risk groups and individuals to check on their welfare and provide support.
15. The City receives over 445,000 requests from the community each year across multiple channels including face-to-face Service Centres, the call center and through digital channels. The pandemic saw all service centres close and the Customer Service team transition to a fully online and remote service model with minimal disruption. New services were also provided such as parking permits for emergency services workers, a new concierge service for businesses impacted by the pandemic and the Community Hotline which has linked many residents and students to critical support services.
16. On 9 May 2020, with transmission rates consistently below one per cent, the Prime Minister announced the easing of lockdown restrictions under the COVIDSAFE Roadmap. The Roadmap was a three-staged approach to gradually easing and lifting restrictions, opening up businesses and services.
17. The City began to shift its focus from responding and adapting to the crisis to planning for recovery, including the re-opening of services under the COVIDSAFE Roadmap. All City business units completed a Recovery Plan. The plans consider:
  - (a) how employees would safely return to the workplace;
  - (b) how to safely re-open facilities, services and spaces;
  - (c) management of potential outbreaks, and
  - (d) response to the relaxing or resumption of restrictions.

18. For consistency and simplicity, the City has adapted the COVIDSAFE Roadmap into its own three step framework for re-opening services. (Refer to Attachment B.)
19. The Organisational Recovery Plan (Attachment A) also summarises:
  - (a) the three step plan for re-opening services and facilities,
  - (b) the City's role and the principles and actions that guide re-opening;
  - (c) the actions that support the Community and Economic Plan; and
  - (d) the key pillars of the City financial response.

### **Organisational Impact**

20. As the City moves through its three step framework to re-open services, there are both short and long term impacts on the organisation.
  - (a) Under the three step plan, there will be a managed and phased return of employees to workplaces with many non-essential staff likely to work part of the week in the workplace and part of the week remotely. More regular online meetings and the use of digital collaboration tools will remain part of our new ways of working.
  - (b) The Government's COVIDSAFE plan includes ongoing requirements of physical distancing, which will see many services disrupted and operating with limited capacity for the foreseeable future. There are also additional operating requirements imposed on services and facilities in order to comply with the COVIDSAFE checklists as services reopen, including requirements to collect and store information for the purposes of facilitating future contact tracing if necessary.
  - (c) The pandemic is transforming the way the community interacts with City services, accelerating the community's use of online digital channels. The City will need to prioritise its digital transformation across all business areas to meet the changed service expectations of our community.
  - (d) Looking to the longer term, all business areas have considered how they will need to adapt, change and transform to support our long term recovery and transformation.

**Risks**

21. With the health and economic impacts of Covid-19 still unfolding, several operational risks were identified and considered:
- (a) Covid-19 safety plans have been developed by each business area to ensure the safety of employees as we re-open services and workplaces.
  - (b) While strategies to suppress the virus have been successful, outbreaks within the community remain a risk. With over 1.2 million visitors coming into the City every day pre-pandemic, an outbreak or a cluster of cases at a City operated facility or venue would result in immediate closure and service disruption.
  - (c) The economic disruption caused by the pandemic extends into the City's extensive supply chain, encompassing both small suppliers and large strategic contactors. The City's Procurement team and Contract Managers are working with suppliers to ensure service continuity and to support suppliers where we can.

**Budget Implications**

22. The budget implications of the Organisational Recovery Plan are detailed in the draft 2020/21 Operating and Capital Budget and future year's forward estimates (the subject of separate report in the current report cycle).

**Relevant Legislation**

23. The re-opening of services will be guided by Public Health Orders issued by NSW Health and guidelines issued by Safe Work Australia.

**Critical Dates / Time Frames**

24. Critical dates and timeframes will be driven by the federal government's COVIDSAFE Roadmap and the NSW Government. These remain deliberately fluid and subject to advice by NSW Health.

**DAVID RIORDAN,**

Director City Services

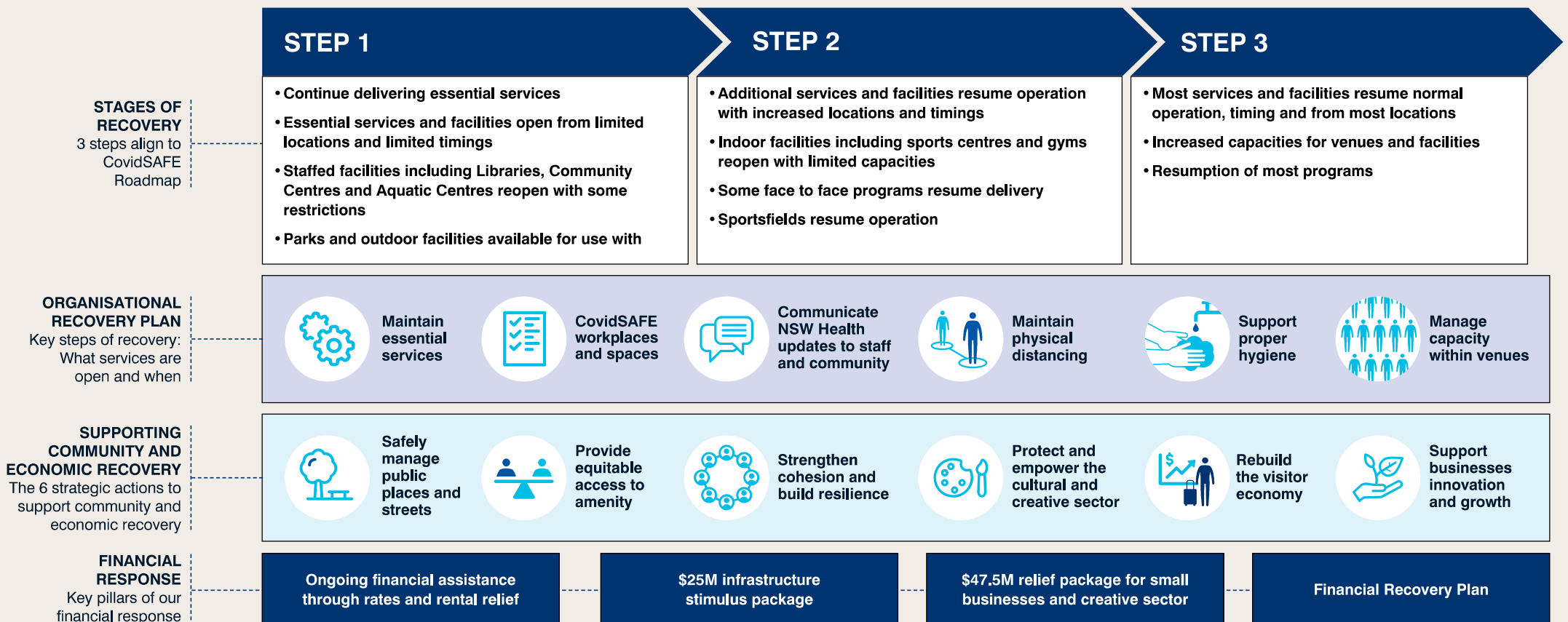
Matthew McDonald, Manager City Services Strategy

# **Attachment A**

## **Organisational Recovery Plan Summary**

# CITY OF SYDNEY

## Organisational Recovery



# **Attachment B**

## **City of Sydney CovidSAFE Roadmap**

# 3 STEP ROADMAP for a CovidSAFE City of Sydney

**Maintain physical distancing and support good hygiene • Manage capacities • Increased cleaning regimes**

	WORKPLACES	ESSENTIAL SERVICES	CUSTOMER SERVICES	COMMUNITY FACILITIES & VENUES	SPORTS & RECREATION
<b>STEP 1:</b> Cautiously reopen services and facilities to meet community needs and begin recovery	<ul style="list-style-type: none"> <li>Some essential staff return to workplaces</li> <li>All other staff continue working from home</li> <li>All meetings continue to be conducted online</li> </ul>	<ul style="list-style-type: none"> <li>Essential services focused and prioritised to support critical operations</li> <li>Essential services continued: cleansing and waste, infrastructure, rangers, parks, security, meals on wheels, child and family services and homelessness services</li> </ul>	<ul style="list-style-type: none"> <li>Customer service continues to operate through online channels and call centre</li> <li>Health and building inspections delivered at a distance</li> <li>Business and development applications processed through online channels</li> <li>Resident and community meetings moved to online channels</li> <li>Critical Services expanded to include Community Hotline and Concierge service</li> </ul>	<ul style="list-style-type: none"> <li>Libraries and community centres reopen offering essential services only</li> <li>Programs remain online</li> <li>Community events of up to 10 people in both indoor and outdoor settings</li> </ul>	<ul style="list-style-type: none"> <li>Outdoor facilities including outdoor gyms, playgrounds and skateparks reopen for up to 10 people</li> <li>Outdoor sports fields permitted for non-contact sport for up to 10 people</li> <li>Outdoor swimming pools reopen with restrictions</li> </ul>
<b>STEP 2:</b> Community becomes more active with more services and facilities open	<ul style="list-style-type: none"> <li>Staff that cannot continue to work from home return</li> <li>Maintain physical distancing rules</li> <li>Altered start times and staggered shifts to manage capacities and encourage non-peak travel</li> <li>Limited essential face to face meetings with external parties</li> </ul>	<ul style="list-style-type: none"> <li>Some non-essential services resume</li> <li>Services begin return to normal. Rangers resume normal operation, some health and building inspections resume</li> </ul>	<ul style="list-style-type: none"> <li>Limited reopening of customer service locations and timings</li> <li>Increased essential health and building services. Resume limited non-essential services face to face</li> <li>Some business and development applications made face to face</li> <li>Resident and community meetings remain online</li> </ul>	<ul style="list-style-type: none"> <li>Libraries and community centres expand services, locations and timings. Some face to face programs resume</li> <li>Indoor venues reopen for up to 20 people (capacity permitting)</li> <li>Community events of up to 20 people in both indoor and outdoor settings</li> </ul>	<ul style="list-style-type: none"> <li>Sports centres and gyms reopen for up to 20 people</li> <li>Use of outdoor sports fields allowed for up to 20 people</li> <li>Indoor and outdoor pools can accommodate more people with restrictions</li> </ul>
<b>STEP 3:</b> Most services and facilities open and community gets back to business	<ul style="list-style-type: none"> <li>Some staff continue to work from home, helping to manage physical distancing</li> <li>Maintain physical distancing rules</li> <li>Core work hours extended to alleviate travel and lift demands</li> <li>Internal face to face meetings resume with distancing</li> <li>Some essential face to face meetings resume with external parties</li> </ul>	<ul style="list-style-type: none"> <li>All essential services resume full operation</li> </ul>	<ul style="list-style-type: none"> <li>All customer service locations reopened with adjusted operating times</li> <li>Health and building face to face client meetings and inspections resume</li> <li>Delivery of non-essential services expanded</li> </ul>	<ul style="list-style-type: none"> <li>Libraries and community centres expand services, locations and timings. Increase of face to face programs</li> <li>Community indoor venues can open managing capacity against the 4 square metre rule</li> <li>Community events of up to 100 people in both indoor and outdoor settings</li> </ul>	<ul style="list-style-type: none"> <li>Indoor sports centres reopen for up to 100 people (capacity permitting)</li> <li>Community sport restarted in line with Australian Institute of Sport framework</li> </ul>

**Services, facilities and venues may implement changes based on CovidSAFE plans**



**Item 12****City Recovery - Community Recovery Plan****File No: X034972****Summary**

The Covid-19 pandemic has had a devastating impact on communities and the economy. Existing inequities have been exposed and exacerbated, and new groups of vulnerable people have emerged. While management of the crisis is continuing, the staged removal of restrictions on social and business activity has now commenced.

On 4 May 2020, Council requested the Chief Executive Officer prepare a City Recovery Plan to present to Council recommending a pathway to moving beyond the crisis. The three part plan was to consider how the City will continue to operate and adapt its services, how it can support businesses and community to recover, and how it will manage its own financial recovery over the next three years.

This report specifically focuses on how the City can support the community and economic recovery of the local government area over the next 12 to 18 months. The Community Recovery Plan (Attachment A) sets out the background to the Covid-19 impacts, community needs expressed through research and consultation, the proposed strategic response including recovery goals, principles and specific areas for action, as well as an approach to tracking and measuring progress.

The preparation of the plan involved an impact assessment of the pandemic on the local economy, workers and people, as well as widespread consultation with impacted communities, businesses and industry sectors. Insights from the community engagement program, as well as an analysis of the policy responses from NSW and Federal governments, have shaped the development of the plan.

The plan has been prepared in consultation with Resilience NSW to ensure it is complementary to State plans and initiatives and acknowledges current health advice from NSW and Federal governments. It is consistent with the Resilient Sydney Plan and Sustainable Sydney 2030 principles, including inclusive and equitable, social and economic resilience, environmental sustainability and the critical contribution of the creative sector to recovery.

The Community Recovery Plan builds on the City support packages announced in March and April 2020 valued at \$72.5 million and is the next step the City will take together with the community to shape the future of the City of Sydney and the people that live, work, invest, study and visit here.

**Recommendation**

It is resolved that Council adopt the Community Recovery Plan for the period 1 July 2020 to 31 December 2021 as shown at Attachment A to the subject report.

**Attachments**

**Attachment A.** Community Recovery Plan

**Attachment B.** Community Recovery Plan - Engagement Report

## Background

1. On 4 May 2020, Council requested the Chief Executive Officer prepare a City Recovery Plan to present to Council, comprising Financial, Organisational and Community Recovery Plans.
2. The Community Recovery Plan builds on the City support packages announced in March and April 2020, valued at \$72.5 million.
3. The preparation of the draft plan involved an assessment of the Covid-19 impacts, community needs resulting from the pandemic and an analysis of the NSW and Federal Governments policy response.
4. Covid-19 has had a devastating impact on local communities and the economy, and some of Sydney's other chronic stresses have been amplified because of this pandemic. They include housing affordability, social cohesion, employment diversity and transport in particular.
5. Most sectors of the economy reliant on interaction with people were closed apart from essential services, and the economic output of the City of Sydney local area is forecast to fall 15.8 per cent in the June 2020 quarter compared to the 2018/19 average. This equates to a reduction of output in the order of \$40 to \$50 million every day.
6. The impact has been particularly severe in the City's local government area because there is such a high concentration of businesses and a substantial number of jobs in the sectors hardest hit by the pandemic. These include the arts, accommodation and food services, retail and other professional services.
7. Tourism and the visitor economy has been severely impacted from the closure of both national and state borders. The university sector has also been hard hit by the international travel bans.
8. Local jobs are forecast to fall by 12.4 per cent in the June 2020 quarter, even after considering the mitigating effects of the federal government's JobKeeper employee retention program. This forecast does not factor in the rate of underemployment.
9. Women are suffering more job losses and face more dire long-term consequences due to the economic shutdown. Impacts are expected to be particularly severe for young people, with research suggesting they have borne the brunt of job losses and cuts to working hours with expected social impacts to flow on in the years to come.
10. Existing inequities have been exposed and exacerbated, and new groups of vulnerable people have emerged. Many of these people faced the greatest inequality prior to the pandemic. These include people identifying as Aboriginal or Torres Strait Islander, individuals on low incomes, women, the elderly and non-citizens.
11. The long-term impacts on mental health are not yet fully understood as people lose their jobs, experience housing stress, and face immense uncertainty and social isolation.
12. Ongoing physical distancing measures will continue to limit the degree to which large volumes of people can safely return to the city within reasonable travel times and public spaces will need to be carefully managed to rebuild public confidence.

13. In identifying where and how the City should act to implement a recovery plan, the policy responses of the Federal and NSW governments were analysed. The proposed actions in the plan are primarily concerned with issues that fall within the direct control of the City and where no other level of government is already providing a response.
14. In some instances, due to gaps in policy and service areas between levels of government, the City is going to need to act where it does not normally, or at a scale not previously required. At the same time, the City may need to continue to advocate for other levels of government to respond.
15. It is proposed that the progress and outcomes of this plan will be measured against four broad recovery goals:
  - (a) Recovery is inclusive and equitable.
  - (b) Recovery supports a resilient economy and community wealth building.
  - (c) Recovery is a catalyst for a green and sustainable future.
  - (d) Recovery is strengthened by a robust and diverse cultural sector.
16. Three principles will also guide the City's approach to recovery efforts including:
  - (a) People are actively involved in recovery, shaping change in their city and their future.
  - (b) Recovery is responsive to government health directions, led by stewardship and collaboration.
  - (c) Decisions are evidence-based and allow a flexible response.
17. The proposed strategic response includes six areas for action which focus on the individuals, groups, businesses and industry sectors with the greatest unmet need:
  - (a) Safely manage public places and streets to support community life and business.
  - (b) Provide equitable access to the essentials for safe and comfortable daily life for all residents.
  - (c) Strengthen community cohesion to build the resilience of local communities.
  - (d) Protect and empower the cultural and creative sector by prioritising the role of local creativity, cultural spaces, talent and knowledge.
  - (e) Rebuild the visitor economy through promotion of our vibrant and safe city with activated main streets and nightlife.
  - (f) Support businesses and organisations to innovate and adapt, so that industries can evolve and grow.
18. The plan proposes a measurement approach and framework to monitor and evaluate the progress in the implementation of the actions as well as a process to regularly report to Council over the 12 to 18 month delivery timeframe.

## Key Implications

### Strategic Alignment - Sustainable Sydney 2030

19. Sustainable Sydney 2030 is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This plan is aligned with all ten strategic directions and objectives, contributing in an integrated way to the economic, social, environmental, cultural, active, and public transport, urban design and governance aspirations set out in Sustainable Sydney 2030.
20. The Community Recovery Plan is also aligned with the aspirations of the forthcoming Sustainable Sydney 2050, as expressed in the Environment and Resilience and Affordable and Equitable Update reports to Council in February and March 2020. It is important the actions we take now work towards the city our communities have told us they want in the future.

### Consultation and Engagement

21. Council asked the community how the City could support them, and conducted widespread consultation with impacted individuals, groups, businesses and industry sectors to inform the focus of the plan.
22. Through surveys, workshops and listening sessions, the community expressed a clear desire to be part of their own recovery. Many acknowledged their own social isolation has contributed to health and wellbeing concerns and increased anxiety related to financial impacts, job losses housing stress and access to essential services.
23. The City's own Covid-19 survey had over 2,700 responses identifying a role to:
  - (a) support vulnerable people;
  - (b) communicate clearly on changes;
  - (c) support local businesses;
  - (d) lead public health adaptations / assist community to do the same;
  - (e) advocate to NSW and Federal governments for better services;
  - (f) support the arts and cultural sector;
  - (g) reopen facilities including libraries, pools, community centres; and
  - (h) make it easier for businesses to get approvals.
24. Listening sessions and workshops were hosted with small business owners and representatives from heavily impacted sectors of the economy. Key insights included a desire for reliable and timely information, financial assistance, continued advocacy to the NSW and Federal government for increased support, place planning to support recovery, and marketing and promotion of Sydney main streets and fine-grain to local and regional visitors to generate footfall.

25. A series of five roundtable conversations were hosted by the Lord Mayor to hear from representatives from the arts and culture sector, resident groups, charities and food relief services, hotels and tourism and small business. These conversations provided valuable insights into the direct impacts to each of the sectors, the challenges each is facing into the future and identified opportunities for collaboration as recovery work continues.
26. The plan acknowledges the role of partnerships as critical to effective implementation, which will involve working closely with community groups, business and other organisations, as well as with the NSW Government, including Resilience NSW, to coordinate actions or joint responses.
27. It also acknowledges that the City must maintain ongoing engagement with communities to determine the priorities, timing and focus for implementation of the proposed actions by consulting widely with industry, representative organisations, communities and the City's Advisory Panels.
28. This will ensure implementation is informed by independent, cross-sectoral advice and that once again communities can influence decisions that affect the future of their city.
29. A summary of the community consultation is included in Attachment B to this report, the Community Recovery Plan - Engagement Report.

### **Organisational Impact**

30. Any projects arising from the implementation of this strategy will be incorporated into existing and upcoming project plans, grant applications and budgets. Resources will be reallocated from existing projects and operations to deliver the actions set out in this plan.
31. The strategy proposes a distributed governance model that ensures the sharing of accountabilities both across the whole of the City of Sydney, as well as the local government area.

### **Risks**

32. The Community Recovery Plan has been developed at a time when the health crisis is not yet over, and the status of government restrictions are constantly changing. The full extent of the impact is unknown, and it is difficult to predict the duration of the social and economic consequences.
33. The actions must therefore take account of this uncertainty; timed according to the removal of restrictions, scaled depending on the response and prioritised to meet the greatest need.

### **Budget Implications**

34. The Community Recovery Plan will be delivered within existing operational and capital funds planned for 2020/21.
35. Any incoming grants from the NSW or Federal Governments would complement the City's funding sources.

### **Relevant Legislation**

36. The Local Government Act 1993 and Privacy and Personal Information Protection Act 1998 are relevant to this Community Recovery Plan in relation to governance, procurement and data management.

### **Critical Dates / Time Frames**

37. The Community Recovery Plan has a duration from 1 July 2020 to 31 December 2021.

### **KIM WOODBURY**

Chief Operating Officer

Kate Deacon, Executive Manager, Strategy and City Communications

# **Attachment A**

<b>Community Recovery Plan</b>
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# Community Recovery Plan



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# Message from the Lord Mayor

When the pandemic first hit Sydney, the City responded quickly: closing our community facilities, our libraries, pools and playgrounds; increasing cleansing and waste regimes; and establishing new grants programs to help support our creatives, community sector and small businesses.

It is a credit to the people of Australia that we have made a strong response to contain and suppress Covid-19, centred on the advice provided by our health experts and action by governments.

While there is still a lot of uncertainty about the future, we are now cautiously looking beyond the crisis. We must remain vigilant and ensure we are working together to prevent another wave of the virus, but we must also be thinking about the kind of city that will emerge and what action we must take to support our communities.

This plan is an important step towards life after the pandemic.

In preparing the plan I have been speaking with many people about how the pandemic has impacted them personally or impacted their businesses and the organisations and industry sectors they represent. I have heard distressing stories from people who have lost their jobs or whose industries have been devastated because of the restrictions. I have also heard stories of communities coming together to support one another, doing what they can to provide comfort to those who are feeling isolated or are particularly vulnerable to the health crisis.

We have heard that we should prioritise support for our most vulnerable and our local businesses, more parks and open space for general wellbeing, and more footpaths and bike lanes for safe, physically-distant active transport. And we have heard that any recovery

should have sustainability and action on climate change at its core.

This recovery plan gives direction to how we will work in partnership with our communities, businesses, the state government and other local governments to lay the groundwork for and support economic and social recovery in our city.



**Clover Moore**  
**Lord Mayor**

A handwritten signature of Clover Moore in black ink, written in a cursive style.



# Introduction

## Recovery in the City of Sydney area

The Covid-19 pandemic has had a devastating impact on our communities and economy.

As a health crisis, the response has been well managed by the federal and state governments. The outcomes achieved to date are outstanding when compared globally.

But it has also triggered an economic crisis and we will all feel the consequences of this for some time.

Due to the depth and breadth of the policy, fiscal and social support responses required, initial support mechanisms have been put in

place by all levels of government and non-government organisations.

While management of the crisis continues, the staged removal of restrictions on social and business activity has begun.

This Community Recovery Plan is the next step we will take together over the next 18 months to the end of 2021 to shape the future of the City of Sydney area and the communities that live, work, invest, study and visit here.

It builds on the two support packages for our communities and businesses released by Council in March 2020. Combined, those packages were valued at \$72.5 million.

This recovery plan continues to provide support where it is needed most.



*An empty Sydney Town Hall during the pandemic.*

455 cash grants totalling \$6.75 million have been provided to help businesses survive the economic impacts, support organisations that are there for the most vulnerable and allow artists to continue to create.

Existing inequities in our society and economy have been exposed and exacerbated. New groups of vulnerable people have also emerged. Conditions for many are severe.

We will continue to address their most urgent needs and advocate on their behalf for support by other levels of government.

Some of Sydney's other chronic stresses that affect our communities have been amplified because of this pandemic. They include housing affordability, social cohesion, employment diversity and transport issues in particular. Our actions have been prioritised to respond to these.

This recovery plan also provides a pathway to moving beyond the crisis.

As an organisation, the City of Sydney has also been impacted by these economic conditions, which have led to significant decreases in our revenue. This recovery plan has been developed in the context of a constrained financial budget.

The plan outlines the way the City's resources, services and programs will pivot to provide for these new needs. This means that we will prioritise the actions in this plan ahead of other uses for our resources.

During the pandemic, most sectors of the economy (other than essential services) that relied on interaction with people were closed.

As government restrictions ease, we will work to re-open our city. By mitigating safety concerns, we aim to encourage people to re-engage with city life and businesses.

We will support local organisations and businesses to adapt and innovate so they are well placed to succeed in this changed environment.

Although this is not a long-term transformation plan for the city economy, we acknowledge there are potential opportunities even at this time. We have included actions that pursue opportunities in emerging sectors and new markets.

In taking action, we will also look for opportunities to embed climate action in all that we do, to ensure culture and creativity is central to the recovery effort and to create a more equitable and resilient city and community in future.

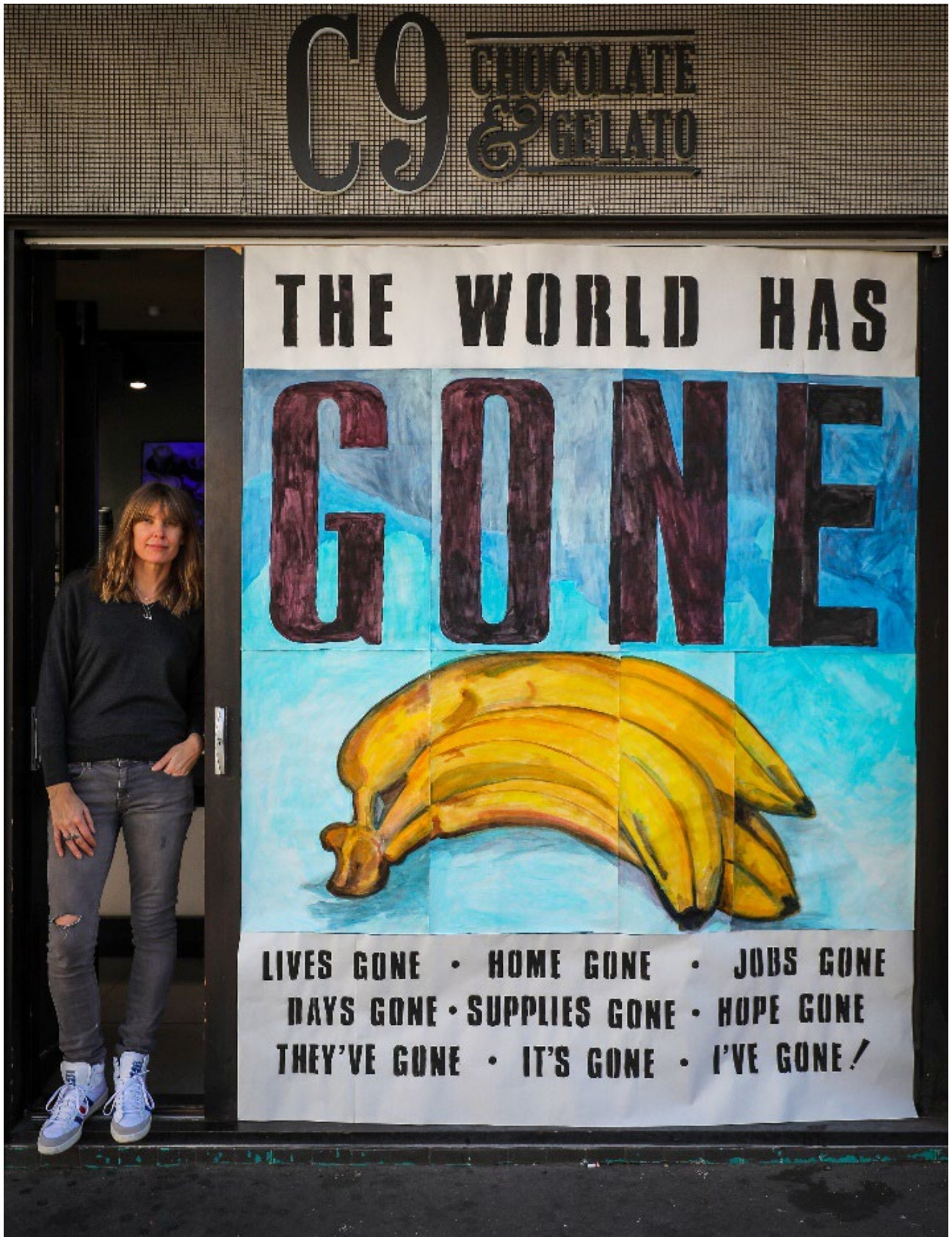
In developing this recovery plan, we have been informed by our communities. We asked how people and organisations have been impacted and how the City of Sydney could respond.

During the peak of the crisis, the response was necessarily led by government. However, as we transition to recovery, community involvement is more important than ever. It is crucial our communities once again influence decisions that affect their future and their city.

Our ongoing engagement with these communities will be essential in determining the priorities, timing and focus for our actions. This will help us to respond quickly to the needs of the community which may be greater or less than anticipated.

We will also be flexible to adapt to a situation and environment that is continually changing.





Artist Wendy Murray received a City of Sydney Covid-19 relief grant to support the New Views Poster Project. New artworks by Sydney artists are displayed in the windows of empty shopfronts along pandemic-impacted King Street, Newtown. The artworks add life and colour to the streetscape and reconnect the community in a collaboration between local creatives, businesses and property owners.





*Celebrating at NAIDOC in the City, 2019.*

## Recovery goals

We will measure progress and outcomes of this plan against four recovery goals.

### **1. Recovery is inclusive and equitable**

Our recovery actions will address existing and emerging inequality in our city. We will support the most vulnerable in society to access appropriate shelter and adequate food and services. We will direct the City's resources to those people and sectors who need it most. Our aim is for no one to be left behind and for everyone to have an opportunity to take part in and benefit from the city's recovery.

### **2. Recovery supports a resilient economy and community wealth building**

We will act as a facilitator, collaborator and convenor to help our communities and economy recover from this crisis. In doing so, we will work to manage space in our city to build confidence that the city is safe and active. By encouraging recovery actions to be developed in partnership between government, business and communities, we will strengthen

our city. As part of our work to build capacity in groups and organisations, we will support local procurement, promote local businesses and work together with our communities to catalyse the changes needed to build a stronger future.

### **3. Recovery is a catalyst for a green and sustainable future**

We will boost our recovery and climate-proof our city by accelerating the uptake of renewables, the transition to a circular economy and the use of new technologies. Our actions will support the growth of jobs and new industries.

### **4. Recovery is strengthened by a robust and diverse cultural sector**

Cities need strong and active cultural communities. It is through our arts and cultural practices that we know who we are and express what we value, and we recognise that culture is essential to all aspects of our lives and to our city's recovery. A thriving cultural sector is a foundation for innovation and vital for our city's future. Our actions will focus on supporting the sector to recover from the crisis as well as ensuring the sector is integral to broader recovery efforts.

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## Goals to action

In identifying where and how we should act, we have analysed the impact on, and needs of, our communities and economy as well as the policy responses of the federal and NSW governments.

We seek to act primarily when issues fall within the direct control of the City and where no other level of government is already providing a response.

In some instances, due to gaps in policy and service areas between levels of government, we have elected to act in areas where we do not normally, or at a scale not previously required. At the same time, we will continue to advocate for other levels of government to respond.

Our actions focus on the individuals, groups, businesses and industry sectors with the greatest unmet need and we will prioritise the allocation of resources accordingly.

We cannot act alone.

We will work with the NSW Government, including Resilience NSW, where our actions must be coordinated or require joint responses. Working together with business and other organisations in our city will be essential to the delivery of this plan.

We will consult the City's advisory panels when implementing this plan. This will ensure we receive independent, cross-sectoral advice to inform our actions.

We will also consult with industry, representative organisations and our communities to ensure our actions achieve the intended outcomes.

We will monitor and evaluate the progress and outcomes of this plan and modify our response to the situation as it develops and regularly report to Council.

### **A time of uncertainty**

This recovery plan has been developed in a time of great uncertainty.

The health crisis is not yet over. We don't yet understand the full extent of the social and economic impact and cannot predict the duration of the social and economic

consequences. That means the pathway to recovery cannot be mapped with any certainty.

We don't fully know how business or consumers will respond as regulations are gradually lifted and businesses trade at varying levels of their pre-pandemic capacity.

Much of the city economy's recovery will depend on the recovery of the global economy, over which we have no influence.

Our previous reliance on international education, tourism, business visitors and on attracting an internationally mobile workforce requires open global borders with people willing and able to move freely again. When this might occur is unknown at the time of developing this plan, but this is likely to be one of the last sectors of the economy to be rebuilt. The extent to which international markets can be replaced by domestic markets will be critical – at least in the short to medium term.

Our actions must account for this uncertainty. They must be timed according to the level of restrictions, scaled depending on the response, and prioritised to meet the greatest need.

### **Policy framework**

This recovery plan has been developed taking into account government health directions including the Australian Government's Roadmap to a COVIDSafe Australia and the NSW Government's subsequent implementation of the three-step roadmap.

Our actions are informed by the City of Sydney's community strategic plan, Sustainable Sydney 2030, and key policies, strategies and action plans that support its implementation.

Our actions have also been informed by Resilient Sydney, metropolitan Sydney's first resilience strategy designed to strengthen our ability to survive, adapt and thrive in the face of increasing global uncertainty and local shocks and stresses. In developing this recovery plan, we have accounted for the amplification of acute shocks and chronic stresses facing Sydney. This has helped us determine priorities for action as well as how these actions relate to each other and support multiple goals.



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## Guiding principles

These principles are based on community values and will guide the City in its decision making as we implement this recovery plan.

### **1. People are actively involved in recovery, shaping change in their city and their future**

People will have an opportunity to influence decisions that affect the recovery of the city and their communities. We will support people and organisations to be empowered, connected and effective community builders, involved in the change in the city and shaping their future.

The impacts of the pandemic mean that our recovery will involve reconnecting with places and social networks. Engaging people in their neighbourhoods in ways they feel safe and that contribute to stronger community connections will be particularly important.

This includes checking in with our community to ensure we respond to their changing needs.

### **2. Recovery is responsive to the government health directions, led by stewardship and collaboration**

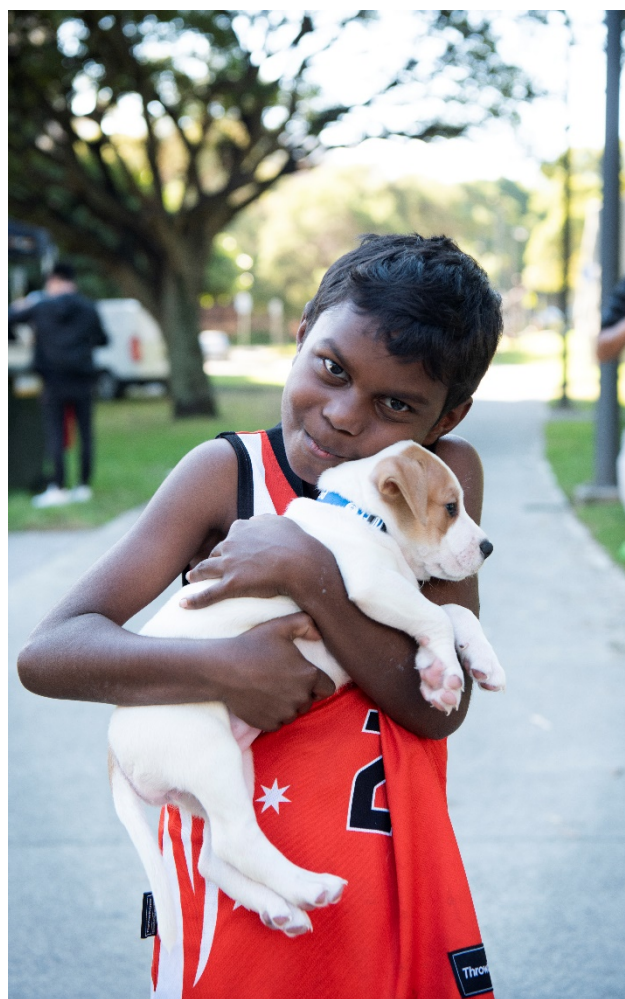
We will lead the recovery of our city by engendering social harmony and inclusion while also acting as a steward of the environment and the economy. This requires understanding what our communities value and the values we have in common, and holding ourselves to account to act in line with those shared values.

As stewards of this city, we embrace innovation and change and will integrate with other systems of recovery to share knowledge and expertise. Our communities are also impacted by decisions outside our boundaries and we seek to work collaboratively with partners, our neighbours and all levels of government for the benefit of current and future generations.

Community and government have demonstrated a remarkable capacity to work together to respond and adapt quickly to these unprecedented circumstances.

### **3. Decisions are evidence-based and allow a flexible response**

The health, safety, wellbeing and prosperity of our communities drives our decision making. Insights from our communities augment broader sets of data to inform our decisions. Our decision-making framework is guided by evidence and being prepared to respond and adapt as circumstances change. Our decisions are shared quickly and clearly with our communities, empowering their active engagement with recovery efforts.



*Redfern Waterloo Pet Day, 2019. The event hosted by the City of Sydney in partnership with Counterpoint Community Services provides pet health services for social housing residents and enhances community connection and safety.*

# Why we need to act

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## Impact on our economy

The severity of impact has seen the International Monetary Fund (IMF) forecast that the global economy will contract by 4.9 per cent in 2020, and Australia's by 4.5 per cent.<sup>1</sup>

In Australia, Federal Treasury has forecast GDP to fall by over 10 per cent in the June 2020 quarter. This represents the nation's biggest fall on record. The national unemployment rate is expected to reach around 10 per cent and high levels of underemployed are anticipated<sup>2</sup>.

Confidence in the economy is at historic lows<sup>3</sup>.

Before the Covid-19 pandemic, the economic output in the City of Sydney's local area was \$140 billion per year with an estimated 1.3 million people in the city centre every day.

There are 246,000 residents, approximately 23,000 businesses and more than 500,000 workers<sup>4</sup> in the City of Sydney local area. This makes it the most densely populated local government area in NSW and a magnet for international visitors, students, talent and investment.

The pandemic has had severe impact on the city, our community and our economy.

The economic output of the City of Sydney local area is forecast to fall up to 15.8 per cent<sup>5</sup> in the June 2020 quarter compared to 2018/19

average. This fall equates to a reduction of output in the order of \$40–50 million every day.

The impact is particularly severe in our local area because there is such a high concentration of businesses and a substantial number of jobs in the sectors that have been hardest hit by the pandemic.

These include the arts, accommodation and food services, retail and other professional services<sup>6</sup>.

Tourism and the visitor economy has been severely impacted from the closure of both national and state borders.

The university sector has been hit particularly hard from the international travel bans. This will impact the broader economy with ABS data indicating that for every \$1 lost in international student tuition fees, \$1.15 is lost in the broader economy due to loss of international student spending<sup>7</sup>.

<sup>1</sup> [imf.org/en/Publications/WEO/Issues/2020/06/24/WEOUpdateJune2020](https://imf.org/en/Publications/WEO/Issues/2020/06/24/WEOUpdateJune2020)

<sup>2</sup> [ministers.treasury.gov.au/ministers/josh-frydenberg-2018/speeches/ministerial-statement-economy-parliament-house-canberra](https://ministers.treasury.gov.au/ministers/josh-frydenberg-2018/speeches/ministerial-statement-economy-parliament-house-canberra)

<sup>3</sup> [roymorgan.com/morganpoll/consumer-confidence/roy-morgan-business-confidence](https://roymorgan.com/morganpoll/consumer-confidence/roy-morgan-business-confidence) and [roymorgan.com/morganpoll/consumer-confidence/consumer-monthly-results](https://roymorgan.com/morganpoll/consumer-confidence/consumer-monthly-results)

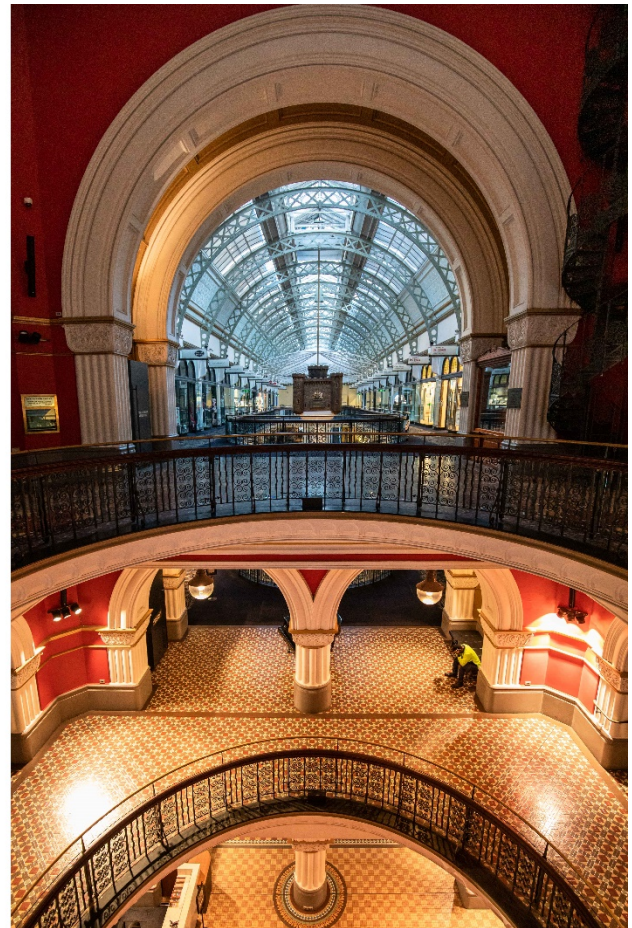
<sup>4</sup> [cityofsydney.nsw.gov.au/learn/research-and-statistics/the-city-at-a-glance](https://cityofsydney.nsw.gov.au/learn/research-and-statistics/the-city-at-a-glance)

<sup>5</sup> [economy.id.com.au/sydney/covid19](https://economy.id.com.au/sydney/covid19)

<sup>6</sup> [economy.id.com.au/sydney/covid19](https://economy.id.com.au/sydney/covid19)

<sup>7</sup> [theconversation.com/australian-universities-could-lose-19-billion-in-the-next-3-years-our-economy-will-suffer-with-them-136251](https://theconversation.com/australian-universities-could-lose-19-billion-in-the-next-3-years-our-economy-will-suffer-with-them-136251)





*A deserted Queen Victoria Building during the pandemic. Retail businesses and workers were hit particularly hard.*

## Impact on our workers

Jobs in our local area are forecast to fall by 12.4 per cent in the June 2020 quarter<sup>8</sup>, even after taking into account the mitigating effects of the federal government's JobKeeper employee retention program. This forecast does not factor in the rate of underemployment.

25,000 jobs in our local area have been lost in professional services and the scientific and tech industries, which is more jobs lost than from any other industry.<sup>9</sup>

Based on ABS data and our mix of businesses, around 100,000 of our city workforce are casual workers, including almost 30,000 of our resident workers.

Many casuals and insecure workers, such as those in the 'gig economy', as well as temporary visa holders and international students, were ineligible for the wage subsidy packages and other social and health support because of their visa status or job type.

Women have lost jobs at a higher rate than men and face more dire long-term consequences due to the economic shutdown<sup>10</sup>.

Impacts are expected to be particularly severe for young people. New research suggests they have borne the brunt of job losses and cuts to working hours with expected social impacts to flow on for years to come<sup>11</sup>.

<sup>8</sup> [economy.id.com.au/sydney/covid19](https://economy.id.com.au/sydney/covid19)

<sup>9</sup> [economy.id.com.au/sydney/covid19](https://economy.id.com.au/sydney/covid19)

<sup>10</sup> [ABS Labour Force figures April 2020](https://www.abs.gov.au/australian-bulletin/labour-force-figures)

<sup>11</sup> [csi.edu.au/media/uploads/csi\\_fact\\_sheet\\_social\\_covid-19\\_youth\\_unemployment.pdf](https://csi.edu.au/media/uploads/csi_fact_sheet_social_covid-19_youth_unemployment.pdf)



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## Impact on our people

JobSeeker and JobKeeper have so far done well to insulate the impact of the economic downturn. But there is significant uncertainty surrounding the end of these stimulus interventions and what impact this will have on those groups most in need.

Many are advocating for a gradual and staged transition to ensure those impacted most by the pandemic have ongoing access to essential support.

The period of recovery and transition will be more difficult for those disproportionately impacted by job losses and financial hardship.

The pandemic has exacerbated existing inequalities for some groups within our communities. These include people identifying as Aboriginal or Torres Strait Islander, individuals on low incomes, women and non-citizens.

We know the impacts of the pandemic are more significant for these groups and have longer-term flow-on impacts in all areas of their lives<sup>12</sup>.

The long-term impacts on mental health as people lose their jobs, experience housing stress and immense uncertainty is not yet fully understood. Many have also found social isolation has impacted their mental health.

With pressures on ensuring the safety of volunteers and financial constraints, many not-for-profit organisations have had to reduce their services or needed time to adapt. This has left a vacuum for many in most need in the city.

Many of our most disadvantaged communities already rely on the free or accessible services we provide. The scale of social and economic challenges as a consequence of pandemic will see an increased demand for these services.

**The City of Sydney donated \$1 million to OzHarvest for food relief.**



*An OzHarvest volunteer distributes food hampers. The City of Sydney donated \$1 million to OzHarvest to support their work in providing food relief to those severely impacted by the pandemic.*

<sup>12</sup> Sydney Equality Indicators Framework, Measures for a Just City



*The City of Sydney provides tables and chairs in the city centre which will support people to keep physically distant while enjoying their city.*

## Impact on our city

We expect physical distancing measures to be with us for some time. Even though people are returning to school and their workplaces, the impact of physical distancing on public transport limits the degree to which large volumes of people can safely return to the city within reasonable travel times.

There is also pressure on public spaces to provide for physical distancing in what might have been previously crowded areas. This has led to a broader recognition of the benefits of public space for people.

Sharing space is going to be more important than ever. Different users from our communities and businesses will need access to public spaces at different times. Careful management of our public places and facilities is crucial in rebuilding confidence as we return to public life across the city.

The transformation of George Street is a much needed catalyst for the revitalisation of the city centre. The City of Sydney is working with the state government to extend George Street's car-free zone to provide more space for people, dining, seating and activations.

# What our communities said

Engaging our communities is essential as we transition from government-led actions to regaining a sense of control over our lives during the recovery phase. From 18 May to 3 June 2020 we asked our communities about the impacts of the pandemic on them and how the City can best support our communities during recovery.

2,700 residents, visitors, workers, students and business or property owners completed an online community survey. There were over 1,100 responses to the business survey. The Lord Mayor hosted five online round tables and City staff took part in numerous stakeholder forums and online workshops to better understand the specific issues affecting particular sectors and groups.

The insights provided a platform for us to work with our communities on recovery, ensuring we understand and can respond to their needs.

The impacts of the pandemic have been widespread. A third have felt lonely or have mental health and wellbeing concerns. About 40 per cent have lost jobs or experienced reduced income and as many are worried about job security. 77 per cent of businesses surveyed had reduced staffing levels during the Covid-19 restrictions.

The community sector raised concerns for non-citizens including asylum seekers and international students and that basic needs such as food security for these most vulnerable community members will continue to be a concern.

“Businesses [need to be] supported so they can grow and take on all those unemployed people. There are lots of people struggling now.”

People are overwhelmingly concerned about others. Half of those surveyed were worried about people who are important to them. 74 per cent said it was very important for us to support vulnerable people during the recovery. Local residents' groups identified how communities had come together to support each other. There was growing optimism that actions taken during the pandemic could contribute to ongoing action on long-term concerns such as ending homelessness.

“[We need] continuation of the increased tolerance and kindness shown to others especially housing the homeless, and better service and financial support for people who are unemployed or living on low incomes.”

Those surveyed told us they need accurate information to help build confidence about when it is safe to return to their normal activities. 68 per cent said that clear communications from the City are very important. Accessible communication was identified as very important including using different formats and channels and being aware that not everyone has access to digital technology.

“Media hype has scared people.”

Promoting Sydney as a safe place is an important action to help businesses rebuild. This was identified as a more significant challenge for the city centre than focusing on local main streets where people were starting to feel comfortable again. While about half those surveyed said they were ready visit their local cafes and restaurants now, most people indicated that it would take longer for them to feel confident going to indoor cultural and community events.



“We need clear guidelines for CBD workers and visitors on how to interact to ensure safety but also get back to work. And transport solutions that don't clog up the streets.”

They also said they deeply valued public space during the pandemic. Our current predicament is seen by many as a trigger to rethink how we use public space and make more space available for walking, cycling, meeting up and cultural and community events. Using public outdoor space was identified by arts organisations and businesses as an alternative to indoor venues and a way to build confidence and bring people back.

“[I want to see] people eating out and drinking later, spreading out on footpaths and roads.”

“I have greater appreciation for the outdoors, for the simple pleasures of walking in a park and getting some fresh air. And the amazing ability for us to all cooperate and help each other. We've all gained new knowledge from this new experience.”

The most useful ways to assist business identified through the survey were financial support, marketing, clear communications, and local activations and events.

There is a strong desire to promote the unique cultural experiences of Sydney to local and regional visitors; support innovation and collaborate and negotiate with landowners and big employers to open up new opportunities.

The City's role as an advocate particularly for affordable housing and the arts and cultural sector was highly valued.

“Marketing and promotion needs to include profiling local businesses, neighbourhood character, what to do in the city, and what is happening locally.”

Those surveyed identified positive impacts such as flexible working arrangements (close to 50 per cent), more time with family (close to 50 per cent) and acts of kindness (40 per cent). Many see this an opportunity to build a more caring society.

People referred to a renewed sense of working together and a greater awareness of the needs and experiences of different people within our communities.



Local artist Jules Orcullo works in her apartment in the City of Sydney's William Street Creative Hub. With so many people working and staying at home during the pandemic, community consultation for the recovery plan was done entirely online.



*Grand Days Books, Records and Vintage owner Tom Hespe – Woolloomooloo 2019. Over 1,100 businesses contributed to the City's recovery planning survey and many small businesses participated in stakeholder forums and the Lord Mayor's roundtable conversations.*

Business, the cultural community and local residents liked the idea of a community celebration as an important step in recovery.

"Hopefully there will be more kindness and tolerance now."

"A positive impact for me, I can work from home less travelling to work. I've enjoyed not stressing and spending time with my family."

There is increasing concern about the impacts on the economy when the Federal Government's support package ends in September. Continuing physical distancing restrictions were a concern to the arts, cultural and entertainment sectors. Reduced international travel is a long term problem for the tourism and hospitality sector. There is growing concern for the sustainability of the NGO sector who have work tirelessly to support the most vulnerable members of the community especially in the face of more financial stress on people as a result of cuts backs to Jobkeeper and Jobseeker payments.

We asked people about their greatest concerns for Sydney's future in March 2019 and again in May 2020. Top concerns remain traffic congestion and inadequate public transport, lack of affordable housing and loss of places for entertainment and cultural expression. Importantly, more people are now worried about the impacts of climate change ranking second after traffic congestion.

"I hope this is taken as an opportunity to make a leap forward in environmental protection to address climate change."

The act of asking our communities for their input was greatly appreciated and contributed to a high level of trust between us. A continuing dialogue with our communities, businesses and stakeholders, sharing our insights and data with them, and in turn valuing their knowledge and insights will provide a strong platform for recovery.

"Thank you for taking the time to find out about what your community believes is a priority."



# Summary of the plan

## Recovery goals

- Recovery is inclusive and equitable
  - Recovery supports a resilient economy and community wealth building
  - Recovery is a catalyst for a green and sustainable future
  - Recovery is strengthened by a robust and diverse cultural sector
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## Action Areas



## Guiding principles

People are actively involved in recovery, shaping change in their city and their future

Recovery is responsive to the government health directions, led by stewardship and collaboration

Decisions are evidence-based and allow a flexible response

# What we will do

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## Action area 1

### **Safely manage public places and streets to support community life and business**

**People can move in and around the city safely because space is reallocated and businesses can successfully reopen.**

We need to prepare for a city that will operate differently from before the Covid-19 pandemic, in terms of how people move around the city and in how they conduct their daily working, shopping and recreational activities.

The way we manage all spaces in our city such as footpaths, open spaces, streets, cycleways, parks, playgrounds and laneways needs to support safe physical distancing. This allows businesses to open and trade and gives people the confidence that they can safely visit those businesses. It also means that people can use their city for recreation and daily life and feel safe doing so.

By reimagining public space and streets that prioritise people and building on work that has already been done in the city, such as the pedestrianisation of George Street, we can create more people-friendly streets, promote cycling as a transport alternative and provide opportunities for people to gather safely.

To achieve this, we need to balance the use of public spaces for different kinds of activities so that our spaces are also places that people want to be in and everyone can enjoy.



*Bourke Street cycleway. Cycleways are an important element of the City's plan to reimagine how public space can be managed to support safe physical distancing during recovery.*

**The City of Sydney is working with Transport for NSW to build 6 new pop-up cycleways to make bike riding a transport priority in response to the pandemic.**

## Why we need to do this

Workers and visitors make up over 80 per cent of the number of people who are in the city every day<sup>13</sup> and account for over 80 per cent of expenditure<sup>14</sup> in the local government area.

Since the start of the pandemic, there has been an estimated 90 per cent drop in the number of people on central Sydney streets<sup>15</sup>. Business viability is threatened due to the reduced visitation and consumer expenditure has dropped to below pre-pandemic levels<sup>16</sup>.

Even with the gradual lifting of restrictions, the reduced capacity of the transport system and city streets to safely manage daily visitors and workers means the return to pre-Covid-19 pandemic levels will be slow.

Many city workers successfully transitioned to working from home during the pandemic and we expect that at least a proportion of this remote working will be sustained for some time.

This means they are not visiting the city centre as frequently. For example, areas around Haymarket, the Rocks and the CBD have been significantly impacted due to the loss of workers, tourists and international students. Conversely, people are spending more time in their local areas. In planning our recovery actions, we have to consider that the type of support needed will differ from place to place, depending on how individual areas have been impacted by the pandemic.

To promote the return of activity in the city, public space and streets need to be reallocated and managed in a staged way to support people to go about their daily life. There will be different types of actions required at different stages of the recovery process. Much of this work to reallocate space requires approval by other government agencies. This means we need to work with the NSW Government to implement these measures and ensure our communities have clear and consistent information.

## What communities and businesses told us

Business representatives told us that public confidence that the city is safe is essential to encourage people back onto high streets, into the city and into our local businesses. For this confidence to be rebuilt, we need to demonstrate that the city is clean, there is sufficient open space and that businesses in the city are trading safely without the need to revert to single-use consumer items.

While confidence is increasing there is still a way to go. 52 per cent of respondents to the City's recovery planning survey<sup>17</sup> said that they were comfortable visiting their local main street businesses and 65 per cent said they were ready to use parks and open space including playgrounds and fitness equipment more, but less comfortable using public transport (33 per cent) and going to work in an office (30 per cent).

62 per cent of survey respondents agreed it was very important for the City to play a role in supporting local businesses. When asked what concerned them about the future of Sydney, 45 per cent stated they were concerned there would be a loss of local businesses and services.

Participants at the business workshops all agreed that businesses need flexibility in trading conditions and reduced fees to reactivate their businesses in new ways. And they need access to reliable information to help them through the recovery period and support long-term sustainability.

"We need to rebuild customer confidence in terms of safety and we need assistance to do it."

<sup>13</sup> Workers and visitors comprise an estimated 1.1 million people daily: City of Sydney

<sup>14</sup> Spendmap 2019

<sup>15</sup> Pedestrians in the city dataset, City of Sydney data hub

<sup>16</sup> National Australia Bank consumption data in the 4 weeks to 6 June 2020

<sup>17</sup> City of Sydney recovery planning survey, May 2020



## What we are doing to support recovery

- 1.1 Prioritise our business concierge service to support businesses to open and operate safely
- 1.2 Continue the acceleration of the capital works program to upgrade city streets, parks and playgrounds
- 1.3 Clean public places and streets to a high standard
- 1.4 Promote safe alternatives to single-use items to address emerging waste issues
- 1.5 Communicate that Sydney is safe, clean and open for business
- 1.6 Work with NSW Government on city management initiatives such as mobility and transport, temporary footpath widening, cycleways, change signal timing, lower speed limits, travel demand planning and reprioritisation of roads

## Other actions we will take

- 1.7 Review and determine if current fee waivers should be extended to continue to support activation of space for community life, cultural participation and commercial use while maintaining accessibility
- 1.8 Invest in the pedestrianisation and activation of south George Street

**The City of Sydney will accelerate \$23 million of works to upgrade open spaces, such as parks, playgrounds and streets in the local area, to support our communities and businesses during recovery.**



*Playground in Pirrama Park, Pyrmont. The City of Sydney will accelerate upgrade works in open spaces such as playgrounds, to support recovery.*

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## Action area 2

### Provide equitable access to the essentials for safe and comfortable daily life for all residents

**Address rising inequality within our community by advocating for and supporting access to essential services for all. This includes housing, food, community services, digital resources and skills development.**

The pandemic has highlighted existing inequalities within our city. Many people who were already marginalised or experiencing disadvantage and inequity – including people identified within *The Sydney Equality Indicators Framework, Measures for a Just City*, have been more adversely affected by the pandemic than the general population. This includes Aboriginal and Torres Strait Islander peoples, people with disability, non-citizens, women, and those on low-incomes. Children and the elderly have also been impacted significantly due to the restrictions on movement and access to the services they need.

The City has a critical role in supporting communities already experiencing disadvantage to access essential services, support and food. This will help prevent these groups from being disproportionately impacted in the long-term.

An equitable society is founded on a principle that all people, no matter their income, can afford the essentials of daily life. These include fresh and healthy food, services such as health care and education, social supports and other items such as internet access. We would also expect recreational and cultural pursuits to be accessible to all.

All people should be able to live in comfortable housing that protects them from heatwaves and other extreme weather events that are becoming more intense and more frequent as a result of climate change. This is especially important if people are required to spend more time at home. Renters and those living in social housing often live in homes with low levels of energy efficiency and thermal comfort, which

can lead to higher utility bills. We will advocate for NSW and federal governments to invest funding to rectify this issue while stimulating the local economy, as well as reforms that protect renters' rights.

As we see increased numbers in unemployment and underemployment it will become even more important that the City continues to provide many of its core services and that these services are accessible for all. This will include continuing to provide a range of services online, which have actually increased access for some in our community, including some people with disability, or those who previously were unable to participate physically. Where the City is not directly responsible for a service, we advocate for essential needs, such as food, to be available for those most in need.

It is also vital that we continue to advocate for increased provision of affordable, energy efficient housing. Government and private sector investment in new affordable housing can support economic and social recovery while providing an environmental dividend.

We will continue to work with government agencies and service providers to support those experiencing or at risk of homelessness. This is particularly important during the transition from the temporary to permanent accommodation solutions provided by the NSW Government in the wake of the pandemic.



*A rough sleeper in the city centre. The pandemic has highlighted existing inequalities within our city such as homelessness.*





*Customs House Library. The City's community facilities such as libraries, provide vital digital connectivity for our communities.*

### **Why we need to do this**

Many third parties who were responsible for the provision of essential needs such as charities and non-profit agencies and some City services, have had to reduce the provision of these services or stop them as facilities closed or volunteers were no longer able to offer support. This has included the provision of food support services, free internet access in libraries and community centres and the provision of general support services. This can have flow-on impacts on health and wellbeing (including mental health), employment prospects, and education and training.

In addition to those already most vulnerable within our community, new impacted groups have emerged because they have not been eligible for government support. This includes international students and temporary visa holders, short-term casual workers or those in insecure work many of whom are young, and

those who work in the sectors hit hardest by the pandemic, such as hospitality and the cultural sector.

The long-term impacts on young people in particular are of concern, as unemployment for this group is double the national average, both before and during the pandemic<sup>18</sup> and mental health and social cohesion outcomes have been dropping<sup>19</sup>.

At the time of preparing this plan, it is not known if JobKeeper and the increased supplement for JobSeeker will continue past September 2020. If not, this may lead to even more people finding it hard to access healthy and affordable food, accommodation and other essentials. The City will advocate for the continuation and broadening of these programs.

<sup>18</sup> Australian Bureau of Statistics, Labour Force, Australia, Detailed - Electronic Delivery, April 2020, Catalogue No. 6291.0.55.001, Table 01

<sup>19</sup> Australian National University Centre for Social Research and Methods, The initial impacts of COVID-19 in Australia 2020 [csmr.cass.anu.edu.au/sites/default/files/docs/2020/5/The\\_initial\\_impacts\\_of\\_COVID-19\\_in\\_Australia\\_2020\\_4.pdf](https://csmr.cass.anu.edu.au/sites/default/files/docs/2020/5/The_initial_impacts_of_COVID-19_in_Australia_2020_4.pdf)

**Social enterprise Colombo Social is working with Mission Australia and the Redfern Aboriginal Medical Service and has so far prepared and delivered over 13,000 nutritious, chef-prepared meals to those who most need them. A Covid-19 relief grant from the City of Sydney will help them continue their work.**

Issues relating to access to affordable rental housing, social housing and supported housing pathways existed before the pandemic. With increased unemployment and financial insecurity and over 60 per cent of residents renting within the city area, the need for appropriate long-term, affordable and stable housing solutions has been further highlighted.

This is a similar issue with people who sleep rough in the city. At the beginning of the pandemic, many rough sleepers were offered temporary accommodation through the NSW Government and it is important the complex needs of these people are addressed as part of long term affordable housing solutions.

### **What communities and businesses told us**

In late 2019, the City consulted extensively with our community to identify their priority issues. They told us that they do not want the vulnerable in our community to be exposed to further inequity.

In surveying our communities again as part of the City's recovery planning, 75 per cent of respondents to the survey<sup>20</sup> told us it was very important for the City to support vulnerable people. This was the most strongly supported action we could take.

The City's Aboriginal and Torres Strait Islander advisory panel also told us they are concerned

about the impact of declining housing affordability and how this is undermining social diversity and forcing people to leave the communities where they have always lived.

Housing affordability continues to be one of the top three concerns people hold for the future of Sydney (57 per cent of survey participants).

About a third of respondents experienced feeling lonely or having mental health and wellbeing concerns during the pandemic.

Comments in the survey indicated that the absence of face-to-face service support can compound challenges for people with high support needs.

A recent wellbeing survey of social housing residents in Waterloo identified that digital access and social connections are of high priority<sup>21</sup>, however 24 per cent said they have insufficient or no digital connection.

Restrictions and financial worries meant that many have not been able to access or afford essential services and goods. Close to 1 in 5 of survey participants have not been able to access important services such as doctors, counselling and 15 per cent encountered a lack of availability of essentials such as food and medicine.

Charities providing food relief expressed concern about their long-term capacity to provide support due to diminished fund-raising opportunities, especially if demand increases when the federal government support packages end.

"People in disadvantage and with mental health issues will likely be having even further difficulties unless wonderful positive projects are implemented."

<sup>20</sup> City of Sydney recovery planning survey, May 2020

<sup>21</sup> Survey by Counterpoint Community Services of 100 Waterloo residents, May 2020



## What we are doing to support recovery

- 2.1 Direct existing grant support towards addressing emerging community issues and funding those most in need
- 2.2 Continue to provide online and face-to-face programming with a focus on supporting health and wellbeing, digital literacy, social inclusion, reskilling and employment
- 2.3 Manage community spaces, services and facilities to ensure safe, equitable and affordable access and participation
- 2.4 Increase utilisation of internet and digital access and participation through City libraries and community facilities and explore opportunities to support digital training and advocate for subsidised internet access beyond our own facilities
- 2.5 Work with other government agencies and organisations working in the homelessness sector to support those at risk of or experiencing homelessness
- 2.6 Continue to leverage the City's existing Supported Accommodation, Affordable and Diverse Housing Fund to create more affordable housing

## What we are doing to support recovery

- 2.7 Advocate to federal and NSW governments for increased investment in social and affordable housing as well as no forced evictions and tenants' rights
- 2.8 Prioritise the provision of food security services for our vulnerable communities through partnerships, networks, grants and existing services

## Other actions we will take

- 2.9 Work with charities to support their fund-raising to provide ongoing services to people in the local area
- 2.10 Advocate to the federal government for the continuation of financial and other support packages and broadening access to assistance
- 2.11 Connect impacted international students to accommodation and mental health support services
- 2.12 Advocate to the NSW Government to direct energy efficiency support to low-income residents and strata communities in the local area



The OzHarvest hamper hub distributed 1,000 food relief hampers a week to international students during the height of the pandemic.



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## Action area 3

# Strengthen community cohesion to build the resilience of local communities

### **Communities are connected, engaged and empowered to manage their own recovery and ready to respond to shocks and emergencies**

A resilient city is prepared, connected and informed. It has networks of individuals, local neighbourhoods, businesses and communities primed and ready to act together in an emergency or in response to chronic issues.

The City is committed to facilitating opportunities for individuals and communities to design and influence a shared recovery. This means providing opportunities for people to participate in decision-making and contributing to shared solutions.

Strong connections, a commitment to sharing knowledge between residents, service providers, government and businesses, and including a diverse range of perspectives are critical. These support our communities to adapt to changing situations, take the lead on their own recovery, come together as communities and thrive after disruptions, such as this pandemic, and deal with longer-term stresses. They also build resilience ahead of future shocks.

Only 44 per cent of residents in the City of Sydney local area have lived here for longer than five years<sup>22</sup> and about 50,000 – 60,000 residents move in or out of the City local area each year<sup>23</sup>. Our residents communicate in 140 different languages at home and the majority are born overseas (55 per cent)<sup>24</sup>, so they come from a wide range of backgrounds. They may have not had the opportunity to build connections with other residents, may not feel

part of the community and may not be aware of what services are available and who provides them. We need to ensure these people feel welcomed, included, informed and connected to other people and services.

This requires information to be available in multiple formats and languages. We also need to provide physical and virtual space for people to come together to plan their shared recovery.

We will work to support recovery planning within the City of Sydney local area, with groups of people who have been affected by the disruption, whether or not they share similar interests, affiliations, religious or cultural backgrounds.

In the wake of the pandemic, many community meetings, programs and forums moved online, reaching more people than previous events, particularly people with disability. But the lack of face-to-face engagement also means those without internet access or a suitable device miss out.

A continuing dialogue with our communities, sharing our insights and data with them and in turn valuing their knowledge and insights will strengthen the relationships needed to support effective community recovery. Trusted relationships within communities and with government contribute to a more resilient society.

The Australian Disaster Resilience Handbook Collection provides guidance on national principles and practices for disaster resilience and the role of local government in the recovery process<sup>25</sup>. Existing structures can be used to coordinate localised response for the City of Sydney local area through the Local Emergency Management Committee coordinated by Resilience NSW.

<sup>22</sup> City of Sydney estimates based on Australian Bureau of Statistics Census 2016 - Counting Persons, Place of Usual Residence (MB)

<sup>23</sup> City of Sydney estimates based on .ID population estimates [forecast.id.com.au/sydney/components-of-population-change](https://forecast.id.com.au/sydney/components-of-population-change)

<sup>24</sup> City of Sydney estimates based on Australian Bureau of Statistics Census 2016 - Counting Persons, Place of Usual Residence (MB)

<sup>25</sup> [Australian Disaster Resilience Handbook. 2018.](#)



*Volunteers making quilts for people in need with non-profit organisation Wrap with Love at the Green Square community hall, 2018. Volunteering is an important way for people to make social connections but has been difficult to maintain during the pandemic.*

### **Why we need to do this**

The pandemic has threatened many of the elements that contribute to resilient and cohesive communities.

The loss of social connection through social isolation, physical distancing, closure of community facilities, cancellation of events and community forums, loss of volunteering opportunities, and not being able to participate in social, cultural and religious practices have all had an impact on how well communities can absorb the shocks of the pandemic – and how quickly they can reform those lost connections and recover.

Yet many residents quickly formed volunteer partnerships across public and private organisations facilitated by the City to work on shared goals. The pooled resources provided immediate food relief, assistance to international students and homeless people. These responses demonstrate the importance of these strong connections.

The travel restrictions and physical distancing requirements have had significant cultural impacts for Aboriginal and Torres Strait Islander communities. The inability to carry out some cultural practices is long lasting and traumatic for many of our residents who could not travel to attend funerals and wakes.

Our local area will see several major urban renewal projects occur in the coming years and these can contribute to rebuilding the economy by stimulating activity and jobs. To support a resilient and cohesive community that can withstand future shocks, it is essential that environmental and social sustainability is prioritised in the design of these areas and that the local community is engaged in this process in a meaningful way.

### **What communities and businesses told us**

The most significant impact for most people of the pandemic is feeling concerned for people who are important to them (51 per cent).<sup>26</sup>

<sup>26</sup> City of Sydney recovery planning survey, May 2020

Many in our community felt they were not adequately prepared to respond to the pandemic, or that organisations had planned their emergency response in isolation of services in the area.

40 per cent of respondents to the City's recovery planning survey felt that Sydney is not adequately prepared for an emergency.

The pandemic heightened concerns about increasing rates of domestic and family violence, alcohol and drug use, gambling, increased unemployment and racism, all of which are barriers to community recovery.

Respondents to the City's recovery planning survey were asked to rank a range of positive outcomes they may have experienced from the pandemic. "Strengthened connections with neighbours and other networks" was ranked fourth, suggesting that many have not experienced strengthened social cohesion during the pandemic and that further support is needed to help support our communities to withstand future shocks and emergencies.

Workshop participants told us that there is a need to build on the connections between organisations, governments and communities to work with them to recover from shocks and to deal with longer-term stresses together. While funding programs like grants are helpful, they are not the whole solution.

Our communities and businesses have told us they want to be part of shared recovery planning, to celebrate the end of the pandemic as a community, meet regularly and be part of the solution design and implementation.

"Sydney will bounce back to its charismatic self; there are enough people who care and who have the intelligence and resilience to spot adversity and correct course."

### What we are doing to support recovery

- 3.1 Provide grants that facilitate community engagement in City owned spaces and public places

### What we are doing to support recovery

- 3.2 Provide residents with links to support services and practical assistance
- 3.3 Support the provision of health and safety information to residential strata owners
- 3.4 Advocate to ensure environmental sustainability is of high importance in fast-tracked urban renewal programs
- 3.5 Coordinate local emergency response through Local Emergency Management Committee
- 3.6 Work with the Resilient Sydney network to share best practice and establish cross boundary recovery initiatives

### Other actions we will take

- 3.7 Empower communities to manage their own recovery by strengthening local connections through networks, events and forums, for example supporting community celebrations at the end of the pandemic
- 3.8 Facilitate capacity building workshops with the community sector and community led organisations to support their planning for the reopening of their services
- 3.9 Explore with the local Aboriginal and Torres Strait Islander community the idea to facilitate a culturally sensitive commemorative event due to the impacts on participating in *Sorry Business* during the pandemic, and to provide an opportunity for support, collective reflection and acknowledgement for community members who have passed away.
- 3.10 Celebrate the work of the community groups and volunteers including at the annual Lord Mayor volunteer thank you event



## Action area 4

### Protect and empower the cultural sector by prioritising the role of local creativity, cultural spaces, talent and knowledge

**The resilience of our cultural sector is strengthened through involvement in recovery efforts, sustaining diverse cultural practice, protecting creative spaces and thriving community participation**

Australia's cultural and creative sector is a \$111.7 billion<sup>27</sup> industry essential to the identity, social cohesion and economic growth of our nation.



Culture plays a vital role in the economy, strengthening the tourism, education, hospitality and retail sectors. As part of our economic recovery, the City can support this sector to ensure its viability and ongoing contribution to the overall visitor economy.

30 per cent of the nation's cultural and creative industries operate in Greater Sydney and 6.5 per cent of the total workforce in the City of Sydney area is employed in the creative industries, representing 33,000 jobs<sup>28</sup>.

There are an estimated 1,800 creative businesses operating in the City of Sydney local area, of which 80% are small to medium organisations.<sup>29</sup>

Arts and cultural organisations make our city more than the sum of its parts. They are the very soul of our city, reflecting our diverse cultural composition, our local character, and our shared identity.

The City recognises the creative capacity of the people who work in arts, culture and creative businesses as key contributors to recovery efforts. We are committed to working collaboratively with our cultural leaders to nurture innovation, collaboration, Aboriginal and Torres Strait Islander cultural practice, sustainability and resilience.

Artists are part of the fabric of our national pride. If we let our creatives slip through the cracks and we fail to support our iconic institutions, we may have little to celebrate as a culturally rich nation in the future.

*Patchwork of Light by Lara Schnitger, Reiby Place. The cultural sector is essential to the identity, social cohesion and economic growth of our nation.*

<sup>27</sup> Bureau of Communications and the Arts, 2018

<sup>28</sup> City of Sydney floorspace and employment survey 2017

<sup>29</sup> City of Sydney floorspace and employment survey 2017



*Client Liaison performs live for Sydney New Year's Eve, 2019. Live music like all performing arts, has been hit particularly hard by the pandemic.*

## Why we need to do this

The Covid-19 restrictions imposed by the federal government hit the cultural sector particularly hard. Within two weeks 53% of arts and recreational services had ceased trading<sup>30</sup>, making it one of the first sectors to experience shutdown and it may be among the last to fully reopen as physical distancing restrictions are relaxed.

In May, CreateNSW announced a \$50 million fund for arts and cultural organisations in addition to \$27 million provided from the federal government<sup>31</sup> to support areas of the cultural and creative sector most affected by the pandemic. An additional \$250 million of grants and loans to the arts sector is being provided by the federal government<sup>32</sup>. While this stimulus is not enough to save the sector, it does offer hope to the major institutions and some smaller organisations. The City can continue to advocate to the federal and state governments for continued support.

Gratton Institute researchers estimate up to 26 per cent of the Australian workforce is likely to lose their jobs due to impacts of the pandemic – but this rises to 75 per cent for those employed in the creative and performing arts.

The current crisis comes on top of many years of reduced funding of the creative ecosystem. This ecosystem includes individual creatives such as artists, musicians, performers and creative industry workers; the creative industries workforce in media, events and festivals, screen, print, design and architecture firms; and cultural and arts organisations.

Many creatives balance casual, freelance and seasonal working arrangements, which has rendered them ineligible for JobKeeper assistance and complicated their access to JobSeeker payments.

The 'gig-based' employment of many workers in the creative sector made them particularly vulnerable to the impacts of the pandemic. Immediate cancellations, reduced employment opportunities and closures of local venues

<sup>30</sup> ABS research on Trading Status of Australian Businesses, 7 April 2020

<sup>31</sup> [arts.gov.au/covid-19-update](https://arts.gov.au/covid-19-update)

<sup>32</sup> [pm.gov.au/media/250-million-jobmaker-plan-restart-australias-creative-economy](https://pm.gov.au/media/250-million-jobmaker-plan-restart-australias-creative-economy)

have all compounded the effects. This is particularly true for artists from emerging and diverse backgrounds and early to mid-career workers who juggle multiple short-term contracts to fund their living costs and workspaces<sup>33</sup>.

Cancellation of large-scale performances, film productions, events and festivals means many businesses in this ecosystem will not survive. This is likely to have long term impacts on supply chains, skills and services of diverse small to medium businesses, as well as specialist sole traders.

In addition, in April the federal government temporarily suspended local content quotas for international streaming services<sup>34</sup>. This immediately reduced investment in producing Australian content and employment across film and media from writers to directors, set design to costume, actors to technicians, and has flow-on effects for the production sector which has already been impacted by widespread shutdowns.

The small to medium sector of community galleries, performance venues, sound recording studios, media services, production spaces and artist run initiatives are the seedbeds of our culture. These are the places where artists and performers can experiment and take risks, nurture their talent and build audiences and new local content to renew our major cultural institutions.

Cash flow for them is critical. Many landlords are not passing on rent reductions, organisers have been unable to conduct fundraising activities or obtain loans to cover rent, wages and even utility costs during the enforced shutdowns. Others are already in debt as finished productions are unable to be presented, meaning the production costs cannot be recouped with box office income.

Sydney already has a critical shortage of affordable workspace for cultural production, rehearsal, development and small to medium cultural enterprise with a loss of 100,000 square metres of cultural infrastructure over the last 10 years<sup>35</sup>. Loss of these grassroots

organisations will stunt the vitality and authenticity of our local cultural products and identity.

### **What communities and businesses told us**

56 per cent of respondents to the City's recovery survey agreed that it was very important for the City to support the arts and cultural sector.

Cultural organisations have flagged potential insolvencies. This will put local, accessible and affordable creative space and cultural infrastructure, which was already in short supply, at further risk.

Representatives from the cultural industry who believe they may be able to survive the crisis, are concerned there will be limited opportunities and spaces for small-scale uses and live music once the restrictions are lifted. They are also concerned that the limited availability of creative spaces will mean many may not get the access they need. We know from previous discussions with the creative sector that the City can help with grants funding and regulatory change to make it easier for these businesses to trade.

And as with activating other parts of the economy, audience confidence to attend venues and events needs to be rebuilt through communication and demonstration that these places are safe to visit.

"Hopefully there is a unification of the cultural sector, working together to ensure that the many, not the few, can thrive."

"Please support the arts in every way possible. This includes festivals as well as smaller events, venues and public institutions. Without culture, Sydney would be without soul."

<sup>33</sup> [australiacouncil.gov.au/research/making-art-work/](https://australiacouncil.gov.au/research/making-art-work/)

<sup>34</sup> [theguardian.com/film/2020/jun/11/netflix-apple-and-stan-could-be-required-to-boost-australian-content](https://theguardian.com/film/2020/jun/11/netflix-apple-and-stan-could-be-required-to-boost-australian-content)

<sup>35</sup> City of Sydney floorspace and employment survey 2017



## What we are doing to support recovery

- 4.1 Direct existing grant support to sustain cultural organisations and stimulate development opportunities for local creatives
- 4.2 Advocate to federal and NSW governments for targeted support for culture and no net loss of cultural space
- 4.3 Support Aboriginal and Torres Strait Islander cultural practices and knowledge sharing
- 4.4 Continue work to maximise opportunities for cultural sector in City owned spaces and community venues
- 4.5 Enable diverse local cultural infrastructure and activation through the City's Open and Creative planning reforms

## Other actions we will take

- 4.6 Facilitate opportunities for collaboration and capacity building to ensure cultural sector resilience and sustainability
- 4.7 Continue to explore opportunities for making space for culture in partnership with public and private sectors
- 4.8 Set up a working group comprising representatives of the cultural sector to agree sites for pop-up or future cultural activity and prepare a report to Council to approve these sites as Covid-19 recovery activity sites



Sam Hayward-Sweedman in the Musica Viva rehearsal room, Zetland. Providing space for culture will be critical to recovery.

## Action area 5

### Rebuild the visitor economy through promotion of our vibrant and safe city with activated main streets and nightlife

**People in the city are supported to safely return to a 24-hour Sydney through a phased and integrated approach, with government and industry working together**

Tourism is one of the state's most important industries and is also Australia's largest services export industry<sup>36</sup>. Sydney is the gateway to NSW and Australia, with over 50 per cent of all international arrivals into Australia coming through Sydney<sup>37</sup>.

There are around 779 tourism related businesses in our local area, employing around 20,000 full-time and part-time/seasonal workers<sup>38</sup>. In 2019, visitors to Sydney spent \$22.8 billion in the Sydney economy,<sup>39</sup> of which \$6.4 billion came from 12.7 million domestic visitors, making the domestic visitor market very important to Sydney's recovery.

The City has an important role to play in the re-activation and promotion of Sydney as a visitor destination to support a strong economic recovery. With the gradual easing of restrictions on travel within Australia, demand from Australians wanting to travel around their own country is expected to increase quickly.

We will work with Destination NSW and other tourism sector partners to build on the *Now's the time to love NSW* marketing campaign to develop a strong domestic and local visitor marketing campaign for Sydney as a cultural destination, telling the unique stories of place, people and history of our villages and city centre.



*The City of Sydney's volunteer ambassador program which provides information to visitors has been put on hold during the pandemic.*

We will present a safe, clean and sustainable city with a diverse cultural offering and range of cultural attractions that operate in a vibrant 24-hour economy.

Events that support retail such as Vogue Fashion's Night Out, or our night-time economy such as Vivid Sydney, are essential to rebuilding our status as an events capital and will be brought back as quickly as possible.

We have an opportunity to reimagine and pivot our programs and events such as Sydney Christmas, Sydney Lunar Festival and Sydney New Year's Eve, as well as our grants and sponsorships programs to be more inclusive of our local creative and cultural sector, drive footfall to our main streets, and share the benefit of increased visitors and programs with our local businesses and communities.



*The City of Sydney can reimagine events such as the annual Sydney Lunar Festival to support our local creative sector and provide safe public gatherings.*

<sup>36</sup> State of the Industry 2018-19, Tourism Research Australia

<sup>37</sup> [tra.gov.au/International/international-tourism-results](https://tra.gov.au/International/international-tourism-results)

<sup>38</sup> City of Sydney floorspace and employment survey 2017

<sup>39</sup> Destination NSW year-end 2019



We have seen our communities embrace their local businesses and high streets during this pandemic<sup>40</sup>. This gives us the opportunity to develop and promote a 'shop local, buy local' campaign for our local village centres, including the city centre, and support local businesses to activate and trade in new ways to respond to our communities' needs.

Our continued support of the business events and conference market will help ensure a future pipeline of international meetings and conferences is in place for when international travel restrictions are lifted.

Similarly, we will facilitate the return of international students by partnering with the education sector and supporting a safe and enriching student experience that rebuilds their sense of belonging and recognises them as valued members of our community.

While the timeframe for recovery is uncertain, maintaining the critical mass of tourism services and facilities across Sydney's visitor economy is essential, as is promoting Sydney as a welcoming, innovative city that is responsive to the welfare of its people and visitors. We need to ensure that when the coronavirus is contained and borders reopen, Sydney is well placed to reactivate the international visitor market, and rebuild the visitor economy quickly to support our local government area.

### **Why we need to do this**

The pandemic has had a deep impact on the entire visitor economy which includes travel providers, hotels and accommodation providers, retail, food, beverage and hospitality businesses, cultural and creative institutions, tour guides, visitor information services, destination icons and providers to the international education sector. Many of these businesses either closed or significantly scaled down operations when the borders closed to visitors in mid-March 2020. While our borders

remain closed we need to promote and rebuild domestic visitation to help compensate for the lost international visitor market.

The business visitor spends five to six times as much as a holiday visitor<sup>41</sup>, yet all international business conferences have been cancelled for the foreseeable future. This loss in revenue for Sydney is a significant blow to our visitor economy.

The impact on tourism has been compounded by the bushfires in late 2019 and early 2020, which limited visitor numbers – particularly at New Year – followed immediately by the pandemic.

Many workers in tourism are casual and seasonal employees, foreign visa holders and international students. The downturn in tourism as a result of the pandemic means that many of these workers have lost their jobs. At the time of writing, there has been no direct government fiscal support for the tourism industry apart from zoos and aquariums<sup>42</sup>, making many of these workers highly vulnerable and at risk of homelessness.

International students make a substantial contribution to the Sydney visitor economy with 287,000 students<sup>43</sup> contributing over \$13 billion to the NSW economy in 2019<sup>44</sup>. Students' families often visit Sydney multiple times during their years of study. Recent modelling suggests that Australian universities face a potential loss of \$19 billion in the next three years<sup>45</sup>.

While many international students were not able to return to Sydney for the start of the 2020 academic year, as at 26 April, 192,000 international students are still studying in NSW.<sup>46</sup>

International students have been disproportionately impacted by the pandemic as they are not able to access government welfare such as JobSeeker or health care. Local services providing food relief have reported large numbers of hampers being

<sup>40</sup> [mckinsey.com/industries/retail/our-insights/emerging-from-covid-19-australians-embrace-their-values](https://mckinsey.com/industries/retail/our-insights/emerging-from-covid-19-australians-embrace-their-values)

<sup>41</sup> [besydney.com.au/media/1616/asian\\_incentive\\_events\\_nsw.pdf](https://besydney.com.au/media/1616/asian_incentive_events_nsw.pdf)

<sup>42</sup> [regional.gov.au/regional/programs/files/zoos-and-aquariums-fact-sheet.pdf](https://regional.gov.au/regional/programs/files/zoos-and-aquariums-fact-sheet.pdf)

<sup>43</sup> StudyNSW

<sup>44</sup> NSW Department of Education Research Snapshot December 2019

<sup>45</sup> [theconversation.com/australian-universities-could-lose-19-billion-in-the-next-3-years-our-economy-will-suffer-with-them-136251](https://theconversation.com/australian-universities-could-lose-19-billion-in-the-next-3-years-our-economy-will-suffer-with-them-136251)

<sup>46</sup> [homeaffairs.gov.au/research-and-statistics/statistics/visa-statistics/study](https://homeaffairs.gov.au/research-and-statistics/statistics/visa-statistics/study)

provided to international students<sup>47</sup>. Many are at risk of homelessness, prompting the NSW Government to launch a crisis accommodation service for stranded international students<sup>48</sup>.

The City of Sydney local area is home to 40 per cent of education providers in NSW. The City will work with all education partners to support the students here in Sydney and advocate for others to be able to return and attend their universities and education colleges when border restrictions are lifted.

use this moment to support businesses to respond to this new environment.

“Let’s work with big business to encourage staggering their employees’ hours, allowing for local businesses’ customer hours to be extended beyond 9 to 5. This will help with social distancing and public transport capacities.”

### **What communities and businesses told us**

The visitor industry is looking to the City to coordinate industry, government and precincts to prepare a strong value proposition to market Sydney to local and domestic audiences and demonstrate that the city is safe, healthy, green and with a vibrant cultural offering.

As we face the logistical need to stagger workers coming and going from the city centre over a wider timespan, businesses also see an opportunity to rebuild Sydney as a genuine 24-hour city. Business leaders believe we should



*Dancer at Yabun festival, 2019. We can partner with the cultural sector and Destination NSW to promote Sydney as a cultural destination, telling the unique stories of place, people and history.*

<sup>47</sup> OzHarvest Hamper Hub; Addison Rd Community Centre, Marrickville

<sup>48</sup> [NSW Government supporting international students through Covid-19](#), media release, May 2020

## What we are doing to support recovery

- 5.1 Use our communications channels to promote shop local and visit local to residents, workers and visitors
- 5.2 Continue to invest in local festivals and major events that demonstrate Sydney's vibrancy and encourage local Sydneysiders and others from around the state and country to visit
- 5.3 Continue to partner with Business Events Sydney to build the pipeline of business meetings for Sydney
- 5.4 Continue to engage with the accommodation and entertainment sector to ensure sustainability is promoted and prioritised
- 5.5 In line with health advice, welcome people back to Sydney through roaming ambassadors, maps and digital services
- 5.6 Advocate to state and federal governments for ongoing support for international students while they continue to be impacted by the pandemic

## Other actions we will take

- 5.7 Engage local creatives in the City's programs and work with others to do the same to activate precincts to support local businesses, sustain local culture and drive footfall on main streets
- 5.8 Partner with Destination NSW to develop a local and domestic visitor marketing campaign for Sydney, with particular focus on the cultural offering over the 2020–2021 summer
- 5.9 Encourage and facilitate the return of international students back to Sydney in partnership with education sector

## Action area 6

### Support businesses and organisations to innovate and adapt, so that industries can evolve and grow

**Connecting people to new ways of thinking and working, harnessing their creative capacity to solve problems, pivot and transform through skills development, new models and partnerships so more businesses can share in the benefits**

Heavily impacted sectors need to harness their creative capacity and innovate to give themselves the best chance to survive and grow. Innovation also presents opportunities to look beyond immediate economic repair towards outcomes that deliver sustainability benefits and build community wealth. This includes creating local jobs and investment, diversifying our economy and repositioning our reputation for a city of innovation which had already slipped in global rankings from 16<sup>th</sup> in 2015 to 23<sup>rd</sup> in 2019<sup>49</sup>.

Actions the City can take to support this innovation, adaptation and evolution will need

to consider the individual needs and impacts of the sectors they are designed to support – there won't be a one-size-fits-all approach.

For example, we can help businesses and organisations to do this through the supporting the development of new capabilities such as digitisation and e-commerce, by using our procurement power to support local business and a shift to a circular economy and by supporting the growth of the green economy as a pathway to recovery, adaptation and a sustainable future.

We also have a significant role to play in continuing to facilitate the development pipeline which will stimulate economic activity through construction and urban renewal.

#### Why we need to do this

In May 2020, 72 per cent of Australian businesses had less income because of the pandemic, 73 per cent of businesses accessed support measures, and 74 per cent of active businesses changed how they operate<sup>50</sup>.

Local businesses have had to grapple with reduced turnover, underused commercial space and experimenting with new technology to operate online.

Some businesses have moved quickly to meet these changing needs and the changing paths

to trade and consumption. Others, including many bricks and mortar retailers, urgently need to upscale their online businesses and shift their marketing efforts accordingly.

Businesses identified diversifying markets and product offering, pivoting production or operational capabilities, and creating and expanding digital business as common themes necessary for recovery.



Local restaurateur Hamilton Kings created "Love Local" a local restaurant delivery platform, with the help of a Covid-19 relief grant from the City of Sydney. This initiative is one example of how local businesses innovated during the pandemic.

<sup>49</sup> The Startup Genome Global Report Ecosystem Report, 2019

<sup>50</sup> ABS Business Impacts of Covid-19 Survey May 2020



Within the innovation and technology sector, the pandemic is exacerbating the challenge of accessing global talent – especially in niche and emerging areas such as robotics, AI, data science and quantum computing and making it more difficult for early stage startups to raise funding<sup>51</sup>. These companies can make positive contributions to net jobs growth following the pandemic as well as continue to influence the broader innovation ecosystem.

The City can support hyper-local, precinct-based innovation in collaboration with industry, universities, tech startups and creative businesses. Examples include continuing work already in progress within the Sydney Innovation and Technology Precinct and Camperdown Ultimo innovation precinct.

Refocusing efforts towards local business can create opportunities for our local startup ecosystem. 50 to 60 per cent of the City's annual procurement spend is with local businesses, but even with the highest density of tech startups and innovation in Australia, government procurement from this sector in Sydney is low.

Additionally, 12 per cent of small and medium businesses in the local area are registered on the City's procurement platform Tenderlink. By educating local businesses and community organisations on City procurement processes, such as tendering, we can direct more of our spending into the local area.

The Covid-19 pandemic temporarily directed community and business attention away from the climate crisis<sup>52</sup>. As we move into the recovery phase we must seize the opportunity to build back greener<sup>53</sup> – we do not want to see a return to business as usual on climate action at state and federal levels. Decisions made about stimulus funding can have long term positive or negative consequences for the severity of climate change. A low-carbon recovery could not only initiate the significant emissions reductions needed to halt climate change but also create more jobs and

economic growth than a high-carbon recovery would<sup>54</sup>.

The International Energy Agency has highlighted that energy efficiency upgrades are job-intensive and strongly support economic stimulus goals. The Energy Efficiency Council has stated that a major drive to improve the energy efficiency of buildings and industry could provide over 120,000 job-years of employment for Australians<sup>55</sup>. The Clean Energy Council of Australia calculates that bringing forward the pipeline of wind and solar projects across Australia would create over 50,000 new direct jobs during construction, and an additional 4,000 ongoing jobs in operations and maintenance<sup>56</sup>. This also provides a jobs and investment link between cities and regional areas so that more people can share in the benefits.

The City can actively pursue green economy initiatives and advocate for changes at the state and federal government level to aid economic recovery while addressing the significant threat of climate change.



*Solar panels on Sydney Town Hall. The City of Sydney can advocate for green economy initiatives as part of recovery while continuing to address climate change.*

<sup>51</sup> The Startup Genome [Impact of Covid-19 on Global Startup Ecosystems – Global Startup Survey, April 2020](#)

<sup>52</sup> [McKinsey, How a post-pandemic stimulus can both create jobs and help the climate, 2020](#)

<sup>53</sup> [Committee for Sydney, COVID19 Transition and Recovery Strategy, 2020](#)

<sup>54</sup> [McKinsey, How a post-pandemic stimulus can both create jobs and help the climate, 2020](#)

<sup>55</sup> [EEC, Building a Stronger and Cleaner Post-Pandemic Australia, 2020](#)

<sup>56</sup> [Clean Energy Council, A Clean Recovery, 2020](#)

## What communities and businesses told us

Of the 2,774 applications received for City of Sydney's initial round of small business relief grants, 49 per cent requested financial support to increase their online and e-commerce capabilities, and 34 per cent to innovate and adapt their operating models. In addition, businesses reported in the City's recovery survey and at engagement sessions that they will need to strengthen their marketing, strategy planning, e-commerce, digital, data, finance and customer relationship skills over the next 12 to 18 months. These were identified as critical skills to develop more resilient, lean and adaptable models to survive future shocks.

The tech startup community has told us that the ecosystem support network is under threat with many local incubators, accelerators and coworking spaces experiencing hardship, due to large membership cancellations and a decrease in corporate sponsorship. This support network could take five years to rebuild if lost.

Representatives of the hospitality and night time industry are also concerned about the labour market.

"There may be a potential talent drain down the track especially with the hospitality industry. Workers moving away from Sydney due to drop in jobs and cost of living. We may struggle to find talent to fill roles when we recover."

The tech sector also told us the City can run programs that support local entrepreneurs and creatives as drivers of innovation through the recovery and transformation phase.

Industry groups including the Australian Industry Group, Property Council of Australia, Business Council of Australia and the Australian Council of Trade Unions are calling for a 'clean recovery'. This is where stimulus funding is directed at initiatives that address climate change while boosting the economy, in particular energy efficiency, renewable energy generation and battery storage.

58 per cent of respondents to the City's recovery planning survey said that they are concerned about the impacts of climate change.

"This is a time for adaptation and innovation. An opportunity to partner with game changers. The City can help by streamlining approvals, fee concessions, engaging with local business, property and home owners who are willing to personally invest in development, growth and green spaces."



*InvertiGro co-founder Ben Lee tends to plants in an InvertiGro garden. InvertiGro applies innovative design and leading-edge technologies to profitably and pragmatically solve the real-world challenge of sustainable and affordable food production. Innovation and adaptation will be important for a successful recovery.*

## What we are doing to support recovery

- 6.1 Facilitate dialogue with heavily impacted sectors to support their recovery
- 6.2 Direct existing grant support for organisations, businesses and industry, including those dominated by women, to assist them to innovate, adapt and grow
- 6.3 Continue to support collaboration across the innovation precincts within the Camperdown Ultimo collaboration area
- 6.4 Implement the Central Sydney planning strategy to support a pipeline of development and investment certainty
- 6.5 Continue to use City procurement to support local businesses and a shift to a circular economy
- 6.6 Continue to support communities and businesses to accelerate their uptake of renewable energy to stimulate the green economy
- 6.7 Continue to assist businesses and apartment buildings owners' corporations to implement retrofits for increased efficiency
- 6.8 Prioritise investment in City projects that provide significant local green economy benefits

## Other actions we will take

- 6.9 Produce skills development programs to enhance innovation, collaboration, digitisation and e-commerce
- 6.10 Advocate to federal and state governments to invest in green economy as major generator of jobs

In the first 17 days of operation, the City of Sydney's business concierge service attended to 1,421 contacts from businesses to help them find the right support during the pandemic.

"This concierge service is great. Well done to the team. It's such an important initiative you're doing."



# Measurement and evaluation

It will be important to track the economic and social recovery of our local communities throughout the implementation of this plan. We will evaluate the effectiveness and influence of the actions, continually checking in with our communities as we go.

Periodic research and analysis will help us understand the progress of recovery. We will use these insights to inform and shape the City's work towards recovery, identifying gaps and focusing effort toward areas of greatest need.

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## Principles of measurement and evaluation

### 1. Practicality

Data is readily available or can be easily developed in a short time with low cost.

### 2. Consistency

The evaluation and measurement framework must match the action areas in the recovery plan. Measures should be developed in a consistent way so that they can be integrated with or compared to existing data and benchmarks.

### 3. Relevance

Measures should be designed to allow us to track the progress of the recovery plan implementation. External measures should be given higher value and priority if directly related to the City of Sydney local area and our communities and Greater Sydney. Data at the state, national or even global level may be used as reference. When necessary, these data can be modelled to form indicators for the local area.

### 4. Trends and changes

Measures should be based on data that can be updated at regular intervals or that is directly comparable to a pre-Covid-9 benchmark. This will enable us to measure trends and analyse changes.

### 5. Timeliness

Data should be captured and updated in a timely manner to reflect the most recent status or changes in areas of interest.

### 6. Adaptability

The framework is robust and flexible and can work with current and future City strategies and plans. It supports existing and new data as it becomes available and can adapt to the impacts of the pandemic on the organisation, such as resourcing and capacity.

### 7. Accountability

Clear goals and targets should be set to track the progress of implementation. Measures and data should be analysed regularly to provide insights, consider our communities' views and make recommendations to adjust the plan throughout implementation.

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## The framework

### Data

Both internal and external data are used to develop measures and indicators.

### Measures

A set of measures for each action will track the implementation of the recovery plan. Wherever applicable, standard measures are used for easy integration across actions, while custom measures are also included for some actions.

Examples of standard measures are the status of an action, number of programs, how much has been spent, how many people from key interest groups have been engaged, any partnerships formed, number of participants, or satisfaction scores.

### Indicators

Indicators are chosen to track how well the economy and communities are doing overall. Examples of indicators are the rate of unemployment, consumer expenditure or Gross Regional Product (GRP) which is an indicator for the size of the economy in our city.

We can also use indicators to track how well sectors of interest are recovering.

Indicators are also developed to monitor the wellbeing and needs of our community groups.

### Mapping and integration

Each action is mapped against the four recovery goals outlined at the start of this plan.

Each action is also allocated a category that assists in bringing together and analysing data. Examples of action categories are grants, sponsorships and value-in-kind, advocacy and coordination, planning and regulation, procurement, marketing and promotion, community engagement, direct services, capital works, City programs and activations and the provision of space.

Wherever applicable, indicators are mapped to the contributing action areas so that the effectiveness and influence of the actions can be assessed. When an outcome indicator is mapped to an action, a trend target should be set for evaluation.

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## Engaging with our communities throughout implementation

### Engagement objectives

The following engagement objectives will guide how we work with our communities to implement this plan and how we align with the City's community engagement principles of integrity, inclusiveness, dialogue and influence.

1. Integrity
  - We will provide our communities with clear, accurate and timely information.
  - We will coordinate engagement and activation activities to ensure best value for our communities.
2. Inclusiveness
  - We will reach vulnerable people and strive to overcome barriers including lack of digital access and English literacy.
  - We will work with community networks and services to broaden the reach of our engagement and to build community resilience.
3. Dialogue
  - We will check-in and respond to our communities about their needs throughout the recovery.
  - We will make best use of the information our community-facing services and programs collect to fine tune the City's ongoing response.
4. Influence
  - We will strengthen relationships within our communities by regularly sharing our insights from engagement and research on recovery progress.
  - We will ensure that people know we value the information and insights they give us and that we act on it.

## **How we will check in with our communities**

The City will regularly check in with our communities through:

- A standing agenda item for meetings of the City's Aboriginal and Torres Strait Islander, Inclusion (Disability) and Nightlife and Creative advisory panels.
- Feedback from vulnerable communities with whom the City regularly works
- Surveys conducted with people who attend the City's events and activations
- Regularly and consistently capturing community perspectives through the City's programs including library and community programs, grant applications, strata networks, enquiries to the business and community concierge services, hirers of the City's community spaces and sporting facilities and activities programmed for communities in new urban areas, such as Waterloo and Green Square.



# **Attachment B**

<p><b>Community Recovery Plan – Engagement Report</b></p>
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# Community Recovery Plan



## Engagement Report

June 2020

Green Global Connected



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# Engagement summary

From 18 May to 3 June 2020 the City of Sydney asked the community for their insights on the impacts of the Covid-19 pandemic, their needs for recovery and how the City can support recovery.

The insights gained provide a platform for the City to work with the community on recovery, ensuring we understand and are responsive to their needs.

This report will outline the community engagement activities that took place and summarise the findings from workshops, an online survey and secondary research.

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## Engagement purpose and program

The City sought insights from the community for the development of our community recovery plan to:

- Ensure the community recovery plan aligns with how the community is experiencing the impacts of Covid-19 and respond to community concerns and needs.
- Provide a platform to continue work with the community on recovery.

The engagement program included:

- Online surveys for community and businesses.
- Lord Mayor roundtables and online facilitated workshops with community and business stakeholders.
- Review of outcomes from surveys carried out by community and industry stakeholders.

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## Key outcomes from the engagement

The community expressed a clear desire to be part of their own recovery. The act of asking the community was appreciated and contributes to maintaining a high level of trust between the community and the City. A continuing dialogue with the community, businesses and stakeholders, sharing our insights and data with the community and in turn valuing their knowledge and insights will provide a strong platform for recovery.

*“Thank you for taking the time to find out about what your community believes is a priority.”*

The impacts of the pandemic have been widespread. Many acknowledged their own social isolation has contributed to health and wellbeing concerns and increased anxiety related to financial impacts, job losses, housing stress and access to essential services.

A third have felt lonely or have mental health and wellbeing concerns. About 40% have lost jobs or experienced reduced income and as many are worried about job security. 77% of businesses surveyed had reduced staffing levels during the Covid-19 restrictions.

The community sector raised concerns for non-citizens including asylum seekers and international students. Food security for these most vulnerable community members will continue to be a concern.

*“Businesses being supported so they can grow and take on all those unemployed people. There are lots of people struggling now.”*

### Concern for others

People are overwhelmingly concerned about others. Half of those surveyed were worried about people who are important to them and 74% said it was very important for council to support vulnerable people during the recovery. This was the most strongly supported action council could take. Local residents groups identified how communities had come together to support each other. There was growing optimism that actions taken during the pandemic could contribute to ongoing action on long-term concerns such as ending homelessness in Sydney.

*“Continuation of the increased tolerance and kindness shown to others especially housing the homeless, and better service and financial support for people who are unemployed or living on low incomes”*

### Clear information

The community told us they need accurate information to help build confidence about when it is safe to return to their normal activities. 68% of people surveyed said that clear communications from the City are very important. Accessible communication was identified as very important including using different formats and channels and being aware that not everyone has access to digital technology.

*“Media hype has scared people.”*

### Sydney as safe

Promoting Sydney as a safe place is an important action to help the arts and cultural sector and businesses rebuild. This was identified as a more significant challenge for the city centre than local main streets where people were starting to feel comfortable again. While about half those surveyed said they were ready visit their local cafes and restaurants now, most people indicated that it would take longer for them to feel confident going to indoor cultural and community events.

*“Clear guidelines for CBD workers and visitors on how to interact to ensure safety but also get back to work. Transport solutions that don’t clog up the streets.”*

### Importance of public space

The community deeply valued public space during the pandemic. Our current predicament is seen by many as a trigger to rethink how we use public space and make more space available for walking, cycling, meeting up and cultural and community events. Using public outdoor space was identified by arts organisations and businesses as an alternative to indoor venues and a way to build confidence and bring people back.

*“Eating and drinking later, spreading out on footpaths and roads”*

*“Greater appreciation for the outdoors, for the simple pleasures of walking in a park and getting some fresh air. An amazing ability for us to all cooperate and help each other. We’ve all gained new knowledge from this new experience.”*

## Support for business and the cultural sector

Survey results identified financial support, marketing, clear communications, and local activations and events as the most useful ways the City could support businesses to recover. There is a desire to promote the unique cultural experiences of Sydney to local and regional visitors; support innovation and collaborate and negotiate with landowners and big employers to open up new opportunities. The City's role as an advocate particularly for affordable housing and the arts and cultural sector was highly valued.

*"Marketing and promotion needs to include profiling local businesses, neighbourhood character, what to do in the city, and what is happening locally."*

## Positive outcomes

The community identified positive impacts as including flexible working arrangements (close to 50%), more time with family (close to 50%), acts of kindness (40%) and see this an opportunity to build a more caring society. People referred to a renewed sense of working together and that there was greater awareness of the needs and experiences of different people within our communities.

Business, the cultural community and local residents liked the idea of a community celebration as an important step in Sydney's recovery.

*"Hopefully there will be more kindness and tolerance now"*

*"A positive impact for me, I can work from home less travelling to work. I've enjoyed not stressing and spending time with my family"*

## Concerns for the future

There are increasing concerns about the impacts on the economy when the federal government's support package ends in September. Continuing physical distancing restrictions were a concern to the arts, cultural and entertainment sectors. Reduced international travel is a long term problem for the tourism and hospitality sector. There is growing concern for the sustainability of the NGO sector who have worked tirelessly to support the most vulnerable members of the community, especially in the face of more financial stress on people as a result of cut-backs to JobKeeper and JobSeeker payments.

We asked people about their greatest concerns for Sydney's future in March 2019 and again in May 2020. Top concerns remain traffic congestion and inadequate public transport, lack of affordable housing and loss of places for entertainment and cultural expression. Importantly, more people are now worried about the impacts of climate change ranking second after traffic congestion.

*"I hope this is taken as an opportunity to make a leap forward in environmental protection to address climate change"*

# Engagement methodology

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## Background

The City of Sydney Council resolved at its meeting on 4 May 2020 to prepare a Community Recovery Plan in response to the impacts of the coronavirus pandemic.

While there is still a lot of uncertainty about the future, developing a plan for recovery is important to build trust and confidence in the community.

The Community Recovery Plan is informed by health advice from state and federal governments and guided by principles consistent with Sustainable Sydney 2030. These include inclusive and equitable social and economic sustainability, underpinned by environmental sustainability, and the critical contribution of artists and the creative sector in recovering a strong society.

The plan has also been informed by consultation with businesses and our communities on the impacts of the pandemic, the community's needs, and the role the City should play in Sydney's recovery.

This report examines the consultation activities undertaken by the City and their outcomes.

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## Engagement objectives and guiding principles

Community engagement plays a central role in the transition from government-led actions in response to a crisis to the community regaining a sense of control over their lives during recovery. People must have an opportunity to influence decisions that affect the recovery of the city and their communities.

The following engagement objectives guide the way we work with the community on recovery. These align with the City's community engagement principles of integrity, inclusiveness, dialogue and influence and contribute to an overarching principle of recovery that people and organisations are empowered, connected and effective community builders, involved in the change in the city and shaping their future.

### Integrity

- We will provide our communities with clear, accurate and timely information.
- We will coordinate engagement activities to ensure best value for our communities.

### Inclusiveness

- We will reach vulnerable people and strive to overcome barriers including lack of digital access and we will ensure our communications are inclusive.
- We will work with community networks and services to broaden the reach of our engagement and to build community resilience.

### Dialogue

- We will check-in and respond to our communities about their needs throughout the recovery.



- We will make best use of the information our community-facing services and programs collect to in fine tune the City's ongoing response.

### **Influence**

- We will strengthen relationships within our communities by regularly sharing our insights from engagement and research on recovery progress.
- We will ensure that people know we value the information and insights they give us and that we act on it.

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## **Engagement approach**

The City sought a combination of qualitative and quantitative information from community members, businesses and sector representatives on:

- the impacts of the Covid-19 pandemic on their lives and businesses
- what their personal, community and sector's needs were for recovery
- how the City can support the community during recovery
- what opportunities exist for collaboration during recovery
- what their concerns were for the future of Sydney
- how the pandemic may change Sydney.

Engagement activities included:

- online surveys for community and businesses
- Lord Mayor roundtables and online facilitated workshops with community and business stakeholders
- a review of twelve surveys undertaken by stakeholders across a variety of sectors.

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## **Engagement activities: Lord Mayor roundtables and online facilitated workshops**

A series of online roundtables and workshops were undertaken to understand specific issues affecting particular industry and community sectors that have been heavily impacted by the pandemic. 165 stakeholder representatives attended these sessions.

The Lord Mayor hosted five online recovery roundtables:

- Arts and culture
- Resident action groups
- Community and food security
- Hotels and tourism
- Small business

City staff facilitated six online recovery workshops:

- Retail and hospitality
- Creative and arts
- Night time economy

- Local businesses
- Tech start ups
- Inclusion (disability)

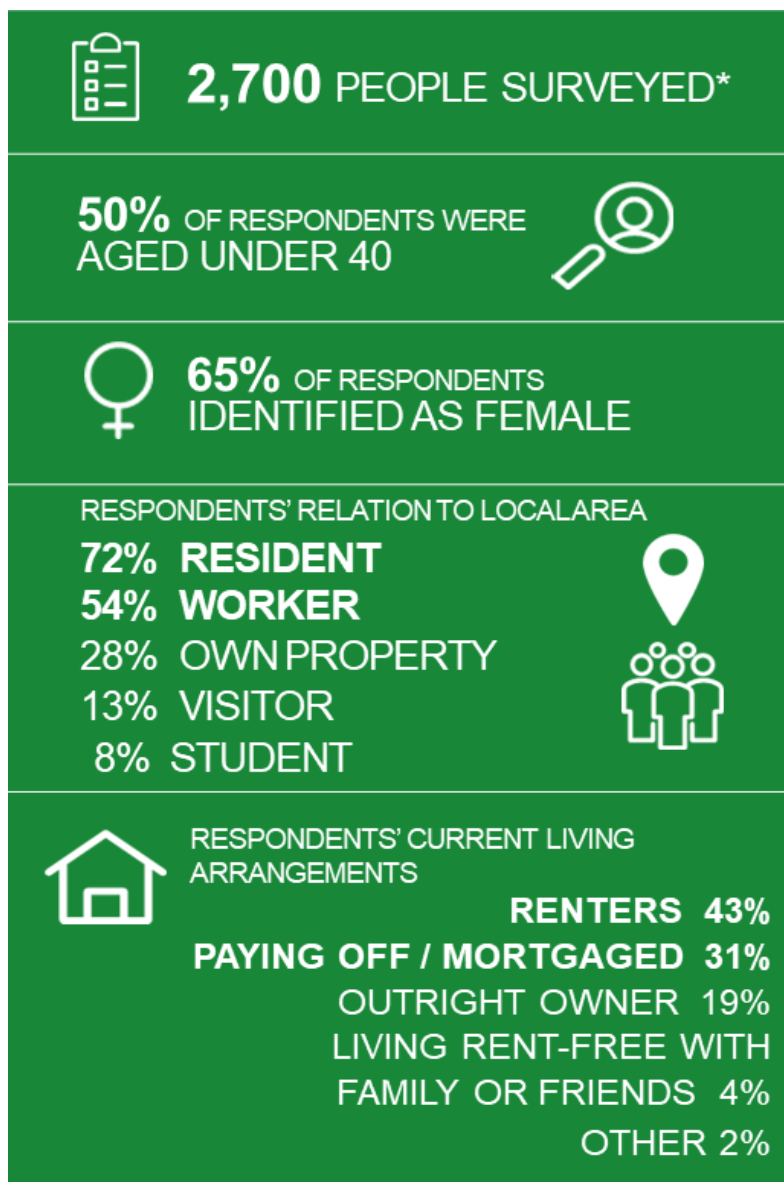
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## Engagement activities: community and business survey

An online survey for community and businesses was hosted by the City. The survey was designed to:

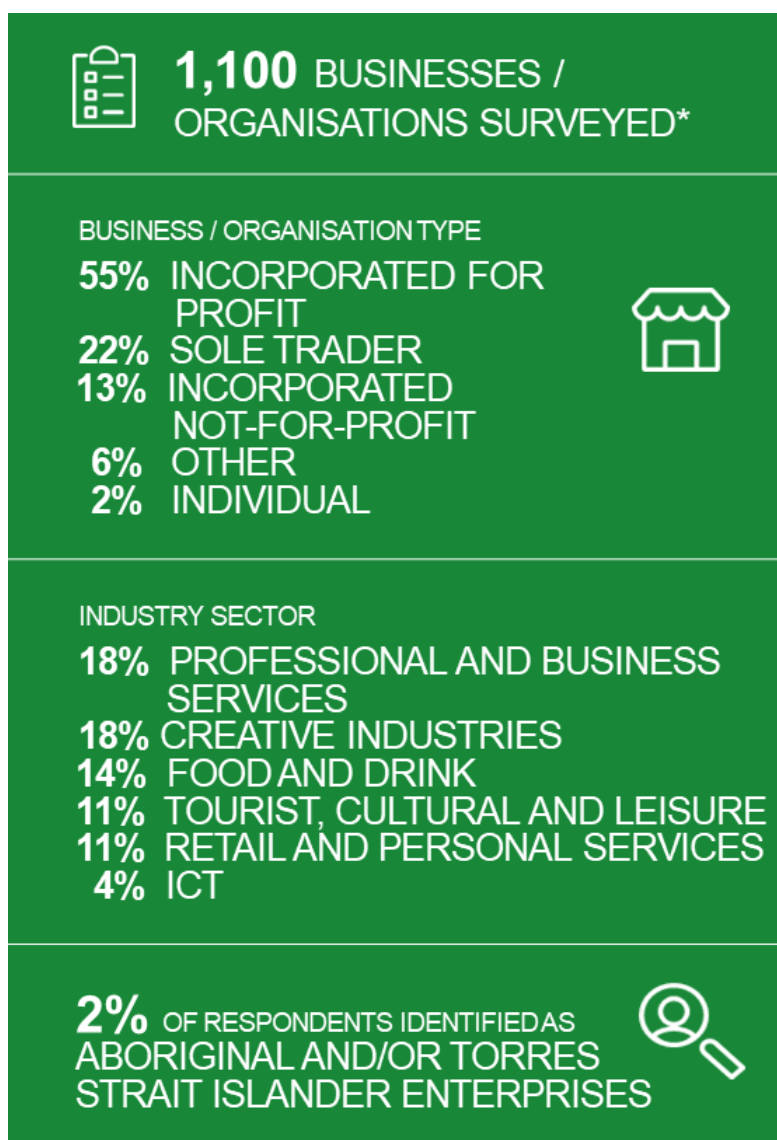
- understand the impacts of the pandemic on the City
- discover what people need to enable their recovery
- allow people to provide feedback on what they believed the City's role should be during recovery
- understand future hope and concerns for Sydney

### Community survey results



*\*533 respondents who completed the community survey also completed the business survey*

## Business survey results



*\*533 respondents who completed the business survey also completed the community survey*

# Engagement outcomes

Key insights emerged from the engagement in relation to the impacts of the pandemic, community needs, role of the City during recovery and opportunities & concerns for the future.

The outcomes from these insights have been used to inform the City's Community Recovery Plan.

## The impact of the pandemic

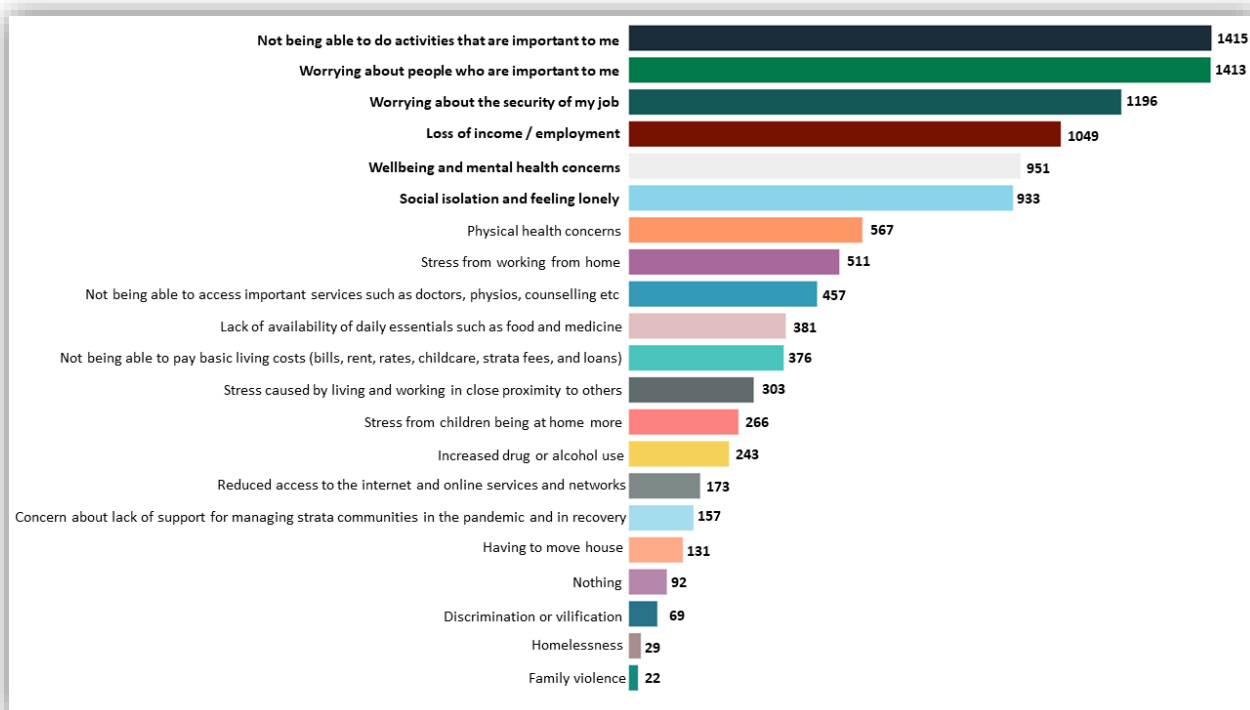
The impact of the pandemic was widespread, affecting many parts of our communities.

Of the people surveyed via the City's online survey:

- Over half are worried about people who are important to them.
- Over half have not been able to do activities important to them, such as visiting friends or family, going out to cafes and restaurants and cultural activities (cinemas, galleries).
- A third have felt lonely or have mental health and wellbeing concerns.
- About 40% have lost jobs or reduced income and as many are worried about job security.
- 15% encountered lack of availability of essentials such as food and medicine.

Housing costs and household bills are the most common costs respondents are not able to afford. About 5% of respondents have had to move to a new house.

Other than experiencing housing stress, the restrictions and financial worries have meant that close to 1 in 5 have not been able to access important services (doctors, counselling).



*This graph shows the results from the community, when asked how the Covid-19 pandemic affected them.*

The community sector raised concerns for non-citizens including asylum seekers and international students. Food security for these most vulnerable community members will continue to be a concern.

77% of businesses surveyed had reduced staffing levels during Covid-19. Nearly 9 in 10 businesses survey responses have experienced a reduction in turnover or cash flow as a result of the restrictions.

Government regulations have had a high impact on 59% of businesses surveyed, while 17% reported some impact and 9% reported low impact on their operations. 20% of businesses surveyed had to temporarily close, while 1% had permanently closed due to the impacts of the pandemic. Main reasons for closures are;

- government regulations
- loss of revenue
- lack of demand for their product
- forced closure
- health and safety risks.

In order to remain open, businesses have changed the way they operate. Over half changed their product / service and their delivery model.

Business representatives told us that they were also impacted by the loss of foot traffic from visitors, workers and students. This had a greater impact on areas that heavily rely on these customer bases such as the CBD, the Rocks and Haymarket.

The impact on the creative and cultural sector has been devastating. Some organisations have seen losses in the excess of \$50 million, stood down 80% of staff and a significant amount of their workforce are not eligible for JobKeeper. Individual artists and sole traders were also identified as particularly vulnerable.

### Needs for recovery

The community told us they need **accurate information** to help build confidence about when it is safe to return to their normal activities. 68% of people surveyed said that clear communications from the City are very important. Accessible communication was identified as very important including using different formats and channels (phone, easy-read English, large-print versions, accessible websites, captioning and AUSLAN).

Business representatives also told us that to sustainably reopen and operate safely they needed **reliable and timely information**. Poorly communicated regulations left businesses feeling confused about how to safely operate and what support was available to them. Only 32% of businesses surveyed said they completely understood what support was available to them from the Federal Government.

When asked how soon they'd feel comfortable and safe to return to activities in Sydney once level 3 restrictions were in place, it was clear that people need to **feel safe and confident to return**, even if restrictions are lifted. Whilst 65% of people would immediately use open spaces and public parks, only 33% would immediately feel safe to use public transport and 30% to return to work in an office.

Whilst 3 of the top 5 mentioned activities that community were not able to do were related to cultural participation (cinema, galleries & museums, live performances etc.), over a third of the respondents said it would be several months before they would hire an indoor space for a community activity (33%) or participate in indoor cultural and community events (38%).

The business and creative community told us they need the **City to be clean, safe and accessible**. This will build confidence for people and audiences to return to their regular activities and to support businesses.

Business representatives and respondents to the business survey indicated they need:

- immediate clarity in relation to how to safely operate their businesses, this will enable them to plan for their staffing, program and supplier needs.
- financial support, especially in regards to cash flow.
- marketing and promotions support.
- clear and ongoing communications of support available to businesses.
- flexible regulations that consider the location and size of their businesses.

People (business, the cultural community and local residents) liked the idea of a **community celebration** as an important step in Sydney's recovery. They proposed various approaches on the same theme – a summer of culture in Sydney, a one-day celebration inviting people into the city, neighbourhood block BBQs and village business weekend showcases.

### The role the City should play in recovery

When asked how the City should support recovery the following were identified as **very important**:

74%	support vulnerable people
68%	provide clear communications on changes
62%	support local businesses
60%	lead public health adaptations / assist community to do the same
57%	advocate to state and federal governments for better services (eg housing)
56%	support the arts and cultural sector
31%	open facilities, such as libraries, pools and community centres
29%	make it easier for business to get approvals

Both business representatives and respondents to the business survey said that the most useful areas the City of Sydney can assist the business community recover were:

- Financial support: including reduction of fees and charges, grants and sponsorship.
- Marketing and promotion: including shop local campaigns that target local and regional visitors and promote the City's fine grain main street with safety messages.
- Events, precinct activation and place planning activities: that would allow local businesses and cultural providers to use safe public spaces for events and trading.
- Advocate for further business support across all sectors of Government
- Upskilling in e-commerce

### Concerns for Sydney's future

There was increasing concern about the impacts on the economy when the Federal Government's support package ends in September. There is growing concern for the sustainability of the NGO

sector who have work tirelessly to support the most vulnerable members of the community especially in the face of more financial stress on people resulting from cut-backs to JobKeeper and JobSeeker payments.

The business community is concerned that Sydney will find it harder to recover than other cities due to its unique position in the nation's economy and especially in relation to international tourism, creative and cultural offerings, international students, nightlife and retail sectors who have all been heavily impacted by the pandemic.

When we asked people about their greatest concerns for Sydney's future in March 2019, their top concerns were traffic congestion and inadequate public transport, followed by lack of affordable housing and loss of places for entertainment and cultural expression.

**In 2020, the top concerns are now traffic congestion and inadequate public transport followed by impacts from climate change, lack of affordable housing and loss of places for entertainment and cultural expression.** More people are also now concerned about being prepared for a major emergency event than in 2019.

March 2019	May 2020
1. Traffic congestion and inadequate public transport	1. Traffic congestion and inadequate public transport (64% of respondents)
2. Lack of affordable housing	2. Impacts of climate change including heatwaves and storms (58%) - <b>shifted up within top 10</b>
3. Loss of places for entertainment, going out and cultural expression	3. Lack of affordable housing (57%)
4. Lack of parks, trees, green and recreation spaces	4. Loss of places for entertainment, going out and cultural expression (47%)
5. Impacts of climate change including heatwaves and storms	5. Loss of local character and heritage (46%) - <b>shifted up within top 10</b>
6. Loss of local character and heritage	6. Loss of local businesses and services (46%) - <b>new concern added to survey due to Covid-19</b>
7. Lack of transparency in government	7. Lack of parks, trees, green and recreation spaces (43%)
8. Social disconnection and the loss of community	8. Financial hardship and unemployment (40%) - <b>new concern added to survey due to Covid-19</b>
9. Increasing intolerance and social exclusion	9. Not being prepared for a major emergency event in Sydney (40%) - <b>new to top 10</b>
10. Too much population growth and development	10. Lack of transparency in government (40%)

*This table shows the results of people's greatest concerns for Sydney's future in March 2019 and again in May 2020.*



## Opportunities for Sydney's future

The pandemic has provided the opportunity to rethink how life can be in Sydney in the future.

Some positive impacts from the pandemic included flexible working arrangements (50%) more time with family (50%), acts of kindness (40%). People referred to a renewed sense of **working together** and that there was greater awareness of the needs and experiences of different people within our communities. People were pleased to see action on long-term issues of concern such as providing housing to people sleeping rough and expressed hope that this would continue.

The community deeply **valued public open space** during the pandemic. It has acted as a trigger to rethink how we use public space and make more space available for walking, cycling, meeting up and cultural and community events. Using public outdoor space was identified by arts organisations and businesses as an alternative to indoor venues and a way to build confidence and bring people back.

*"Becoming more European in our lifestyle- option of eating and drinking later, spreading out on footpaths and roads, courtyards -alfresco dining. Not constant layers of compliance for selling alcohol and opening late. Sydney needs to be a 'global city'*

**Working from home** has also proved to create opportunities for workers to have more time with family, spend more in their local main streets and commute less.

*"I'm hoping more people will have the opportunity to work flexibly from home. Just think, if every full time worker worked from home one day per week, this would result in 20% less traffic on our roads & 20% less commuters using public transport. The resulting effect would mean less pressure on our public transport network, greater hygiene through social distancing brought about by less commuters, workers who are less stressed, financial savings on fares & fuel & ultimately a cleaner, greener city."*

Throughout the roundtables and workshops community and business representatives discussed their aspirations to be continue to **collaborate** with other businesses, communities and government to plan for recovery.

*"This is a time for adaptation and innovation. An opportunity to partner with game changers. The City can help by streamlining approvals, fee concessions, engaging with local business, property and home owners who are willing to personally invest in development, growth and green spaces"*

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## Stakeholder surveys review

The City reviewed and compared its consultation results with research provided by community and business stakeholders. This review of 12 pieces of research was performed to test whether the City's engagement outcomes aligned with feedback and insights from other concurrent research.

Sectors covered by the provided research included:

- Fashion
- Community
- Waterloo residents and social housing tenants

- Cultural and creative
- NSW residents
- Night time economy
- Arts and cultural events
- Apartment residents, strata committees
- Road commuters and public transport users
- People with disability

The research results generally aligned with the feedback received during the consultation activities. Key highlights and commonalities from across the research included:

### **Concerns**

- Financial strains
- Digital access
- Economic recovery
- Mental health, especially for younger people and women
- Feelings of isolation
- Food shortages
- Impacts on the cultural sector, especially in relation to employment
- Impacts on travel and movement

### **Needs**

- Clear communications on how to remain and operate safely
- Support for local businesses
- Building audience confidence to return to cultural and outdoor activities
- A clean city to create community confidence
- More environmentally sustainable initiatives to support recovery

### **Opportunities**

- Creation of new digital practices and e-commerce
- Greater collaboration between suppliers and businesses to create sustainable practices
- Greater appreciation for public open space and local offerings
- More flexible work life balance

Across the research pieces the City of Sydney's unique role in recovery stood out in relation to:

- growing concern about loss of places for entertainment and going out
- growing concern about congestion and lack of public transport
- strong support for council helping vulnerable people and the arts.

*Research sources are listed in Appendices 2.*

## Other feedback and insights

Additional comments and insights provided during the consultation via submissions, social media posts and comments made in the survey.

Key insights included:

- The act of asking the community was **greatly appreciated** and contributed to the high level of trust between the community and the City.
- The **community wants to be involved** in the City's recovery. Community, businesses and stakeholders were willing to share their knowledge and insights, and in turn would appreciate the City sharing its data and plans. There is a genuine want to collaborate, across a variety of sectors, for the betterment of the City.
- Concerns were raised that the recovery efforts were **primarily economic focused**. This raised fears that more public space will be allocated for private economic purposes and its impact on resident's use of available public spaces.
- There was a strong call for **sustained support for the creative sector**, beyond just recovery. It was identified that this sector was already struggling before the pandemic and there are fears many providers within the sector will not survive.

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## Appendices

**Appendix 1: Community and business survey results**

**Appendix 2: Lord Mayor roundtables and online workshops summary**

**Appendix 3: Stakeholder surveys and written submissions**

**Appendix 4: Activities to promote the consultation**



# Appendix 1

## Community and business recovery survey results

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## Overview

The following report provides top line findings from the City of Sydney's community and business Covid-19 recovery survey conducted 18 May to 3 June 2020. Further analysis on qualitative data and different cohorts and segments is ongoing and will inform the implementation of the City's Covid-19 Recovery Plan.

## Community survey snapshot

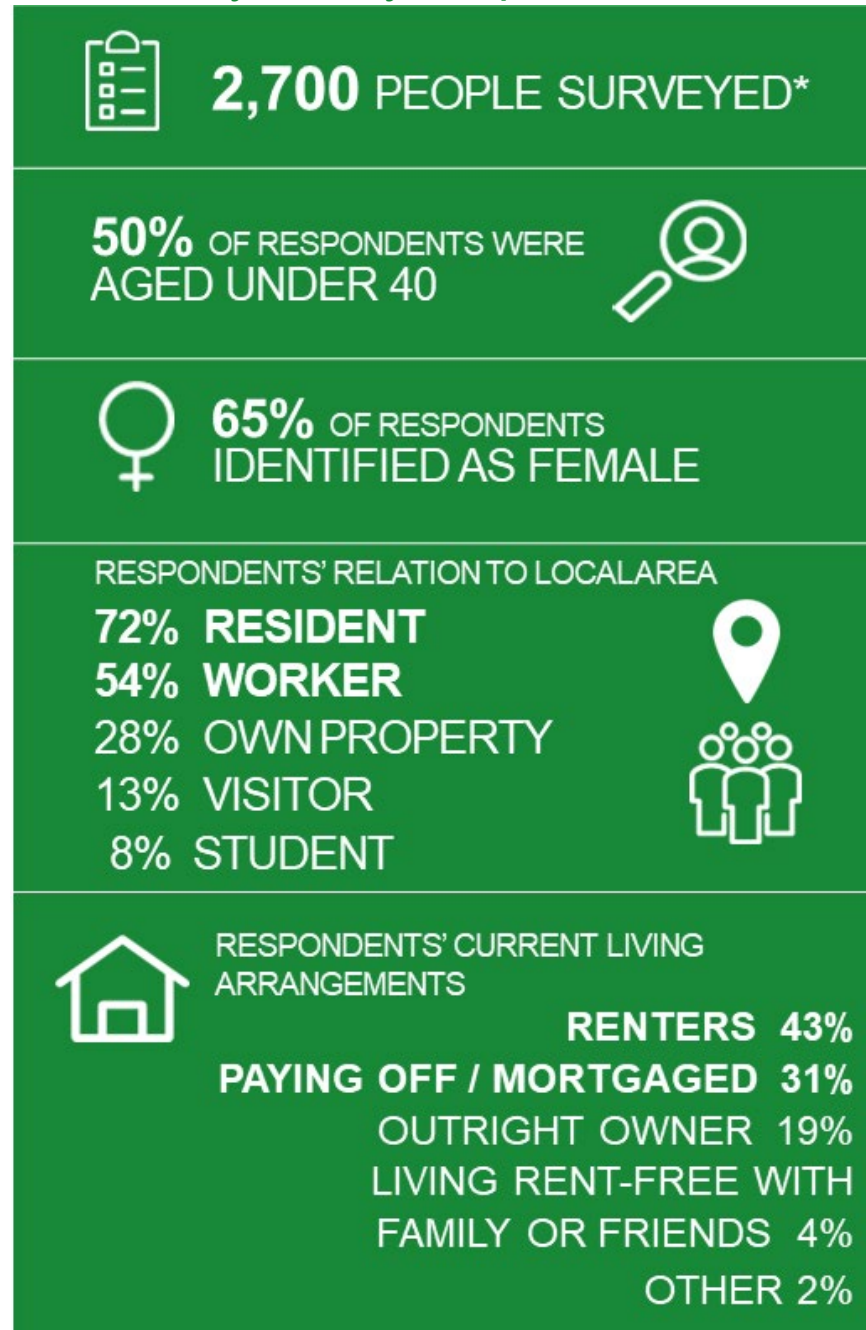


Figure 1 community survey snapshot

*\*533 respondents who completed the community survey also completed the business survey*

# 1. Community survey findings

## 1.1. Covid-19 pandemic impacts

We asked people how the Covid-19 pandemic had affected them (this was a multiple choice question, with the option to add individual responses). A total of 2,762 people responded to this question.

Over half of survey respondents (51%) were affected by being unable to do activities important to them and feeling concerned for people who are important to them.

About third of survey respondents experienced feeling lonely (33%) or having mental health and wellbeing concerns (34%) during the pandemic.

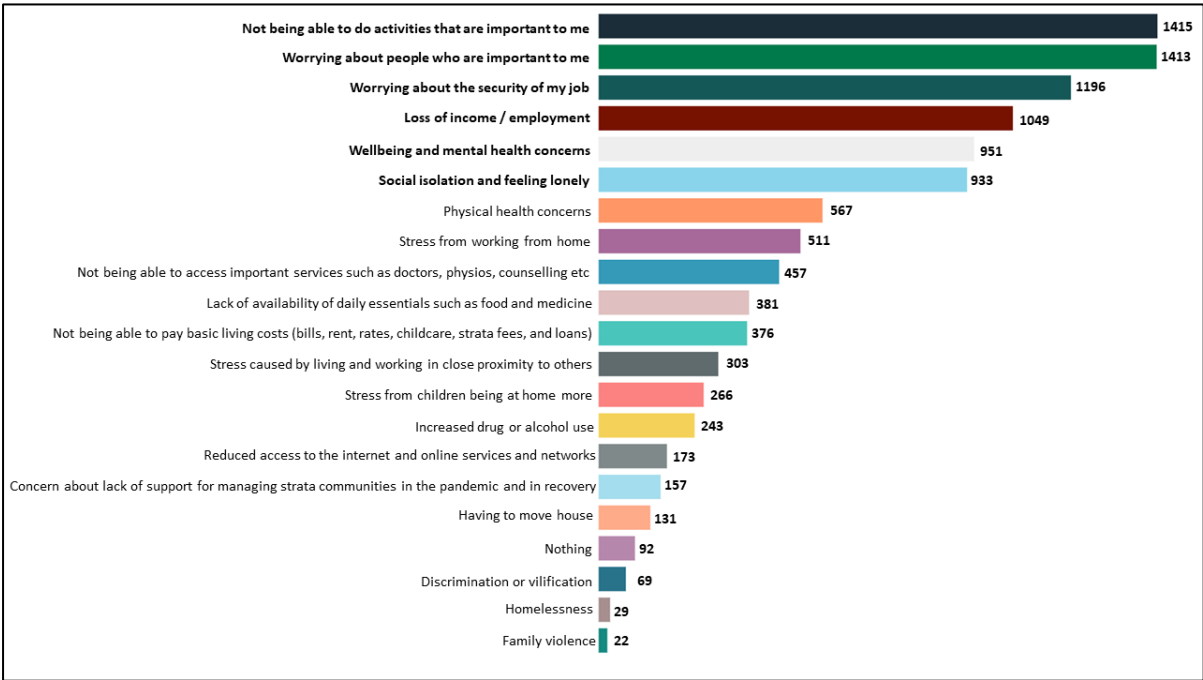


Figure 2: Covid-19 pandemic impacts

## 1.2. Costs impacted (if applicable)

If respondents indicated they have been unable to pay basic living costs, we asked what type of costs they have not been able to afford. A total of 379 people responded to this question. Over half (53%) of respondents indicated they have not been able to afford rent, followed by bills (50%), mortgage (26%) and other loans (23%).

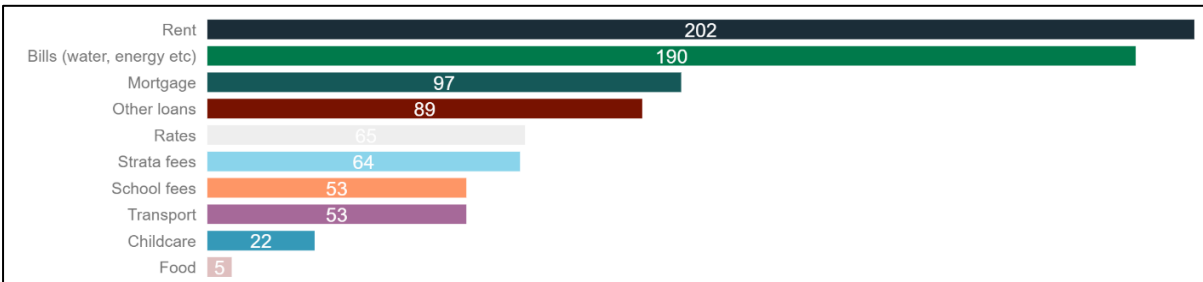


Figure 3: costs impacted (if applicable)



1.3. Activities impacted (if applicable)

If respondents indicated they have been unable to do activities that are important to them, we asked for more information about the type of activities they have been unable to do. A total of 1,420 people responded to this question. Almost 90% of respondents said visiting friends and family was an important activity that they have been unable to do. Not being able to visit local cafes and restaurants has had a high impact on the majority of respondents (84%). Significantly, the next three most important activities that people indicated they have been unable to do are all cultural activities (66% cinemas, 60% art galleries and museums, 59% live performances).

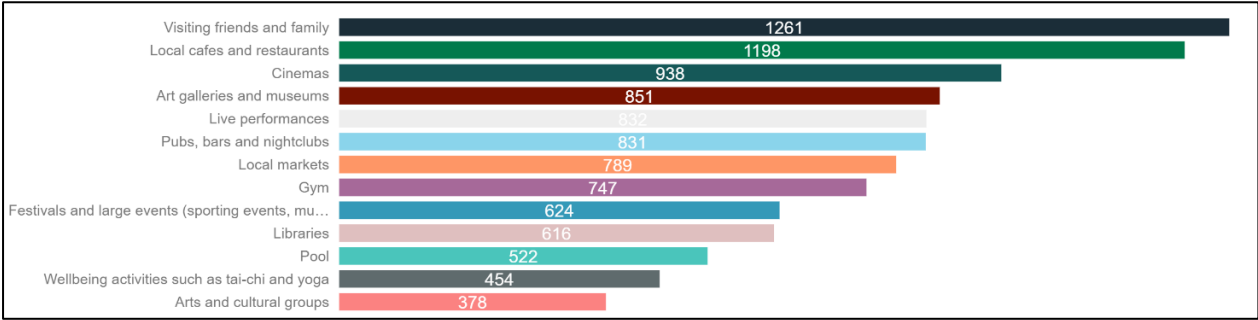


Figure 4: activities impacted (if applicable)

1.4. Positive impacts or experiences

We asked if there were any positive things people had experienced during Covid-19. A total of 2,712 people responded to this question. Over half of respondents (51%) said flexible working arrangements, more time with family (47%), acts of kindness (40%) and 31% have experienced strengthened connections with neighbours and other networks.

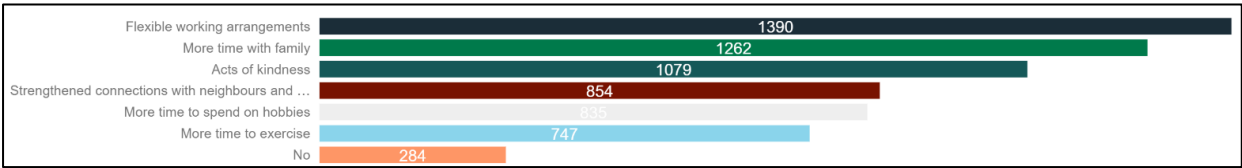


Figure 5: positive impacts or experiences

## 1.5. Resuming activities in Sydney

We asked how soon people would feel safe to resume different activities once Sydney moves to [step 3 restrictions](#) (step 3 allows gatherings of up to 100 people if social distancing measures are in place). A total of 2,526 people responded to this question.

While confidence is increasing – there is still a way to go. 52% of respondents said that they would be comfortable visiting their local main street businesses and 65% said they were ready to use parks and open space more (including playgrounds and fitness equipment), but respondents feel less comfortable visiting the Sydney city centre (35%), using public transport (33%) and going to work in an office (30%).

Over a third of respondents said it would be several months before they would hire an indoor space for a community activity (33%) or participate in indoor cultural and community events (36%).

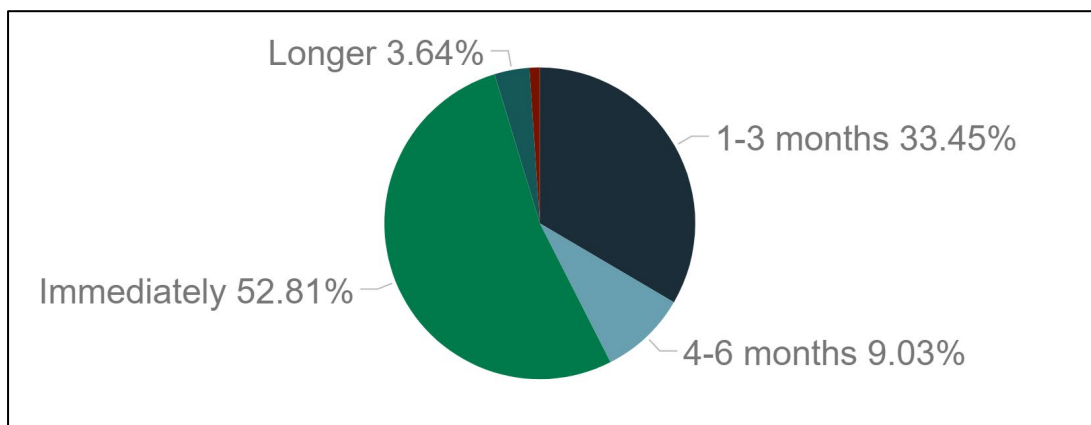


Figure 6: visit my local main street to shop, go to cafes, restaurants and bars

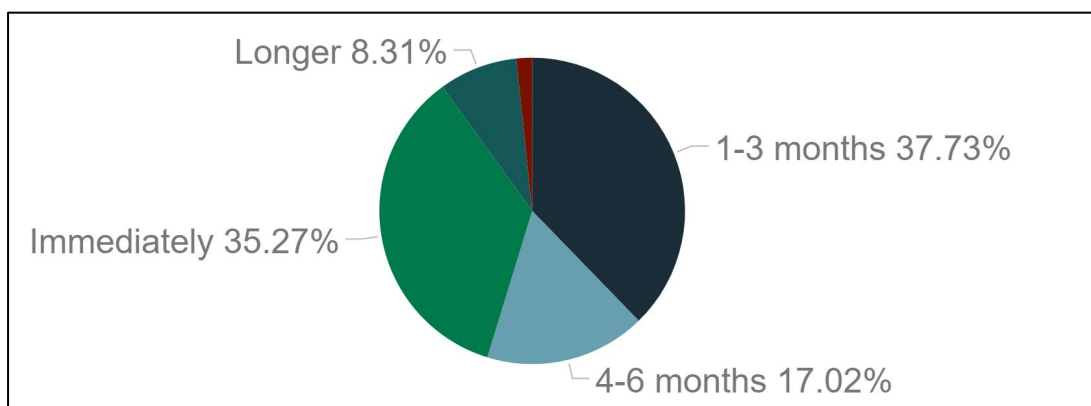


Figure 7: visit the Sydney city centre to shop, go to cafes, restaurants and bars

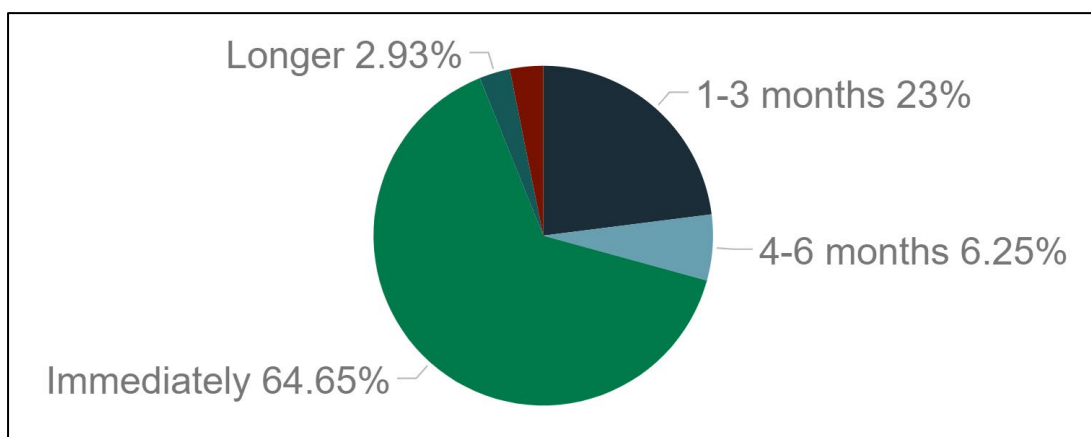


Figure 8: use parks and public spaces more often, for a wider variety of activities (outdoor fitness equipment, boot camps, picnics, playgrounds)

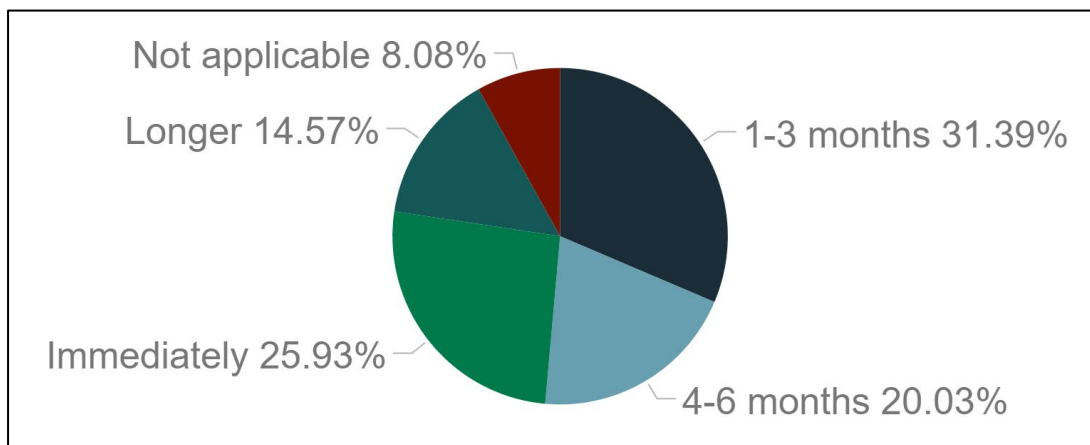


Figure 9: go to indoor locations to exercise (gym, aquatic centre)

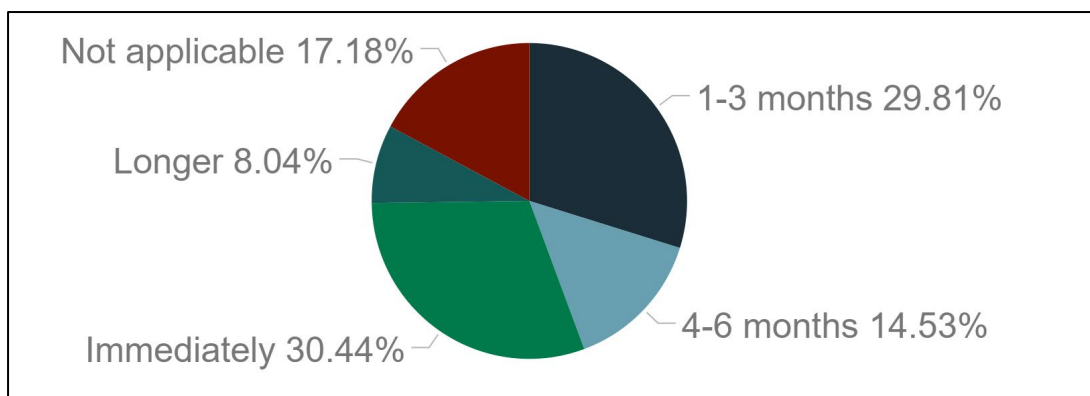


Figure 10: work from an office

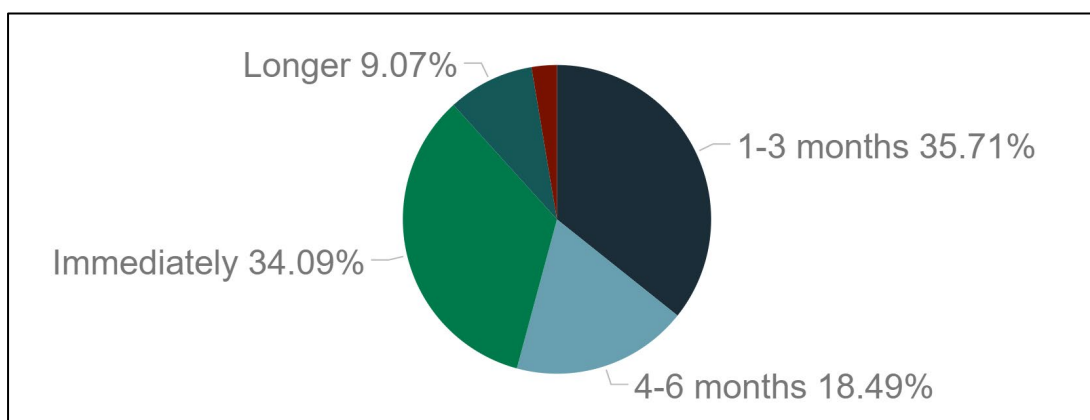


Figure 11: participate in arts, culture and community celebrations (outdoors)

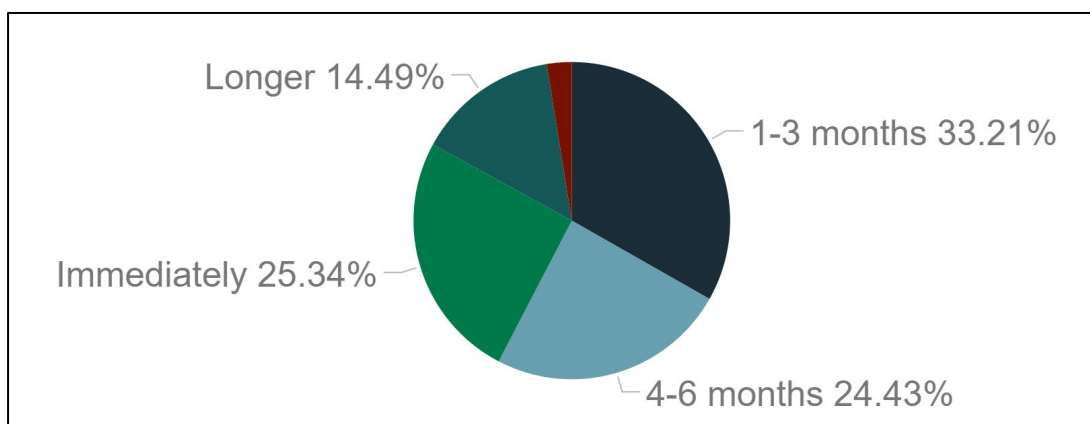


Figure 12: participate in arts, culture and community celebrations (indoors)

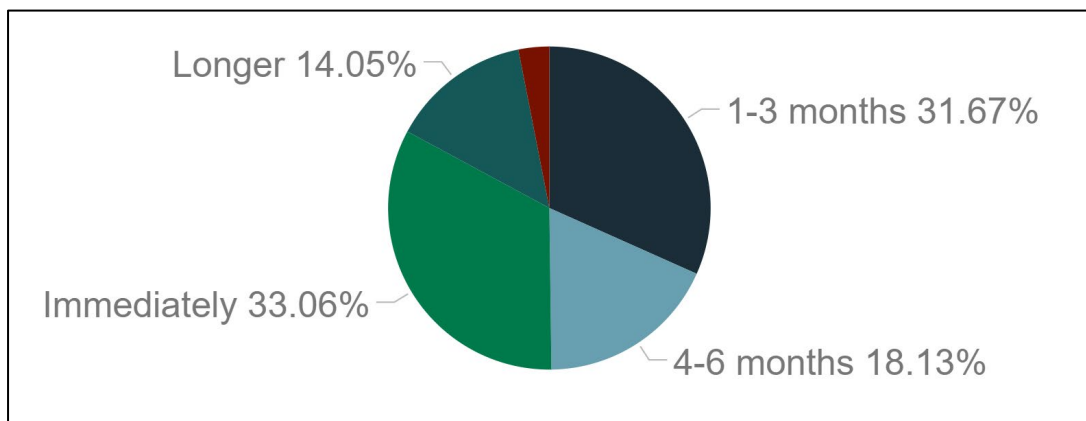


Figure 13: use public transport

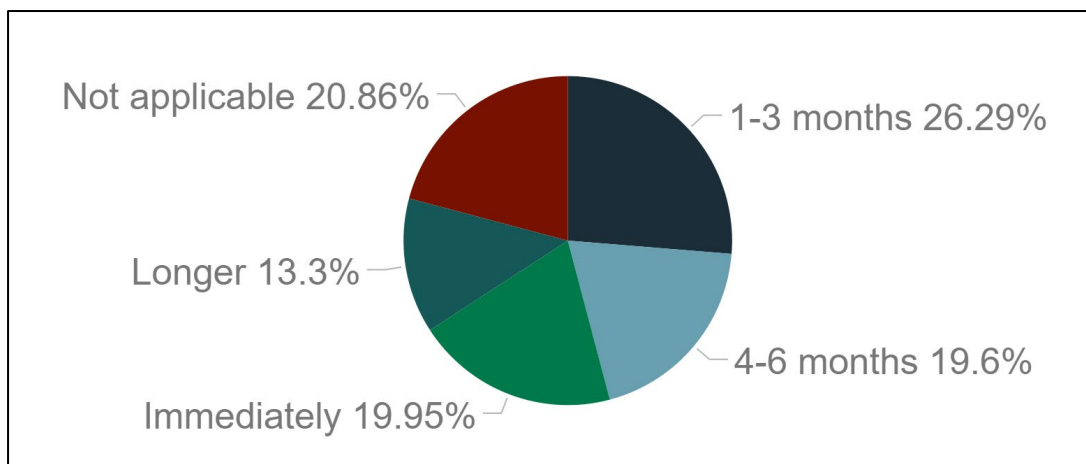


Figure 14: hire an indoor space for a community event (birthday party, book club)

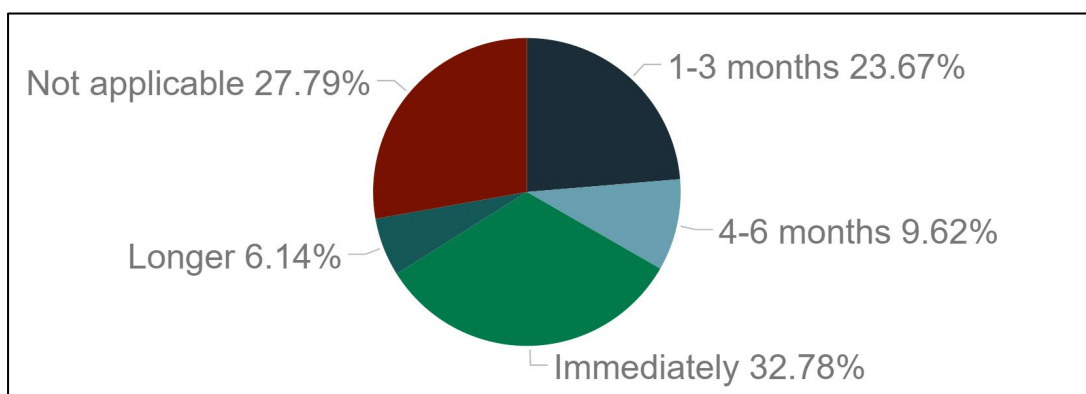


Figure 15: access common areas and shared facilities in apartment buildings

1.6. City of Sydney support

We asked how the City can support communities during recovery. A total of 2,433 people responded to this question. Below is the percentage of respondents who think it is **very important** that the City:

74%	support vulnerable people
68%	clear communications on changes to services and social distancing requirements
62%	support local businesses
59%	lead public health adaption / assist community to do the same
57%	advocate to state and federal governments for better services (such as health and housing)
56%	support the arts and cultural sector

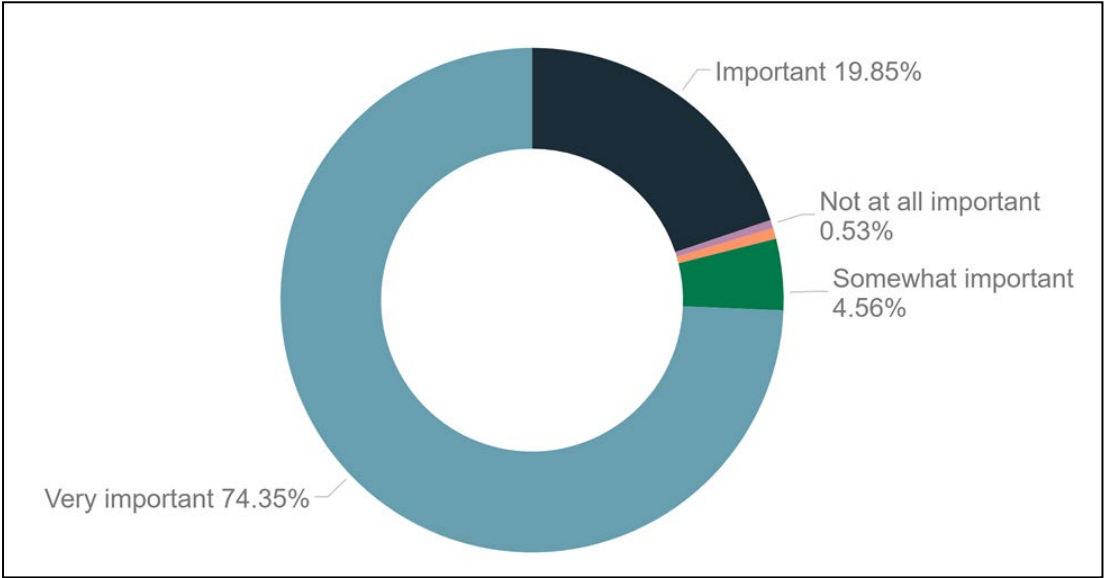


Figure 16: supporting vulnerable people

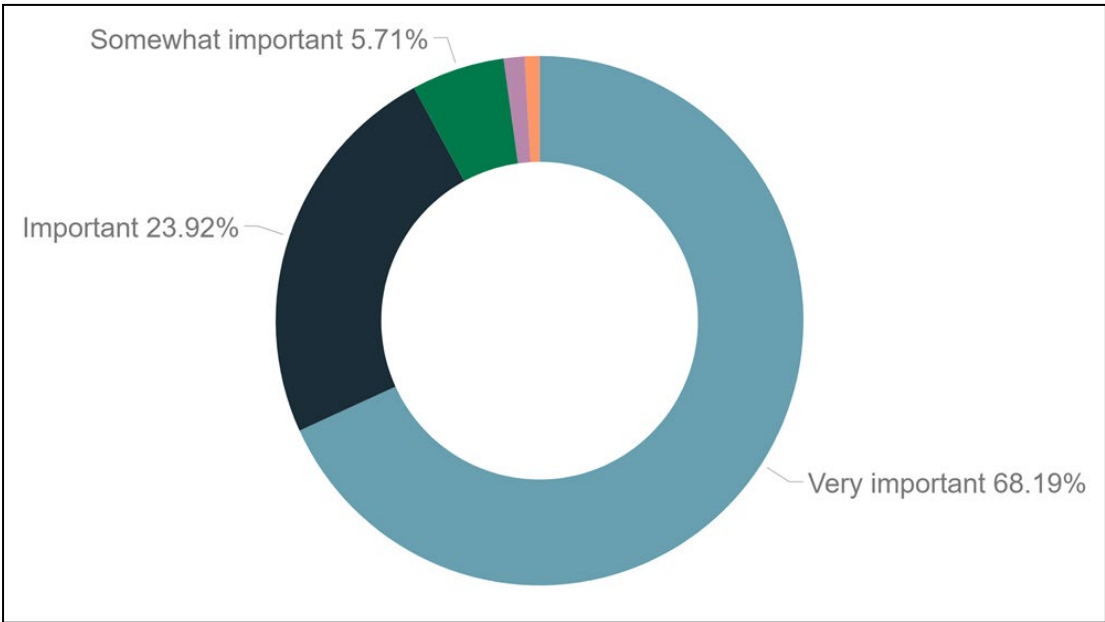


Figure 17: clear communication on changes to services and social distancing requirements

City support (continued)...

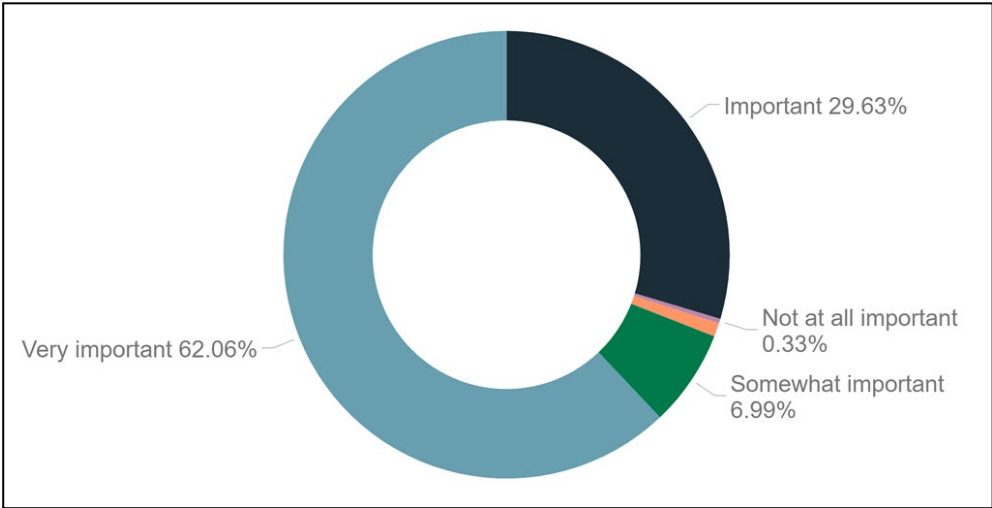


Figure 18: supporting local businesses

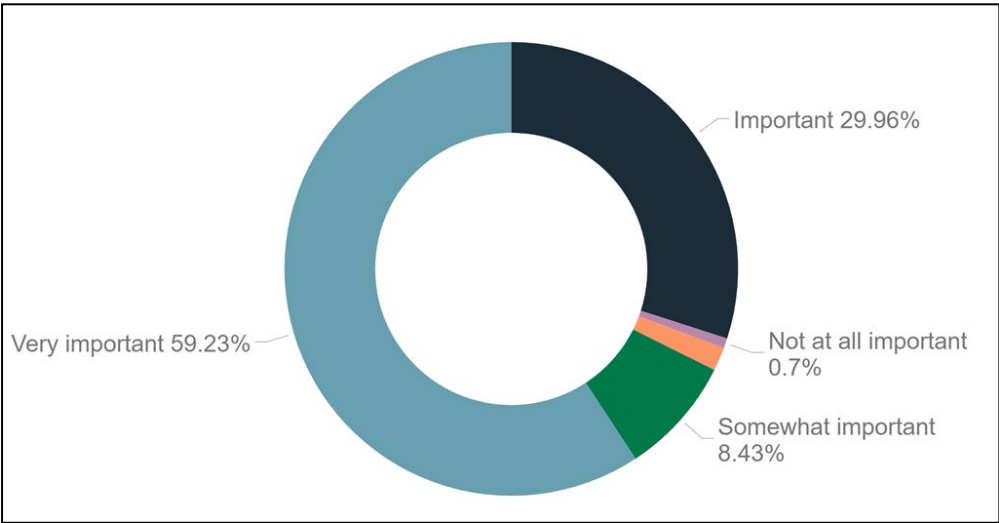


Figure 19: leading effective public health adaptations (social distancing, sanitisers etc) and supporting businesses and community groups to do the same

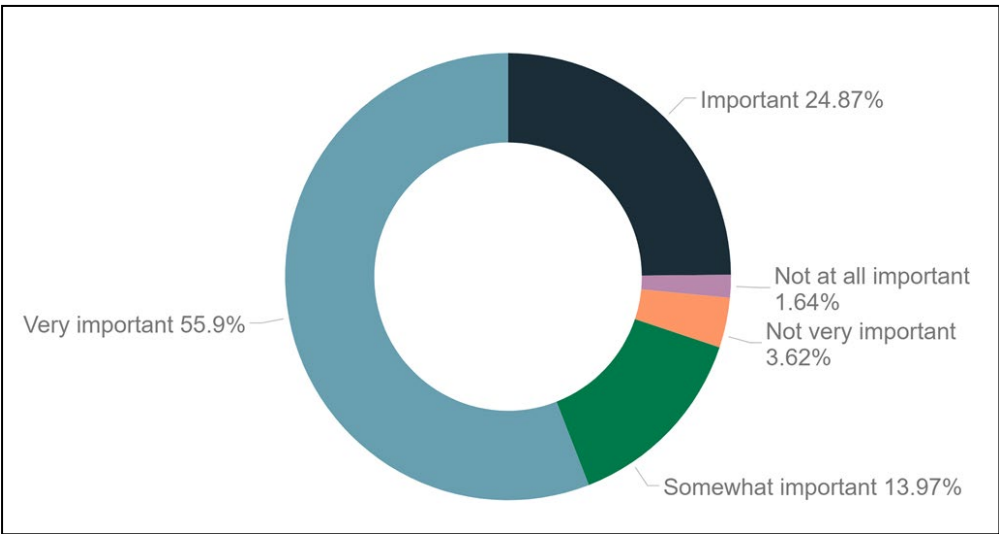


Figure 20: supporting the arts and cultural sector

## 1.7. Concerns for Sydney's future

We asked people about their greatest concerns for Sydney's future in March 2019 and again in May 2020. A total of 2,434 people responded to this question in May 2020.

Top concerns remain traffic congestion and inadequate public transport, lack of affordable housing and loss of places for entertainment and cultural expression.

Importantly, impacts of climate change and not being prepared for major emergency events in Sydney have moved up the list in comparison to the same question asked about a year ago. Impacts of climate change is now selected second most often (of great concern to 58% of respondents) and perceived lack of emergency readiness now appears in the top ten concerns (40%).

Housing affordability continues to be one of the top 3 concerns people hold for the future of Sydney, with 57% of respondents identifying it as an area of great concern for the future of Sydney.

March 2019	May 2020
1 Traffic congestion and inadequate public transport	1 Traffic congestion and inadequate public transport (64%)
2 Lack of affordable housing	2 Impacts of climate change including heatwaves and storms (58%) - <b>shifted up within top 10</b>
3 Loss of places for entertainment, going out and cultural expression	3 Lack of affordable housing (57%)
4 Lack of parks, trees, green and recreation spaces	4 Loss of places for entertainment, going out and cultural expression (47%)
5 Impacts of climate change including heatwaves and storms	5 Loss of local character and heritage (46%) - <b>shifted up within top 10</b>
6 Loss of local character and heritage	6 Loss of local businesses and services (46%) - <b>new concern added to survey due to Covid-19</b>
7 Lack of transparency in government	7 Lack of parks, trees, green and recreation spaces (43%)
8 Social disconnection and the loss of community	8 Financial hardship and unemployment (40%) - <b>new concern added to survey due to Covid-19</b>
9 Increasing intolerance and social exclusion	9 Not being prepared for a major emergency event in Sydney (40%) - <b>new to top 10</b>
10 Too much population growth and development	10 Lack of transparency in government (40%)

Areas of concern in May 2020 outside of the top 10 include:

- Social disconnection and the loss of community (39%)
- Increasing intolerance and social exclusion (36%)
- Too much population growth and development (36%)
- Lack of adequate digital infrastructure (such as 5G network, fibre access, wifi) (28%)
- Surveillance and loss of privacy (22%)
- Increased risks to security and public safety (21%)



## Business survey snapshot

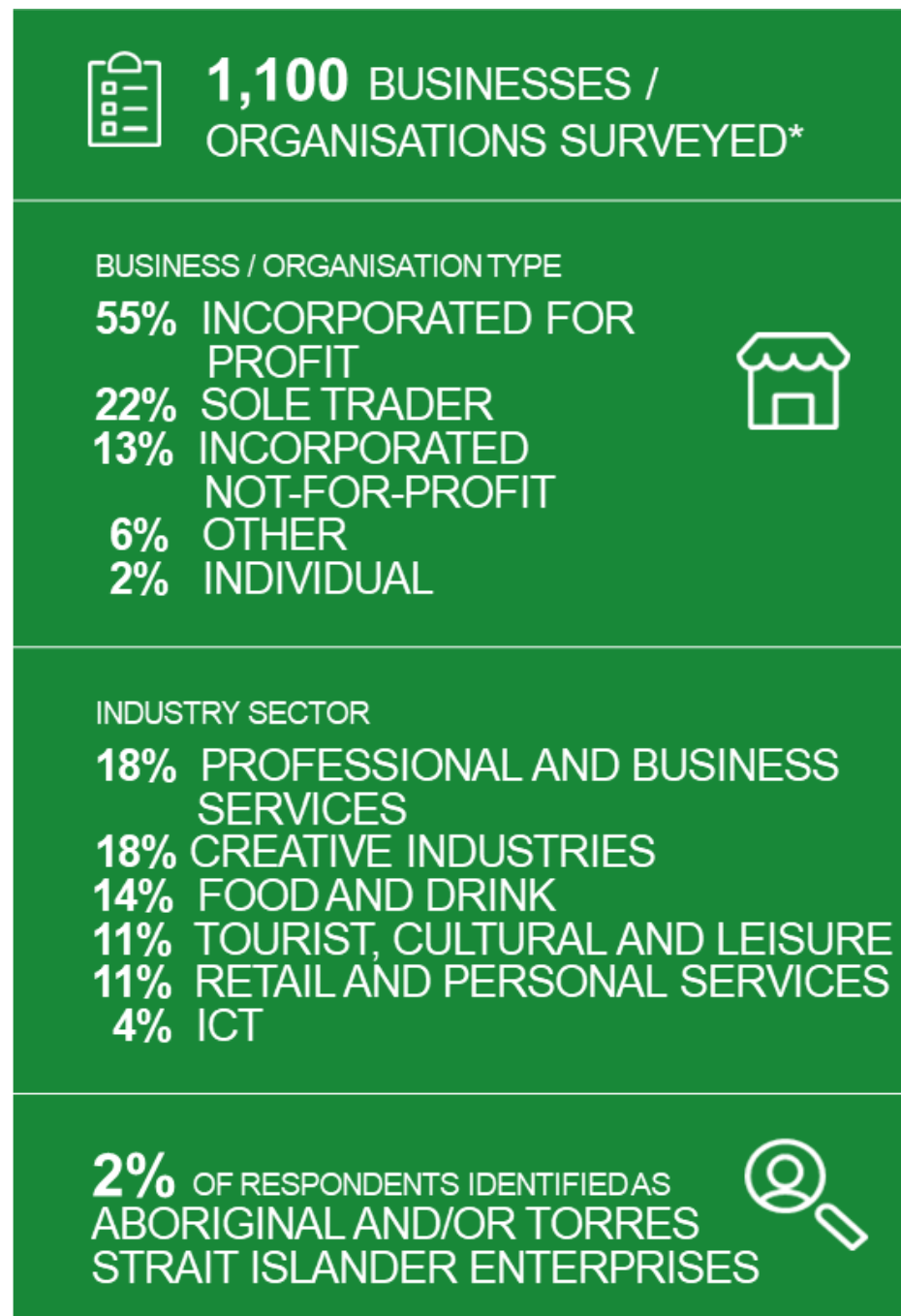


Figure 21: business survey snapshot

\*533 respondents who completed the business survey also completed the community survey

## 2. Business survey findings

### 2.1 Employment size

We compared businesses / organisations' employment size to responses received from the 2017 Floor Space and Employment Survey (FES2017). A total of 1,049 people responded to this question.

Proportions of businesses by employment size:

- 38.6% were very small (1-4 workers)
- 41.2% were small (5-19 workers)
- 17.3% were medium (20-199 workers)
- 3.0% were large (200+ workers)

These proportions align with the results from the 2017 Floor Space and Employment Survey (FES2017), demonstrating the survey achieved a good representative cross-section of businesses operating at different scales.

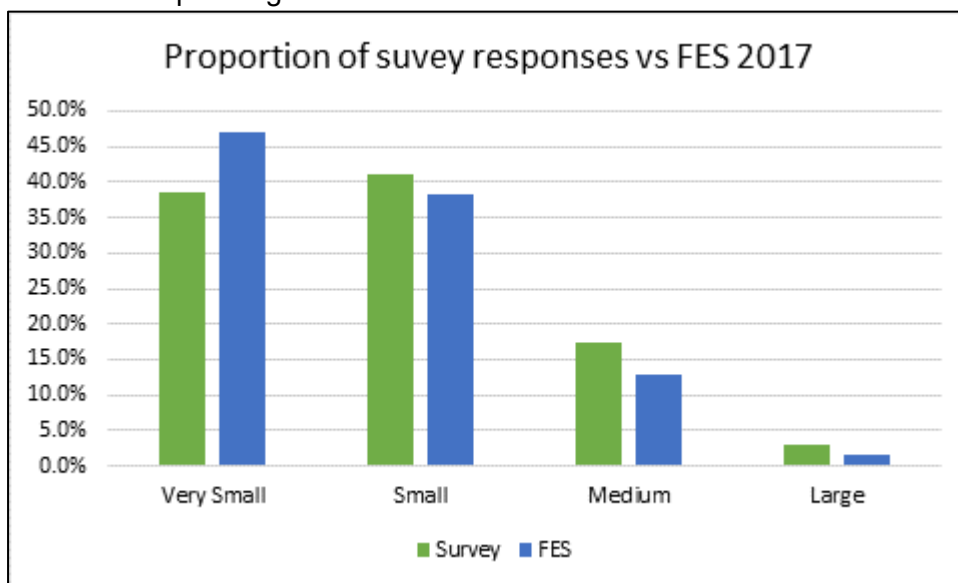


Figure 22: proportion of survey responses vs FES 2017 (employment size)

### 2.2 Industry sector

We compared respondents' industry sector to responses received from the 2017 Floor Space and Employment Survey (FES2017). A total of 1,194 people responded to this question.

Proportions of businesses by city-based industry sector (top six sectors):

- Creative industries – 17.5%
- Food and drink – 14.2%
- ICT – 4.0%
- Professional and business services – 17.6%
- Retail and personal services – 10.9%
- Tourist, cultural and leisure – 11.1%

The proportions of responses is similar to the proportions of all businesses from the 2017 Floor Space and Employment Survey (FES2017), except for twice as many responses from the creative industries sector, nearly twice as many from tourist, cultural and leisure sector, and proportionally less retail and personal services sector responses.

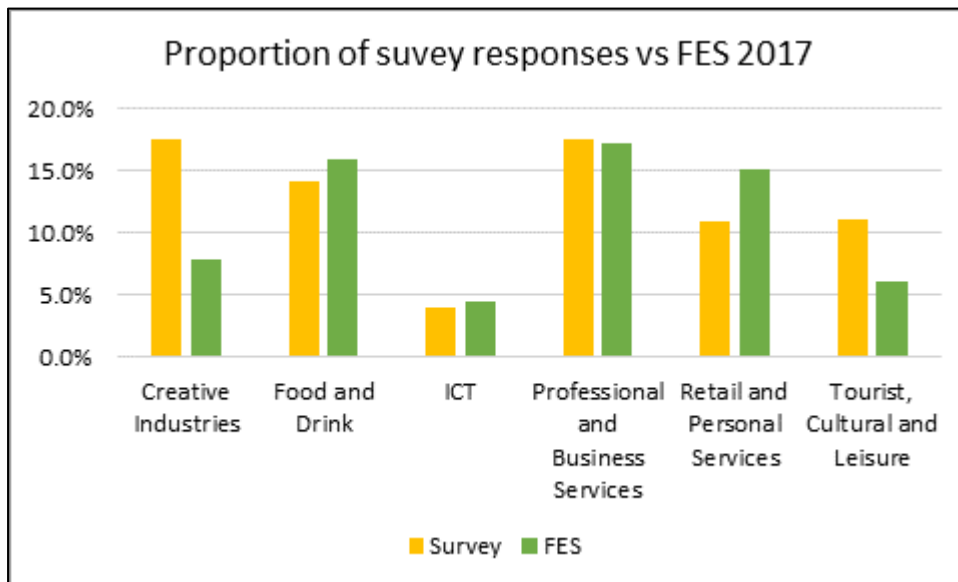


Figure 23: proportion of survey responses vs FES 201 (industry sector)

## 2.3 Impacts on employment numbers

We asked people whether their employment levels have been affected by Covid-19. Of 1,128 respondents who answered this question, 42% said they have let staff go and 35% said they have reduced staff hours, but not let staff go.

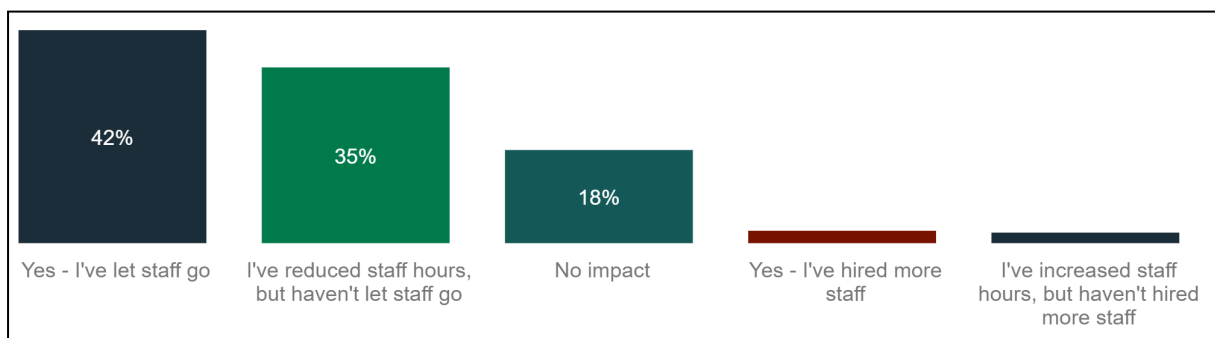


Figure 24: employment levels impacted

## 2.4 Top 3 impacts

We offered a range of typical business impacts and asked respondents about the level of impact of each. A total of 1,013 people responded to this question. The highest impacts were reduction in turnover/cashflow (69%), reduction in demand for some or all products/services (64%), and government restrictions on operations (59%).

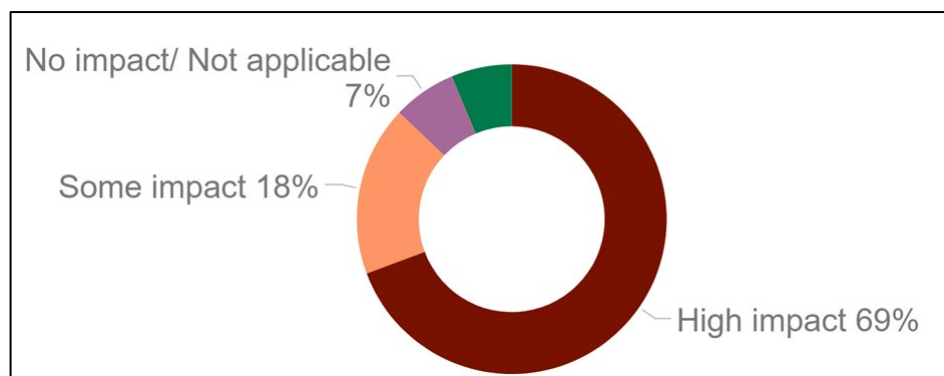


Figure 25: reduction in turnover / cashflow

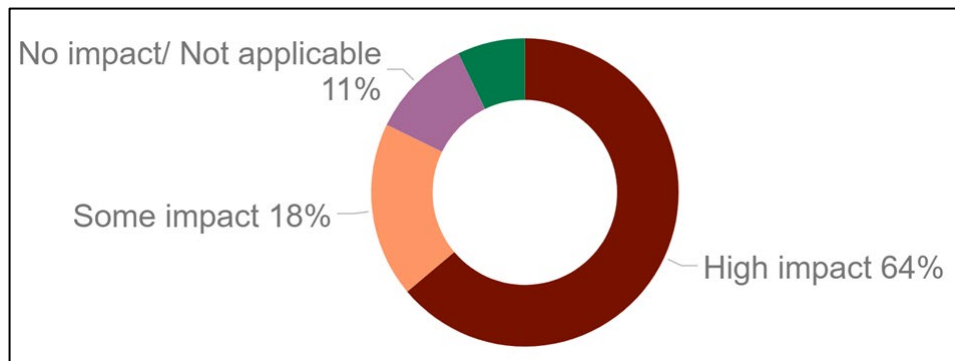


Figure 26: reduction in demand for some or all products / services

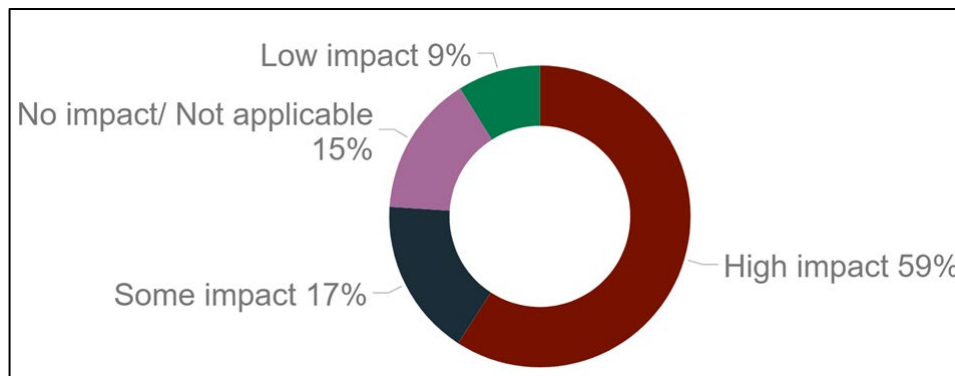


Figure 27: government restrictions on operations

## 2.5 Business operation and reasons for closures

We asked people whether their business / organisation is still operating. A total of 979 people responded to this question. Most respondents (62%) are still operating, but in a limited or changed way, 20% of respondents said they had temporarily closed, 17% are operating at full capacity and 1% of respondents have permanently closed.

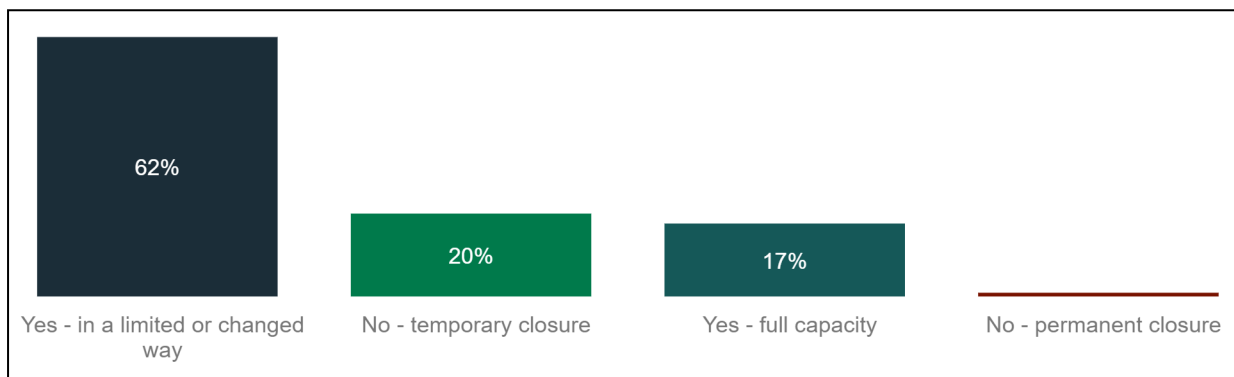


Figure 28: businesses / organisations current operational levels

If respondents indicated they have closed (either temporarily or permanently), we asked what the main reasons are for their closure. Respondents were able to select all that apply and were given the option to provide individual responses. A total of 206 people responded to this question. Most respondents indicated government restrictions as one of the reasons for closure (81%).

81%	government restrictions
46%	loss of revenue
45%	lack of demand for product / service
38%	forced closure
36%	health and safety risks

17%	trouble negotiating rent relief
13%	inability to meet other fixed costs
9%	trouble negotiating government relief packages
8%	lack of digital / ecommerce capabilities
6%	trouble negotiating debt repayment relief from bank / financier
5%	supply chain / supplier uncertainty

If respondents indicated they are continuing to operate (in a limited way or at full capacity), we asked how long their business / organisation could continue operating in the current Covid-19 conditions. 840 responded to this question. Almost a third of respondents indicated they could continue operating in the current conditions for between 3 to 6 months, whereas a quarter of respondents indicated that they could only continue operating in current conditions for between 1 to 3 months.

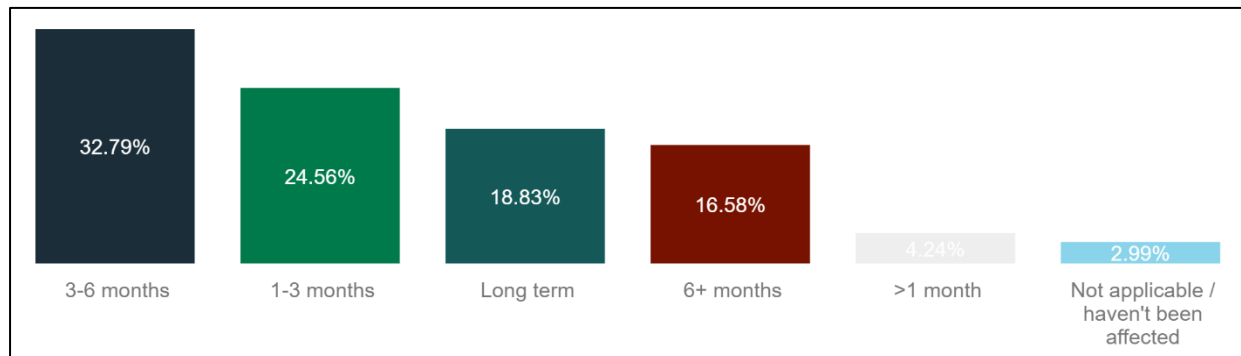


Figure 29: operational viability in current Covid-19 conditions

## 2.6 Changes to business operations

We asked respondents whether they have made any changes to the way their business / organisation operates. A total of 1,001 people responded to this question. A majority of respondents have changed their delivery method (58%), while 54% said they had changed their product or service and 38% indicated e-commerce as a change in their business operations.

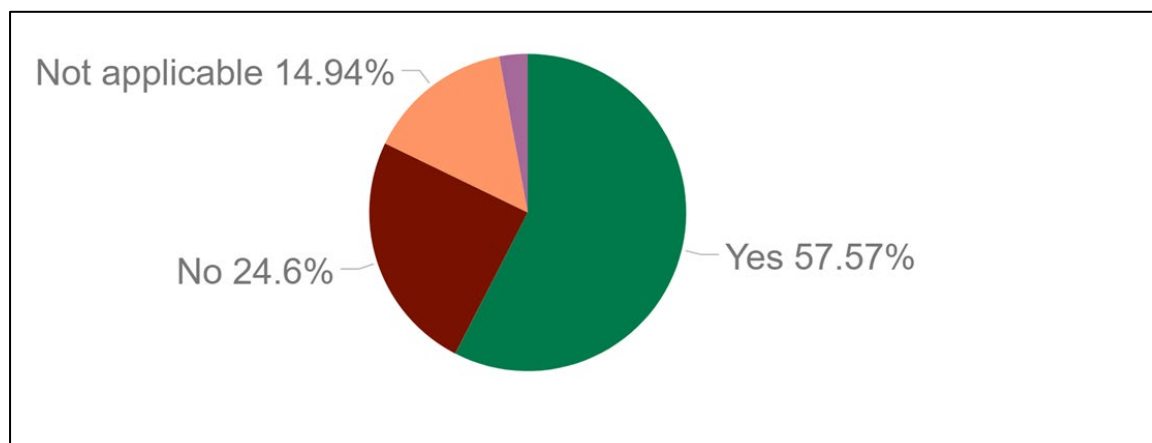


Figure 30: change in delivery method

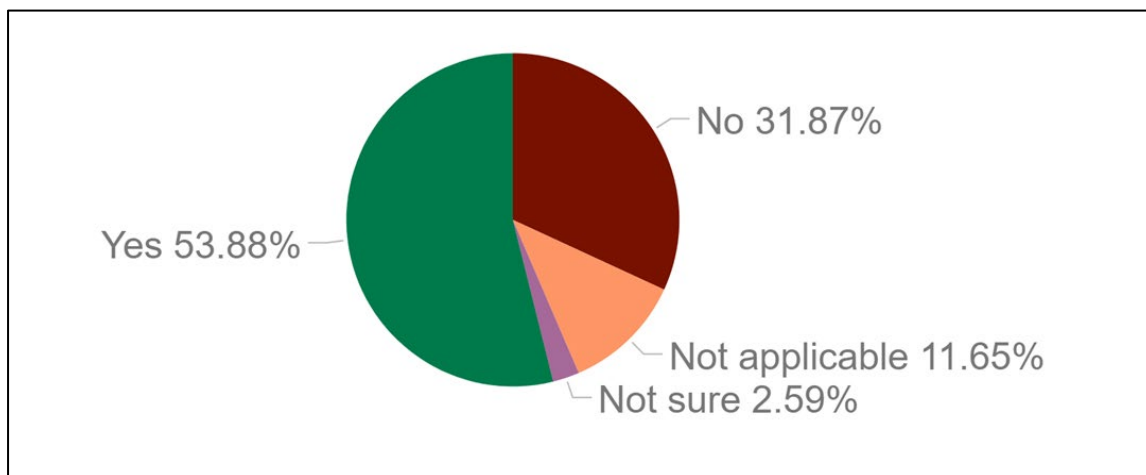


Figure 31: change in product / service

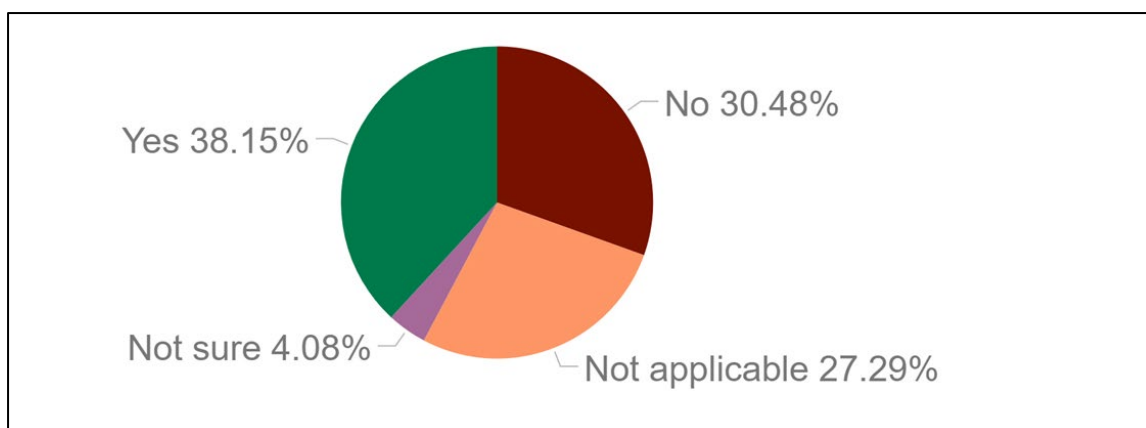


Figure 32: e-commerce

## 2.7 City of Sydney support (next 6-12 months)

We asked people to select the top 3 types of support businesses / organisations are likely to need from the City of Sydney over the next 6 to 12 months, given that social distancing may remain in place. Respondents were also given the option to provide individual responses. A total of 898 people responded to this question.

60%	financial support through grants and sponsorships
36%	marketing and promotion
32%	clear and ongoing communication of support available for businesses
23%	events and activation of local precincts
20%	advocacy for business support across other levels of government and industry
18%	less red tape and regulation
12%	free skills development and training workshops
11%	information to assist me in preparing my organisation to successfully re-open
10%	not seeking support
7%	waiving fees for outdoor dining
5%	education on government procurement processes

## 2.8 Areas to strengthen (over the next 12 to 18 months)

We asked which of the following areas, if any, people were looking to strengthen in their business / organisation over the next 12 to 18 months. Respondents could select all that apply and were given the option to provide individual responses. A total of 879 people responded to this question.

64% | marketing

51%	strategy and planning
40%	customer relationship
30%	e-commerce
28%	design and branding
26%	product development
20%	public relations
20%	financial management
18%	data analysis / business intelligence
15%	project management
13%	people management and HR
10%	accounting
7%	none
6%	logistics management

## 2.9 Business viability relating to Covid-19 restrictions

We asked at what stage of the Federal Government's 3 step plan to lift Covid-19 restrictions will respondents' business / organisation become viable. A total of 941 people responded to this question. A third of respondents said it would not be until step 3 restrictions are introduced that their business would become viable.

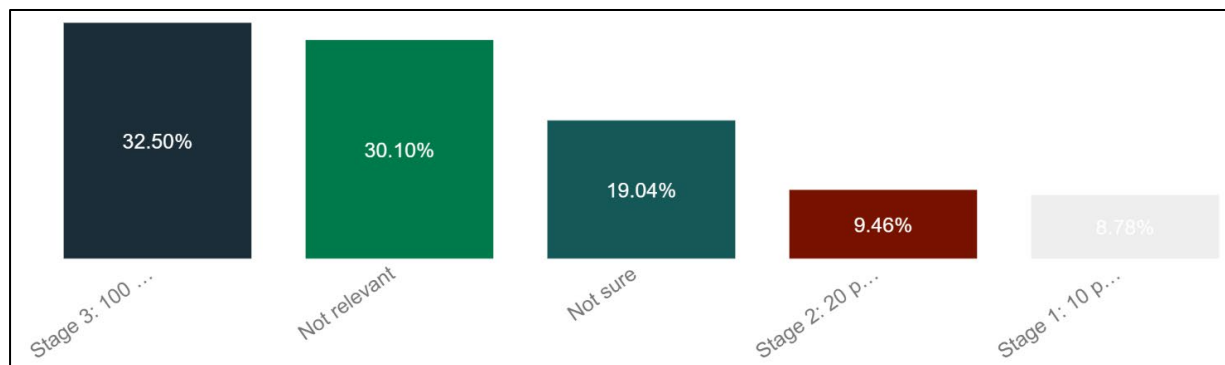


Figure 33: business viability relating to Federal Government's 3-step plan to lift Covid-19 restrictions



# Appendix 2

## Lord Mayor Roundtables and Online Workshops Summary

Workshop	Date	Attendees
Facilitated workshop with Retail Sector	12 May 2020	20 pax
Facilitated workshop with Creative and Late Night Sectors (including the Creative and Night-time advisory panel)	19 & 20 May 2020	26 pax
Facilitated workshop with Local Business	21 May 2020	18 pax
Facilitated workshop with Tech Start-Up sector	25 May 2020	14 pax
Lord Mayor Roundtable on Arts and Culture	9 June 2020	18 pax
Lord Mayor Roundtable with Resident Action Groups	12 June 2020	16 pax
Lord Mayor Roundtable on Community & Food Security	16 June 2020	14 pax
Lord Mayor Roundtable with Hotels & Tourism	17 June 2020	16 pax
Facilitated discussion with Inclusion (Disability) Advisory Panel	17 June 2020	10 pax
Lord Mayor Roundtable with Small Business	18 June 2020	13 pax

Attendees	
Chantal Abouchar, The Studio	Ronni Kahn, OzHarvest
Deb Achhorner, Two Design Lovers	Renata Kaldor, City Recital Hall Limited
Esther Anatolitis, National Association for the Visual Arts (NAVA)	Keiran Kevans, Glebe Youth Service
Brian Adams, Surry Hills Business Alliance	Carolyn Kelly, Surry Hills Liquor Accord
Dimitri Argeres, Liquor & Gaming NSW	Illa Kim, Soul Dining
Monica Armesto, Sydney Airport Corporation Ltd	Carole Ann King
Gunjan Aylawadi, Flyover - Indian Fritterrie & Chai Bar	Vanessa Knight, Alexandria Residents' Action Group Inc (ARAG)

Attendees	
Jessica Baird Walsh, Gift from Afar	Karina Kreminski, Surry Hills Neighbourhood Centre
Justine Baker, Solotel Hospitality Group	Albert Kruger, Sydney Gay & Lesbian Mardi Gras
Rosanna Barbero, Addison Road Community Centre	Wes Lambert, Restaurant & Catering Australia
Deb Barwick, NSW Indigenous Chamber of Commerce	Mikey Leung, Social Enterprise Council of NSW & ACT
Yasmina Bonnet, Millers Point Community Resident Action Group	Karen Levin, South Sydney Business Chamber
David Borella, BIKESydney	Justin Macdonnell, Anzarts Institute
Scott Boyes, AccorHotels	Cheryl Mack, Stone & Chalk
Michael Brand, Art Gallery of New South Wales	James Makarewicz, Darling Harbour Liquor Accord
Carrington Brigham, Potts Point Partnership	Brandon Martignago, Dulcie's
Poppy Brown, Australian Red Cross	Justin Marmot, The Shirt Bar
Jennifer Brown, InterContinental Sydney	Katherine Maver, Sydney Gay & Lesbian Business Association Inc
Shane Brown, Sydney Local Health District - Clinical Services Integration	Peter May, CBD Chamber of Commerce
Siobhan Bryson, WEAVE Youth & Community Services	Andrew McDonald, A. McDonald Shoemaker
Hans Bui, GoPavel	Isabel McIntosh, Friends of Erskineville
Sally Burgess, Radisson Hotel & Suites Sydney	Katherine McKernan, Homelessness NSW
Jennie Burn, Glebe Chamber of Commerce	Julie Millard, Inclusion (Disability) Advisory Panel
Max Burt, Inclusion (Disability) Advisory Panel	Bridie Moran, 4A Centre for Contemporary Asian Art
Lexie Buscholtz, Nighttime Industries Association	Sture Myrmell, Carnival Australia and P&O Cruises
Phillippa Carnemolla, Inclusion (Disability) Advisory Panel	Leila Naja Hibri, Australian Fashion Council
Simon Chan, Haymarket Chamber of Commerce	Joy Ng, The Bearded Tit

Attendees	
Fairina Cheng, Fairina Cheng	Nicole O'Brien, Fishburners
Shaun Christie-David, Colombo-Social	Katherine O'Regan, Sydney Business Chamber
Laura Cochrane, Foundation Theatres Pty Ltd	Julie Osborne, Centennial Park Residents' Association
Morwenna Collett, Inclusion (Disability) Advisory Panel	Margy Osmond, TTF Australia Limited
Jacob Collier, Glebe Chamber of Commerce	Pastor Jon Owen, The Wayside Chapel
Emily Collins, Music NSW	Nathan Plummer, Venture Cafe
Emilya Colliver, Art Pharmacy	Creel Price, Investible
Kerry Comerford, Accessible Arts	Belinda Rankine, Paddington partnership
Barry Corr, Irish Australian Chamber of Commerce	Joy Roche, Thai Town Business and the Thai Community Association
Steve Cox, Destination NSW	Frances Rush, Asylum Seekers Centre of NSW
Kate Davidson, Ultimo Village Voice	Karl Schlothauer, House of and NSW Independent Bars Association
Sam Davison, Barangaroo Orthopaedic & Sports Injury Clinic (BOSIC)	Ann Schoefer, University of Technology Sydney
Lisa Day, Root'd	Clr Jess Scully, City of Sydney
Julie Demsey, Springboard Enterprises Australia	Yimmy Seifert, Ultimo Village Voice
Jack de Groot, St Vincent de Paul Society (NSW)	Michael Shafran, Brooklyn Boy Bagels
Sue Donnelly, Belvoir	Nidhi Shekaran, Inclusion (Disability) Advisory Panel
Kat Dopper, Heaps Gay	Christopher Sheldrick, Passiontree Velvet
Ted Dow, The Tea Centre	Maxine Sherrin, Spark Festival
Steve Drissell, Staves Brewery	Karen Soo, Haymarket Chamber of Commerce
Jacques Dumont, Nutie	Steven Speed, City North Liquor Accord
Emma Dunch, Sydney Symphony Orchestra	Glen Spencer, BaptistCare
Natasha Dwyer, Arthur Avenue	Jacqui Stanton
Elizabeth Elenius, Pyrmont Action	Ben Stephens, Kings Cross Liquor Accord / Solotel

## Attendees

Tara Elliffe, Inclusion (Disability) Advisory Panel

Tim Stern, The Wayside Chapel

Wesley Enoch, Sydney Festival

Scott Sullivan, Lendlease

Mitchell Evans, The Salvation Army

Mark Tonga, Inclusion (Disability) Advisory Panel

Warren Fahey, Potts Pointers Community Group

Dennis Tritaris, Walsh Bay Arts and Commerce

Felicity Fenner, Public Art Advisory Panel & UNSW Art & Design

Geoff Turnbull, REDWatch Incorporated

John Ferris, TMRW Music

Lissa Twomey, Bangarra Dance Theatre

Eamon Flack, Belvoir

Duco van Breemen, Haymarket HQ

Mike Galvin, Darlo Darlings

Ronald van Weezel, Hilton Sydney

Kerri Glasscock, Sydney Fringe Festival

Amanda Verratti, Newtown Liquor Accord

Bjorn Godwin, Knox Street Bar

Amanda Visser, The Star Entertainment Group

Michelle Grand-Milkovic, Love Fish

Phillip Wadds, University of NSW

John Green, Australian Hotels Association NSW

Janet Wahlquist, The Glebe Society

Joshua Green, Millet Group

Michael Waters, Retail Drinks Australia

Lisa Green, GreenGoods

Richard Weeks, Waterloo Public Housing Action Group

Piers Grove, EnergyLab

Zoe White, Australian Chinese Finance Organisation

Stephan Gyory, Darlinghurst Business Partnership

Kate Wickett, Sydney WorldPride

Jonathan Harley, Canva

Pasan Wijesena, Vice President, NSW Independent Bars Association

Amylia Harris, Darlinghurst Theatre Company

Jan Wilson, Coalition of Glebe Groups

Leigh Harris, Surry Hills creative precinct

James Winter, Brand X

Judy Harwood, Inclusion (Disability) Advisory Panel

Ian Wood, Merlin Entertainments

Charmilla Herath, Coterie by Milla

Nicola Woolfrey, Trolley'D

Louise Herron, Sydney Opera House

Monica Wulff, WeWork

## Attendees

Sabrina Houssami-Richardson, Inclusion (Disability) Advisory Panel

Michael Wynn-Jones, UTS

Leonie Jackson, Inclusion (Disability) Advisory Panel

Jessie Xiao, Umi Group

Rory Jeffes, Opera Australia

Marina Zarnitsy, Lendlease

Patricia Johnson, Friends of Ultimo

Natalie Zelinsky, Take Kare Program

Antony Jones, Merivale

Christopher Zerial, Scentre Group

Nina Juhl, Incubate

\*note: some attendees were invited to more than one session

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## Outcomes from consultation with vulnerable communities

### Impact of the pandemic

- Significant expansion in demand for services, including delivery of food hampers.
- International students are a new and the largest cohort requiring services.
- Non-citizens who are not eligible for government assistance (i.e. Jobkeeper or Jobseeker) are some of the most vulnerable in our community. None more so than asylum seekers. The consequences when jobs are lost are dire.
- Mental health concerns regarding trauma of bushfires followed so closely by Covid-19. There have been increased presentations to mental health services for stress, anxiety, depression and domestic violence.
- Focus for services has been provision of meals, medical and other advice, maintaining social connections, and financial support for those not eligible for government assistance and those who are socially isolated. Provision of community information, phone support and home visits support the food provision.
- Distribution of toiletries, food and blankets has been made possible through support from NGO's and major retailers.
- Significant expansion in demand for meals. Commercial chefs have helped OzHarvest cook the meals.
- Demand for accommodation has increased. There has been some success with the provision of temporary accommodation (with wrap around services) which has translated into an opportunity to move into longer term accommodation.
- Online programs have reached more people, but for some, there is greater anxiety about management of drug and alcohol addiction without access to face-to-face services.
- Concern over equity of access to digital technology (cost of devices, connectivity, digital literacy).
- The impacts of videoconferencing to teleconferencing – i.e. 'Zoom fatigue' – on people with sensory disability. In the deaf community, trying to interpret a 3D language (AUSLAN) in a 2D format – can be exhausting after a long day of meetings.

- Increase in telehealth services and decrease in visits to general practitioners which are not ideal for some sectors of the community (i.e. deaf community, people who need privacy such as young people and people experiencing DV).
- A positive impact for people for whom it is hard to leave the house has been more contact with family and friends as they have been online more and are getting used to new ways of communicating.
- There have been certain services (e.g. special shopping times etc.) that people on NDIS and pensioners qualify for, but there are many people living with disability (especially invisible illness) who do not qualify.
- One of the positive outcomes from the pandemic has been the opening up of temporary accommodation for rough sleepers and then the commitments by the NSW Government to create longer term accommodation opportunities.
- There are fears that with rising unemployment, the rate of homelessness will increase across NSW, generating greater demand for affordable accommodation.
- Concerns around funding, employment targets and the economic outlook will make it harder for people with disability in the competitive employment market, particularly impacting on young as they transition into employment and independent living.
- Carers and support workers have been significantly impacted and voices should be heard.
- The pandemic has seen a greater collaborative approach to service delivery in Woolloomooloo and this will continue. There is potential for a 'community development strategy' to be developed collectively for Woolloomooloo.
- Support for vulnerable communities in Redfern and Waterloo has been a priority.

### **Needs for recovery**

- Maintenance of Jobkeeper beyond September and Jobseeker (at current rate) is crucial to avoid pending social and economic crisis.
- Key advocacy position is for financial support from Federal and NSW Government for non-citizens.
- Initiatives to support mental health and wellbeing will be required.
- Programs to increase budgeting and cooking skills to maintain healthy eating.
- Initiatives to keep people connected are vital through the pandemic as well as on an ongoing basis throughout recovery.
- Demand for food programs has never been higher and there is concern that demand will rise again later in 2020.
- There are genuine concerns that the programs cannot be funded for as long as is necessary to meet current, or future projected demand.
- There is further concern about the sustainability of the NGO sector, having lost much of their fundraising capacity.
- Donor fatigue following bushfire season is also a factor.
- Initiatives to support mental health and wellbeing will be required.
- Programs to maintain healthy eating, food independence.
- Initiatives to focus on youth employment and supporting those who are without work and young people with disability who are transitioning into employment and independent living.
- Initiatives to support mental health and wellbeing, drug and alcohol dependence will be required.
- Clarity on public health messages, particularly for vulnerable people are required.

- Opportunity to improve the range and format of communication (especially around Covid-19 messaging, but also broader services) for people living with disability.
- Advocate for investment in social housing as stimulus – 5,000 per year for 10 years.
- Prioritise support for Aboriginal and Torres Strait Islander people and non-citizens who are homeless or at risk of homelessness.
- More information provided in easy read English – where do we go for clear and consistent information provided in different formats for people with intellectual disability and other people with low literacy and English as a second language.
- Using different communication formats and channels (phone, email, social media, video, easy-read English, large-print versions, accessible websites, smaller online groups/workshops, captioning and AUSLAN etc.)
- Focus on the sustainability of the sector. There is concern that organisations and workers providing support during the initial crisis will be hit again when Federal financial support finishing in September and will not have the resources to continue with such high levels of demand.

### **Role the City can play in recovery**

The City needs to use its voice and join more loudly in critical advocacy campaigns:

- Ending homelessness
- Investment in 5,000 social housing dwellings per year for 10 years
- Maintaining current level of Jobseeker payments
- Extending Jobkeeper payments (duration and inclusion of non-citizens)
- Support for NGOs
- Continuing and building on accessible and inclusive communication

### **Opportunity for Sydney**

- Addressing homeless and finding permanent accommodation for rough sleepers.
- More collaboration at the local level e.g. there is potential for a 'community development strategy' to be developed collectively for Woollahroomooloo.
- A greater understanding of the circumstances of many people living with disability who are not able to easily leave home. Broader society has now experienced this and have adapted to this, leading to an environment where there are more opportunities to connect from home.
- Increased opportunities to digitally attend events, exercise programs, workshops, conferences and training.
- Good to see AUSLAN being used initially in news reports but this is tapering off. This is an opportunity to improve how Government communicates and improve accessibility with more formats – AUSLAN, easy-read English.

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## **Outcomes from consultation with resident groups**

### **The impact of the pandemic**

#### Increased community connection and concern

- The pandemic has brought the community closer. Some local precincts that are normally full of tourists, are now full of locals.



- Communities have had the opportunity to meet their neighbours and create campaigns to help promote their local businesses.
- Some resident groups experienced an increase in membership and activism, by those concerned for their local communities and businesses.
- Local restaurants also tried to connect with their local residents by providing packaged meals and delivery.

#### Increased dependence on online connections

- More activities had to be carried out online. This often allowed for communities to feel in touch and more connected.
- This also raised issues regarding a digital divide in the community. Engagement with the elderly, social housing tenants and vulnerable community members appeared to decrease. There is a need to ensure these communities remain connected, without digital means.

#### Use of public space

- The use of public space became very importance for residents during the pandemic.
- Local parks were used more frequently and by a larger range of users
- Substantial increase in bike riding as a transport mode.

#### Waste

- There seemed to be an increase in waste
- More waste was being dumped near residential apartment blocks, as residents were using the lockdown as an opportunity to clean.
- Businesses providing food in take away containers also increased waste.

#### **Needs for recovery**

- Wider footpaths to feel safe
- More parks especially in high density areas.
- Local businesses still need support - they are continuing to suffer.
- Better relationships with the State Government in relation to planning
- More transport options such as cycling although road closures can cause issues for locals who rely on vehicle access
- Support for those who have mental health issues, as it is getting worst.
- Ways for the community to connect that doesn't rely only on digital platforms. We need to ensure no one is left behind.
- Continue to care for our most vulnerable, including homeless people.

#### **The role the City should play in recovery**

##### Advocate with the State Government

- The City needs to be more involved in strategic thinking with the State government, especially in regards to land planning and transport.
- Continue to advocate for not moving the Powerhouse Museum and on the Pymont Peninsula Place Strategy.

##### Planning for Public Space

- Public spaces need to be clean, attractive and accessible for all.
- Public parks and pathways are very important for community exercise and transport.

- The City should examine all public space across the City and its foreshore, where active transport has increased during the pandemic, to ensure the paths are wide and safe. This is especially important as more pop up cycle ways are being introduced.
- Concerns about touching surfaces in public areas. Need for the City to keep all public surfaces clean.
- Continue ‘pop up’ temporary cycle lanes. It reinforces the safety, health & travel options. Also helps to educate the community and change its’ culture.

#### Revitalise the neighbourhood’s highstreets

- Create plans to help revitalise the City’s highstreets. Areas that were highlighted included Glebe Pont Road, George Street in the CBD and Pyrmont. Plans can include:
  - More opportunities for commercial enterprises and creative hubs.
  - Economic assistance to help maintain and improve properties that are looking run down.
  - Considerations for a vacancy tax, to help encourage owners of long term vacant properties to seek a tenant.
  - Installation of umbrellas and extension of café seating to make the street feel more alive.
- Improve safety of pedestrians on footpaths
- Consider large public information screens in public locations to advise of upcoming events and issues.

#### Involve the community

- Host a city wide Celebration Day – close roads to cars for a day and host a large scale community picnic to celebrate the end of the pandemic.
- The continued support of Glebe Youth Service Community Resilience Program which has been assisting local families during Covid-19 in staying connected to necessary supports and receiving food packages.
- The City practicing more sustainable procurement practices to support local businesses.
- Reopening community centres for those residents who feel disconnected, especially the Ultimo community centre.

### **Opportunities for Sydney’s future**

#### Community connection and readiness

Re think our building design and open spaces. Raise the question about what if this happens again - do we need to make open space mandatory for apartments.

- Encourage free or low cost internet connection for social housing and free Wi-Fi in parks.
- Provide infrastructure in the City to have neighbours checking in on other neighbours, including a buddy system and shopping for each other.
- Provide more mental health programs and training for a variety of community members.

#### Cultural events and celebrations

- Small music venues offering online music at cheaper prices. Enabling a broader audience to help people find ways to be connected.
- Host a storytelling event of how we've been affected. Couple this with a large arts event.
- More public art and street mural recognising the local community. The recent mural of Adam Goodes has really energised people.

- Village celebration day in all of precincts. Organised by locals. Then end with BBQ in the local parks.

#### Public Spaces

- More outdoor eating and cafes. Creating destinations for more Sydneysiders. Remove difficulties with business permits, allowing more businesses to trade in local parks.
- Annual clean-up our city day - implemented in each local precinct.
- Create more opportunities for walking, exercising and riding by reviewing local streets and pathways to better connect to developments and the foreshore.

#### Transport

- Make more streets walkable and rideable by providing more traffic calming and road narrowing
- Encourage cargo bikes for deliveries and local logistics - good for business support.
- Explore Sydney campaigns with guided bike rides - connect bike service providers with tourism providers.

#### Working life flexibility

- Encourage 4 day working weeks. Continue to leverage from the recent changes work practices.

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## Outcomes from consultation with arts, culture and night-time sectors

### **The impact of the pandemic**

- Impact on creative and cultural sector has been devastating and need to re-open to survive. Some businesses have seen losses in the excess of \$50 million, stood down 80% of staff and a significant amount of their workforce are not eligible for Jobkeeper.
- Lack of funding support for the creative sector during the pandemic. Concern that sole traders and small businesses in the creative sector and artists have been overlooked and that Sydney will lose our artists and performers who are already struggling with the costs of working and living here.
- The sector will be the last to reopen and recover as it doesn't make financial sense to open a theatre or performance venue with current physical distancing rules— most could only run at 15% capacity but need 75% capacity to be viable.
- Important to consider the ongoing impacts on income for cultural organisations from investors and donors.
- Concern about the works that were put on hold and not enough creative spaces available once things re-open.
- Using venues for recordings and online live performances has helped continue activity and connection with audiences.
- Breaking the mindset brought on by having takeaway/home delivery only – continuing these after the pandemic
- Staffing levels of bodies that support the sector (e.g. Chambers of Commerce) have been affected. This limits their ability to provide assistance to their members and therefore greater reliance on Council to help.

- Licensed venues must still adhere to licensing conditions even though they are serving less patrons (e.g. still required to have min. number of security guards). It's challenging to meet those conditions whilst trying to remain commercially viable. Would like to see adaptability and flexibility around the licensed conditions.
- For licensed venues, lack of cohesion across authorities on what is/isn't allowed. Would like to see greater cooperation across agencies so they are provided with similar advice and alignment across regulations, particularly around liquor licensing and compliance approaches.

### **Needs for recovery**

- Building audience confidence so they feel safe to return.
- Immediate need for clarity and understanding of the rules – still unclear who it applies to and who can be exempt. It can be difficult to understand how to recover and function your business.
- Need for certainty to be able to plan ahead.
- Need clear timelines on when they should open, so they can be adequately prepared
- Want to know what is beyond Stage 3, to enable better planning
- Need for rate relief once they re-open.
- Need for late / extended trading hours, more outdoor space to accommodate for the social distancing regulations. They may be serving less customers but can do it more often.
- In the long term, need to rebuild customer confidence in terms of safety and get assistance to do it. Suggestion that an authority or trusted figure can help audiences feel safe to come back to venues again.
- Licensed venues need further easing of restrictions before they can really plan long-term. Would like to see gatherings of 100 people by July and be able to have full capacity by September.
- Need to know intentions of landlord with rent and plans for the property. Tenants are concerned they will plan for recovery but then have the landlord sell or knock-down the premises in 6 months' time.
- Need to bring foot traffic back to their area. Information from the government/tourism authorities plans on how they plan to bring people back to their precincts (e.g. Circular Quay / The Rocks) would be helpful.
- Larger creative venues need 75% capacity to be viable.
- Grants are helpful in assisting businesses pivot, transform or help themselves afloat a little longer.
- Venues need training on how to manage their audiences and make audiences feel safe.
- In addition to building business and audience confidence, also need to rebuild artist and musician confidence. Need to support artists to participate in creative economy. Touring is expensive, already in financial deficit.

### **The role the City should play in recovery**

#### Promoting Sydney with 'local' marketing campaigns

- Promoting Sydney as safe to build confidence for people to return to going out.
- Support the #sydneylocal and possibly #shoplocal campaigns. Marketing and promoting profiling local artists, performers, venues, businesses, neighbourhood character, information on what is open and things to do. Key target – local residents, esp. those who

are working from home and those who may have more disposable income due to travel restrictions.

- Campaign targeting visitors and workers from greater Sydney and regional NSW. Call to action: “Come back into Sydney”. Showcase the suburbs have been heavily impacted by the loss of workers, travellers and international students – e.g. Haymarket, the Rocks, CDB. Content to include how to safely get in and out, attractions and things to do.

#### New ways of using public space for cultural activities

- Identifying opportunities for cultural and community gatherings in low risk public domain areas. Look for opportunities to quickly and efficiently open these to the cultural sector e.g. permanently close smaller streets, provide infrastructure that allows for street activations and support the use of these spaces by the cultural community with grants and easier approval process.

#### Moving to 24 hour economy across the LGA

- Work with big business to encourage staggering their employees’ hours. Allowing for local businesses’ customer hours to be extended beyond 9-5. This will help with social distancing and public transport capacities. City to promote opportunities through the Late Night DCP to local businesses and creatives. The City needs to be active in working with local businesses and coordinating with government authorities.

#### Advocacy and coordinating with government authorities

- Support the reopening of the economy and bringing people back to city. City of Sydney to help ensure all authorities are providing similar advice and alignment across regulations, particularly around liquor licensing and compliance approaches. The City also has a role to play in advocating to state government for temporary changes to regulations that are needed to support financial viability of operators.

#### Need for business certainty

- Greater clarity to all sectors of businesses to plan for their future and for reopening their business. Businesses needs greater lead times for developing products, services and hiring staff. Clear guidelines are also needed to ensure all businesses are applying social distancing and others regulations correctly.

#### Ongoing support through subsidised fees and charges

- It is important for the City as well as other levels of government to provide fee relief for their operations beyond the initial 6-month period from March. For example, the City could provide rate relief, footway dining fee subsidies and Liquor and Gaming could provide fee relief for liquor licences.

#### Supporting local long-term tenants in any activations for recovery

- The City and State government to engage with local businesses in local areas where activations may be proposed, giving local businesses priority to participate before pitching to external parties.

#### **Opportunities for Sydney’s future**

- Opportunity to celebrate Sydney for its culture and not just its natural beauty. Have a summer campaign of culture in Sydney - a chance to focus on local artists, performers, cultural groups.
- Using venues for recordings and online live performances has helped continue activity and connection with existing and new audiences.
- There are lots of locally produced works before and during the pandemic that are ready to go live.

- Time to rethink space: reimagine the city as a venue, open more opportunities to use public space for the arts or find other large underutilised spaces to accommodate social distancing.
- Coordinated effort to share common services amongst small businesses (e.g. waste, cleaning) to benefit all involved.
- Opportunity to reshape the public environment because of having to social distance – e.g. widening footpaths, more outdoor space for economic, cultural and community activity.
- Opportunity to promote local and bespoke – shop local, locally made.
- Capitalise on local customers as they aren't travelling, restricted international shopping, etc.
- Chance to rethink festivals. How can they be changed to be more useful for local economic development?
- Taking advantage of fee waivers offered by the City. One less stress and will help businesses recover faster.
- Opportunity to better support long term tenants and not just pop ups. Long term tenants want to see more support as they have been contributing to the local economy for a long time.
- Opportunity for businesses and industry bodies to review broader policy issues and identify what needs to change for their new futures
- Opportunity for collaboration – for example, a venue with a seating bank can offer it to the City as a possible outdoor summer venue.

### **Concerns for Sydney's future**

- Removal of relaxed regulations that have been keeping certain small businesses afloat. For example, some small bars can sell alcohol with their takeaway. Would like to see this flexibility in place until they are fully recovered.
- Policies are not considering place and size of the business.
- Losing artists permanently if there is a lack of opportunity and it is too expensive to be based in the city.

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## **Outcomes from consultation with the tourism & hospitality sector**

### **Impacts of the pandemic**

- Expecting a long-term lack of international tourists and visitors.
- Arrivals into Australia declined 98% in month of May. Traffic to the airport is down 97%, with the majority of people travelling are on repatriation flights. Precinct car parking, retail and hotels associated with Sydney Airport are also struggling
- As borders open between states, the focus will be on keeping travellers feeling safe. Travellers have said they want shops open in the airport terminal so they can spend money. Still having conversations about support for international carriers.
- Signs of strong demand for domestic travel sector week-on-week with double-digit growth. No signs of international travel but increased search for Australia inbound travel, particularly from US, Taiwan, HK, mainland China which are encouraging signs.
- The biggest challenge is restoring consumer confidence and this is going to be a long haul problem. Cabin fever is resulting in a boom in overnight stays.

- Hotel business has been stripped back to ground zero. Many hotels have been closed for three months and are still working out when to open doors, conscious that JobKeeper is propping everything up.
- Concern for hospitality workers not eligible for JobKeeper and proud of the role of hotels to accommodate repatriation.
- Corporate and group hotel bookings are the major concerning gaps. Corporates groups and meetings no longer possible.
- CBD revival is dependent on workers returning to the office and not likely until next year. American companies based in Sydney are required to abide by one rule applied across all of their international offices. Deloitte have announced that workers will not return until February.
- Sydney Gay and Lesbian Mardi Gras are exploring 12 different scenarios around the festival, taking into account a deep recession, which would involve a stronger drive for corporate partnerships.
- Hospitality & backpacker accommodation revenue has declined over 90% and they are relying on minimal staff including management team and those on JobKeeper.
- Compliance has been an additional stress for management.
- Cruises have no revenue due to the ban on cruising until mid-September, if this extends into summer the economic losses would be in the billions given other surrounding CBD businesses who rely on cruising customers. They are using the time now to address WHS protocols to ensure safety of crew and passengers into the future. Bookings in 2021 are on par with previous years so there is still demand, though there are concerns bans will not be lifted, resulting in a decimation of the industry.
- As liquor retail was deemed an essential service during the pandemic, the focus for this industry has been accessing information about welfare and mental health support, as well as tools and guides regarding in-store safety guidelines.
- Many independent bars have seen 30-50% revenue coming back, takeaway sales have kept some businesses alive and strengthened relationship with communities.
- Social distancing will not allow many small bars to even reach the 50 people capacity limit due to the size.
- The Star Sydney ceased all operations except hotels since March, stood down over 90% of staff. Many aspects of the business do not have an open date and as at 1 July, it is likely that only 50% of the business will be operational.
- Tourism attractions are planning to be affected for 18-24 months even after international borders are open.
- Potential talent drain down the track especially for the hospitality industry. Workers moving away from Sydney due to drop in jobs and cost of living. Sydney may struggle to find talent to fill roles when we recover.

## **Needs**

- Maintenance of Jobkeeper beyond September and Jobseeker (at current rate) is crucial to avoid pending social and economic crisis
- In advance of the Trans-Tasman bubble opening we need to put Sydney front of mind.
- Build confidence over time with internationals to return for next years' events and future event
- Explore the possibility of a 24 hour economy in CBD and see how venues can respond/service these customers.



## **Role of the City of Sydney**

- Make it as easy as possible for businesses to trade, activating and opening up spaces, cutting red tape, new late trading hours.
- Maintain production of NYE and support for Vivid as key drivers of visitation
- Lobby to add hospitality casuals to JobKeeper.
- Work with partners to market Sydney beyond the iconic experiences
- Strategic vision of how Sydney will be promoted to local, intra & interstate audiences – led by Destination NSW.
- Plan small to medium size activations over the next six months growing to a summer of activations of all scale and size - indoors & outdoors
- Demonstrate 24 hour economy opportunities – one-stop shop to secure permits, licences and support.

## **Opportunities**

- Destination NSW is focusing on driving interstate and intrastate visitation to Sydney. Love NSW campaign launched in May and will run until end of July. They are working to elevate Sydney brand out of pandemic, building out their content library focused on “secret” Sydney, laneways, cultural offering. Continuing to invest in brand marketing internationally, focusing on markets that might open up first.
- Focus will on driving domestic customer base in the short term.
- Bring the best parts of holidays to the city, e.g. beach bars
- Create a Sydney at night time campaign, which must include family type events and activities as well the traditional unique flavours, entertainment & live music offerings to broaden the appeal and attract new audiences

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## **Outcomes from consultation with small business**

### **The impact of the pandemic**

- City grant process was well-received, however unsuccessful businesses are still asking about why they did not get a grant. More grants are needed.
- The end of Job keeper is daunting for businesses, as they don't know how they will survive once it has ended.
- Chinatown was one of the first hit and 50-80% of businesses impacted and revenue down by 30% on average. Owners are starting to feel more positive now the lockdown is over. Local businesses formed a community watch group in response to fears of vandalism, based on negative racists comments on social media
- Dramatic revenue losses due to the loss of tourists and the international student customer base.
- Local residents have been very supportive of local businesses, especially food based outlets.
- Pandemic has encouraged businesses to diversify. Businesses have pivoted their modules by introducing; e-commerce, deliveries, diversifying their services and preparing their premises to be safe.
- Reductions in red tape have led to innovation.

- Changes in customer's priorities have changed. More support for home based activities and local businesses like home cooked meals, games and music. This has had a positive impact on local businesses.
- Starting to see more and more businesses reopen, which is positive.
- Membership for business associations have increased, creating more opportunities to better understand business needs.
- Takeaway and delivery for food and alcohol has allowed many businesses to survive, who may not have been able to otherwise.
- The pandemic has allowed different sized businesses to grow in different ways. Especially smaller businesses who have been able to extend their hours, expand their products and services and delivery models.
- Physical networking events can't take place and moving large networking events online is difficult.
- Jobs in retail particularly affected. CBD significantly impacted due to suburban shopping and lack of customer demand. Need for a renewed focus on what Australian fashion means and what that looks like.
- Excess retail stock is going to be a huge issue and there may be an opportunity for the recycling of textiles.

### **Needs for recovery**

- Rebuilding customer confidence and breaking through fear factor. Make customers feel safe to return to the LGA, informing them on how to move about safely and use public transport.
- Hours of shopping could change given new working hours and click and collect could be helpful for City stores.
- Villages want a reprieve on parking until the end of the year.
- Discounted parking meters and shared loading zones, to help visitors come into the neighbourhoods and highstreets.
- Flexibility to trade in terms of space (outdoor space) so there is more cash flow.
- Relaxing of certain licensing conditions (i.e. security guards) for bars/pubs to keep them commercially viable.
- Simple practical information so businesses know how to function safely.
- Cash flow. Worries about September when Job keeper ends.
- Continued relief for footpath dining fees – at least by one year.
- Promotion of A-frames for business promotion and no associated fees.
- Small wine bars to continue to sell takeaway alcohol. This saved many businesses and revolutionised how residents supports small bars.
- Less reactive compliance from the City and more relationship development, to enable businesses to reopen.
- More tolerance from across the community during recovery and beyond in relation to business operations.
- More certainty in relation to when regulations will be lifted. It's currently difficult for businesses to plan their reopening.
- Streamlining for DAs, especially for cafés and bars. Make it easier to apply and understand relevant controls.

- Streamline customer complaints process.
- Cross promote our services as a community.
- Long term strategic planning, to be ready for when the international borders reopen. Be ready to promote Sydney to new international visitors and students.
- Customers want shopping precincts to be clean, feature safety messages and manage spaces according to the regulations.

### **The role the City should play in recovery**

- Advocate with State Government in relation to regulations for flexible operations; supporting cultural industry; supporting tenants negotiating with landlords; take-away sales.
- One stop shop for businesses grants applications.
- Marketing campaign that rediscovers hidden Sydney & treasures in each village. Target markets: local residents, Sydney metro & regional NSW
- Education campaign: certainty for industry; dealing with perceptions of safety; return to the City balances for all users
- Review of open space use across the LGA allowing for more flexible trading and better movement of people and celebration
- A program that helps develop and support professional services and sole traders e.g. grants, jobs marketplace, awards program, work better with co-working spaces
- Waiving fees and charges till December to eliminate avoidable costs and increase cash flow e.g. outdoor dining, parking
- Continue to engage and partner with the business community on ensuring recovery is developed together.
- Develop precinct plans, which help the City and community to work together on how each precinct will rebuild. To include land planning and promotions.
- Allowing the lifted restriction and red tape to remain - will allow businesses to continue to be innovative
- Ensuring logistics of moving good across the City isn't impacted by the introduction of more active transport options. Needs a balance between business and community and needs.
- Recognise that people are working differently and in different places, see how the City can help reconnect people.

### **Opportunities for Sydney's future**

- Opportunity for continue with alternative revenue streams e.g. small bars selling alcoholic beverages with takeaway.
- Opportunity to change behaviour – buying local, promoting local, creatively changing the street scape like putting buskers at the front of small businesses
- Campaign to promote our villages and drive people to local precincts
- Expansion of outdoor dining, to allow the streets to feel more personal.
- Weekend promotions, where each precinct is highlighted on separate weekends with events and special business offers. Encouraging more people to come back into the City.
- Customers are most looking forward to eating out, spending time with family, going shopping and having beauty treatments.

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## Outcomes from consultation with the retail sector

### The impact of the pandemic

- Huge loss of revenue (60-90%)
- Ranging from complete operational shutdown (beauty, nightclub, gym, wellness centre) to limited trading (home delivery and online trading only)
- Huge decrease in foot traffic in the CBD as there are no workers, hence no sales. For example, Barangaroo offices are currently at 10% occupancy.
- Inconsistency in income and inability to plan into the future.
- Businesses forced to adapt to digital models (but finding it hard to develop pricing models online and there challenges reaching a new audience online).
- Self-employed business owners who worked from home and had previously met clients in cafes for meetings, found it difficult due social distancing / cafes closed.
- Some businesses have done much better from the pandemic (e.g. online retailers)
- Relying on long term customers was difficult, with revenues falling by 60% (even though their stores were still open).

### Needs for recovery

#### Financial needs

- Immediate need to adapt/pivot which means having to spend money (while no cashflow)
- Need to provide resources & equipment for staff to work at home, as well as looking after staff's mental health and wellbeing
- Cost of legal advice re managing and planning for potential insolvency

#### Expert advice and digital transformation

- Need to cut costs and go lean. Urgent need to fix inefficiencies in business models
- Need for workshops/skills and advice from experts from their specific sector in order to plan for recovery (hospitality experts, retail experts, etc.)
- Need support with digital transformation; websites, digital media and marketing
- Difficulties finding the best course for their business.
- Need for upskilling on digital, marketing finance and accounting

#### Promotion & Marketing

- Push to shop local – work with big corporates around town to have a guide to local businesses and support local business to share through their intranets and social media. We need to push the 'Buy Sydney' concept.
- Need for popup spaces to be given to businesses who may not be able to rent long term until solid revenue returns.
- Bring businesses along in activation opportunities so that they can access physical spaces in temporary ways
- Help promote business to new markets
- Live entertainment suffering, awareness campaign needed
- Help with finding new customers - networking & introductions to "warm leads"

### **The role the City should play in recovery**

- Opportunity for the City to push for digital integration for retailers / digital twin platform that allows customers to go from online to offline seamlessly
- City of Sydney could assist in communication, and help with what is required for different sectors at different recovery stages: e.g. sanitation process guides, providing space on streets for takeaway cues, etc.
- Cutting unnecessary red tape and delaying Council rates & fees as much as possible
- Advocacy to government that they consider the differences in business size and business capacity and have restrictions cater to everyone.

### **Opportunities for Sydney's future**

- Many businesses were forced to pivot purely to an online business. Many businesses will be able to leverage newly developed digital models.
- Barangaroo and the City in general: potential to plan for more outdoor space to help boost capacity and allow businesses to cater to that delivery market.
- Keen to participate in opportunities of retailers/businesses co-promotion and directing consumers / traffic to each other - we are all suffering and we need to help each other.
- Look at partnership models with the big corporates in town to promote local businesses to employees pushing shop local – a guide to local businesses and support local business to share through their intranets and social media.

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## **Outcomes from consultation with the tech start up sector**

### **The impact of the pandemic**

- Impact on investment cycle:
  - Review sponsored business model as it may not be possible for a while
  - Possibly take 18 months – 5 years to bounce back
- Skills shortage - lack of foreign talent available
- Risks to the industry's eco-system support due to:
  - Inability to receive reduced rent, due to requirement of physical distancing
  - Inability to grow other income streams or receive other income (sponsors, event hire space, studio hire, paid programs)
  - Staff risks (minimal staff, impact on staff)

### **Needs for recovery**

- Need for mental and emotional support – supporting a healthy mindset and helping them work in uncertainty
- Need for certainty
- Need for campaigns that showcase that Sydney is safe and removing barriers that stop people returning to the city e.g. reducing restrictions on public transport
- Challenge of how to make co-working spaces safe and available funding
- A program series possibly run by City of Sydney on how to get through hardship or learn from others about how to get through hard times.

## **The role the City should play in recovery**

- Support for the 'ecosystem builders' - if we don't, it might take up to 5 years to return to pre-pandemic levels. Entrepreneurship is a lonely ride and those that support entrepreneurs, and assist them in connecting to skills, talent and investment are critical.
- Expanding on existing programs that the City runs with a focus on 'entrepreneurship' - not only connecting them to international talent, yet also; supporting local networks, fostering the local community, improving resilience (business and personal), adapting and learning from each other.
- Commitment from the City for procurement opportunities for our local start-up ecosystem. We have the highest density of tech start-ups in Australia, but still government procurement is low. Advocate other government agencies to follow a similar model.
- The City to foster relationships with the largest head offices and encourage connection and support for start-ups, especially to accelerate innovation.
- Activation of space and public spaces. Ensure the city is perceived to be a safe space to come back to play, educate and work in; repurposing of underutilised spaces to be safe for interactions and connections - as many offices will not be accepting outside visitors or be able to hold external events. Concerns about where entrepreneurs will be able to make connections, interact and form collaborations

## **Opportunities for Sydney's future**

- Refocusing supply chains to have a more domestic focus
- With our good progress in dealing with Covid-19, Australia could be a 'safe' destination for internationals to study and work.
- Review how we use large office spaces. Turn some into co-working spaces.
- Opportunity for sister city programs. Council could partner with international councils to help start-ups grow internationally, share resources and knowledge.
- Opportunity for tech start-ups to connect with the City or other councils to work together to bring internationals back to Sydney. Some start-ups are ready with an ambassador programs but need access to connections.
- Opportunity to recruit new entrepreneurs - lots of excellent talent floating around out there looking for a project or direction

# Appendix 3

## Stakeholder Surveys

Target Sector	Research Owner	Delivery Mode
Fashion	Australian Fashion Council	Survey
Community	Canterbury-Bankstown Council	Survey
Waterloo residents and social housing tenants	Counterpoint Community Services	Survey
Cultural and creative	Cultural Strategy team, City of Sydney	Monitoring and evaluation document
Cultural industry	Culture Counts	Survey
NSW community	Micromex	Online survey (March 2020)
NSW community	Micromex	Online survey (May 2020)
NSW Night Time Economies	NSW Night Time Economy Councils' Committee	Survey
Arts & cultural events sector	Patternmakers	Report - May 2020
Apartment residents, Strata committees	Smart Green Apartments COS Team	Online survey
Road commuters and public transport users	NSW Smart Sensing Network	Workshop
People with disability	Access Ability Australia	Survey

## Written submissions

Name	Name
Alexandria Residents Action Group	Louise Iselin
Coalition of Glebe Groups	Millers Point Community Resident Action Group
Friends of Ultimo	Potts Point Partnership
The Glebe Society	Darlo Darlings



# Appendix 4


## Activities to support and promote the consultation

The following is a snapshot of outcomes from marketing and communications activities undertaken to support the consultation. Activities reached a range of community segments through direct engagement with stakeholders, existing City communications changes and paid advertising.


Activity	Outcomes	Result
CEO email	Community and Business Sectors included:	23,475 engagements
Invitation to stakeholders and community representatives to complete the survey and email the City with industry and sector insights.	<ul style="list-style-type: none"><li>– Local Businesses</li><li>– Chambers of Commerce</li><li>– City Suppliers</li><li>– Grants Participants</li><li>– Liquor Accord</li><li>– Retail and Tourism</li><li>– Multicultural Services</li><li>– Settlement Services</li><li>– Cultural providers</li><li>– Late Night Industry</li><li>– Social Enterprise</li><li>– Social Housing</li><li>– People with disabilities</li><li>– Seniors</li><li>– Youth</li><li>– Schools</li><li>– Community Services providers</li><li>– Mental; Health agencies</li><li>– Homeless Services</li><li>– Road Users</li><li>– Mobile Food Supplies</li><li>– Sustainability networks</li><li>– Strata residents and building managers</li><li>– Sporting Associations</li><li>– City Venue Hirers</li></ul>	Average: 35.7% open rate.


Activity	Outcomes	Result
City Newsletters	E-newsletters included:	21,172 subscribers
City branded communications and articles promoted to existing subscribers	– Sydney Your Say	Average: 35% open rate
	– Community research panel	
	– Green Square	
	– Business	
	– Arts and Culture	
	– City News	
Marketing & Social Media	Survey promotions included:	Reach
	– Paid and organic social media advertising via:	– Facebook: 283,217
	– Facebook	– LinkedIn: 24,606
	– LinkedIn	Clicks
	– Radio ads on FBI, 2SER and Eastside.	– LinkedIn 482
		– Facebook: 7,086

Figure 1. Example of City social media post



**City of Sydney**  
28,236 followers  
[View full profile](#)




**City of Sydney**  
28,236 followers  
34m • 


As we plan for recovery, we're seeking feedback from residents and businesses.

The survey will help us understand how we can best support you and work together for a stronger future.

[#recovery](#) [#businesses](#) [#community](#) [#resilience](#)



**Help us develop Sydney's recovery plan: share your feedback now**  
[cityofsydney.nsw.gov.au](http://cityofsydney.nsw.gov.au) • 2 min read

 10

Reactions

**Item 13**

**Direct Contract Negotiations - Street Furniture, Out-of-Home Media and WiFi Services**

Document to Follow

**Item 14****Questions on Notice****Pop-Up Cycleways**

1. By Councillor Forster

**Question**

1. Can the Chief Executive Officer please provide the detailed construction plans for the six pop-up cycleways proposed in the Lord Mayoral Minute of 18 May 2020?
2. Can the Chief Executive Officer please provide the related safety plans for the six pop-up cycleways proposed in the Lord Mayoral Minute of 18 May 2020?
3. Which organisations were involved in the development of these plans?
4. Why were these plans not distributed among the local community prior to the construction of the pop-up cycleways?

S129269

**Redfern Station Upgrade**

2. By Councillor Phelps

**Question**

The current plan for the Redfern Station upgrades will have a huge adverse impact on the small, quiet residential streets immediately adjacent to the station, which are proposed to be the locations of the new exits.

In August 2019, Reconnect Redfern commissioned an architect and submitted an alternative design for the Redfern Station upgrades which met all criteria published by Transport for New South Wales.

Can the Chief Executive provide an update on Transport for New South Wales evaluation of the alternative design submitted by community group, Reconnect Redfern?

S129272

## Electronic Voting Update

3. By Councillor Chung

### Question

Following a Notice of Motion on 7 August 2017, staff were requested to investigate the implementation of electronic recording of votes at Council meetings. In a response to a Question on Notice in February 2019, Councillors were told that Electronic Voting will be implemented in April 2019 following an upgrade of technology in the Council Chambers to support it. Since then, hardware has been installed to support livestreaming which was implemented in February 2020.

1. Since April 2019, what steps have been taken by City staff to install the appropriate technology for electronic voting in the Council Chambers?
2. What is the projected implementation date of Electronic Voting in Council?

S129268

## Elderly Use of Gunyama Park Aquatic Centre

4. By Councillor Chung

### Question

In Attachment A of the Development Application D/2016/824 for Gunyama Park Aquatic and Recreation Centre, it notes that "in accordance with the Council's vision for a sustainable and connected Sydney, no on-site parking is proposed and only limited service vehicle access is provided. Instead, the focus of the development is on public transport, walking and cycling connectivity."

1. How many on-street parking spaces are available for visitors of Gunyama Park Aquatic and Recreation Centre to use? What is the distance between the closest parking spaces and the centre? How many are time limited paid spaces? How many are ticketed parking spaces?
2. How many dedicated mobility parking spaces are available for visitor access to the centre? How far from the entrance to the aquatic facility are these spaces?
3. Where are elderly visitors required to park for ease of access to the facilities? How will this group be informed of these access options?
4. What public transport options are available for mobile and disabled visitor access to the centre?
5. Original concept plans for Gunyama included above and below ground parking for ambulant and non-ambulant drivers. Why was this removed? How many parking spaces were originally anticipated to be included at Gunyama?
6. What consultation was done with the community (including advisory panels) about the removal of parking from original plans? What was the result of that consultation?

S129268

**Budget for City Parks**

5. By Councillor Scott

**Question**

1. How much is budgeted for the creation of new parks, and park upgrades, in the City in the 2020/21 financial year, as per the upcoming Council budget?
2. Please provide details the locations of these parks, or proposed parks, with the details of the relevant budget allocation.
3. Please provide details of the new parks created, and those upgraded, in 2019/20, with the costs.
4. Please provide details of the new parks created, and those upgraded, in 2019/20, 2018/19, 2017/18, and 2016/17 with the costs.

S129275

**Budget for City Sporting Facilities**

6. By Councillor Scott

**Question**

1. How much is budgeted for the creation of new sporting facilities, including pools and fields, and sporting facility upgrades, in the City in the 2020/21 financial year, as per the upcoming Council budget?
2. Please provide details the locations of these sporting facilities, or proposed sporting facilities, with the details of the relevant budget allocation.
3. Please provide details of the new sporting facilities created, and those upgraded, in 2019/20, 2018/19, 2017/18, and 2016/17 with the costs.

S129275

**Facility Completion Timeline**

7. By Councillor Scott

**Question**

1. Could Councillors please be advised about all projects over the value of \$10M with a budget allocation in 2020/21 City Budget, detailing the Budget allocation (if any) that has been carried over from 2019/20, the total additional Budget allocation for 2020/21 and the timeframe for completion (noting any changes from 2019/20 Budget).



2. Please inform Council of the costs incurred (or projected), and timeline (or projected) for the completion of facilities:
  - (a) the child care centre at 3 Joynton Ave, Zeltand;
  - (b) the childcare centre at Sydney Park Road, Alexandria;
  - (c) the Dyuralya Square project ;
  - (d) the new park at 222 Palmer, East Sydney;
  - (e) the Crescent Lands, Annandale;
  - (f) Gunyama Park, Green Square;
  - (g) Drying Green Park;
  - (h) City Centre Playground;
  - (i) Sydney Park Skate Facility; and
  - (j) all other outstanding skate facilities planned.
3. The current timeline or the renewal of the following parks:
  - (a) Kimberley Grove Playground, Rosebery;
  - (b) Kirsova 2 Playground Erskineville;
  - (c) Waterloo Fitness Station;
  - (d) Hyde Park North pathway works;
  - (e) Hyde Park South Works including Café;
  - (f) Sportsfield Development Program;
  - (g) Sydney Park CARES Precinct;
  - (h) James Hilder, Surry Hills;
  - (i) Beaconsfield Playground;
  - (j) Daniel Dawson, Redfern;
  - (k) Strickland Park, Chippendale;
  - (l) Albert Reserve, Erskineville;
  - (m) Redfern Skate;
  - (n) Crete Reserve, Rosebery;
  - (o) Clyne Reserve, Millers Point;
  - (p) Womerah Gardens, Darlinghurst;

- (q) Wattle and Broadway Rest area Kings Lane Reserve, Darlinghurst;
- (r) Archibald Fountain and Water Stairs waterproofing;
- (s) Hyde Park Lighting;
- (t) Shannon Reserve, Surry Hills;
- (u) Ernest Pederson Reserve, Glebe;
- (v) Hollis Park Playground, Newtown;
- (w) Fig Lane Park playground, Ultimo;
- (x) Maybanke Park, Pyrmont;
- (y) Les White, Erskineville;
- (z) Ross Street Playground and 71 Alfred Road, Forest Lodge;
- (aa) Peace Park, Chippendale;
- (bb) Douglas Street Peoples Park, Redfern;
- (cc) Vine Street Reserve, Darlington;
- (dd) South Sydney Rotary Park, Eveleigh; and
- (ee) Cardigan Reserve, Glebe.

S129275

## **Illegal Brothels**

**8.** By Councillor Chung

### **Question**

1. By suburb, how many DA approved massage premises are in the City of Sydney?
2. What steps does the City of Sydney take to ensure that a massage premises is not being used for unlawful sex services?
3. What distance from an education facility is a legal sex services premises permitted?
4. Why does the City of Sydney not proactively inspect massage premises for health and safety as well as DA compliance?
5. How many complaints has the City of Sydney received since April 2019 concerning the operation of illegal brothels? How many of these complaints have resulted in follow up premises inspection?
6. How many prosecutions have commenced against alleged illegal brothels since April 2019? How many have concluded and what were the outcomes?

7. How many premises inspections has the City performed on massage and para-medical therapeutic premises in the past 12 months in order to detect compliance with conditions of development consent?
8. How many orders in relation to breaches of conditions of consent has the City made against massage premises since April 2019?
9. How many desktop audits of massage premises have been conducted since April 2019? What were the outcomes of these investigations?

S129268

**Item 15**

**Supplementary Answers to Previous Questions**

There are no Supplementary Answers to Previous Questions on Notice for this meeting of Council.

## Item 16.1

### Notices of Motion

#### Safer Cladding for City Buildings

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) there are 297 properties in the City of Sydney Local Government Area that have been identified as being clad with potentially flammable materials;
- (ii) the City's dedicated team of building surveyors specialising in fire safety compliance have completed 73 building investigations that concluded these buildings are safe, and the cladding material can remain;
- (iii) City officers are continuing to investigate the remaining buildings through a risk-based methodology;
- (iv) the City has issued 66 fire notices for either the removal and replacement of flammable cladding or for an audit to be undertaken to establish suitability of the cladding installed;
- (v) the City also maintains a register of properties subject to the submission of annual fire safety statements. This register currently lists some 5400 properties;
- (vi) the submission of annual fire safety statements helps to ensure that required fire systems within buildings are being maintained to the appropriate standards of performance and will operate where and when required;
- (vii) following a Resolution of Council in August 2019, the Lord Mayor wrote to the Premier calling on the NSW Government to fund the accelerated investigation and rectification of buildings with defects and provide support to those affected by the crisis in the building and construction sector;
- (viii) in light of the NSW Government's decision to fast track developments to take advantage of the unique circumstances of the Covid-19 pandemic, there is the potential for an increased number of developments to be constructed;
- (ix) these fast-tracked projects will be constructed under the same legislative and regulatory controls as those in place during the construction of the Opal Tower; and
- (x) Local Government NSW has advocated for the Design and Building Practitioner's Bill and the Residential Apartments (Compliance and Enforcement Powers) Bill to be considered and passed by the NSW Parliament as soon as possible, to ensure tighter regulations that will reduce the risk of unsafe buildings so that the effects of dangerously made buildings are not felt by future owners and residents for years to come;

- (B) the Chief Executive Officer be requested to provide Council with regular updates on the status of the City's investigations relating to buildings in the City of Sydney including those with flammable cladding known to the City, and whether any known plans of management are required or in place to ensure the building meets relevant safety standards, via the CEO Update; and

S129266

**Item 16.2****Notices of Motion****Public Libraries Adapting to Covid-19**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) NSW Health Orders and physical distancing requirements have forced our City libraries to temporarily close, however the City has continued to offer library services and transfer some of our invaluable services online;
- (ii) many of the Libraries and Learning staff are working from home on innovative projects for the community;
- (iii) as part of the recovery and re-opening plans existing borrowing backlogs are being cleared new services such as click and collect are being investigated from a financial and operational sustainability perspective, whilst ensuring the health and safety of the team and library members remains central;
- (iv) the City has continued to provide key services such as the Home Library to our vulnerable community, however due to safety reasons some library services have been paused;
- (v) the City of Sydney's online borrowing resources have increased by 74 per cent compared to this time last year this includes movie streaming through Kanopy, initiatives in conjunction with the NSW State Library such as IndyReads and transferring rhyme time/storyline online;
- (vi) library staff have also answered thousands of emails responding to community members and assisting the elderly who have limited technological literacy;
- (vii) City of Sydney staff are developing recovery plans for reopening libraries that incorporates granting access to all of our community;
- (viii) the City of Sydney has granted \$2,870,613 million of funding to support creatives including writers, illustrators and artists to adapt their content for online via the Cultural Resilience Grant and the Creative Fellowships Fund;
- (ix) the City of Sydney is a member of the Sydney Rough Sleeping Covid-19 Taskforce, and is assisting the NSW State Government and other agencies to help rough sleepers in temporary hotel accommodation access relevant services;
- (x) the City of Sydney is supporting frontline workers from NEAMI and the Department of Communities and Justice to provide rough sleepers with access to mobile phone, WiFi and computers;



- (xi) libraries have undergone 'weed and seed' initiatives, to collect the older titles from the shelves, and make room for new collections providing much needed revenue for authors and publishers. This task is easier to undertake and manage when libraries are closed and teams can comprehensively review their collection.
- (B) the Chief Executive Officer be requested to:
  - (i) update the City of Sydney Library Services website and other channels to reflect the current services being offered and ongoing service changes; and
  - (ii) report back to the Council on actions via the CEO Update

S129266

**Item 16.3****Notices of Motion****Extending Outdoor Pool Season**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) due to Covid-19 restrictions the City's pools have been closed for almost two months which has effected residents and constituents who use these pools for recreation and exercise;
- (ii) this is especially important for elderly City residents and those who use the pools for rehabilitation. People who are recovering from physical injuries, or have chronic health conditions that mean they cannot do weight bearing exercise, rely on pools and aqua aerobics to maintain and build strength. For the past two months, the only accessible exercise for these people has been walking which doesn't allow for muscle strength to be retained;
- (iii) while beaches may start to open, people who need aqua exercise need deep manageable water to actually do their exercises, even with their own water equipment;
- (iv) it would be extremely beneficial for these users to have access to heated, ramp and public transport accessible outdoor pools, such as Prince Alfred Park Pool and Victoria Park Pool. Resuming aqua aerobic classes that were available pre-Covid-19 on Saturday mornings, and weekday lunchtimes and evenings would be ideal. Class sizes of 10, as legally allowable, are the ideal size for these classes; and
- (v) considering the two-month closure of the outdoor facilities, residents would greatly benefit and appreciate extended access into winter; and

(B) the Chief Executive Officer be requested to:

- (i) explore extending the season of operation of the City's outdoor pools due to Covid-19 limiting the pools use, specifically for Andrew Boy Charlton Pool, Prince Alfred Park Pool and Victoria Park Pool;
- (ii) explore the ability to prioritise pool use for those needing access for rehabilitation and health concerns; and
- (iii) provide an update on access changes via the CEO Update.

S129266

**Item 16.4****Notices of Motion****Extending Oval Lights into Winter during Covid-19**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) due to Covid-9 many sports seasons have been postponed and would benefit from extended usage of our green spaces and ovals throughout winter for training sessions and competitions. Extended lights would also create a safer environment for women to exercise later at night;
- (ii) as people continue to work from home and increase their exercise regimes, residents and constituents would benefit from increase access and visibility; and
- (iii) the City of Sydney is now powered 100 per cent on renewable energy including every street light, library, pool and depot, therefore extending the park lights to create safer environments will not increase any emissions;

(B) the Chief Executive Officer be requested to:

- (i) explore keeping the City's oval lights on for longer hours to allow people to exercise into winter and to create safer environments;
- (ii) investigate the extra costs and personnel this may require; and
- (iii) provide an update on any increased lighting via the CEO Update.

S126266

**Item 16.5****Notices of Motion****Vale Jack Munday**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) the passing of John Bernard (Jack) Munday, former City of Sydney Councillor, environmentalist and union giant, aged 90, on Sunday 10 May 2020;
- (ii) Jack's rich contribution to the trade union movement, environmentalism and political life over many decades. In urban Sydney, as leader of the NSW Builders' Labourers Federation (BLF) from 1968 to 1975, Jack protected Sydney's heritage and natural environment from developers by enacting the world leading green bans;
- (iii) Jack's activism was the first international trade union movement of its kind to champion environmental activism, with his staunch advocacy for public spaces, and the need for them to belong to the public, ensuring green spaces and parklands like Centennial Park weren't converted into shopping centres;
- (iv) Jack successfully fought for working-class residential areas, organising and helping to change the NSW Builders' Labourers Federation's position to accept social responsibility of labour to protect heritage buildings and support affordable housing. Alongside Tom Uren, this advocacy successfully led to the preservation of public housing that still stands today in The Rocks, Millers Point, Glebe and Woolloomooloo;
- (v) Jack provided pivotal support for Indigenous activists to bring the first successful Aboriginal land rights claim in Australia;
- (vi) Jack's legacy, with the work of NSW Builders' Labourers Federation, led to 54 green bans across Sydney and held up \$5 billion worth of building activity, beginning in Hunters Hill when the Builders' Labourers Federation supported a women's campaign to save Kelly's Bush. Jack said it was "the first time the enlightening working class teamed with the enlightened middle class to fight for the environment anywhere in the world";
- (vii) the NSW Builders' Labourers Federation green bans in Sydney were echoed by unions around the world. Countries around the world followed Jack's leadership and he was invited to address the first United Nations Conference on the Built Environment in 1976; and

- (viii) Jack was known to be a trustworthy, genuine man. He believed in the power of rank and file union members, in solidarity, and successfully leaves a legacy of campaigns for conservation as well as Indigenous rights, women's rights and queer rights;
- (B) all present in the meeting take one minute of silence to honour the memory of John Bernard (Jack) Munday;
- (C) the Chief Executive Officer be requested to examine options for the City of Sydney to collaborate with State and Federal governments to fast track Sydney Square, a shovel-ready project that would provide invaluable economic stimulus to Sydney during Covid-19, and grow Sydney's open and green spaces in the heart of our City's central business district; and
- (D) Council note that the Lord Mayor has written to Jack Munday's family expressing the Council's sincere condolences on his passing.

S129266

**Item 16.6****Notices of Motion****Woronora Reservoir at LGNSW**

By Councillor Phelps

It is resolved that Council submit the following motion for consideration at the next Local Government NSW Annual Conference:

It is resolved that:

(A) Local Government NSW note:

- (i) the NSW Government has recently granted planning approvals for an expansion of coal mining operations under Woronora reservoir, one of Sydney's key drinking water catchments;
- (ii) the new expansion will see new coal faces established under the Woronora dam, which supplies drinking water to Sydney. Up to three new underground coal faces will be established at the mine, with two of them running below the dam's water storage;
- (iii) this decision to allow coal mining under the Woronora reservoir poses a direct threat to the drinking water of hundreds of thousands of Sydneysiders;
- (iv) mining activities under the reservoir could compromise the integrity of the water storages, potentially leading to leakages, and flow on environmental damage to the surrounding water table and the quality of drinking water supplies; and
- (v) the full impacts of the underground mining operations will not be known for several decades, and changes in the geological structures below the dam could continue well after the final coal has been extracted from the site; and

(B) Local Government NSW:

- (i) oppose the approval of long-wall coal mines under Sydney's drinking catchments;
- (ii) lobby the NSW Government against the issue of long-wall mining approvals under Woronora reservoir, and other mines which have the potential to risk contaminating Sydney's drinking water supply; and
- (iii) oppose the approval of any mines which have the potential to contaminate drinking water supply of any community in New South Wales.

**Item 16.7****Notices of Motion****Patyegarang Statue**

By Councillor Phelps

It is resolved that:

(A) Council note:

- (i) fifteen-year-old Gadigal woman, Patyegarang, was Australia's first teacher of Gadigal language. She taught her language to First Fleet naval officer Lieutenant William Dawes and ensured its survival. Dawes recorded their conversations and his notebooks are the only known first-hand accounts of the Gadigal language;
- (ii) the Black Lives Matter protests in the US, which started on 26 May 2020, spurred on by a string of racially charged events, has sparked a global Black Lives Matter movement, with protests across Europe, Japan, New Zealand and Australia. These protests have included the defacing and/or removal of colonial statues;
- (iii) Australia has a long history of discrimination and injustices against the First Nations people, whose land we are standing on today;
- (iv) despite being the custodians of this land for tens of thousands of years, there are only four statues nationally representing Aboriginal and Torres Strait Islander people; and
- (v) in the Sydney CBD, there are 25 publicly funded statues of the colony's early leaders. Among them are Captain Cook, Governor Arthur Phillip, Lachlan Macquarie, Queen Victoria, explorer Matthew Flinders and even his cat Trim; and

(B) the Chief Executive Officer be requested to:

- (i) work with local Aboriginal groups, including a representative from the Metropolitan Local Aboriginal Land Council (MLALC), to identify potential options to commission a public artwork commemorating Patyegarang; and
- (ii) report the findings back to Council.

S129263

## Item 16.8

### Notices of Motion

#### Suspension of the Moore Park Road Temporary Cycleway

By Councillor Forster

It is resolved that:

(A) Council note:

- (i) there has been significant community opposition to the City of Sydney and Transport for NSW (TfNSW) proposal for a temporary cycleway along Moore Park Road and Fitzroy Street between Lang Road, Paddington and Bourke Street, Surry Hills;
- (ii) numerous concerns have been raised by local residents, including:
  - (a) lack of consultation, with residents only being informed about the proposal a few days before installation was due to start on 18 June 2020 via a single-page letterbox drop containing only vague details about the project;
  - (b) major safety concerns relating to the proposed removal of pick up and drop off spaces outside the Gumnut Gardens Early Learning and Long Day Care Centre at 61 Moore Park Road, Paddington;
  - (c) the removal of more than 100 on-street parking spaces, with residents told incorrectly that only 23 on-street parking spaces would be removed and being directed to park in nearby streets that are already at capacity;
  - (d) the removal of a disability parking space and associated effects parking changes would have on elderly residents; and
  - (e) flooding issues associated with the southern side of Moore Park Road, potentially causing major safety issues for cyclists using the temporary cycleway;
- (iii) in June 2017, Council unanimously resolved to endorse the concept design and scope of works for the Bondi Junction to City Walking and Cycling Improvements project that included a separated cycleway along Moore Park Road;
- (iv) the 2017 proposal, which involved no loss of parking, was widely supported by local residents with 88 per cent of respondents supporting the concept design, 16 per cent supporting the project outright, 71 per cent supporting the project with suggestions, and only 12 per cent objecting to the proposal;
- (v) in May 2019, the City's Local Pedestrian Cycling and Traffic Calming Committee unanimously endorsed the separated cycleway proposal; and
- (vi) the final design for this proposal is still in development and its construction is dependent on funding by the NSW Government; and



(B) the Lord Mayor be requested to:

- (i) liaise with the NSW Minister for Transport and Roads, The Hon. Andrew Constance MP and Transport for NSW to immediately suspend the installation of the temporary cycleway along Moore Park Road and Fitzroy Street; and
- (ii) continue to work with Transport for NSW to implement the Bondi Junction to City Walking and Cycling Improvements project as soon as practicable.

S129260

**Item 16.9****Notices of Motion****Woolloomooloo Community Meeting**

By Councillor Phelps

It is resolved that:

- (A) Council note the petition signed by 76 residents of the Woolloomooloo community, requesting a City of Sydney public Community Meeting open to all in the Woolloomooloo Community either held quarterly in conjunction with the current Police Community Meeting or as a standalone regular event, as per the Lord Mayor's Forum for Social Housing Tenants; and
- (B) the Chief Executive Officer be requested to:
  - (i) set up a quarterly community meeting open to all in the Woolloomooloo Community, to be held in similar format to the Lord Mayor's Forum for Social Housing Tenants;
  - (ii) ensure the date and time of the meeting are published on all forms of online Council communication, including social media and the Council's website; and
  - (iii) report meeting outcomes back to Council.

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**Item 16.10****Notices of Motion****Waterloo Estate**

By Councillor Phelps

It is resolved that:

(A) Council note:

- (i) the residents of Waterloo Estate were first told their homes would be redeveloped in 2015;
- (ii) over the years, the community has seen many proposals on how the Estate could be redeveloped;
- (iii) in March 2020, the Department of Planning announced the City of Sydney would take the lead in planning for the Waterloo Estate from the NSW State Government;
- (iv) the Land and Housing Corporation (LAHC) lodged their completed proposal for the area with the City of Sydney in May 2020, but the City of Sydney has not permitted LAHC to publish them for public review;
- (v) the rezoning of the Waterloo Estate is a unique circumstance, compared to the industrial rezoning with limited to no residential aspects that the Council typically manages; and
- (vi) the support of the community living and working in Waterloo will be crucial in ensuring the Waterloo Estate redevelopment's success in improving amenities and places into the future; and

- (B) the Chief Executive Officer be requested to withdraw the City of Sydney's objection to LAHC releasing detail of its submitted proposal to the community for public review.

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## **Item 16.11**

### **Notices of Motion**

#### **Architect Donations**

By Councillor Phelps

It is resolved that:

- (A) Council note:
  - (i) the NSW Electoral Commission identifies prohibited donors to ensure that politicians represent their residents rather than their donors; and
  - (ii) architects who donate to political campaigns are not disqualified from City of Sydney contract work and this has the potential to create conflicts of interest; and
- (B) the Chief Executive Officer be requested to write to the Office of Local Government to review the potential for conflicts of interest where architects benefit from Council contracts.

S129263

**Item 16.12****Notices of Motion****No More Incinerators**

By Councillor Phelps

It is resolved that:

- (A) Council note:
- (i) in July, the City of Sydney Council operations will be powered by 100 per cent renewable energy. This new commitment helps the City meet its Sustainable Sydney 2050 target;
  - (ii) waste incineration, as a fuel source, is inconsistent with the City of Sydney's leadership on renewable energy and improving air quality;
  - (iii) there are now four major proposals for waste incinerators planned for the Greater Sydney area - Lithgow, Matraville, Blacktown and Eastern Creek. While these incinerators are in the Sydney Local Government Area, they pose a significant potential risk to residents nearby and to air quality in the Sydney Basin;
  - (iv) incinerators release many air pollutants, including nitrogen oxides, sulfur dioxides, particulate matter, lead, mercury, dioxins and furans. These substances are known to have serious public health effects, from increased cancer risk to respiratory illness, cardiac disease and reproductive, developmental and neurological problems. According to recent figures from the waste industry, incinerator plants emit more sulfur dioxide, nitrogen oxides and carbon dioxide per unit of electricity generated than power plants burning natural gas; and
  - (v) the City of Sydney only has one air quality monitor in the LGA, which has only been active since September 2019;
- (B) the Lord Mayor be requested to write to the NSW Premier, the Hon. Gladys Berejiklian MP, advocating for banning the use and construction of toxic waste-to-energy generation projects in NSW; and
- (C) the Chief Executive Officer be requested to:
- (i) investigate whether any of the City of Sydney's waste is incinerated for use in energy generation in the Greater Sydney Area; and
  - (ii) report findings back to Council.

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**Item 16.13****Notices of Motion****Supporting Migrant Workers during Covid-19**

By Councillor Scott

It is resolved that:

(A) Council note:

- (i) in March 2020, the Morrison Government announced their JobKeeper and JobSeeker payment programs to support workers, families and individuals during the Covid-19 health pandemic;
- (ii) the Morrison Government excluded all international students, migrant workers, workers on temporary visas and people seeking asylum from both of these programs, leaving over 1.1 million people with no income and no financial support;
- (iii) this has meant that State Governments, local councils and community organisations have had to step up and facilitate stable housing and emergency food relief to those in need, including:
  - (a) the City of Sydney's financial support for many organisations who assist migrant workers and international students; and
  - (b) the NSW Government's \$20M one off package for international students;
- (iv) Democracy in Colour and Welcoming Australia have partnered to encourage councils and the private sector to champion this cause, where the Federal Government has let down these communities;
- (v) the Democracy in Colour and Welcoming Australia campaign requests councils across the country to commit to signing a Mayoral Declaration, committing to explore all options to provide migrants workers, international students, people on temporary visas and those seeking asylum with financial assistance, food vouchers, employment and care packages by partnering with local organisations; and
- (vi) given the City's work in this area, a public declaration of intent to continuing to support those most vulnerable in our communities to ensure that no one is left behind would send a strong message to the other levels of government that more needs to be done; and

(B) the Lord Mayor be requested to:

- (i) sign the Democracy in Colour and Welcoming Australia Mayoral Declaration;
- (ii) write to the NSW Premier, Gladys Berejiklian to request that the NSW Government investigate areas and organisations to financially support those excluded from the JobSeeker and JobKeeper packages; and
- (iii) write to the Prime Minister, Scott Morrison, to request that the Australian Government investigate areas and organisations to financially support those excluded from the JobSeeker and JobKeeper packages.

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