

Appendices



Did you know...

While conceived as a space for recreation, Queens Park in 1895 featured an 11 hole golf course that was the temporary home of the historic Australian Golf Club (from 1898-1899).

Appendix 1

Governance and organisational matters

Corporate Governance

Centennial Parklands is managed by the Centennial Park and Moore Park Trust, a statutory body established under the *Centennial Park and Moore Park Trust Act 1983*. All Parklands' regulations are enforceable under the *Centennial Park and Moore Park Trust Regulation 2014*.

Statement of Responsibility

16 October 2018

The Centennial Park and Moore Park Trust's senior management and other staff have implemented an internal control process to provide reasonable assurance regarding the achievement of the Trust's objectives. The Trust's audit function includes a program of reviews to assess these controls. This system of internal control has operated satisfactorily during 2017-18.



Kim Ellis
Executive Director
Botanic Gardens & Centennial Parklands

Legislation and legal change

There were no legislation or legal changes during 2017-18.

Acts administered by the Trust

The Trust administers and operates under the terms of the *Centennial Park and Moore Park Trust Act 1983*.

Controlled entities

The Trust controls the Centennial Parklands Foundation under Section 45A(1A) of the *Public Finance and Audit Act 1983*.

Significant judicial decisions

There were no significant judicial decisions in the 2017-18 year.

Reviews and appeals

There were no reviews or appeals conducted by either the NSW Ombudsman or the Administrative Decisions Tribunal.

Privacy and personal information protection

During 2017-18 the Parklands received no applications under the Privacy and Personal Information Protection Act 1998. The Parklands continues to monitor compliance with this Act. The Parklands' privacy management plan is available on the Parklands website at: centennialparklands.com.au

Overseas visits

There were no overseas visits in 2017-18 that were paid for by the Centennial Park and Moore Park Trust.

Grants to non-government organisations

There were no grants to non-government organisations during 2017-18.

Research and development

No research and development projects were undertaken during 2017-18.

Contracting and market testing

New contracting and market testing during 2017-18 was undertaken with regard to a number of areas including food and beverage service provision.

Public information disclosures

There was one Public Interest Disclosure in the 2017-18 year.

The Trust

The Trust is constituted in accordance with the Centennial Park and Moore Park Trust Act 1983 and is responsible to the Minister for Environment and Heritage for overseeing the management and policy direction of the organisation. In addition, the Trust also has an Audit and Risk Committee with external representation to help its work.

During the financial year, the Trust's activities were focused on: key areas that ensured business viability; right of access; increased recognition for its position and direction; promotion of its cultural strength and expression; and review of the Trustees Corporate Governance and Orientation Manual in line with Public Sector guidelines. No significant committees were established or abolished in 2017-18.

Current Trustees

Mr Tony Ryan - Chairman

Tony Ryan is the Managing Director, Global Mergers & Acquisitions (Hotels & Hospitality Group) at Jones Lang LaSalle Property Consultants Pty Ltd.

Mr Ryan has over 30 years of experience providing commercial and legal advice to the real estate, hotel & tourism industries across the Asia Pacific region and in 1992 established Australia's first integrated tourism and hospitality legal practice in Australia. He is a director of TTF Australia (Tourism and Transport Forum), peak industry body for the tourism industry in Australia. Mr Ryan holds a Bachelor of Laws from the University of Sydney and Bachelor of Arts. He is also a graduate of the Advanced Management Program at the Hotel School, Cornell University, New York, USA.

Appointed: February 2013

Term expires: February 2019

Mr Adam Boyton

Adam Boyton has over twenty years of experience as a policy advisor and economist. He was formerly a Managing Director at Deutsche Bank, the Bank's Australian Chief Economist and Head of Fixed Income Research. He started his career at the Federal Treasury and the Department of the Prime Minister and Cabinet, before joining Deutsche Bank in 2000. Adam has also been a Policy Director and Chief of Staff to a NSW Opposition Leader. Adam is a regular contributor to the economic and public policy debate in Australia and has a monthly column in the opinion pages of the Australian Financial Review since mid-2015. He has also had opinion articles published in The Australian and The Age; and has contributed essays to two books. He was named by Deloitte and AFR Boss magazine as one of 50 outstanding LGBTI business role models in 2016. In addition to being a Trustee of the Centennial Park and Moore Park Trust, he is also a member of the NSW Skills Board.

Appointed: November 2012

Term expires: November 2018

Ms Ita Buttrose - AO OBE

Ms Ita Buttrose is an accomplished communicator advising corporate, community and welfare organisations and has a wealth of experience across a broad range of industry sectors.

She combines many roles – businesswoman, journalist and author. She is also national ambassador Alzheimer's Australia, having served as national president from 2011-14; patron of the Macular Disease Foundation and Emeritus Director of Arthritis Australia. She is a founding member and former president of Chief Executive Women and a Member of the Sydney Symphony Council. Ms Buttrose was the 2013 Australian of the Year. In 2014 Macquarie University conferred an Honorary Doctor of Letters on Ms Buttrose for her contribution to the Arts. In 2015, she was conferred an Honorary Doctor of Letters by the University of Wollongong for her contribution to mental health and ageing. She has had a distinguished media career. She was the Founding Editor of Cleo Magazine, the youngest-ever editor of The Australian Women's Weekly, and the first woman to edit a major metropolitan newspaper in Australia when appointed Editor-in-Chief of the Daily and Sunday Telegraphs. As a Centennial Park local, Ms Buttrose is a frequent visitor to Centennial Park and formerly served as a Trustee from 1993 to 1996.

Appointed: March 2012

Term expires: February 2019

Fiona de Jong

Fiona is Head of Australia's Nation Brand at Austrade, leading the Australian Government's most ambitious global brand platform - to develop a unifying nation brand for Australia and its expression across government, private sector and community in order to inspire the world to visit, study, invest and do business with Australia.

Fiona is a former triathlete and lawyer with 12 years' in Olympic sport administration. As the CEO and Director of Sport at the Australian Olympic Committee she delivered 10 Australian Olympic team campaigns – three summer, three winter and four youth Olympic teams - in nine countries, making Olympic dreams a reality for over 1600 Australian athletes. Prior to sport, Fiona was an IT lawyer with law firm Blake Dawson Waldron (now Ashursts) and implemented

eCommerce projects with leading funds manager Colonial First State. Fiona holds degrees in Law (Hons), Information Technology and is a graduate of the Harvard Business School Advanced Management Program. She is a board member of Surfing Australia, Governor of the Centennial Parklands Foundation, and former member of the AOC Executive, Australian Olympic Foundation, Olympic Winter Institute of Australia, International Olympic Committee (IOC) Marketing Commission and various IOC and sports advisory boards. As a recreational athlete, Fiona enjoys running and cycling in the Parklands and lives locally with her husband and young son.

Appointed: January 2015

Term expires: December 2018

Ms Vivienne Skinner

Vivienne Skinner is principal of the urban strategy company Metropolis which works to build more productive, sustainable, liveable and creative cities. She has spent several years as journalist and worked for almost two decades as a media and policy adviser to political leaders at both the state and federal levels. Ms Skinner sits on a variety of boards and committees including Beyond Empathy and The Big Issue. She is Chair of the Centennial and Moore Park Community Consultative Committee. She has a Bachelor of Arts degree and recently graduated from the University of NSW with a Masters degree in Urban Policy and Strategy (Excellence).

Appointed: March 2017

Term expired: November 2017

Ms Caroline Gurney

Caroline Gurney is a Managing Director, Head of Marketing & Corporate Communications, Australasia and Deputy Chief Communication Officer, Asia Pacific at UBS. She is a member of the UBS Management Committee and a Director of the UBS Australia Foundation. Prior to joining UBS in 2002, Caroline was Vice President, Director of Corporate Affairs, Asia Pacific for Citibank N.A. Caroline has worked in Singapore, Hong Kong, London and Australia. Caroline is a member of the Ascham School Council; a director of Our Watch; the Advisory Council and the Dean's Circle, UNSW Medicine, and an ambassador for the Australian Indigenous Education Foundation.

Appointed: June 2017

Term expires: June 2019

Nicholas Davie

Nicholas Davie is a well-seasoned marketer, advertising executive, strategist and now a big data analyst. After completing his BA in Sociology, Nicholas began his career as a marketer with Unilever and Procter & Gamble. He then followed his love of the creative industry and moved to the famous Mojo advertising agency in 1987 in New York and Chicago. In 1995, Nicholas bought into the original Mojo in Australia/NZ, and over a 17 year period, both he and his partner took the agency back to one of the most highly awarded and respected creative

agencies in Australia and NZ. After selling to the large French based advertising agency group, Publicis, Nicholas set up a Big Data Analytics company called Centrifuge360 and Centrifuge Capital. This business applies criminology maths and logic to large business and more recently, the capital markets. Other than business, Nicholas spent six years as a councillor for the National Museum of Australia in Canberra (NMA) and 12 years ago co-created and still co-chairs with Bob Hawke his much loved children's charity, Bestest.

Appointed: June 2017

Term expires: June 2019

Brian Long

Mr Long is a Fellow of The Institute of Chartered Accountants in Australia and New Zealand and is a director of Commonwealth Bank of Australia, Onemarket Limited and Brambles Limited. Prior to his retirement in 2010, Mr Long had been a partner of Ernst & Young since 1981. He was the Chairman of both the Ernst & Young Global Advisory Council (worldwide partner governing body) and of the Oceania Area Advisory Council (local partner governing body). He worked with the firm, primarily serving audit clients in many of the firm's offices including Sydney, Perth, Toronto and Hong Kong with responsibility for major clients of the firm and specialising in significant transactions, initial public offerings and matters relating to governance and risk management. He is a member of Council of the University of NSW and a director of Cantarella Bros Pty Ltd.

Appointed: June 2017

Term expires: June 2019

Nina Murray

Nina is an avid park user and has run, picnicked, dog walked, watched movies, scootered and cycled in and around Centennial and Moore Park for more than 20 years. She is particularly interested in the visitor experience to the Park and in the promotion of its place in the life of Sydney. In this way she hopes to help its enhancement and preservation by helping to strengthen its voice in the community. She enjoys playing an active part of the local community, has been involved in many school events, local groups and is also a Red Cross Emergency Volunteer. Nina is currently involved in a start-up and is also a consultant to the Asian Development Bank, previously having worked at Macquarie Bank and PricewaterhouseCoopers. She graduated locally from UNSW with a BA in Commerce and recently completed her MBA at UTS. She is married with two children.

Nina was appointed to the Community Consultative Committee in January 2016.

Appointed: June 2018

Trustee Attendances

TRUSTEE	TRUST MEETINGS	NOTES
Tony Ryan (Chair)	5 (5)	Chair since February 2013
Adam Boyton	3 (5)	-
Ita Buttrose	4 (5)	-
Fiona De Jong	4 (5)	-
Caroline Gurney	5 (5)	-
Nicholas Davie	5 (5)	-
Brian Long	4 (5)	-
Nina Murray	0 (0)	Term commenced 13 June 2018
Vivienne Skinner	3 (3)	Term expired 8 November 2017

Audit and Risk Committee - BGCP combined

In 2014 the Minister for Environment and Heritage announced the operational integration between the staff of the Royal Botanic Gardens and Domain Trust and the Centennial Park and Moore Park Trust. While Trust's and legislation were not impacted by this integration, in line with NSW Treasury Guidelines, the Audit and Risk Committee has been combined as an integrated committee looking across all operations under the Botanic Gardens & Centennial Parklands portfolio.

Name	
Adam Boyton (Chair to 21 August 2018)	3 (5)
Ian Breedon (Chair from 21 August 2018)	5 (5)
Tony Ryan	5 (5)
Ken Boundy	2 (5)
John Hunter	5 (5)

Risk management

Internal Audit and Risk Management Attestation Statement for the 2017-2018 Financial Year for Centennial Park and Moore Park Trust

I, Kim Ellis, am of the opinion that the Centennial Park and Moore Park Trust has internal audit and risk management processes in operation that are compliant with the eight (8) core requirements set out in the *Internal Audit and Risk Management Policy for the NSW Public Sector*, specifically:

Core Requirements	For each requirement, please specify whether compliant, non-compliant, or in transition ⁶⁰
Risk Management Framework	
1.1 The agency head is ultimately responsible and accountable for risk management in the agency	Compliant
1.2 A risk management framework that is appropriate to the agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2009	Compliant
Internal Audit Function	
2.1 An internal audit function has been established and maintained	Compliant
2.2 The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing	Compliant
2.3 The agency has an Internal Audit Charter that is consistent with the content of the 'model charter'	Compliant
Audit and Risk Committee	
3.1 An independent Audit and Risk Committee with appropriate expertise has been established	Compliant
3.2 The Audit and Risk Committee is an advisory committee providing assistance to the agency head on the agency's governance processes, risk management and control frameworks, and its external accountability obligations	Compliant
3.3 The Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'	Compliant

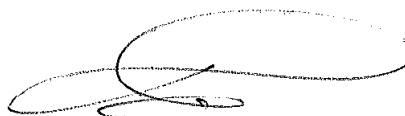
Membership

The chair and members of the Audit and Risk Committee are:

- Independent Chair, Adam Boyton, 2013 - 2017, Independent Member, 2018
- Independent Chair, Ian Breedon, 2017 - 2020, Independent Member, 2015 - 2017
- Independent, John Hunter, 2015 - 2018
- Independent, Ken Boundy, 2015 - 2018
- Independent, Tony Ryan, 2015 - 2018



Kim Ellis
Executive Director
24 September 2018



Denise Ora
Chief Audit Executive/
Director, Strategy and Planning
24 September 2018

Insurance coverage

Centennial Parklands' insurance coverage with the NSW Treasury Managed Fund includes policies for workers compensation, public liability, motor vehicle, property and miscellaneous insurance. The Parklands continues to operate a rigorous reporting system for injuries and risks in the Parklands. The reports generated by this system were systematically followed up and stored for future reference. When an incident may have had insurance implications, the Parklands sent the details to the Parklands' risk managers for advice and liaison with the Parklands' insurers. All incidents were investigated and any associated maintenance issues addressed via a work request system.

Centennial Parklands' WHS (Workplace Health and Safety) committee conducted regular workplace inspections and reviewed all incident and hazard reports. The Parklands incorporated risk mitigation strategies into all its day-to-day activities and programs and into key documents such as licence agreements. We also regularly reviewed and updated its safe work method statements.

The Parklands implemented our Risk Assessment and Management Strategy and reviewed potential risks and mitigation strategies. These 'risks' range from variations in the business viability of key lessees and licensees and other funding sources to traffic and parking issues.

These actions are consistent with the Parklands' Risk Management Framework, including an internal audit program and key reviews.

Reporting incidents and managing risks

Centennial Parklands is committed to ensuring the safety of employees, contractors, visitors and tourists, with a large number of public users accessing its facilities on a daily basis. One manifestation of this commitment was the implementation of a new incident reporting system, which was extensively utilised by Ranger Security Officers, other Parklands employees and visitors. The system logs and tracks the status of completion for all incidents.

Community Consultative Committee

There were six meetings of the Community Consultative Committee in 2017-18.

Consultants

Thresholds	Engagements	Cost
Consultants equal to or more than \$50,000	-	-
Consultancies less than \$50,000	3	
<i>Management services</i>		95,500
TOTAL		\$95,500

For more information about the CCC visit centennialparklands.com.au/ccc



Appendix 2

Organisational matters

Organisational structure

With the establishment of the Botanic Gardens & Centennial Parklands, a new operational structure for staff is now in place.

The following organisational chart provides the Executive Level

team and information on the responsibilities of each department.

From a day-to-day perspective, the management of Centennial Parklands is led by the Executive Director who works within the parameters of the

Act, reports to the Trustees, and is also responsible to the Chief Executive Officer of the Office of Environment and Heritage for administrative issues

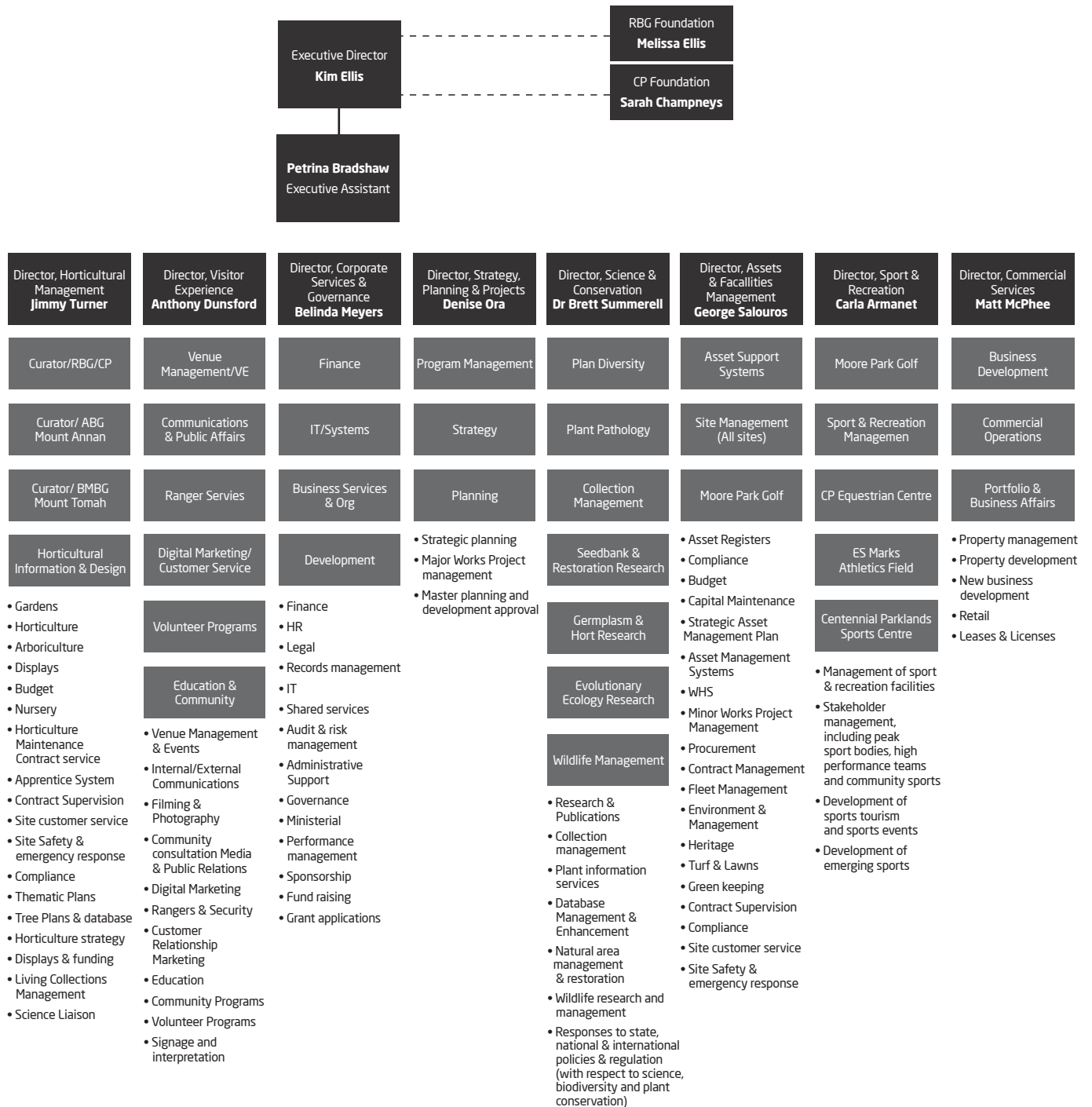
For certain approvals and actions, the Executive Director is responsible to the Minister for Environment and Heritage.



Appendix 2

Organisational matters

BOTANIC GARDENS & CENTENNIAL PARKLANDS ORGANISATIONAL STRUCTURE



Executive team

Botanic Gardens & Centennial Parklands

Kim Ellis

Executive Director
BA (Mil), Grad Dip HRM,
MBA, FCILT, GAICD

Denise Ora

Director Strategy and Projects
Grad Dip Marketing, Dip
PM, Cert KAM

Dr Brett Summerell

Director Science and Conservation
BScAgr (Hons), PhD

Anthony Dunsford

Director Visitor Experience
BBus (Marketing)

George Salouros

Director, Assets and
Facilities Management

Dr Jo White

Director Science and Conservation
BAppSc, GradDipBus 13 June
till 13 December 2018

Belinda Meyers

Director Corporate Services
and Governance
BA, B.Ec, M.Acc, CPA

Carla Armanet

Director Sport and Recreation
BA Sport Studies

Jimmy Turner

Director Horticulture Management
BScAgr(Hons) MSc

Matthew McPhee

Director Commercial Services
MBA (Maj Law)

Senior executive service

As a result of recent amendments in the *Annual Reports (Statutory Bodies) Regulation 2010* relating to reporting on senior executives within the organisation, the following table is provided to comply with NSW Public Service Commission disclosure requirements.

It should be noted that the table provides remuneration package data relating to work across the entire Botanic Gardens & Centennial Parklands entity, not just Centennial Parklands.

2017-18			
Band	Male	Female	Average remuneration package
1	6	3	\$213,210.00
2	1	-	\$328,898.00
3	-	-	-

Staff matters

Code of conduct

All Centennial Parklands staff are governed by The Code of Ethics and Conduct for NSW government sector employees as outlined in the *Government Sector Employment Act 2013*. They are expected to act in ways that demonstrate the government sector core values of Integrity, Trust, Service and Accountability.

Multicultural policies and services program

We are committed to the principles of multiculturalism, encouraging participation of people from diverse cultural and linguistic backgrounds in all events and visitor programs. The Parklands' Plan of Management has taken into account the significant cultural diversity in the suburbs surrounding Centennial Parklands. 40% of the population in its local and district visitor catchment area was born overseas and the Parklands continued to be an important meeting place for a host of diverse communities.

BGCP sit as a member of the DPE Cluster Multicultural Steering committee and have contributed to the new 2018-2021 Multicultural Plan.

Workplace diversity

In 2016-17 we continued our commitment to cultural and linguistic diversity, consistent with the Workplace Diversity program. The focus of our work in this area has been in broadening the visitor profile, accessibility and opportunities available to support a culturally inclusive destination, however much work has gone into ensuring this is not only for visitors, but staff as well.

In 2016-17 we rolled out a number of workplace diversity activities and events, most notably during NAIDOC Week and on Harmony Day.

The Volunteer Program also proactively developed and recruited multilingual speakers to provide visitor services and tours for visitors to our site.

Shared services

Our corporate services – finance, human resources and information technology – are outsourced to the Department of Planning & Environment. Parklands employees have access to human resource, Finance & IT services either by telephone or email. Employees are also able to access

payroll and leave data via the online payroll and employee portal.

Implementing equal employment opportunity strategies

We strive to ensure that its work places are free of discrimination and harassment, and that the Trust's practices and behavior do not disadvantage people because they belong to a particular group. Staff members are encouraged to take advantage of flexible working arrangements and leave options to help them maintain an effective work and life balance.

Disability inclusion action plan

Representatives from Botanic Gardens & Centennial Parklands participate in the NSW Government's committee on Disability Inclusion. This committee oversees the implementation of the Disability Inclusion Action Plan 2015-2019.

Digital Attestation Statement

**Digital Information Security Annual Attestation & Evidence of Certification Statement for the
2017-2018 Financial Year for the Royal Botanic Gardens and Domain Trust and the Centennial Park
and Moore Park Trust.**

I, Kim Ellis, am of the opinion that the Royal Botanic Gardens and Domain Trust and the Centennial Park and Moore Park Trust had an Information Security Management System in place via Planning and Environment Cluster Corporate Services during the 2017-2018 financial year that is consistent with the core requirements set out in the NSW Government Digital Information Security Policy.

The controls in place to mitigate identified risks to the digital information and digital information systems of the Royal Botanic Gardens and Domain Trust and the Centennial Park and Moore Park Trust are adequate.

There is no agency under the control of the either trust which is required to develop an independent ISMS in accordance with the NSW Government Digital Information Security Policy.

Planning and Environment Cluster Corporate Services has maintained certified compliance with ISO 27001 Information technology - Security techniques - Information security management systems - Requirements by an Accredited Third Party (BSI) during the 2017-2018 financial year (Certificate Number IS 645082)



Kim Ellis
Executive Director
Botanic Gardens and Centennial Parklands

Date: 14 October 2018

Workforce diversity

In 2014 the Centennial Park and Moore Park Trust and the Royal Botanic Gardens and Domain Trust operations were integrated. Operational staff are shared across the Trusts which remain as separate legal entities. As a result, it is not possible to separate the results of the Diversity Reports by Trust. The statistics shown here related to the integrated operation, known as Botanic Gardens & Centennial Parklands.

Current Selections

Cluster	Reporting Entity
Planning & Environment	Centennial Park and Moore Park Trust

1. Size of Agency (Headcount)

	2016	2017	2018	% Change 2017 to 2018
Headcount at Census Date	286	323	312	-3.4%
Non-casual Headcount at Census Date	269	274	280	2.2%

2. Workforce Diversity Survey Response Rate (Non-casual Headcount at Census Date)

	2016	2017	2018
Non-casual Headcount at Census Date	269	274	280
Non-casual Workforce Diversity Survey Respondents at Census Date	184	185	202
Response Rate	68.4%	67.5%	72.1%

Note: Survey Respondents are employees who have provided an answer for any of the Workforce Diversity questions, whether they have chosen to withdraw their response or not. In other words, a respondent is an employee with at least one non-missing value for the set of Workforce Diversity questions.

3. Workforce Diversity Actual Staff Numbers (Non-casual Headcount at Census Date)

2018											
Remuneration Level of Substantive Position	Actual					Estimated					
	Total Staff (Men, Women & Unspecified)	Respondents	Men	Women	Unspecified Gender	Aboriginal & 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	
\$0 - \$46,945	15	12	10	5	0	1	1	3	0	0	
\$46,945 - \$61,658	20	17	13	7	0	0	0	1	0	0	
\$61,658 - \$68,929	60	44	38	22	0	1	3	5	1	0	
\$68,929 - \$87,225	77	56	35	42	0	1	4	9	3	0	
\$87,225 - \$112,797	60	45	25	35	0	2	6	9	1	1	
\$112,797 - \$140,996	35	19	23	12	0	1	1	2	1	0	
\$140,996 > (Non SES)	3	3	2	1	0	0	1	0	0	0	
\$140,996 > (SES)	10	6	6	4	0	0	1	1	0	0	
Total	280	202	152	128	0	6	17	30	6	1	

Note: "Unspecified Gender" incorporates unknown, withdrawn, and indeterminate/intersex values.

4. Workforce Diversity Actual and Estimated Staff Numbers (Non-casual Headcount at Census Date)

2018											
Remuneration Level of Substantive Position	Actual					Estimated					
	Total Staff (Men, Women & Unspecified)	Respondents	Men	Women	Unspecified Gender	Aboriginal & 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	
\$0 - \$46,945	15	12	10	5	0	1	1	4	0	0	
\$46,945 - \$61,658	20	17	13	7	0	0	0	1	0	0	
\$61,658 - \$68,929	60	44	38	22	0	1	4	7	1	0	
\$68,929 - \$87,225	77	56	35	42	0	1	6	12	4	0	
\$87,225 - \$112,797	60	45	25	35	0	3	8	12	1	1	
\$112,797 - \$140,996	35	19	23	12	0	2	2	4	2	0	
\$140,996 > (Non SES)	3	3	2	1	0	0	1	0	0	0	
\$140,996 > (SES)	10	6	6	4	0	0	2	2	0	0	
Total	280	202	152	128	0						

"Note 1: Estimated figures are only provided for agencies with a response rate greater than 65%. For agencies with a response rate less than 65%, actual figures are reported in all instances.

Note 2: Estimated figures are calculated for each salary band by taking the number of employees who have responded "yes" to the Workforce Diversity question as a proportion of the total number of employees who have responded to the Workforce Diversity survey, multiplied by the total number of staff. E.g., Estimated number of People with a Disability in Salary Band 1 = (Actual number of People with a Disability in Salary Band 1 / Total number of Survey Respondents in Salary Band 1) * Total number of Staff in Salary Band 1."

4a. Workforce Diversity Actual and Estimated Staff Numbers (Non-casual Headcount at Census Date) as Percentage

2018											
Remuneration Level of Substantive Position	Actual					Estimated					
	Total Staff (Men, Women & Unspecified)	Respondents	Men	Women	Unspecified Gender	Aboriginal & 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	
\$0 - \$46,945	15	80.0%	66.7%	33.3%	0.0%	8.3%	8.3%	25.0%	0.0%	0.0%	
\$46,945 - \$61,658	20	85.0%	65.0%	35.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	
\$61,658 - \$68,929	60	73.3%	63.3%	36.7%	0.0%	2.3%	6.8%	11.4%	2.3%	0.0%	
\$68,929 - \$87,225	77	72.7%	45.5%	54.5%	0.0%	1.8%	7.1%	16.1%	5.4%	0.0%	
\$87,225 - \$112,797	60	75.0%	41.7%	58.3%	0.0%	4.4%	13.3%	20.0%	2.2%	2.2%	
\$112,797 - \$140,996	35	54.3%	65.7%	34.3%	0.0%	5.3%	5.3%	10.5%	5.3%	0.0%	
\$140,996 > (Non SES)	3	100.0%	66.7%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	
\$140,996 > (SES)	10	60.0%	60.0%	40.0%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	
Total	280	72.1%	54.3%	45.7%	0.0%						

Note: Table 4a presents the figures in Table 4 as percentages. E.g., Estimated % of People with a Disability in Salary Band 1 = (Estimated number of People with a Disability in Salary Band 1 / Total number of Staff in Salary Band 1) * 100. Estimated figures are only provided for agencies with a response rate greater than 65%. For agencies with a response rate less than 65%, actual figures are reported in all instances.

5 Parliamentary Annual Report Tables

5a. Trends in the Representation of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/Target	2016	2017	2018
Women	50%	44.6%	45.3%	45.7%
Aboriginal and/or Torres Strait Islander People	3.3%	2.8%	2.9%	3.0%
People whose First Language Spoken as a Child was not English	23.2%	9.5%	14.2%	14.8%
People with Disability	5.6%	3.1%	3.0%	3.1%
People with Disability Requiring Work-Related Adjustment	N/A	1.1%	0.5%	0.5%

Note 1: The benchmark of 50% for representation of women across the sector is intended to reflect the gender composition of the NSW community.

Note 2: The NSW Public Sector Aboriginal Employment Strategy 2014 – 17 introduced an aspirational target of 1.8% by 2021 for each of the sector's salary bands. If the aspirational target of 1.8% is achieved in salary bands not currently at or above 1.8%, the cumulative representation of Aboriginal employees in the sector is expected to reach 3.3%.

Note 3: A benchmark from the Australian Bureau of Statistics (ABS) Census of Population and Housing has been included for People whose First Language Spoken as a Child was not English. The ABS Census does not provide information about first language, but does provide information about country of birth. The benchmark of 23.2% is the percentage of the NSW general population born in a country where English is not the predominant language.

Note 4: In December 2017 the NSW Government announced the target of doubling the representation of people with disability in the NSW public sector from an estimated 2.7% to 5.6% by 2027. More information can be found at: Jobs for People with Disability: A plan for the NSW public sector. The benchmark for 'People with Disability Requiring Work-Related Adjustment' was not updated."

5b. Trends in the Distribution of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
Women	100	110	108	104
Aboriginal and/or Torres Strait Islander People	100	N/A	N/A	N/A
People whose First Language Spoken as a Child was not English	100	99	90	100
People with a Disability	100	N/A	N/A	N/A
People with a Disability Requiring Work-Related Adjustment	100	N/A	N/A	N/A

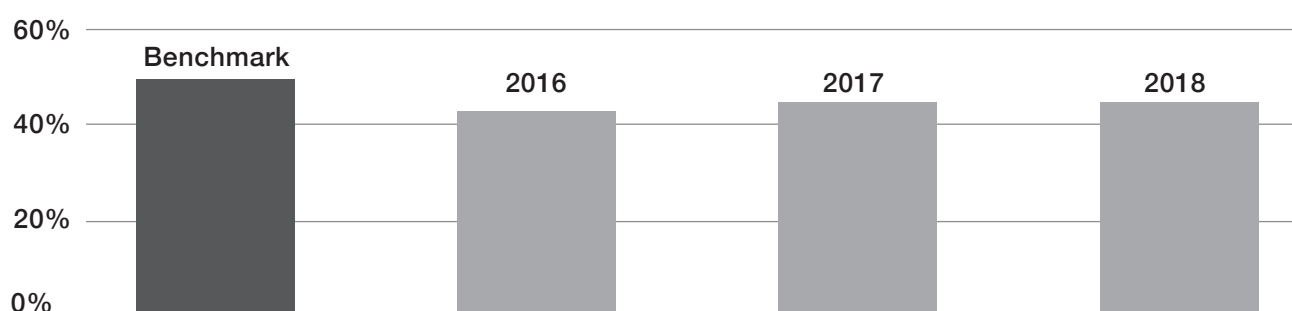
"Note 1: A Distribution Index score of 100 indicates that the distribution of members of the Workforce Diversity group across salary bands is equivalent to that of the rest of the workforce. A score less than 100 means that members of the Workforce Diversity group tend to be more concentrated at lower salary bands than is the case for other staff. The more pronounced this tendency is, the lower the score will be. In some cases, the index may be more than 100, indicating that members of the Workforce Diversity group tend to be more concentrated at higher salary bands than is the case for other staff."

Note 2: The Distribution Index is not calculated when the number of employees in the Workforce Diversity group is less than 20 or when the number of other employees is less than 20."

6. Representation of Workforce Diversity Groups - Graphs

Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
Women	50%	44.6%	45.3%	45.7%

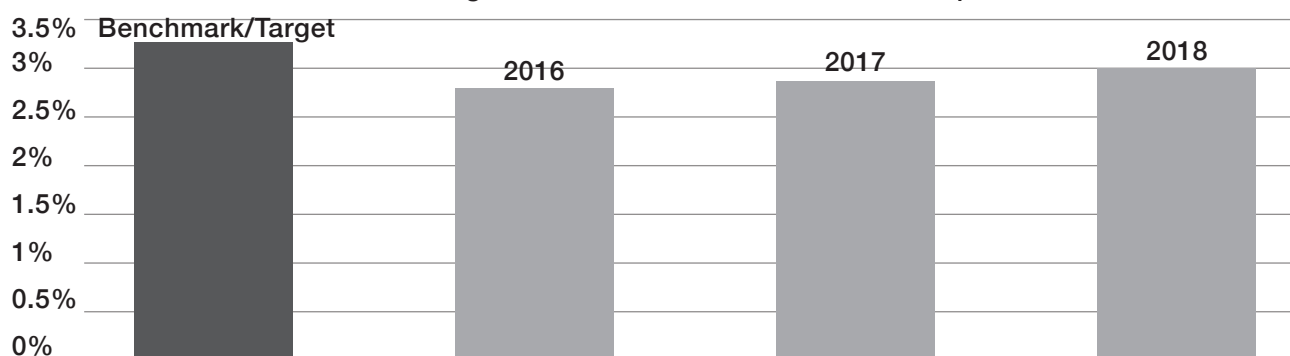
Trends in Workforce Diversity Group Women



6. Representation of Workforce Diversity Groups - Graphs (continued)

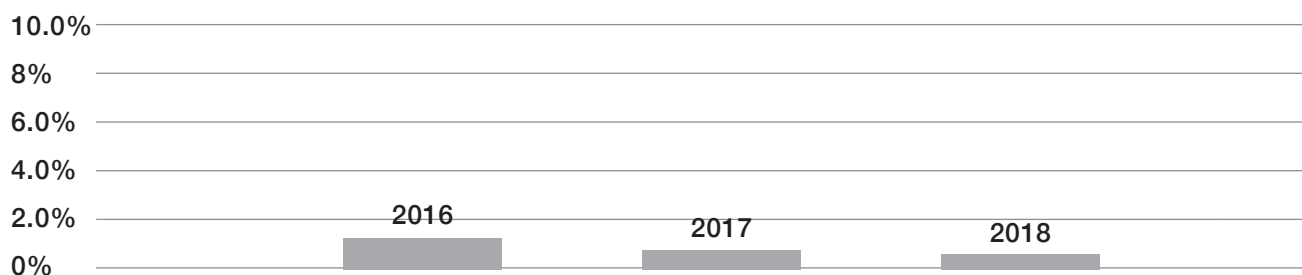
Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
Aboriginal and/or Torres Strait Islander People	3.3%	2.8%	2.9%	3.0%

**Trends in Workforce Diversity Group
Aboriginal and/or Torres Strait Islander People**



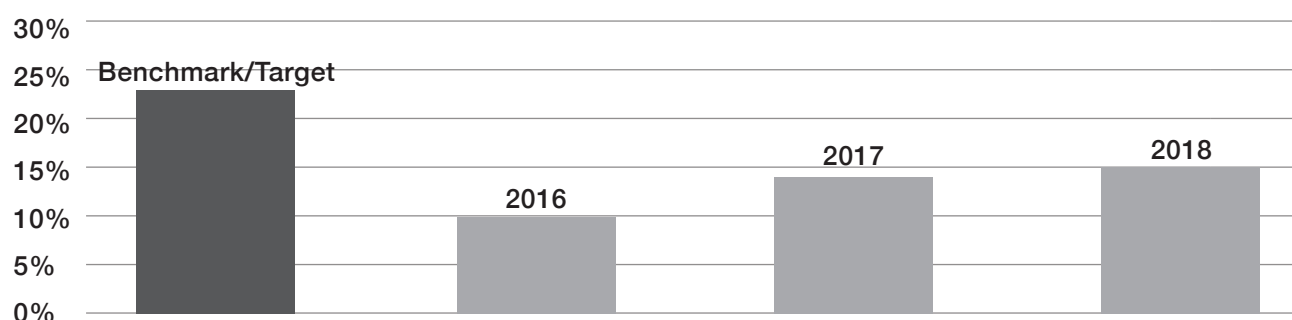
Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
People with a Disability Requiring Work-Related Adjustment	N/A	1.1%	0.5%	0.5%

**Trends in Workforce Diversity Group
People with a Disability Requiring Work-Related Adjustment**



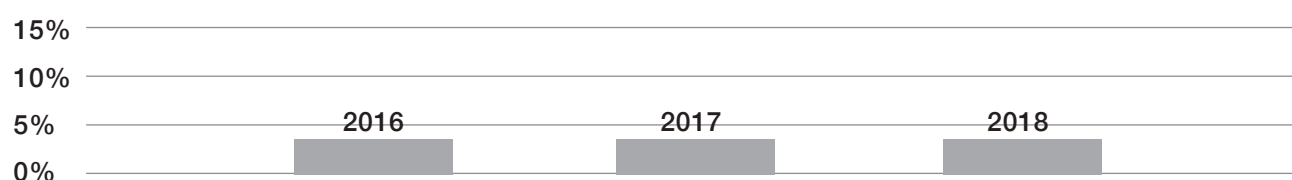
Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
People whose First Language Spoken as a Child was not English	23.2%	9.5%	14.2%	14.8%

Trends in Workforce Diversity Group
People whose First Language Spoken as a Child was not English



Workforce Diversity Group	Benchmark/ Target	2016	2017	2018
People with a Disability	N/A	3.1%	3.0%	3.1%

Trends in Workforce Diversity Group
People with a Disability



Workplace health and safety

The Trust as part of the Botanic Gardens and Centennial Parklands implemented an organisation-wide Safety Management System in October 2016 and maintains active WHS Committee at each of the sites. The committees met regularly to proactively identify and discuss risks and reports. The committees ensure that the organisation complies with all safety and SafeWork NSW workplace requirements. Training was also provided to other staff members to assist, and promote awareness and technical expertise in implementing, the Trust safety management system. There were no SafeWork NSW prosecutions involving the Trust during the financial year.

Government information (public access) and statement of affairs

The *Government Information (Public Access) Act 2009* (NSW) (GIPA Act) focuses on making government information more readily available. In accordance with the Parklands' obligations under the Act, the annual report includes information on the release of information and the total number of valid access applications received by the Parklands.

Structure and functions

The primary responsibility of the Parklands is to ensure the sustainable management of urban parkland and leisure facilities on behalf of the people of NSW. The Parklands' Plan of Management and associated key result areas have been developed to help meet these objectives.

Effect of functions on members of the public

The Parklands has a direct effect on the public by encouraging the use and enjoyment of these public spaces. The Parklands' objectives are to maintain and improve Centennial Parklands and encourage their use and enjoyment by increasing the recreational, historical, scientific, educational, cultural and environmental value of the lands, maintaining the right of the public to use the lands and protecting the environment in the Parklands.

Public participation in policy development

The public can participate in policy development through the Community Consultative Committee, as well as through public consultation processes relating to various plans, surveys and activities.

Categories of documents held by the Parklands

The categories of documents held include:

- policy documents and correspondence, including memoranda and circulars
- policy and planning documents which assist the Parklands.

Accessing and amending Parklands documents
Policy documents, annual reports and brochures may be obtained by contacting the Parklands.
Applications for access to Parklands documents under GIPA should be accompanied by a \$30 application fee and sent to:

GIPA Officer
Centennial Parklands
Locked Bag 15
Paddington NSW 2021

Applications to amend documents relating to an individual's personal affairs may also be made to this address. Arrangements can be made to obtain copies of documents or to inspect them by contacting the GIPA and privacy officer (02) 9339 6699 or emailing: info@centennialparklands.com.au

Applications under the Government Information (Public Access) Act 2009

There was one application received under the *Government Information (Public Access) Act 2009* (GIPA Act) in 2017-18.

Details of internal review results

No internal reviews were undertaken in 2017-18.

Details of applications that were refused

Two invalid applications were made in 2017-18. No applications were refused in 2017-18.

Schedule 2 Statistical information about access applications

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not for profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	1	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	1	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	No. of applications
Application does not comply with formal requirements (section 41 of the Act)	2
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	Number of occasions when application not successful
Decided within the statutory timeframe (20 days plus any extensions)	1
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	0

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review			0
Review by Information Commissioner*			0
Internal review following recommendation under section 93 of Act			0
Review by ADT			0
Total			0

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Table A: Number of applications by type of applicant and outcome*

Table B: Number of applications by type of application and outcome

Table C: Invalid applications

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

Table F: Timeliness

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

Table H: Applications for review under Part 5 of the Act (by type of applicant).

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Credits

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centennialparklands.com.au
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Production notes

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Water: All water usage and waste water emissions are tracked, quantified and are well under stringent Department of Primary Industries Water and Environment (DPIWE) regulations. The mill uses less than their allowance of water. There is continuous monitoring in conjunction with environmental regulators, to ensure ecosystem protection.

Air: Emissions are well under stringent Department of Primary Industries Water and Environment (DPIWE) regulations.

Solid waste land filled: The primary form of solid waste is clarifier sludge. This material is a non-hazardous cellulose material. This waste is being used as a medium for compost/revegetation material. Ongoing research is being undertaken on its suitability as a boiler fuel and or as rehabilitation cover. Each year, the mill uses more than 70,000 tonnes of waste paper that would otherwise go to landfill.



AUSTRALIAN MADE



CHLORINE FREE



MANAGEMENT SYSTEMS



FOREST MANAGEMENT



CERTIFICATION



RENEWABLE ENERGY

See more online at
centennialparklands.com.au





Centennial
Parklands

**Centennial Park and
Moore Park Trust**
Lock Bag 15
Paddington NSW 2021

Parklands Office
Counter Banksia Way
Centennial Park
Monday to Friday
8:30 am-5:00 pm

Visitor Information Counter
Banksia Way
Centennial Park
Monday to Friday
9:00 am - 4:00 pm
Weekends
10:00 am - 3:00 pm

W centennialparklands.com.au
E info@centennialparklands.com.au
P 61 2 9339 6699

Centennial Park, Moore Park and
Queens Park are open to the public
365 days a year

Join our online community
facebook.com/centennial.park.sydney
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blog.centennialparklands.com.au