

## Annual report

The annual report is available online at [www.sydneyolympicpark.com.au](http://www.sydneyolympicpark.com.au)  
The total production cost of the annual report was \$41,928 (excluding GST).

## Code of Conduct

Sydney Olympic Park Authority and its staff are bound by the requirements of the *Public Sector Employment and Management Act 2002* (NSW), Sydney Olympic Park Authority Code of Conduct and other relevant legislation applying to public employment.

During the reporting period, staff attended Code of Conduct training.

## Committees

### Audit and Compliance Committee

The committee addressed financial, accounting, reporting, and internal controls and compliance issues.

Gabrielle Kibble (Chair)  
Chris Christodoulou  
John Coates

### Millennium Parklands Advisory Committee

The committee made recommendations to the Board on matters relating to the care, control and management of the Millennium Parklands.

Penelope Figgis (Chair)  
David Richmond (part year)  
Alan Marsh (part year)  
Prof. Catherine Bull  
Sarah Dinning  
Dr Tony Flemming  
(represented by Gary Dunnett)  
Leigh Martin  
Irene Simms  
Christine Burton  
Prof. Tony Veal

### Access Advisory Committee

The committee advised the Authority on the assessment and management of access to Sydney Olympic Park by people with a disability.

Jean Halcrow (Chair)  
Ann Gibson  
Glenn Redmayne  
Christina Hinchliffe  
Kath Brewster  
David Middlemiss  
Mark Relf  
Fiona Wilson-Jones

### Design Review Panel

The panel provided the Chief Executive Officer (CEO) with independent advice on design proposals and the design process, and contributed to achieving

high-quality development and a cohesive, safe and easily legible public domain.

Peter Mould (Chair)  
Darlene van der Breggen  
Philip Thalís  
Prof James Weirick  
Prof Catherin Bull  
Bill Tsakalos  
Rod Simpson

### Arts Development Advisory Committee

The committee advised the CEO in ensuring that arts and culture play a key role in the development of the town by providing independent and expert strategic advice.

Lex Marinos (Chair)  
Angelo Loukakis  
Julian Knowles  
Dick Letts  
Fergus Linehan  
Christine Burton  
Leon Parossien (part year)  
Tiffany Lee-Shoy  
Kim Spinks  
Ross Gibson

## Consultancy services engaged by Sydney Olympic Park Authority

Consultant	Description of service	Expenditure \$
Conybeare Morrison International Pty	Master Plan Review Panel	44,178
Hill PDA PTY Limited	Master Plan Review Panel	50,000
Michael Collins & Associates	Master Plan Review Panel	31,675
<b>Total consultants over \$30,000 expenditure</b>		<b>125,853</b>
<b>Total 4 consultants under \$30,000 expenditure</b>		<b>15,406</b>
<b>Total Consultants</b>		<b>141,259</b>

## Contacting Sydney Olympic Park Authority

Sydney Olympic Park Authority  
7 Figtree Drive  
Sydney Olympic Park NSW 2127

Telephone 02 9714 7300  
Facsimile 02 9714 7818  
Email [enquiries@sopa.nsw.gov.au](mailto:enquiries@sopa.nsw.gov.au)  
Online [www.sydneyolympicpark.com.au](http://www.sydneyolympicpark.com.au)

Office hours 8.45am to 5.15pm,  
Monday to Friday.

## Credit card certification

Credit card use within the Authority has been in accordance with the Premier's Memoranda and Treasurer's Directions.

## Disability action plan

The NSW Department of Ageing, Disability and Home Care requires all Government agencies to prepare a Disability Action Plan that meets the requirements of Section 9 of the *Disability Services Act 1993* (NSW).

At Sydney Olympic Park, the Authority seeks to ensure that all people can participate in activities with dignity and equity. The Authority's current Disability Action Plan (DAP) identifies measurable actions in a range of areas considered to have the greatest potential to improve access in the provision of public services at the Park. It recognises the need for an organisation-wide approach to working towards achieving an accessible environment for visitors, residents and workers at the Park. The DAP, which is managed by the Operations and Sustainability Division, coordinates its promotion, dissemination, monitoring, measurement and evaluation.

As well as coordinating the DAP, in 2007-08 the Authority:

- supported the Special Children's Christmas Party and the 2008 Sydney International Wheelchair Tennis Open
- subjected the Sydney Olympic Park Authority Access Guidelines to an extensive review
- reviewed and endorsed major and minor Park developments
- continued implementation of the Human Resources Policy requiring the main streaming of employment for people with disabilities
- conducted staff training to enhance staff appreciation of the expectations of the visitor with a disability.

## Disclosure of controlled entities

Controlled entities held by the Authority during the reporting period include the Parklands Foundation, the Office of Sydney Olympic Park Authority and Office of the Sydney Olympic Park Aquatic, and Athletic Centres Division.

## Economic or other factors affecting achievement of operational objectives

There were no significant economic or other factors affecting the achievement of operational objectives during the reporting year. The local market for residential development remains flat, which will delay commencement of residential development at the Park. A reasonable commercial office market has

helped the Park secure significant tenants for the town centre commercial sites.

**Freedom of information**

For the reporting period, the Authority received five requests under the *Freedom of information Act 1989* (the FOI Act). There were no requests for internal review.

The impact of FOI applications on the Authority's activities was minimal during the reporting period.

In the previous reporting period, the Authority received five applications under the FOI Act and one request for an internal review.

Applications received in 2007–08 were as follows:

*13 December 2007*

The applicant requested a document or documents that outline the number and value of private suites, corporate memberships and other corporate packages purchased by other NSW Government departments, agencies and entities since January 2000. Documents could not be provided as the Authority does not hold any such documents.

*7 February 2008*

The applicant requested documents relating to complaints, incidents, maintenance and repairs on the Louise Savage Pathway between 1 January 2006 and 1 December 2007. Copies of relevant documents were provided to the applicant. Additional fees were not requested.

*22 April 2008*

An applicant requested a copy of the Occupancy Certificate for a property in Newington. Copies of the relevant documents were provided. Additional fees were not requested.

*4 June 2008*

An applicant requested documents created between 1 January 1999 and the present relating to a specific person. Revision of scope was agreed. Third-party consultation was required. An advanced deposit has been received. The application was not finalised during the reporting period.

*23 June 2008*

An applicant requested a copy of CCTV footage of a motor vehicle accident on 4 April 2008 at the intersection of Sarah Durack Avenue and Olympic Boulevard. Third-party consultation was required. The application was not finalised during the reporting period.

**Accessing and amending the Authority's documents**

Requests and applications for access to the Authority's documents should be made pursuant to the *Freedom of Information Act 1989* (NSW), be accompanied by a \$30 application fee (cheque or money order) and directed in writing to:

FOI Coordinator  
Sydney Olympic Park Authority  
7 Figtree Drive  
SYDNEY OLYMPIC PARK NSW 2127

**Funds granted to non-government community organisations**

Organisation	Amount \$
ICTC Society Inc.	18,181.82
Cycling Promotion Fund	3,000.00
Gangabandhu	15,000.00
Lions Club of Bondi	681.82
Wheelchair Sports NSW	5,000.00
The Rotary Club of Ryde	909.10
Womensport & Recreation NSW Inc.	4,000.00

**Guarantee of service**

The Authority aims for consistent excellence in the provision of information and customer services based on integrity, professionalism, respect, timeliness and openness.

**Human resources**

*Sydney Olympic Park Authority*  
The number of positions within the Authority (excluding casual employees) decreased from 130 to 113 during the year. The decrease reflected the maturing and evolving nature of the organisation, and was able to be achieved through a consolidation of existing skills and the redesign of jobs.

These initiatives were supported by the effective operation of the Authority's performance management system, which identified and focused employee efforts on the Authority's organisational priorities.

A bi-monthly Human Resource Management Bulletin was produced and circulated to staff as a means of raising awareness of contemporary human resources management issues and practices.

A quarterly Staff Recognition and Reward Scheme was implemented.

The Authority provided human resources management services to the Parklands

Foundation Limited, a subsidiary company of the Authority, on a fee-for-service basis.

*Aquatic, Athletic and Archery Centres*

There was an increase of two positions at the Aquatic Centre, two at the Athletics Centre and two at the Archery Centre (for which the Sydney Olympic Park Aquatic & Athletic Centres (SOPAC) assumed operational responsibility in March 2008. These positions were required to respond to increasing demand and business needs. The new positions assisted greatly in generating a 9.7 percent increase in revenue during the reporting period. A staff satisfaction survey was introduced and will be conducted annually. The survey was well subscribed and reported high levels of satisfaction and pride in working in the centres.

**Industrial relations**

*Sydney Olympic Park Authority*

There were no industrial disputes during the year.

The Authority maintains a positive relationship and open communication channels with the Public Service Association (PSA). For the period of the Sydney Royal Easter Show each year, normal working arrangements for a small number of people are suspended, and replaced by a seven-day cycle of rostered shifts. Industrial arrangements agreed with the PSA provided the Authority with the required flexibility to meet the extraordinary demands of the Show period and ensured that staff were appropriately compensated for these changed arrangements.

Assistance was provided to SOPAC in negotiations with the Australian Workers' Union, and the development of a new Industrial Award.

The Sydney Olympic Park Visitors' Services, and Paid Parking (State) Awards, were reviewed in consultation with the unions and updated to incorporate State Wage Case decisions.

A review of the Sydney Olympic Park Paid Parking (State) Award, in consultation with the Liquor, Hospitality and Miscellaneous Union, commenced, and is expected to lead to the making of a new Award.

Salary Award increases for the Authority in the year were in line with the Crown Employees (Public Sector – Salaries 2007) Award.

*Aquatic, Athletic and Archery Centres*  
The Aquatic Centre, Athletic Centre and now the Archery Centre all operate under the Sydney Olympic Park Aquatic and Athletics Centre State Award (2006). The current Award will expire in June 2008 and is currently under review and going through the process of renewal for the ensuing two-year period.

A highly positive relationship exists between SOPAC and the Australian Workers Union, with lines of communication. There were no major issues of an industrial relations nature during the financial year.

### Land disposal

There were no land disposal activities in 2006–07.

### Legal changes

There were no changes to the *Sydney Olympic Park Authority Act 2001* or the *Sydney Olympic Park Regulation 2001* during the reporting period.

### Major capital works

During 2007–08, key capital works projects were undertaken throughout the Park. These delivered an important program of asset creation and replacement, and resulted in significant improvements to the amenity of the parklands and key areas of infrastructure in the town centre.

Project	Cost \$
Master Planning & Property Development	0.250m
Asset Replacement	2.500m
Minor Works	1.000m
Major Repairs – Aquatic & Athletic Centres	2.061m
<b>Total Capital Funding by Treasury</b>	<b>5.811m</b>
Town Centre Car park – from Treasury Advance	10.000m
Developer Funded Works	11.675
<ul style="list-style-type: none"> <li>• Service &amp; Substation Relocation</li> <li>• Jacaranda Square Park</li> <li>• Education Site Road Works</li> </ul>	
Major Repairs Funds – Aquatic & Athletic Centres	1.439m
<b>Total</b>	<b>28.925m</b>

### NSW Action Plan for Women

The following actions have been taken in relation to the objectives in the Action Plan for Women:

#### *Sydney Olympic Park Authority*

- The Authority facilitated the Gear up Girl Breakfast Workshop and Gear up Girl Bicycle Challenge, both aimed at encouraging women to get out more on bikes as a means of physical activity and wellbeing.
- A women's cancer awareness information session was presented for employees.
- The Authority was represented at the United Nations Development Fund for Women Breakfast on International Women's Day in March.
- The Authority assisted with the promotion of the 'Field of Women' event at ANZ Stadium that raised awareness of breast cancer.
- A female employee was selected for the Earthwatch Fellowship Program, which provides an opportunity for field research in a conservation project.
- Women received more than 50 percent of the financial assistance provided to staff for tertiary study.
- A number of flexible working arrangements were approved to assist women balance family and work responsibilities.
- Various areas of the organisation were represented by spokeswomen.
- Continued representation of women on major committees and working groups.
- Provision of work experience opportunities across a range of areas for female tertiary and school students.

#### *Aquatic, Athletic and Archery Centres*

- SOPAC staff have the opportunity to be involved in the Authority initiatives noted above.

### Occupational health and safety

#### *Sydney Olympic Park Authority*

- No significant injuries were recorded during the year, and no formal return to work programs were required to be developed.
- An Employee Assistance Program is in place to provide staff and members of their immediate family with access to a no-cost, confidential counselling service on a 24 hours/7 days a week basis.

- The Authority arranged for onsite influenza vaccinations for all staff expressing an interest in receiving the vaccination. The vaccination program was viewed as a preventive strategy to protect employee health, and minimise disruptions to the workplace through absenteeism.
- Tetanus and Hepatitis B immunisation was also provided for those employees in higher-risk occupational categories.
- The Authority's Occupational Health and Safety Committee and Occupational Health and Safety Management Coordination Committee met regularly during the reporting period and addressed a range of matters.
- The NSW Cancer Council was engaged to provide lunchtime forums on cancer awareness and prevention.
- Meetings of First Aid Officers were held to discuss issues impacting on the delivery of first aid within the Authority.
- The Authority's Staff Wellbeing Committee (comprising staff representatives from each area of the organisation) met regularly during the year. The Committee is a vehicle for seeking employees' views and facilitating feedback between staff and management on staff welfare, amenity and general wellbeing issues.

*Aquatic, Athletic and Archery Centres*  
SOPAC's Integrated Management System updated a number of occupational health and safety (OH&S) measures, as recommended by a recent audit. SOPAC took the following actions during the reporting period:

- Copies of all SOPAC risk assessments were kept on a shared computer file for easy staff access.
- A four-day external training session was completed in OH&S consultation for nine OH&S Committee members.
- An external OH&S awareness course was conducted on 29 August 2007, with feedback from 16 staff who attended being 'good' or 'excellent'.
- A workplace safety quiz was conducted on 9 August 2007, with 47 staff completing the survey.
- A workplace safety video was in place and formed part of OH&S training overseen by work area managers.

### Official overseas visits undertaken by Sydney Olympic Park Authority employees

Duration	Employee	Destination	Purpose
22–24 April 2008	D. Van Der Breggen	Auckland	Place Leaders Association Workshop

#### Parklands Foundation

##### Mission

The Parklands Foundation is committed to enhancing the parklands of Sydney Olympic Park for the community to treasure as a place of enjoyment, learning, discovery, recreation, tranquillity and wellbeing.

##### Aims

The Foundation's aims are to:

- contribute to the enhancement, sustainability and understanding of the parklands
- engage the community's participation in key environmental and social benefit programs
- lead by innovation by contributing to the Park's reputation as a centre of excellence in park management.

##### About the Foundation

The Foundation was established in 2005 as a registered not-for-profit subsidiary corporation of the Sydney Olympic Park Authority under Section 58 (2) of the *Sydney Olympic Park Authority Act 2001*.

The Foundation seeks to encourage community engagement, support and fundraising for the Park's 425 hectares of parklands, and to develop new opportunities to support the protection, maintenance and improvement of the parklands by raising awareness of their unique environmental, recreational, historical, scientific, educational and cultural values.

For this reason, the Foundation has established the Parklands Fund for the specific purpose of supporting environmental and social programs in the parklands.

In 2007–08, the Foundation acquired resources to support an online environmental education prototype called the Geography Challenge (formerly known as the Geography Learning Sequence and Parklands Learning Model).

During the year, the new organisational structure for The Foundation took shape in line with the needs of the existing and proposed Business Plan objectives approved by the Foundation Board and supported by the Authority.

The Foundation's role as the not-for-profit partner of the Park was strengthened, including partnerships with our Principal Launch Partners, the Authority, the NSW Government Treasury and relevant communities of interest.

##### Milestones and achievements

During the year, the Foundation:

- generated almost \$300,000 of in-kind support, which greatly assisted in the organisation's establishment
- attracted 1,000 students to its Geography Challenge online environmental education program
- supported the Learn to Ride BMX Program for 100 disadvantaged children from the Auburn local government area by supplying BMX bikes from Mongoose, Gemini Cycles, and GKA Goves and Netti Atom helmets
- supported the Bluetongue project, an initiative enabling 500 refugees and migrants to experience Australian biodiversity, in partnership with the Environment Trust
- attracted 230 people to the community education program, launched in partnership with the Sydney Community College and the Authority
- launched the first major Healthy Parks Healthy People (HPPH) activity in October 2008 – the World's Greatest Pram Stroll was undertaken in partnership with the People and Parks Foundation (VIC), Mental Health NSW and Vega FM
- launched the Community Environment and Planting Day pilot, which attracted more than 100 participants, including students from Newington Primary School, as well as a weekend event in partnership with the Newington Garden Club.

##### Future directions

The Foundation looks forward to launching a number of new programs and projects in 2008–09, including the Friends of the Park Program, Community and Environment enhancement partnerships, public events, research development, enhanced GIS and other initiatives, that will help attract more people to the parklands.

##### Parklands Foundation Board

Lucio Di Bartolomeo  
 Andrew Beatty  
 Peter Duncan  
 Hon. Michael Knight (to April 2008)  
 Peter Mayers  
 (appointed February 2007)  
 Alan Marsh (appointed May 2008)

##### Honorary Founding Directors of Parklands Foundation

David Richmond  
 Penelope Figgis  
 Peter Duncan

## Payment performance indicators

Trade creditors aged analysis at the end of each quarter

Quarter ended	Current (within due date) \$'000	Less than 30 days overdue \$'000	Between 31 & 60 days overdue \$'000	Between 61 & 90 days overdue \$'000	More than 90 days overdue \$'000
At 30 September 2007	257	60	(15)	(7)	(2)
At 31 December 2007	1,878	257	216	145	199
At 31 March 2008	662	38	10	0	21
At 30 June 2008	7	(9)	(15)	(1)	(1)

Trade creditors' accounts paid on time within each quarter

Quarter ended	Accounts paid on time Target %	Accounts paid on time Actual %	Amount paid on time \$'000	Total amount paid \$'000
At 30 September 2007	95	94%	24,625	25,377
At 31 December 2007	95	94%	17,994	18,591
At 31 March 2008	95	91%	45,469	47,211
At 30 June 2008	95	93%	41,861	42,711

No suppliers requested or were reasonably entitled to penalty interest for the year.

## Performance of executive officers

### Mr Brian Newman

Chief Executive Officer  
Chief Executive Service, Level 7

Period in position:

July 2007 to December 2007

### Mr Alan Marsh

Chief Executive Officer  
Chief Executive Service, Level 7

Period in position:

February 2008 to June 2008

A number of initiatives, actions and strategies were oversighted and progressed during the year, in keeping with the Park's emergence as a major urban centre, with the focus on sustainable urban development and parklands enhancement.

These actions and strategies extended across a range of disciplines and activities, including property development, place management, urban and parklands planning, design and delivery, visitor services, and event development and delivery.

Significant outcomes/achievements during the year included:

- Finalisation of the Sydney Olympic Park Master Plan 2030 for public display and comment. The Master Plan provides a comprehensive approach to the long-term development of the Park and incorporates detailed planning/design principles and controls. The Plan is supported by an Infrastructure Contributions Framework that details what facilities and services need to be provided and how they will be funded.
- Effective management of \$1.8 billion of assets and the Authority's operating budget within budget. A targeted increase in revenue as a percentage of operating expenditure was also achieved.
- The completion of transactions for commercial office development of around 21,000 square metres with a development value of \$92.5 million, and the completion of a transaction for serviced apartments with a development value of \$20 million.
- Facilitating the structural completion and progression of fit-out of two new hotels, which will result in the availability of an additional 368 hotel rooms in the Park.
- A Request for Detailed Proposals from the market for the development of a 7500 square metre school/college facility as part of the establishment of an Education precinct within the Park.
- Resolution of a range of issues, and facilitation of the relocation of sections of the Commonwealth Bank's workforce to Sydney Olympic Park during the year.
- The launch of the Sydney Olympic Park Lifestyle Program in partnership with the Commonwealth Bank of Australia and the Sydney Olympic Park Business Association. Lifestyle is a membership program which leverages the world-class facilities and amenities within the Park to help employees and residents get the most out of the unique aspects of the Park.
- The development and opening of the Monster BMX facility which provides the Park with a high-quality community and sporting facility, catering to a range of users from the beginner to the elite athlete.
- Continuation of the Arts and Culture program, including the hosting of artists in residence, and the successful hosting of events and exhibitions such as Art Express, 'Accoustica at the Armory', 'From Mao to Now' and 'Spice it Up'.
- A program of Signature Events was developed and delivered. These included Kids in the Park, Carols by the Cauldron, Movies in the Overflow, Music by Moonlight, and Australia Day celebrations.

- Completion of a program of significant capital works within budget, including Wentworth Common Children's Playground, the Jacaranda Square Development in the town centre and the Bird Refuge Tidal Gate.
- Visitation levels to the Park increased to more than 8.5 million in the year, including 2.2 million visitors to the Parklands.
- More than 25,000 school students participated in the Authority's Schools' Education Program during the year. The excursion-based program is based on the Board of Studies syllabus and centred around the Parklands.
- A 14% increase in the number of business events held within the Park to 1,994 events.
- Consolidation and strengthening of business and working relationships with Park stakeholders, including venue operators, the Sydney Olympic Park Business Association; local, state and federal governments; sporting bodies; environmental organisations; and education providers.

### Protected disclosures

The *Protected Disclosures Act 1994* (NSW) offers protection to public officials who make disclosures which concern corrupt conduct, maladministration and serious or substantial waste of public money.

Within the Authority disclosures can be made to the:

- CEO
- General Manager Commercial & Corporate
- The officer's supervisor.

No disclosures were reported during the reporting period.

### Privacy management

In accordance with the *Privacy and Personal Information Protection Act 1998* (NSW), the Authority has developed a Privacy Management Plan. The Privacy Management Plan was lodged with the Privacy Commissioner in May 2002.

The plan sets out the core business and functions of the Authority and refers to information protection principles and procedures for internal review. The plan includes a table documenting

the Authority's processes for the handling of personal information.

No applications for review were received during the reporting period.

### Publications

Sydney Olympic Park Authority produced and distributed a range of publications, including statutory reports, newsletters and corporate brochures and flyers. Key publications are available on the Sydney Olympic Park Authority website, [www.sydneyolympicpark.com.au](http://www.sydneyolympicpark.com.au)

### Recruitment and training

*Sydney Olympic Park Authority* Recruitment continued to be a significant activity in aligning the Authority's structure with emerging and evolving needs, with 17 positions advertised in the year.

The Authority's recruitment selection panel policy and procedures were reviewed and amended in line with changes in government policy.

A number of work experience placements were made to assist students with their course and vocational needs.

Training was provided to all staff on the Authority's Code of Conduct.

SOPA staff also participated in the NSW Government's Executive Development Program, and other assistance was provided to staff undertaking tertiary study.

An employee was selected to participate in the Earthwatch Fellowship Program which provided an opportunity to undertake a field research project involving freshwater turtles of the Kimberley. Earthwatch is a global environmental, not-for-profit, organisation that supports sustainable conservation research.

### Aquatic, Athletic and Archery Centres

One-hundred and twenty-one employees were recruited during the reporting period (101 casuals and 20 full-time), which included a new team of seven for the Archery Centre (two permanent and five casual staff) and four newly created positions. Staff turnover is high due to the nature of the industry and workforce.

A number of work placements were made to assist students with their courses. Training was provided to all permanent staff on

the Authority's Code of Conduct. Staff attended a variety of training courses, seminars and conferences during the year, with particular emphasis given to OH&S issues.

### Risk management

#### *Incidents and claims*

Sydney Olympic Park Authority continued to proactively manage its risks. Notwithstanding, incidents do occur from time to time and the Authority endeavours to respond positively and promptly. During the reporting period, the Authority received 17 liability incident reports (17 in 2006–07) and 15 incidents of damage to Authority property (15 in 2006–07).

The majority of these incidents were minor. Three incidents of note are below.

- On 16 January 2008, the Armory Wharf Cafe was destroyed by fire. The Treasury Managed Fund is funding the rebuilding of the cafe to an amount not exceeding the cost of rebuilding in the original style, and the Authority is funding the shortfall.
- On 18 February 2008, an adult male came off his bike on the Mountain Cross track and suffered serious injuries; however, he appears to have made a good recovery.
- On 29 June 2008, a head-on collision occurred between two cyclists on Riverside Walk.

#### *Risk management issues*

During the reporting period, the Risk Manager continued to advise operating divisions on risk issues and to assist in the conduct of risk assessments and risk management.

A new development is the appearance of graffiti scratched into glass panels – primarily at the Olympic Park Station but also on mirrors and other surfaces in washrooms. This type of vandalism is harder to deal with than the painted variety and sacrificial coatings are being considered in appropriate areas.

The Treasury Managed Fund's re-insurers conducted a fire survey of the Aquatic Centre, the Armory and Olympic Park Station. The report was mostly positive; however, several minor (mainly procedural) issues are receiving attention.

Cycle traffic throughout the Park has increased significantly and this, together with the incidents noted above, prompted a review of how the Authority is managing the risks presented by and to cyclists. A review of the Mountain Cross and BMX tracks revealed no substantive issues; however, the speed of some cyclists on pathways has necessitated the installation of warning signage to control speed and encourage responsible behaviour, while the marking of centre lines on most paths aims to encourage a 'keep left' response.

#### Treasury Managed Fund Charges

The deposit premiums charged by the Treasury Managed Fund totalled \$1,185,110 (a 2.2 percent increase over the previous year).

Treasury funded this cost to the tune of \$1,147,880 and the balance of \$37,230 was funded out of the recurrent budget.

#### Research

Research conducted by the Authority during the reporting period included the following areas: microbats in the

Sydney region with the University of New South Wales (non-financial support); foraging behaviour of Black-winged Stilts in shallow and deep water with the University of Sydney (non-financial support); and conservation of the White-fronted Chat with the University of Wollongong (\$500 and non-financial support).

### SES staffing profile

SES level	Males as at 30/6/08	Females as at 30/6/08	Vacant as at 30/6/08
Level 7	1	–	–
Level 4	2	–	1
<b>TOTAL</b>	<b>3</b>	<b>–</b>	<b>1</b>

### Staff numbers by employment basis

Employment basis	Total staff	Respondents	Men	Women	Aboriginal people & Torres Strait Islanders	People from racial, ethnic, ethno-religious minority groups	People whose language first spoken as a child was not English	People with a disability	People with a disability requiring work-related adjustment
Permanent Full-time	89	64	51	38	0	14	11	0	0
Permanent Part-time	8	3	1	7	0	0	0	0	0
Temporary Full-time	11	11	6	5	1	1	1	1	0
Temporary Part-time	5	4	1	4	0	1	1	0	0
Contract – SES	3	1	3	0	0	0	0	0	0
Contract – Non-SES		0	0	0	0	0	0	0	0
Training Positions		0	0	0	0	0	0	0	0
Retained Staff		0	0	0	0	0	0	0	0
Casual	34	6	15	19	0	0	0	0	0
<b>TOTAL</b>	<b>150</b>	<b>89</b>	<b>77</b>	<b>73</b>	<b>1</b>	<b>16</b>	<b>13</b>	<b>1</b>	<b>0</b>

SUBTOTALS									
Permanent	97	67	52	45		14	11		
Temporary	16	15	7	9	1	2	2	1	
Contract	3	1	3						
Full-Time	100	75	57	43	1	15	12	1	
Part-Time	13	7	2	11		1	1		

## Trends in the representation of equal employment opportunity (EEO) groups

EEO group	Benchmark or target	% of total staff			
		2005	2006	2007	2008
Women	50.0	48.0	46.0	47.0	47
Aboriginal people and Torres Strait Islanders	2.	0.0	0.8	0.9	1.1
People whose first language was not English	20.0	14.0	12.0	14.0	16
People with a disability	12.0	4.0	4.0	2.0	1
People with a disability requiring work-related adjustment	7.0	1.5	1.6	0.0	0.0

## Trends in the distribution of EEO groups

EEO group	Benchmark or target	Distribution index			
		2005	2006	2007	2008
Women	100	84	84	78	83
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	n/a	n/a	n/a	n/a
People with a disability	100	n/a	n/a	n/a	n/a
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	0

## Notes:

1. Staff numbers are as at 30 June.
2. Excludes casual staff
3. A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by the software provided by ODEOPE.
4. The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

## Waste

Sydney Olympic Park Authority continued to implement its Waste Reduction and Purchasing Plan (WRAPP) during the reporting period. The plan sets strategies and guidelines on waste management for the Park to reduce the amount of solid waste going to landfill and to maximise recycling. In accordance with NSW Government reporting requirements, the Authority submitted its biennial report on the implementation of the WRAPP in September 2007. This report covered the period 2006–07.

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