

City of Fremantle

Annual Report

2015-16

TABLE OF CONTENTS

Table of contents	2
Fremantle profile	3
Mayor’s report	5
Elected members	8
Elected members attendance at council and committee meetings 2015–16	11
CEO’s report	12
City of Fremantle organisational structure	15
Directors 2015–16.....	16
Community development highlights	18
City business highlights	25
Strategic Planning and projects highlights	31
Infrastructure and project delivery highlights.....	34
Statutory reporting	37
Access and inclusion plan (AIP).....	40

FREMANTLE PROFILE

Fremantle is an historic port city located at the mouth of the Swan River, south-west of Perth, the state capital of Western Australia.

Established in 1829 as the port for the new Swan River Colony, Fremantle was Western Australia's major centre for much of its early history. As the first port of call for ships crossing the Indian Ocean from Great Britain and Europe, from colonial times and through the 20th century it was a gateway for migrants coming to Australia. Today this is reflected in Fremantle's rich mixture of cultures and nationalities.

One third of Fremantle residents were born overseas, with most coming from Europe, New Zealand, South Africa and the USA. 15% of residents are from non-English speaking backgrounds and 10% of Fremantle's residential population has Italian origins. Over 50% of residents are Christian, while 35% do not identify with any religious faith.

The population of Fremantle has grown steadily over the past 20 years from 23 500 in 1990 to 29 555 in 2011. Recent growth has been buoyed by residential developments in the northern part of the city.

Compared to Perth's metropolitan population, Fremantle shows a lower proportion of people in the younger age groups (0 to 17 years) and a higher proportion of residents in the older age groups (50+ years). Overall, 18% of the residents are under 18 years of age, 8% are between 18 and 24 years, 37% between 25 and 49 years, and 38% are aged 50 years and over.

Fremantle households tend to be smaller than the Perth average with 70% of dwellings housing one or two people, while only 4% have five or more residents. Car ownership reflects this, with 13% of households having no vehicles and fewer than 10% having three or more cars.

Fremantle people are well educated, with 29% of residents holding a bachelor's degree or higher. At 6.4%, unemployment in the city is slightly higher than the national average.

The Fremantle economy is diverse, with 4 456 registered businesses operating across a wide range of sectors. Many of the city's enterprises are small businesses, with 20% of active businesses employing fewer than five people.

The professional, scientific and technical services industry has the largest number of total registered businesses in Fremantle, comprising 14% of all businesses compared to 17% in Western Australia.

Health care and social assistance is the largest employer in Fremantle, making up 19.4% of total employment reflecting the important influence of Fremantle Hospital. Transport, postal and warehousing provides jobs for 8% of workers, manufacturing employs 10% of the workforce and the retail industry employs a further 10%.

The city's industrial economy is dominated by the transport, postal and warehousing sectors; health care and social assistance and manufacturing.

The City of Fremantle is home to Western Australia's principal general cargo port, with the inner harbour handling 32 million tonnes each year.

Fremantle is an increasingly popular destination for cruise ships, with 14 transit cruise ships and 13 000 passengers that visited Fremantle during 2013–14. All are attracted by the city's mix of culture, heritage, sport and entertainment; it's vibrant al fresco cafe and bistro scene; and its delightful climate, maritime flavour and carefree lifestyle.

Mayor's report

2015-16 was a period of transition for the City with the completion of our strategic plan 2010-15 and the start of its successor, the community strategic plan 2015-25.

The last 12 months continued to focus on what we set out with the 2010-15 plan – delivering on essential community services and facilities while balancing the future with the right 'big picture' projects in heritage conservation, economic development, sustainability and public spaces.

Fremantle's heritage is its defining feature and we put our conservation and restoration efforts towards the Fremantle Boys School, Fremantle Markets, Evan Davies Building (formerly Kulcha) and Fremantle Oval. The Fremantle Town Hall restoration project was also given the go ahead with work commencing in 2015.

Communicating what our heritage has to offer was also given a much-needed boost with the launching of the Fremantle's History and Heritage Group. The group is made up of key representatives from the City of Fremantle, Fremantle Chamber of Commerce, Maritime and Shipwreck Museum, Fremantle Prison, Fremantle Markets, Army Museum, Fremantle History Society and Roundhouse Volunteer Heritage Guides who are now sharing intelligence and consolidating marketing resources to showcase the proud history and beautiful heritage stories around Fremantle.

As an added bonus, our historic West End precinct was also nominated by the Heritage Council of Western Australia for inclusion in the State Register of Heritage Places. We've all known its significance and cultural heritage value for a long time so it was a fitting step in gaining official recognition.

One of the most exciting things for Fremantle tourism was the listing of Fremantle at number 7 in Lonely Planet's Best in Travel 2016 – top 10 Cities list. This has been a huge boost for Fremantle's profile since the announcement in 2015 and reflects our ongoing transformation of the historic port city into one of the most vibrant and liveable cities anywhere in the world.

We adopted a new five year economic development strategy in October which has been built on the positive momentum gained from its award-winning 2010-15 predecessor. Fremantle is at a pivotal point with \$1.4b worth of development in the pipeline and the new strategy is guiding how we will manage and maximise the benefits in a sustainable way. You can be confident the economic future is in the right hands and we're making full use of these exciting opportunities.

As noted earlier, we continued to balance 'big picture' projects like the unveiling of the Leighton Beach Kiosk, major improvements to the Cantonment Hill area and cycleway and road improvement initiatives, with smaller but no less important projects like public toilet upgrades, enhancing street lighting and improving your local public spaces with landscaping and new play equipment throughout. The variety of big, medium and large projects means our community can enjoy the fruits of these improvements today, tomorrow and for years to come.

It was another big year with our sustainability efforts which was topped off with official accreditation as the world's second One Planet City by global sustainability organisation, Bioregional.

The major international certification was a significant achievement that measured the City's sustainability actions and strategies against the ten principles of One Planet Living and Common International Targets used for the One Planet Councils Program. It confirms our efforts are not only effective at a local level but are recognised as being world best practice. We are not only doing our part for the environment, we're also hoping to inspire the community and other local governments that a sustainable future is possible.

On a disappointing note, our innovative plastic bag local law designed to reduce plastic waste in Fremantle was blocked by the Legislative Council for the second time in three years. It's frustrating to see the state government block this proactive law that is not only within our jurisdiction under the *Local Government Act 1995*, but has been instigated by our local businesses and community members.

You can rest assured we haven't given up the fight and will continue to educate businesses and the community on the benefits of plastic bag alternatives.

But moving on from the disappointment, we still had plenty of highlights throughout the year including holding Western Australia's first environmental film festival as part of our Fest-A-Con 2015, facilitating the One Planet FreoMatch crowdfunding exercise and the adoption of our green plan 2020.

On the topic of planning for the future, we also adopted two key masterplans for two of our central green spaces – Princess May Park and the Esplanade Reserve. While you may not see any physical changes just yet, these two masterplans lay out how we will maximise these important public spaces.

We also adopted our access and inclusion plan 2016-20 which is continuously used to guide a strategic approach to improve access and inclusion for people with disability over the next five years.

Our Wayalup Aboriginal Cultural Centre (WACC) got a new roommate in June with a new partnership with Pindi Pindi, an Aboriginal-owned and operated research centre for community wellbeing. Pindi Pindi is the research arm of Koya Aboriginal Corporation with Distinguished Research Professor Fiona Stanley, AC as its Patron.

Since the Pindi Pindi agency office has moved into a room at the WACC we've been able to learn valuable information from each other and continue to build dynamic relationships with local Aboriginal people plus develop the independence of the WACC.

The 2015 local government elections were held in October and I would like to welcome new councillors, Cr Jeff McDonald (Hilton) and Cr Bryn Jones (North Fremantle) who were successfully elected in their respective wards. Incumbents, David Hume (Beaconsfield), Ingrid Waltham (East), Jon Strachan (South) and Rachel Pemberton (City) were also successfully elected in their respective wards.

On a final note, I'd like to wish former CEO, Graeme Mackenzie all the best with the future following his retirement in June 2016. Fremantle Council is extremely grateful for Graeme's commitment in creating a stronger Fremantle. His experience, stability, and leadership have been an essential part of Fremantle's revitalisation journey. We'll certainly be sad to see him go, but wish him all the best in what will be a well-deserved retirement.

It's been an exciting yet challenging year and I look forward to building on the momentum generated and using it effectively in 2016-17.

Dr Brad Pettitt, Fremantle Mayor

Elected members

1 July 2015 to 30 June 2016

Mayor

Dr Brad Pettitt – term expires 2017

Library advisory committee

Finance, policy, operations and legislation committee

Planning committee

Strategy and project development committee

Beaconsfield ward

Cr Josh Wilson (Deputy mayor) – resigned from office in May 2016

Planning committee

Strategy and project development committee

Cr David Hume – term expires 2019

Library committee

Finance, policy, operations and legislation committee

Strategy and project development committee

City ward

Cr Simon Naber – term expires 2017

Planning committee

Strategy and project development committee

Cr Rachel Pemberton – term expires 2019

Finance, policy, operations and legislation committee

Strategy and project development committee

East ward

Cr Dave Coggin – (deputy mayor from May 2016) term expires 2017

Library advisory committee

Finance, policy, operations and legislation committee

Strategy and project development committee

Cr Ingrid Waltham – term expires 2019

Library advisory committee

Planning committee

Strategy and project development committee

Hilton ward

Cr Sam Wainwright – term expires 2017

Library advisory committee

Finance, policy, operations and legislation committee

Strategy and project development committee

Cr Jeff McDonald – term expires 2019

Planning committee

Strategy and project development committee

Cr Bill Massie – term expired October 2015

South ward

Cr Andrew Sullivan – term expires 2017

Library advisory committee

Finance, policy, operations and legislation committee

Strategy and project development committee

Cr Jon Strachan – term expires 2019

Planning committee

Strategy and project development committee

North ward

Cr Doug Thompson – term expires 2017

Library advisory committee

Finance, policy, operations and legislation committee

Strategy and project development committee

Cr Bryn Jones – term expires 2019

Planning committee

Strategy and project development committee

Cr Robert Fittock – term expired October 2015

Elected members attendance at council and committee meetings 2015–16

Elected member	Ordinary council (12 meetings)	Finance, policy, operations and legislation committee (Previously Strategic and general services committee) (11 meetings)	Planning committee (previously Planning services committee (12 meetings)	Strategy and project development committee (Previously Special projects committee) (6 meetings)	Special council (5 meetings)	Special committee (3 meetings)
Mayor Pettitt	11	8	8	6	5	3
Cr Hume	12	10	5	6	4	3
Cr Wilson (resigned from office May 2016)	8	1	7	3	3	3
Cr Pemberton		9	5	6	5	3
Cr Naber	9	2	5	2	2	3
Cr Coggin	11	8	0	5	5	3
Cr Waltham	10	2	12	6	5	3
Cr McDonald (term commenced October 2015)	6	0	5	3	3	3
Cr Wainwright	12	10	2	5	4	3
Cr Jones (term commenced October 2015)	7	1	6	3	4	3
Cr Thompson	10	9	2	3	4	3
Cr Sullivan	10	9	1	5	4	3
Cr Strachan	11	1	10	4	5	3
Cr Massie (term expired October 2015)	4	-	4	1	-	-
Cr Fittock (term expired October 2015)	4	-	4	2	-	-

- if an elected member (EM) is unable to attend a committee meeting, the other EM for that ward may deputise in their place
- the Mayor's attendance at planning committee meetings is optional, not a requirement.

CEO'S REPORT

This is my first CEO's report since my appointment as Chief Executive Officer earlier this year and I'll start by thanking and wishing my predecessor, Graeme Mackenzie the best of luck with his well-deserved retirement. I had the pleasure of working with Graeme for a number of years including serving with him as the City's Director of Planning until 2014. I'm delighted to be back in Fremantle and excited at being a part in the next chapter for the port city.

It was a transitional year with the City's strategic plan 2010-15 coming to a close and the start of the new strategic community plan 2015-25.

It started with a mammoth \$103m budget being adopted which included a variety of projects for the all parts of the community. Not just for the community today, but laying out the foundations for the next generation as well.

A key target area over the previous couple of years which followed on into 2015-16 was our focus on the revitalisation of the city centre. With an unprecedented investment of more than \$1.4b into the port city, we've been continuing to find ways to best make use on this opportunity.

A new economic development strategy was adopted in October which has been guiding the management of Fremantle's economic future. If the previous strategy aimed to improve on the local economy then the new strategy's aim is to ensure we make full use of the previous strategy's successes.

Continuing at looking towards the future, the Committee for Perth released its *FACTBase special report – Fremantle as a reconnected city* in December. This document was a year in the making, funded by partners the City of Fremantle, Fremantle Chamber of Commerce, Sirona Capital, University of Notre Dame, Mermaid Marine, Match, CODA and Fremantle Ports.

The document has been used as a stark assessment of where our city is at in terms of its economy, society and culture and how it fits into the broader metropolitan picture.

A revitalised city also needs to be a safe city and this has been underlined with the implementation of our new zero-tolerance strategy to anti-social behaviour in Freo since June. The strategy is a joint-partnership with local police and targets drinking in public spaces as well as loud and intimidating behaviour.

Our street patrol team also got a boost with the addition of a fourth safety officer and an expanded CBD patrol roster to include patrols seven days a week.

Homeless people in genuine need were also given a helping hand with the installation of the *donate without doubt* donation boxes across the CBD at the start of 2016. The boxes form part of a new community safety initiative to direct funds to support services for homeless people and away from street beggars, many of who are opportunistic and not genuinely homeless.

All funds collected in boxes are diverted to St. Patrick's Community Support Centre. As an added incentive the City has also made a commitment to match community

donations dollar-for-dollar. As of Friday 1 July 2016 I am pleased to say a total of \$5 238 has been donated to St Patrick's Community Support Centre by Fremantle visitors and the City.

Heritage continues to be a major focus and in recent years, council has considerably increased budget allocation for important conservation and restoration work across the City's stock of heritage buildings.

This focus on the commitment to heritage conservation and restoration of its iconic buildings was recognised with the City's Heritage Coordinator Alan Kelsall winning the 'professional contribution' category in the 2016 Western Australian Heritage Awards.

This was a huge achievement and I'd like to give a big congratulation to Alan for his collaborative approach to Fremantle's heritage, planning and economic development. His vision and ability to adapt Fremantle's heritage buildings for modern needs has been an important part of changing the perception of heritage and development in Fremantle.

The City was also a finalist in 'Heritage Practices by a Local Government' category. Unfortunately we didn't pull off the double win that night however we are proud of the nomination and it reinforces our belief that we are on track with our heritage efforts.

Some of the significant heritage conservation work undertaken throughout the year included the Fremantle Town Hall and administration building's main roof, façade and tower as well as the Old Boys' School roof and structural repairs.

Speaking of the Old Boys' School, I'd like to officially welcome Disability in the Arts Disadvantages in the Arts (DADAA) as the new tenants to the Old Boys' School building. DADAA will be a welcome addition to the area and will go a long way in activating the building and immediate area. We're expecting DADAA to move in by November 2016.

Leighton Beach received a grand makeover with the completion of the \$1.3m upgrade to its public facilities. This was on the back of two years of community consultation which delivered accessible change rooms, an upgraded kiosk café space, public art works and native landscaping.

The rejuvenation of Cantonment Hill continued with the City securing \$2.2m grant funding from Lotterywest which will go towards stage one works of the \$9.5m Cantonment Hill project. It's fair to say this significant public space has been underutilised for a long time however this project is the project that will change that.

As an organisation, we are responsible for employing many different types of people into a variety of roles and responsibilities. As part of our responsibility we have made a commitment to diversifying our workforce with the development of the five-year workforce diversity plan (2016-20).

The plan places an emphasis on valuing workplace differences as good management practice and will ensure we continue as an organisation inclusive of indigenous Australians, people with a disability, culturally and linguistically diverse people, carers, mature age workers and young people.

The results of the 2015 community perceptions survey revealed the City had made improvements in a number of key areas since the last survey back in 2012. The biggest winner was the provision of services for youth which had an approval increase rating of 21%.

Other key areas of improvement included conservation and environmental management (12%), value for money (11%), access for people with disabilities (10%), parks and other green spaces (9%), council's leadership (9%), openness and transparency (9%), parking in the city centre (8%), planning and building approvals (8%), and overall satisfaction with the City as a governing organisation (7%).

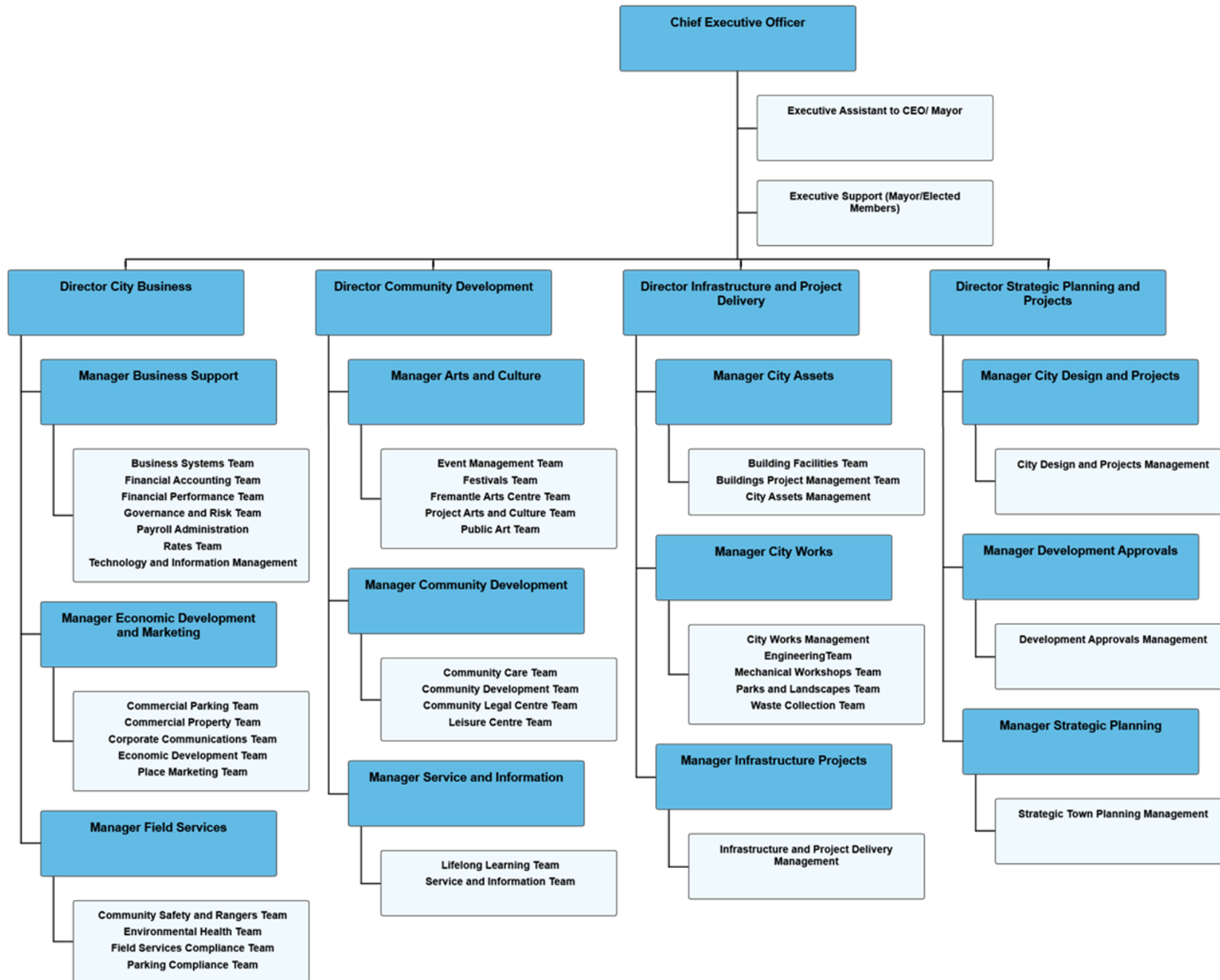
Obviously we are pleased at these community survey results that have shown improvements in most areas however we still have a long way to go in terms of where we want Fremantle to be as world-leading vibrant, sustainable and liveable city.

As the new CEO I intend on keeping this upward trend with a simple vision – to provide the highest quality services to our community at the best value.

Fremantle is on the cusp of its revitalisation and I'm honoured to be leading the City of Fremantle through 2016-17 and beyond.

Philip St John, Chief Executive Officer

CITY OF FREMANTLE ORGANISATIONAL STRUCTURE



DIRECTORS 2015–16

Philip St John - commenced June 2016 (retired CEO Graeme Mackenzie)

Chief Executive Officer

- elected members
- elected members' support
- implementing council plans
- key liaison between elected members and staff
- organisational leadership.

Marisa Spaziani

Director community development

- customer service
- Fremantle Visitor Centre
- festivals and events
- Fremantle Arts Centre – Moores Building
- Fremantle Community Legal Centre
- library and information
- positive ageing, youth, aboriginal engagement
- public art and City art collection
- sport and recreation, Fremantle Leisure Centre and Samson Recreation Centre
- The Meeting Place and Fremantle Community Care program.

Glen Dougall

Director city business

- building and development compliance
- commercial properties
- communication
- economic development

- environmental health
- finance services
- governance and risk
- information technology and business systems
- marketing
- parking services
- ranger services
- rates
- record management.

Paul Trotman

Director strategic planning and projects

- city development projects
- development and building approvals
- heritage
- strategic planning sustainable development
- urban design
- community engagement

Lionel Nicholson

Acting director infrastructure and projects

City's infrastructure assets including;

- footpaths
- graffiti
- maintenance of buildings
- parks
- plant fleet
- reserves
- roads
- stormwater drainage
- waste management.

COMMUNITY DEVELOPMENT HIGHLIGHTS

Community development provided a range of services, activities, events and programs with the aim of improving quality of community life through participation and community engagement within Fremantle.

Service and information

Customer service

The team serviced over 66 000 phone contacts and 31 000 face-to-face enquiries over the period.

Contact via telephone continues to be the preferred method of customers to communicate with the City, with a 20% growth in the number of calls received through the call centre.

During this period the team created 8 500 customer requests for service that were directed to the appropriate city officer.

The City also introduced opportunities for customers to log requests for service and complete forms online via the City website. 250 requests were received in the first year and it is anticipated that this will increase significantly in coming years as the City expands these opportunities.

Fremantle City Library and Information Service

210 000 people visited the library during, borrowing around 200 000 items. Staff assisted 22 500 people to find information and 83 500 people searched online databases, with over half those searches on the library's community information and historic photo databases. Over 30 000 people used the free Wifi service and 28 000 accessed public access computers. Installation of five additional public use computers contributed to the 18% increase in usage. Fremantle had WA's fourth most popular library Facebook page with 322 posts reaching almost 70 000 people.

Children's services were a focus, with consultation towards a child friendly city plan completed. High participation was recorded for all activities, including celebrations of Children's Book, Library and Information and National Fairies weeks, and the annual Gwyneth Ewens Art award. Introduction of a Coderdojo club aimed at teaching digital literacy quickly saw capacity enrolments and a growing waiting list.

Adult programs including guest speakers, book clubs and workshops were attended by 2 300 people. Ancestry.com one-on-one training has proved very popular with family historians.

A partnership with the State Library Foundation resulted in six historic Fremantle newspapers being loaded to the National Library's Trove database. Partnership with the Fremantle Rotary Club is progressing digitisation of the club's historic photographs.

Fremantle Toy Library

The toy library, at the Hilton Community Centre, continued to provide an affordable service to over 200 families whose 310 0–6 year olds accessed toys, educational equipment, and children’s party equipment and fancy dress costumes. A customer satisfaction survey indicated that 95% of members rated the service as excellent, 96% use the service to increase play options for their children and 67% to provide specific developmental activities. As well as borrowing almost 8 000 toys, residents collected over 7 000 library items.

The City acknowledges and thanks the toy library volunteers, who provided invaluable assistance through sewing costumes, checking and cleaning returned toys, assembling new toys and repairing existing ones.

The Meeting Place Community Centre

The centre welcomed over 2 000 course participants during the year, partnering with 15 community agencies to present programs. A further 4 000 people used the service through room hire activities. With a range of experts, community leaders and volunteers almost 1 000 activities were delivered through courses, social groups and room hire.

A range of children’s and youth events increased family attendance and interest in the centre. Partnerships with the Florence Community Park, the Walyalup Aboriginal Cultural Centre and the City’s Festivals team expanded the range of programs offered. A celebration of the 40th anniversary of the Meeting Place was a highlight with present and former users enjoying a celebration of life as it was in the 1970s when the centre first opened.

Fremantle Volunteer Service

The service supported 130 agencies and 1 200 potential volunteers, to enable volunteering opportunities throughout Fremantle. The service was promoted at community events such as the Women’s Health Expo, Challenger TAFE and the Healthy Lifestyles Expo for over 55s, as well as via a monthly newsletter and social media.

Aboriginal engagement

NAIDOC Week celebrations attracted 100 people who enjoyed the cross cultural workshop, kid’s day, mosaic class and the music. Throughout the year the centre engaged 2 400 people with 809 taking part in activities scheduled throughout the Nyoongar seasonal program.

The new Aboriginal engagement plan was developed, including establishing a Walyalup Advisory Group tasked to complete the statements of significance, advice for clear protocol for welcome to country, cultural interpretation and input into management plan for Cantonment Hill.

Youth

The City hosted the DLGC closing event for National Youth Week in April. As part of Mental Health Week, the City, the Youth Affairs Council of WA and Fremantle Headspace Youth Reference Group hosted the Music Feedback CD launch, attracting over 2 500 people to the Fremantle Esplanade Youth Plaza, contributing to the activation of the space while developing opportunities for young people to contribute to the city in a positive way.

- 67 workshops were held with 1 323 active participants
- 5 events with around 8 850 people attending.

Sport and recreation

The City continued to promote the benefits of an active lifestyle through its various programs, while activating places throughout the city. Highlights included yoga in the park, Fremantle Festival beach cricket and soccer competitions and the sk8ter girls program. The City supported the Fremantle Bicycle Users Group to deliver the Light Me Up Ride as part of Bike Week. The event was nominated by West Cycle as the People's Choice Award in the 2016 Bikeley Awards.

23 youth access grants and 20 youth travel grants were successful, with four awarded to youth competing on the international stage. In collaboration with the Department of Sport and Recreation, the City provided funding for over 200 KidSport applications.

Positive ageing

The City became a member of the WHO global network of age-friendly cities and communities, demonstrating its commitment to our community's aspirations and needs.

Come and try programs and positive ageing forums attracted 43 activities with over 600 active participants, covering topics such as personal and community safety, healthy choices, art/craft (14), wellbeing (9), technology (4), recreational and fitness classes (13).

The One Stop Shop and come and try program initiatives were finalist in the WA Seniors Awards in 2014 and 2015. The City was also a finalist in the Heart Foundation 2016 Local Government Awards.

The Healthy Lifestyle Expo 2016 was held in the town hall, with over 500 visitors and 60 stall holders.

Buster the Fun Bus

Buster celebrated its 30 years of service with over 100 families joining the festivities. Over 1100 families actively engaged with Buster's weekly activities, with 97% of them highly satisfied with the free parenting service.

Fremantle Community Legal Centre

The centre provided assistance to 1 476 clients, 963 were new clients, 423 were repeat clients and 90 were existing clients. The centre provided 2 647 advices which

include talking to clients face to face, over the phone, or through written correspondence in relation to legal advice only, this number does not include and contact regarding administration of the file or assistance.

Of those clients, the centre provided extensive and comprehensive legal assistance to 451 clients of which includes drafting legal documents and representing clients at court. Of the 451 cases opened, staff finalised 318 matters before the courts or by negotiation. The staff delivered 24 community legal education sessions to various organisations and engaged in 37 projects which includes networking, making and commenting on law reform issues and supporting the development of policy for law reform.

Fremantle Community Care

The centre provided support to eligible older adults and people with a disability to maximise wellbeing, independence and access within their community.

94 clients received HACC (Home and Community Care) funded transport and social support services through the weekly Dial-a-Ride shopping bus and social outings to various venues. High teas, bingo, movie days and senior talks are among the extra services we provide to our clients.

Sixteen senior big day out clients received a fortnightly bus outing service through the centre and City.

The services are funded by HACC program and available to eligible people residing within the boundaries of the City. All fees and eligibility of set by HACC.

Feedback from some of our clients include; *“I would be lost without this service after moving here from Victoria and my husband passing away.”*

“I don’t know where I would be without this service since my husband died as I was suffering depression and this service has given me a reason to keep going.”

Fremantle Leisure Centre and Samson Recreation Centre

A total of 456 924 people visited the leisure centre, an increase of 10% from the previous year.

The leisure centre membership base has remained stable over the past 12 months ranging between 900 – 1 000 members, with a retention rate of renewing members ranging between 55% to 60% which is considered high in the health and fitness industry.

The swim school has had 5 804 enrolments this financial year, an increase of 244 enrolments that cater from 16 week babies through to adults, with a retention rate averaging at 87%.

Samson Recreation Centre had a total of 7 693 people participate in centre run programs including netball, badminton and yoga. In addition, approximately 19 regular community groups hire the recreation facility each month totalling 1 062 sessions.

Samson also supports an in-kind hall space venue for a disability and inclusion program where there have been 621 participants throughout the year. In addition tennis bookings were at 116 sessions for the year.

The leisure centre conducted its biennial customer satisfaction survey; the survey is prepared and collated by the University of South Australia. The survey presents some key indicators of the centres relationship with customers, including levels of satisfaction, loyalty, and advocacy. The centre scored 93% overall customer satisfaction score (2013 – 90%) and on an industry benchmark our score was 6.1 out of a 7 point scale and the industry a 6.0.

The leisure centre's energy efficiency equipment is providing savings to energy costs, reducing greenhouse emissions and delivering constant warm water for its swimming pools. In addition this year a water consultant was engaged to conduct a water audit on the leisure centre to see where savings could be made in relation to water consumption. With implementing the recommendations significant water savings have been made. Water consumption is carefully monitored and the centre has recently been endorsed by the Water Corporation on being a Water Wise facility.

There were no major injuries in the past 12 months, which is a credit to the aquatics team providing excellent supervision and safety. The aquatics team continue to be leaders in the field of aquatic supervision and rescue by coming second and third in the Royal Lifesaving Society and Leisure Institute of Western Australia Aquatics Pool Lifeguard Challenge.

Arts and culture

Festivals and events

The City's festival program continues to evolve with a new emphasis on quality, curated programming across all four major festivals.

The Street Arts Festival continues to attract over 100 000 people across the Easter weekend. This year the festival programming ran in to the evening for the first time and incorporated 24/7 road closures across the weekend, providing increased opportunity for traders to engage with festival crowds. 18 international acts from Argentina, South America and right across Europe featured alongside fantastic local performers.

Hidden Treasures, expanded in to 6 venues in Fremantle's Historic West End and attracted a record crowd of 1 000+ every Thursday night in July. The festival featured over 60 local and national artists.

Fremantle Festival began its evolution in to a fully curated, boutique arts festival with a high quality program offering at the festival hub in the town hall and Kings Square. Wardarnji, was reinvented as an evening performance showcasing Nyoongar dance, song and storytelling to launch the Fremantle Festival.

The Heritage Festival, held in May, was repositioned to reflect the broadening definition of 'heritage'. The opening night of the festival reflected this by offering festival goers the choice of three events - an evening with Australian author Robert Drewe at Notre Dame University, a recital from world renowned pianist Simon

Tedeschi in St John's Church and a rock show featuring Donna Simpson from the Waifs and Dom Mariani at Mojo's Bar in North Fremantle.

Staff worked with various private event coordinators to deliver over 100 standalone events including the Seafood Festival, the Chilli Festival, St Jerome's Laneways Festival, Freo Royale Fringe Festival, The M32 World Match Racing Tour sailing event and The Perth Fashion Festival Swim and Resort event.

The City also produced major events for ANZAC Day, Australia Day and NAIDOC week celebrations.

Plans are in place to present some exciting new major festival events in 2016-17.

Fremantle Arts Centre

The centre's state-wide reputation was enhanced by presenting the 2016 Revealed, the annual state government program with 25 Western Australian Aboriginal arts centres participating in an art market and exhibition, which achieved record attendances and sales.

The centre's acclaimed exhibition from 2012-13 *we don't need a map; a Martu experience of the western desert* concluded its national tour with showings in New South Wales, Queensland, Northern Territory and the Pilbara, fully funded by the Federal and State Governments and BHP Billiton

Exhibitions attracted a new record audience of 69 961 to 13 exhibitions presented over seven separate exhibition periods.

The artist in residency program provided studio space for 57 artists (33 WA, 15 interstate, 9 international) in the 13 studios at FAC and the Moores Building. Many of the residencies resulted in exhibitions in WA and interstate. A highlight of this program was the residency with Taipei sound artist, Yen-Ting Hsu, as part of the reciprocal Asia-Australia Asialink residency program. As part of this program The Moores Building residential apartment provided 400 nights' accommodation to 14 regional, interstate and international artists.

The annual free summer music program ran over 25 Sundays to an audience of 19 821 and featured numerous Fremantle based musicians. Fremantle Community Bank, Bendigo Bank continues as the series' sponsors.

Other featured concerts included Calexico (USA,) Archie Roach and C.W. Stoneking. Tim Minchin was presented at a sell-out show at the town hall as part of the annual Sonic Sessions series with Lucky Oceans.

Eight major concerts including The Waifs, The Rubens, Cat Empire, James Bay and Rufus as well as the City of Fremantle Candlelight Carols were presented on the South Lawn to a total audience of 21 566.

The learning program had a total of 4 954 enrolments in day-time, evening and weekend classes with 1 863 children enrolling during school holiday classes. New classes for children under five years old were introduced.

The annual Christmas Bazaar, which features the work over 50 WA based makers and designers, attracted over 23 000 people.

The shop FOUND at FAC, which stocks over 100 WA maker's and artist's products, continued to trade successfully in an otherwise depressed retail environment.

City of Fremantle art collection

The collection conducted three exhibitions displaying 57 artworks including; *Multiple Choices 40 Year Anniversary of the Fremantle Arts Centre Print Award*, *Face Value: Collection Portraits at the arts centre* and *Girt by Sea* at John Curtin College of the Arts.

The City purchased 13 artworks including prints by Indigenous and Aboriginal artists Brian Robinson and David Frank, a painting by Penny Coss and five historical artworks through auction by Edith Trethowan, Trevor Richards, Trevor Vickers and Alan Vizents. The City received a significant donation of 17 artworks by Fremantle artists through the Cultural Gifts Scheme from Mary Harrison Hill.

Moore's Building Contemporary Art Gallery

The Moore's Building continues to be a popular exhibiting gallery. The gallery showed a total of thirteen solo and seventeen group exhibitions, presenting the work of over 500 individuals. The group exhibitions included local artist groups, council initiatives and art awards. The gallery continues to promote and support local artists, provide an affordable option to exhibit and sell work from.

The gallery was utilised for the Fremantle Festival exhibition, Heritage Festival exhibition, 25under25 exhibition, the Fremantle International Portrait Prize and the popular FAC Student's Exhibition, as well as hosting various council meetings and events including the annual citizenship ceremony and award evenings.

The gallery together with Moore and Moore café continues as an important cultural and social hub in the West End.

Public art

The City's annual temporary public art program presented interactive site specific artworks by local artists Tom Muller and a partnership of Brendan Hutchens and Andy Christie in Kings Square as part of the Fremantle Festival. These works captured the imagination of the media and festival goers and became temporary iconic pieces.

Cleaning and polishing of the City's bronze sculptures in the CBD have been completed.

CITY BUSINESS HIGHLIGHTS

Economic development and marketing

Commercial parking

The City aims to strike the right balance between residential and commercial parking in Fremantle. Highlights include:

- replacement of older mains powered ticket machines with solar powered ticket machines
- more efficient use of staffing resources and a reduction in staff numbers through the reallocation of job roles and the strengthening of staff skills
- improved customer service by resolving ticket machine issues in real time over the phone or in person so that our customers are able to pay for their parking and avoid receiving a parking infringement
- better communication of faults between customers, technicians and parking inspectors saving customers money and time on unnecessary parking appeals
- 100% improvement on our response rate to customer complaints.

Property management

Commercial property has commenced development of a property investment plan which encompasses management and good governance of the City's property portfolio to be finalised 2016-17. Major highlights from 2015-16 include:

- new lease for 42 Henry Street Fremantle to Paper Bird
- sale of 73 Hampton Road, Fremantle
- new Lease to Fly by Night Club for the activation of Victoria Hall
- approval of a lease for Enkel for the Naval Stores
- new lease and licence for Fremantle Volunteer Sea Rescue for the Signal Station at Cantonment Hill
- new lease for the new Leighton Beach Kiosk due to open in mid-October 2016
- continuation of short term licences to activate the Queensgate building and centre park Shops, subject to development.
- renewal of the Hilton Harvest Community Garden licence with the Education Department.
- new licence for Growing Change Australia in North Fremantle for their community garden and social enterprise.
- new licensee to manage markets in Kings Square to commence trade in October 2016
- new licence for Unit 4, J Shed to Flutterby Productions
- new lease for DADDA to the Old Boys School, 92 Adelaide Street, Fremantle
- relocation of Sunset Markets to South Beach Fremantle.

Economic development

Council adopted its new economic development strategy 2015-20 which leverages on the momentum generated by the previous strategy.

A mix of residential, office and retail projects are currently under construction including over 400 hotel rooms planned. Four program areas outline the priorities of the strategy:

- 1) Place management, activation and urban realm.
- 2) Customer experience, marketing and business improvement.
- 3) Development and management of council properties.
- 4) Attraction of business, industry and investment.

The role of the team, guided by its new strategy, is to facilitate development of a resilient and evolving local economy with increased levels of public and private sector investment, employment, successful businesses and satisfied visitors.

Highlights include:

New visitor wayfinding system

With financial support from Tourism WA, the City designed, fabricated and installed over 30 new wayfinding signs within the city centre as part of stage one of this project. Stage two will see further 45 new signs installed by 2017.

High Street Mall revitalisation

A new partnership between property owners and the City saw the much needed upgrade of the High Street Mall which included the improvement of all building façades and shop fronts, installation of new public seating, lighting and rubbish bins. All in light of the opening of the new office building as part of the Atwell Arcade redevelopment that will accommodate over 300 office workers in the heart of the central city by 2017.

Donate without doubt campaign

The City, with participation from its Community Safety Working Group launched a campaign that included the installation of donation boxes at key locations to encourage people to donate their spare change.

The campaign aims to help homeless people by diverting funds to St Patrick's Community Support Centre, allowing the centre to provide more services to those in need. As of September 2016, a total of \$6 455 has been donated to St Pat's by Fremantle visitors and the City of Fremantle.

Incentivise and secure key events

The City assisted in attracting and securing key large events in order to attract more visitors to the city centre. These included Freo Royale, Winter Garden, Seafood Festival, Sundays on the Strip, Under the Bridge Food Trucks.

Place making projects

- A number of small strategic interventions took place that help building a sense of place and surprise visitors with unexpected experiences. These included the giant 'Love Freo' movable sign which is placed at different spots from time to time.

- Tiny Park, an innovative prototype of a movable garden and place to sit hit the streets and made appearances in front of cafes and events.
- A good public private partnership between local businesses and the City saw the creation of what it is fast becoming a distinctive destination icon; the new Bathers Beach change rooms are currently being trailed.

Investment and business attraction

Activities continued which saw an increase in development lodgements. A key focus for the City is to have more people live in, work in and visit Fremantle. Around 1 000 of those new dwellings are expected to be built in central Fremantle, offering residents un-paralleled amenity and lifestyle, while at the same time helping to create a more vibrant city.

Small business attraction

The City continues to proactively attract new small businesses to Fremantle. In total, 64 new businesses opened in the city centre, while 37 closed down and 11 relocated. The City's business attraction incentives resulted in four new small businesses taking over 350sqm and creating nine jobs in Fremantle during 2015–16. This adds to the seven small businesses that were recipients of the City's business attraction incentives scheme since 2014.

Place marketing (Fremantle. Be part of the story)

The place marketing program focuses on implementing the *Fremantle. Be part of the story* marketing strategy which aims to build awareness of the Fremantle offering, improve perception of that offering and convert consumers to come to Fremantle for an experience. Activities included:

- a new look fremantlestory.com.au home page and expanded menu to include explore Fremantle interactive maps, the Fremantle story blog and stronger links to the visit Fremantle website was launched. Over 300 000 unique users have viewed 1 891 165 pages on the website this year
- 100 000 copies of a new quarterly, features style magazine, distributed to cafés, restaurants, cinemas, visitor centres, hotels throughout Fremantle, Perth metropolitan area and selected regional and international markets.
- Promotions and branding to capitalise on the announcement of Fremantle as a Top 10 destination for 2016 in Lonely Planet's *Best in Travel* guide
- producing the official school holiday program for Fremantle. 1900 copies were distributed through Fremantle Visitor Centre, Service and Information and Fremantle City Library. Over 2 000 copies were downloaded from fremantlestory.com.au and this section of the website received 7 197 unique page views
- leveraging festivals and events through onsite signage, advertising and social messaging to event attendees enabled *Fremantle. Be part of the story* to be promoted through the City's four major festivals and nine major external events including Winter Garden, Perth Fashion Festival and St. Jerome's Laneway Festival
- increasing *Fremantle. Be part of the story* social media followers to 47 500, across Facebook, Twitter, Instagram and YouTube, making social media an effective way to reach target markets, send traffic to fremantlestory.com.au and promoting the five leisure activities for *Fremantle. Be part of the story*

- running the *#MyFreestory* video competition campaign that attracted 40 user generated video entries being utilised to promote Fremantle. The campaign resulted in 35 000 views, 140 new subscribers and 1400 comments on the Fremantle story YouTube channel.

Corporate communications and media

The team promotes the proactive role the City of Fremantle plays in developing Fremantle into a thriving and sustainable city.

In 2015-16, the team continued to refine the City's use of digital communication methods including the consolidation of the City's social media accounts and a more strategic approach to content scheduling to maximise reach and engagement. This has led to a more effective use of social media functions and significant growth across all corporate social media channels.

A key focus for the team was improving the levels of grass roots communications, particularly in the areas of waste, parking, community safety and parks. This was to ensure core services of the City were adequately promoted and residents and the broader community were getting the information they were most in need of.

As part of this focus, video equipment was purchased and a team member is now trained in video production methods to better deliver these core messages to the community. The team expects to be able to deliver an increasing amount of resident-focused videos in 2016-17 and beyond.

A new corporate website was developed featuring a new look and feel, improved navigation and search functions; and accessibility features to improve the user experience. The website was built based on feedback from residents and customer service staff which included an online survey and focus group exercises. The website has been well received and is now viewed by many people as the benchmark for local governments in Western Australia.

Key figures:

- 245 media enquiries answered
- ~348 000 unique visitors to the City's website fremantle.wa.gov.au (up by 5%)
- 9 661 City of Fremantle Facebook followers (up by almost 6 000)
- 5 768 City of Fremantle Twitter followers (up by more than 1 000)
- 14 City of Fremantle managed social media accounts
- 1 223 professionals following the City's LinkedIn page (following more than doubled)
- four quarterly strategic plan updates produced
- distribution of 12 editions of residents e-newsletter 'Newsbytes' (~2 600 subscribers)
- production of full-page weekly newspaper column 'Newsbites' in the Fremantle Herald
- production and distribution of four quarterly 'Pulse' resident magazines via direct mail to all residential addresses in Fremantle

- 977 media articles about Fremantle issues
- 39 media releases distributed to local and state media outlets.

The team works to a five year communication plan which came to an end in 2015-16. In 2016-17, a new communication plan will be developed to take into account the evolving needs of the local community, the changing face of media and new trends in technology.

Field services

Environmental health

The team assesses and supervises public health and environmental conditions affecting the City's residents, businesses and visitors. The premises of interest range from food businesses – including event and market food stalls, unique food vehicles, alfresco dining and food manufacturers – liquor licensed venues, public buildings, public swimming pools, public beach monitoring, lodging houses, minor industrial premises, body art/skin piercing businesses and hairdressers.

Eight hundred businesses of interest operating in the City were inspected and assessed by Environmental Health Officers against legislative standards to prevent disease, minimize environmental impacts and maintain public safety. 21 large public events and markets were assessed, approved and inspected by EHOs in 2015-16. Approximately 500 enquiries and complaints were investigated. Asbestos, food quality and noise emissions are the main issues reported to the City's EHOs for investigation.

Development compliance

The team responds to complaints that are received in relation to planning, building and health matters. These matters generally relate to complaints concerning private property as distinct from complaints within the public realm (roads, parks etc). The section responded to 517 written complaints. Issues were resolved through negotiation and, in the minority of cases, through the issue of minor infringements without the necessity to undertake legal action.

Community safety and rangers

The Rangers and CBD Liaison Officers operated independently of each other and received a total of 10 741 calls for assistance.

The major achievement was the ability of the team to maintain a consistent level of ranger services while transitioning into a new community safety business model in June 2016. The team has been successful in retaining and attracting high quality individuals who are committed to working in partnership with the police and welfare agencies to ensure Fremantle is a safe, welcoming, vibrant and family friendly place.

Community safety officers strive to be the first responders to anti-social or nuisance behaviour and low level criminal activity such as shop lifting and drinking alcohol in public places. Look out for the officers walking the streets in the CBD or driving through the suburbs providing community safety surveillance and performing ranger duties including animal control, camping and bushfire management.

Parking

The parking team enforces laws and regulations that allow for safe, fair and equitable access to otherwise scarce parking in Fremantle. The team ensures there is regular turnover of parking bays in the busy city centre, residents have clear access to their driveways and the safe movement of traffic is facilitated with care and compassion.

The team strives to make Fremantle a friendly and accessible environment and has shifted focus recently from strict enforcement to include public education and offering alternative solutions to parking issues. With the facelift of the website parking page and changes in policy and procedures, we aim to improve the community's understanding of local laws and restrictions to help them park in a compliant manner.

The City's revenue from parking infringements was approximately \$2m. 24 186 parking infringements were paid in full. 2 785 parking infringements were cancelled for the following reasons:

- proof of a medical emergency, break down, leniency on compassionate grounds etc
- providing a valid ticket, either via Cell-o Park or ticket machine
- providing valid permits
- authorised persons or contractors on duty
- Includes voids from Fines Enforcement Registry and retrospective driver nominations.

STRATEGIC PLANNING AND PROJECTS HIGHLIGHTS

The City continued to focus on work designed to give practical effect to regeneration of the City. This included preparation of amendments to the City's planning scheme intended to encourage development of more diverse and affordable housing, both in suburban areas and as part of mixed use development in existing local centres along South Street, and on an activity centre plan for the city centre.

This front-end planning work is important as it sets the basis upon which development and growth is brought to the City. Consistent with previous years, the City saw over 800 planning proposals (684 planning applications, 14 Development Assessment Panel applications, 2 extensions of time, 19 liquor licences, 29 variation applications and 4 public work applications), 67 subdivision applications and some 655 building permits being processed.

Major developments approved in 2015-16

Address	Description	Approval date	~ Value
7 Henry Street	4 storey mixed use	March 2016	\$7m
1 Beach Street	6/7 storey mixed use	February 2016	\$20m
51 Queen Victoria Street	7 storey mixed use	November 2015	\$30m
9 Cattalini Lane	5/6 storey mixed use	November 2015	\$28m
12 Parry Street	5 storey mixed use	August 2015	\$10m

The City continues to perform well in processing planning applications with 57% being decided within 30 days, rising to 84% within 60 days and 95% within 90 days of receipt. The average time taken to determine an application was 33 days. 100% of subdivision applications were dealt with within 42 days.

The directorate began to implement projects to deliver core strategies that will underpin the City's transformation over the coming years.

Freo 2029 ~ transformational moves

Princess May Park Masterplan

Adopted in November 2015, the masterplan seeks to enhance the reserve as a modern equivalent of the 'village green'. Detailed designs are to follow and construction staged over three years (budget permitting) to coincide with completion of the adjacent Point Street/Hilton Doubletree Hotel in 2019.

Esplanade Park masterplan

Adopted in December 2015, the masterplan provides a vision and framework for progressive upgrading of the Park's landscape and infrastructure. Detailed

designs are to follow and construction is in a number of stages (budget permitting), commencing in 2017-18.

Cantonment Hill landscaping

Receiving \$2.2m funding from Lotterywest during the year, the project is well placed to be a top class destination, community park and Reserve. Working closely with the South West Aboriginal Land and Sea Council, and Whudjuk Working Group, a statement of significance, interpretation plan and Whadjuk Nyoongar Cultural Heritage Management Plan were developed and approvals gained in April 2016.

Integrated transport strategy

A key piece of work completed in February looked at how the Port's sale value could be enhanced by creating a waterfront gateway along the southern quays of the Port. The City continues to advocate for a redevelopment of South Quay that would bring substantial benefit to both the City and the state. The City continued to advocate for proper planning for freight and questioning the state government's proposed Perth Freight Link due to insufficient analysis of the community impacts.

One Planet Fremantle strategy

In October 2015 the City received international endorsement as a One Planet City and was the first Australian local government, and only the second in the world, to obtain this status. By end June 2016 many actions required to meet One Planet international targets by 2020 were well in hand; in particular sustainable redevelopment of the city works depot on Knutsford Street and development of a large-scale solar farm on the old South Fremantle landfill. Feasibility work on the projects will continue in 2016-17.

Green plan

Approved in December 2015 following extensive community engagement, the plan sets out 19 actions over five years with the goal to manage and increase our tree canopy. Key actions achieved include thermal imaging to determine 'hot spots' to guide future planting priorities and identification of new public green spaces across the city. A new alternative water supply assessment matrix was developed to apply to development to ensure green spaces stay green in a drying climate. The next key action is to finalise the urban forrest plan.

Heritage

- The City continued to provide advice on working with and adapting heritage listed buildings, which was recognised state-wide through the Heritage Council of WA awarding its prestigious 'professional contribution' award to the City's Heritage Coordinator in March. The City was also a finalist in the 'Heritage Practices by a Local Government' category.
- Supporting the State Heritage Office in a major public consultation seeking inclusion of the historic West End precinct on the State Register of Heritage Places; a final decision is expected in late 2016.
- A major project to conserve the exterior of the town hall commenced in May. The works replace the deteriorated roof, down pipes and gutters, carry out masonry and joinery conservation at roof level, conserve the clock tower roof, as well as the High Street, William Street and tower facades.

INFRASTRUCTURE AND PROJECT DELIVERY HIGHLIGHTS

Infrastructure and project delivery highlights

The infrastructure and project delivery directorate is responsible for managing the city's infrastructure assets, including roads, storm water drainage, footpaths, bike paths and end of trip facilities, parks, reserves, streetscapes, trees, natural areas and foreshores, vehicle fleet, waste services and the City's building portfolio. It is our commitment to ensure that the entire City's infrastructure is built, rehabilitated and maintained effectively for the purpose intended, for its normal asset life.

The directorate provides technical advice and assistance to other administration service areas, government and private agencies, for planning and developing urban renewal projects.

Advice and support is also provided for initiatives and projects that are locally and regionally focussed, such as for environmental sustainability, regional reserve, coastal and river bushland and infrastructure management, waste, transport and major infrastructure such as the Port, marine and river environments. Officers work closely with Main Roads WA, the Swan River Trust, other local governments, state agencies, not for profit organisations, community and sports groups, individuals and the business community.

Infrastructure projects

The City expended about \$3.9m in capital projects and \$5.9m in maintenance/operations as part of its civil infrastructure capital works program, partly funded by in excess of \$2m of grants from bodies such as Main Roads WA and the Federal Department of Transport and Regional Services (Roads to Recovery program).

Major programs exist for road reconstruction and rehabilitation, drainage, footpath replacement, street vision projects and traffic management projects.

Significant capital works include:

- Over \$600 000 expended on bike infrastructure, including \$184 000 on the Queen Victoria – Swan Hotel shared path
- \$1.3m expended on road rehabilitation including Queen Victoria St (Tydeman Road to Stirling Highway)
- traffic management works at Adelaide Street/Point Street (roundabout)
- traffic management works in East Street (Canning Highway to Marmion Street) combined with rehabilitation works, and jointly funded with the Town of East Fremantle for \$355 000
- improved lighting on South Terrace, around the city centre and suburbs
- the start of a revised approach to footpath upgrade/maintenance, involving the retention of existing slabbed footpath sections where possible, as opposed to a blanket replacement of slabbed footpaths with new concrete path replacements
- drainage improvements around Fremantle including the Hampton Road/ Douro Road intersection and the undergrounding of the Hope Street sump (completed by LandCorp as a joint funded project).

City assets

The Asset Business team incorporates three areas of delivery for the City: asset management, facilities management and the City's comprehensive building projects portfolio management.

In addition to the maintenance/operation cost of around \$3m, \$5m was expended on capital projects. Significant capital works include:

- Fremantle Arts Centre roofing and gutter/drainage renewal program for \$240k;
- Leighton Beach change rooms and kiosk new build construction for \$1.2m
- Commencement of the Men's Shed construction at Hilton;
- Gil Fraser grandstand heritage works
- Union Stores heritage compliance and tenancy works
- Evan Davis heritage compliance works
- new operations centre design and consultation works
- continuation of the Fremantle Boys School heritage compliance (roof replacement) works
- commencement of the Cantonment Hill signal station/naval Store compliance works; and
- completion of the Hilton Community building defect works.

A major focus for the assets team was the ongoing development of advanced asset management plans, cost gap analysis and levels of service for individual asset classes of roads, paths, drainage, buildings, parks, street furniture and fleet.

Each one of these plans describes the asset and provides information about the whole of life implications (mainly budgetary) about owning these assets. Long term renewal programs have been derived from these plans as well as the ability to benchmark against other similar organisations.

City works

Waste Services

The majority of waste generated by the community has been sent to the Southern Metropolitan Regional Council (SMRC) waste facility, which processes waste to maximise the recovery of waste for re-use in recycled materials.

The table shows the approximate tonnages of Fremantle waste disposal to the SMRC and the recovery percentages by type of material after processing, for 2015-16:

Disposal to SMRC tonnage	Total tonnage	Municipal waste tonnage	Recycled waste tonnage	Green waste tonnage
Sent to SMRC	12 091	7 745	3 585	761
Landfill	4 464	3 836	628	0
Recovery	7 627	3 909	2 957	761
%	63%	50%	82%	100%

Parks and Landscapes

Capital projects of \$1.6m and \$3.7m in maintenance/operations were expended during the year. Significant capital projects include:

- the final stage of repairs to the Harvey Beach River wall in North Fremantle

- Leighton Beach landscaping works (in conjunction with the new change rooms and kiosk construction)
- playground upgrades to a number of parks, including Gold Street, Bruce Lee, Stevens Reserve, Alfred Road and Hollis Park
- Booyeembara Park working group recommendations
- Esplanade, Princess May, and Cantonment Hill master plans were progressed for implementation over the following years
- the best location for the basketball facilities in the South Beach was resolved through extensive community consultation for installation in 2016-17.

STATUTORY REPORTING

National competition policy and public interest disclosure

The City has met its obligations with regard to the national competition policy and continues to monitor the introduction of local laws and council policies to ensure anti-competitive practices are not adopted. No complaints were received in relation to anti-competitive practice in the reporting period.

No disclosures have been reported to the City of Fremantle under the *Public Interest Disclosure Act 2003* within this reporting period.

Register of complaints

For the purpose of the *Local Government Act 1995*, Section 5.121, no complaints were made to the City of Fremantle in the reporting period.

40 employees were entitled to an annual cash salary of \$100 000 or more

Salary range		Number of employees within range
\$100 000	\$109 999	6
\$110 000	\$119 999	10
\$120 000	\$129 999	5
\$130 000	\$139 999	3
\$140 000	\$149 999	5
\$150 000	\$159 999	4
\$160 000	\$169 999	1
\$170 000	\$179 999	1
\$190 000	\$199 999	3
\$210 000	\$219 999	1
\$250 000	\$259 999	1
		40

Strategic Community Plan

In April 2016, council adopted its new Strategic Community Plan which will guide the City's strategic direction for the next 10 years.

The plan was developed from the findings from the Fremantle 2029: Community Visioning Project which involved a range of workshops and stakeholder forums designed to enable participants to have their say and present ideas on key issues facing Council. Six themes emerged from the workshops:

- 1. People:** A welcoming place for all.
- 2. Plan:** A liveable city that serves its residents needs and values heritage.
- 3. Prosper:** A diverse and unique local economy and a recognised centre of excellence.
- 4. Green:** A city that values its environment.
- 5. Create:** A dynamic innovative city with a strong knowledge economy and arts sector.
- 6. Decide:** A collaborative and connected community with a shared vision and good governance.

These themes were considered by council when identifying the strategic focus areas for the plan. The strategic focus areas are:

Economic development: Diversify and strengthen Fremantle's economic capacity.

Environmental responsibility: Develop environmentally sustainable solutions for the benefit of current and future generations.

Transport and connectivity: Enhance the connectivity throughout the City of Fremantle and other strategic economic hubs and population centres.

Character, culture and heritage: Sustain and grow arts and culture and preserve the importance of our social capital, built heritage and history.

Places for people: Create great spaces for people through innovative urban and suburban design.

Health and happiness: Creating an environment where it is easy for people to lead safe, happy and healthy lives.

Capability: Provide strong leadership through good governance, effective communication and excellence in delivery.

The corporate business and long term financial plans currently under review will provide clear direction to deliver projects and programs that align with strategic focus areas.

The revised plans due to be completed in 2016-17 will outline the City's financial commitment to asset renewal programs and other key capital works projects including the restoration of heritage listed buildings, continued support for arts and community programs and development of sustainability initiatives that will create vibrant community spaces.

Records management

Under the *State Records Act 2000* the City of Fremantle is required to provide an annual report as outlined in the record-keeping plan.

Commitment to records management

The City is committed to records management and has adopted a policy that states all records are to be managed in an efficient and effective manner, at a cost commensurate with operational, information and legislative requirements. This is to enhance retrieval and ensure integrity, physical safety and security, as well as supporting the City of Fremantle's compliance with record-keeping legislation, best practice standards and privacy principles.

Record-keeping training program

A mandatory record keeping power point presentation is part of the staff induction process on the City's My Learning portal. Compulsory training is conducted once per month for all new employees in relation to the roles and responsibilities of records management and the City's electronic document records management system Enterprise Content Management (ECM). Refresher training is also offered on a one-on-one basis as required and we have 17 ECM Support Officers in the city that offer help and support to their co-workers as required.

A total number of 97 564 documents were registered in ECM in 2015-16 compared to 132 394 registered in 2014-15.

Record-keeping audit

No record keeping audits were conducted in 2015-16.

Initiatives started or completed in the last 12 months

- retrospective scanning of all building licences/permits commenced with 716 records scanned and registered into ECM;
- all onsite archive documents were moved to an off-site storage facility;
- forty six 240 litre bins of confidential documents were destroyed; and
- 27 FOI applications were received and completed.

ACCESS AND INCLUSION PLAN (AIP)

The access and inclusion plan makes continual improvements to ensure that buildings, facilities, services, events, information and employment opportunities are available to all community members – including those who have a disability.

Some of the key highlights include Partnering with Disabled Surfers Association for four 'Let's Go Surfing' events over summer, welcoming the deaf community at Anzac ceremonies by providing Auslan interpretation and supporting DADAA to run tactile tours and audio descriptions for blind people during Fremantle Festival parade and Street Arts Festival performances.

The City also created a dedicated Access and Inclusions Project Officer role who has been responsible for developing an online disability awareness introduction module to be used as part of induction for new staff, a face-to-face disability awareness training package to increase confidence for staff and facilitating staff related training for universal design to buildings and in outdoor areas, mental health and Easy English.