



PORT STEPHENS
COUNCIL

Six Month Progress Report

January to June 2025



GUUDJI YIIGU

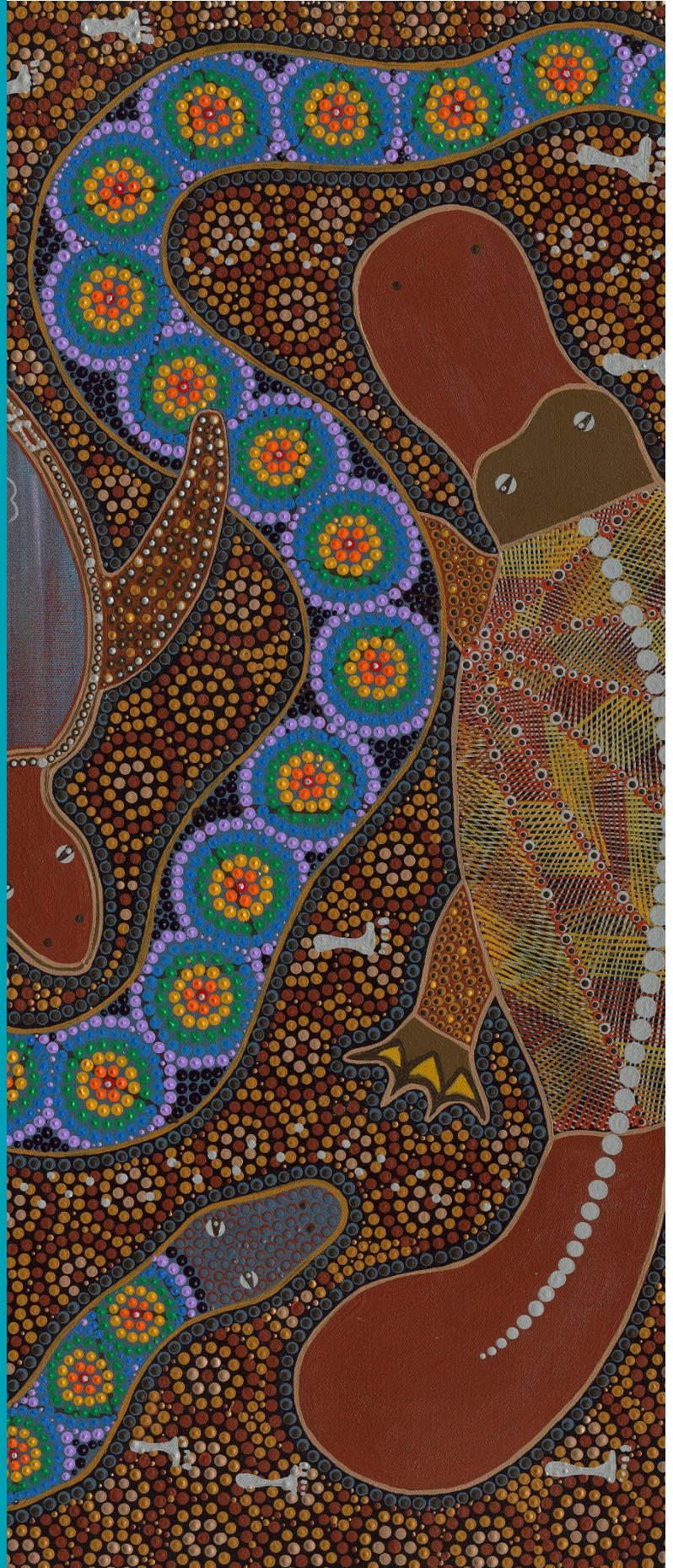
(GOO-JEE IK-KOO)

We welcome you to Port Stephens – part of the Worimi Aboriginal Nation. Port Stephens Council acknowledges the Worimi people as traditional owners and custodians of the lands and waterways on which we all live, learn, work and play.

We value and respect the Worimi people and the legacy 60,000 years of Aboriginal Nation traditions and culture brings with it. As part of Council's culture of acceptance, diversification and harmony we walk alongside the Worimi people on a journey of listening and learning.

Together we will strive to make this a better place for all people. As guardians of these lands, we ask that you tread lightly to help preserve the biodiversity and respect those who came before as well as those who will follow.

Artwork by Regan Lilley.



Contents

General Manager’s message	4
Scorecard.....	5
Snapshot – January to June 2025.....	6
Delivery Program update.....	8
Our Community	9
Our Place	10
Our Environment	12
Our Council.....	13



The six-month progress report from January to June 2025 has been prepared in accordance with the requirements of the Integrated Planning and Reporting Guidelines (September 2021), Essential Element 4.9. ‘The General Manager must ensure that progress reports are provided to the Council, with respect to the principal activities detailed in the Delivery Program, at least every six months.’

All financial figures included in this report are preliminary, unaudited and subject to review as part of the audited 2024-2025 financial statements for Council.



General Manager's message

Over the past six months, ongoing wet weather has posed significant challenges. Two declared natural disasters have damaged roads, isolated properties, and disrupted daily life for many residents, with floodwaters causing major disruptions.

Our local road network has suffered, with heavy rainfall impacting surface conditions and drainage systems. In response, over the next three years, we are committing more than \$20 million to the repair and rehabilitation of our road network as part of our Roads Acceleration Program, utilising existing funds, a Special Rate Variation and state and federal grants. It is important to note that in June, Council resolved to increase our allocation of funds by a further \$9m over 3 years by reallocations from natural disaster reserves and surplus land sales. We're also continuing to actively advocate for additional support from the State and Federal Governments.

Despite these challenges, growth and development remain priorities. A recent three-month campaign has successfully positioned Raymond Terrace as an investment hub, attracting over 9,290 visitors to our website.

We've also been developing a Place Plan for Salamander Bay Town Centre to guide land use, improve transport, and attract investment. With around 11,000 new homes expected in Port Stephens over the next 20 years, and with Council owning the last remaining vacant commercial site on the Tomaree Peninsula, this is a rare opportunity to provide a range of commercial services and housing options to our community. It also provides for on-going financial sustainability by generating a further non rate revenue source for the medium to long term.

Throughout these efforts, maintaining community connections has remained vital. Highlights we've delivered include Illuminate Raymond Terrace, Shoal Bay Food and Wine Festival and numerous programs at our libraries. Our Satisfaction Survey received our largest response yet, and initiatives like Community Catch Ups and Mayor Meet Ups continue to foster direct engagement with residents.

I want to thank our dedicated team for their hard work from January to June 2025. This report highlights some key achievements. I encourage you to visit our website to learn more about our initiatives and accomplishments.

Tim Crosdale
General Manager of Port Stephens Council

Scorecard

Our six key result measures underpin everything we do at Port Stephens Council:

	<p>Service Delivery</p> <p>Our target: >95% Integrated Plans delivered on time Achievement: 98% (As at 30 June 2025)</p>	
	<p>Community Satisfaction</p> <p>Our target: A score of 2.94 out of 5* Achievement: A score of 3.01 out of 5* *overall satisfaction with Council's services (Source: 2025 Community Satisfaction Survey)</p>	
	<p>Employee Wellbeing</p> <p>Our target: >80% Employee Engagement Achievement: 83% (Source: 2024 Employee Engagement Survey)</p>	
	<p>Risk Management</p> <p>Target: >85% Risk Management Maturity score Achievement: 86% (As at July 2024)</p>	
	<p>Financial Sustainability</p> <p>Our target: Underlying financial result better than budget Achievement: Anticipated \$1.546M (Source: March 2025 Quarterly Budget Review)</p>	
	<p>Asset Management</p> <p>Our target: 100% asset maintenance ratio Achievement: Result to be provided in 2024-2025 Annual Report</p>	<p>TBC</p>

ON TRACK: On track to achieve the target



MONITOR: Within 5% of the target



OFF TRACK: > 5% off the target



Six Monthly Report

Snapshot – January to June 2025

Our Community

- Delivered a full events program including Illuminate Raymond Terrace*, Shoal Bay Food and Wine Festival*, Australia Day*, Sail Port Stephens Street Party, Battle of the Arts Youth Week event* and Creative Networking Workshops.
- Celebrated the achievements of 7 community members at the Port Stephens Annual Awards and supported the endeavours of 4 local women through our International Women's Day scholarships.
- Supported 9 community groups to deliver events, create murals, implement support programs, and purchase equipment and resources through our Aboriginal Projects Fund and Community Support Fund.
- Recruitment is in progress for the Disability Inclusion and Access Advisory Group (DIAAG) to help deliver the Community Wellbeing Strategy and Disability Inclusion Action Plan (DIAP).

* Supported by Federal and State Government funding.



Events
23 held



Beach and aquatic centres
710,000+ visits



Thrive Kids
52,990 + childcare places filled



Libraries
287 programs



Our Place

- Council committed an extra \$9 million over three years from natural disaster reserves and surplus land sales as part of our Roads Acceleration Program
- Delivered a 3 month investment campaign for Raymond Terrace for investors across Sydney, Central Coast, Newcastle and the Hunter, attracting more than 9,290 visits to Council's dedicated webpage.
- Engaged with our community regarding the Salamander Town Centre Place Plan and Tilligerry Place Plan.
- Completed the construction of a shared pathway along Marine Drive, Fingal Bay, to complete the route, and continued construction of the 4.4 km shared pathway along Brandy Hill Drive, Brandy Hill.



DA approvals
Fastest DA approval timeframe for Lower Hunter Councils



Capital Investment
\$200+ million from DA's approved



Transport infrastructure
\$17.8 million in repairs



Capital works
9 completed
12 in progress



Our Environment

- Commenced our Coastal Management Program actions, completing the first stage of sand nourishment at Shoal Bay*.
- 164 mattresses, 197 tyres and 327 litres of chemicals have been diverted from waste streams through problem waste drop off days across the community.
- Commenced koala habitat mapping and secured funding for conservation initiatives such as feed tree lists, new scat collection methods, and promoting Indigenous-led caring for Country activities.
- Delivered a coordinated waste management response to support residents impacted by the May natural disaster.

* Supported by Federal and State Government funding.



Waste recycling
950kg collected at 'Give a Sheet' event in Raymond Terrace



Waste reduction
2,816 tonnes of garden organics



Weed treatment
505 hours of treatments



Bush regenerated
110.95 hectares



Our Council

- The International Terminal at Newcastle Airport is nearing completion and has announced new flight options, including services to Perth and Bali.
- A record number of visitors stayed at Halifax Holiday Park in February.
- Commenced implementing the new Digital Strategy Roadmap to enhance and modernise the Council's digital services and capabilities.
- Supported our community during and after two natural disasters by aiding in recovery, rebuilding efforts and advocating for financial assistance.



International flights
from Newcastle Airport late October 2025



New citizens
117 conferees from 36 countries



Financial result
anticipated underlying financial result better than budget



Community Satisfaction
2210+ survey responses

Delivery Program update

In this report, we use the icons below to indicate the status of our Operational Plan actions, which form part of the Delivery Program 2022 to 2026.

ON TRACK: Operational Plan Actions are on track to achieve the target



MONITOR: Operational Plan Actions are within 5% of the target



OFF TRACK: Operational Plan Actions are > 5% off the target







Our Community

An accessible and welcoming community respecting diversity, heritage and culture.





C1 Community wellbeing

Improved wellbeing for our diverse community supported by services and facilities

Delivery Program Activity	Operational Plan Action	Status
C1.1.1 Develop and implement the Community Wellbeing Strategy (CWS) to provide services and support for a diverse community	C1.1.1.1 Implement the Community Wellbeing Strategy	
C1.1.2 Implement and develop the Disability Inclusion Action Plan (DIAP) to encourage Port Stephens to be inclusive and access friendly	Refer C1.1.1.1	
C1.2.1 Provide a program of education and care services for families and carers of children	C1.2.1.1 Deliver early education and care for children	
C1.3.1 Provide a program of recreational, leisure and community services	C1.3.1.1 Initiate and manage contracts with recreational, leisure and community services	

C2 Recognised traditions and lifestyles

Our community supports the richness of its heritage and culture



Delivery Program Activity	Operational Plan Action	Status
C2.1.1 Implement the Yabang Gumba-Gu Agreement to recognise and support local Aboriginal and Torres Strait Islander people	C2.1.1.1 Implement the Yabang Gumba-Gu Agreement	
C2.2.1 Implement Our Incredible Place Strategy	C2.2.1.1 Implement actions of Our Incredible Place Strategy	
C2.3.1 Support the preservation of Port Stephens heritage	C2.3.1.1 Provide support for the preservation of Port Stephens heritage	
C2.4.1 Provide a program for public libraries as contemporary, accessible, vibrant and welcoming community spaces	C2.4.1.1 Deliver public library services, programs and resources	

Our Place

A liveable and connected place supporting community wellbeing and local economic growth





P1 Strong economy, vibrant local businesses, active investment

Our community has an adaptable, sustainable and diverse economy

Delivery Program Activity	Operational Plan Action	Status
P1.1.1 Implement the Economic Development Strategy	P1.1.1.1 Deliver Economic Development Strategy actions	
P1.1.2 Support Destination Port Stephens to attract sustainable visitation to Port Stephens	P1.1.2.1 Provide strategic and financial support to Destination Port Stephens	

P2 Infrastructure and facilities









Our community's infrastructure and facilities are safe, convenient, reliable and environmentally sustainable

Delivery Program Activity	Operational Plan Action	Status
P2.1.1 Provide, manage and maintain community assets in accordance with the SAMP 2024-2034	P2.1.1.1 Provide, manage and maintain community assets in accordance with the SAMP 2024-2034	
P2.1.2 Provide asset and engineering services to meet customer demand	P2.1.2.1 Provide asset and engineering services	
P2.1.3 Deliver the 4 year Public Infrastructure Program	P2.1.3.1 Implement Council's adopted annual capital works program	
P2.1.4 Deliver the program for maintenance of Council's assets *	P2.1.4.1 Maintain Council's civil and community infrastructure	

* Due to successive natural disaster events, and on-going wet weather, significant resources have been diverted to response and recovery efforts. Council's maintenance program is impacted with scheduled actions only being delivered when the high priority repairs are completed.

P3 Thriving and safe place to live

Our community supports a healthy, happy and safe place



Delivery Program Activity	Operational Plan Action	Status
P3.1.1 Program to develop and implement Council's key planning documents	P3.1.1.1 Develop, implement and monitor land use plans and strategies	
P3.2.1 Deliver an annual program for Council to provide development services to enhance public safety, health and liveability	P3.2.1.1 Provide development services	
	P3.2.1.2 Provide compliance services	
	P3.2.1.3 Provide ranger services	
	P3.2.1.4 Provide environmental health services	
P3.3.1 Develop a strategic program for Place Plans	P3.3.1.1 Coordinate delivery of endorsed Place Plan actions	
P3.3.2 Provide the Community Financial Assistance Program	P3.3.2.1 Provide financial assistance for the community	
P3.4.1 Provide an emergency management framework that supports emergency services, other agencies and our community	P3.4.1.1 Deliver emergency management services, programs and resources	

Our Environment

Port Stephens environment is clean, green, protected and enhanced



E1 Ecosystem function

Our community has healthy and dynamic environmental systems that support biodiversity and conservation

Delivery Program Activity	Operational Plan Action	Status
E1.1.1 Develop and deliver a program for Council to implement environmental strategies and policies	E1.1.1.1 Develop and monitor environmental policies and strategies	
	E1.1.1.2 Provide environmental impact assessment services and a range of nature conservation, biosecurity and rehabilitation programs	


E2 Environmental sustainability

Our community uses resources sustainably, efficiently and equitably

Delivery Program Activity	Operational Plan Action	Status
E2.1.1 Develop and deliver a program for Council leading the way to a sustainable and climate positive future	E2.1.1.1 Adopt and implement a Carbon Neutral Action Plan (also known as the Emissions Reduction Action Plan)	
E2.2.1 Provide a Waste program to support the reduction of the community's environmental footprint	E2.2.1.1 Implement the Waste Management Strategy 2021- 2031	

E3 Environmental resilience

Our community is resilient to environmental risks, natural hazards and climate change












Delivery Program Activity	Operational Plan Action	Status
E3.1.1 Develop and deliver a program for Council to mitigate environmental risks associated with climate change and natural hazards	E3.1.1.1 Staged implementation of the Port Stephens Coastal Management Program (CMP) incorporating climate change risks	


Our Council

Port Stephens Council leads, manages and delivers valued community services in a responsible way

L1 Governance






Our Council's leadership is based on trust and values of Respect, Integrity, Teamwork, Excellence and Safety (RITES)

Delivery Program Activity	Operational Plan Action	Status
L1.1.1 Deliver the 4-year Workforce Management Strategy	L1.1.1.1 Implement the Workforce Management Strategy	
L1.2.1 Provide and implement strategic direction and governance of Council	L1.2.1.1 Coordinate and deliver Councillor and executive support services	
	L1.2.1.2 Conduct citizenship ceremonies	
	L1.2.1.3 Advocate for community priorities and work with other levels of government and stakeholders	
	L1.2.1.4 Develop shareholder value through an effective partnership with Newcastle Airport	
	L1.2.1.5 Work with Hunter Councils to enhance the Hunter Region	
L1.3.1 Deliver governance services and internal audit program	L1.3.1.1 Deliver governance and legal services and enterprise risk management	
	L1.3.1.2 Implement and coordinate the Audit Risk and Improvement Committee (ARIC) requirements and internal audit process	
L1.3.2 Deliver the Integrated Planning and Excellence program	L1.3.2.1 Undertake a community satisfaction survey	
	L1.3.2.2 Implement the legislative requirements of the Integrated Planning and Reporting Framework	
L1.3.3 Deliver the 4-year program for Service Reviews	L1.3.3.1 Implement the annual service review program	
L1.3.4 Deliver the 4-year program for Corporate Systems and Data	L1.3.4.1 Implement annual actions of the Corporate Systems and Data Management Strategy	

Management Strategy		
L1.3.5 Deliver the Business Excellence Program	L.1.3.5.1 Deliver the Business Excellence Program	



L2 Financial management

Our Council is financially sustainable to meet community needs

Delivery Program Activity	Operational Plan Action	Status
L2.1.1 Manage implementation of the Long Term Financial Plan 2024 to 2034	L2.1.1.1 Manage implementation of Council's Long Term Financial Plan 2024 to 2034 and Annual Budget for 2024 to 2025 including Financial Sustainability Strategy and Roadmap	
	L2.1.1.2 Provide statutory reporting to the community and other government organisations	
	L2.1.1.3 Administer rates and charges in accordance with legislative requirements while also incorporating rates assistance provision for the community	
L2.1.2 Manage the property portfolio in accordance with the Property Investment Strategy	L2.1.2.1 Manage the property portfolio in accordance with the Strategic Property work plan	
L2.1.3 Implement the 2022 to 2025 Delivery Plans for Beachside Holiday Parks and Koala Sanctuary	L2.1.3.1 Implement the annual actions of the Beachside Holiday Parks and Koala Sanctuary Operational Plan	

L3 Communication and engagement

Our Council is committed to enabling an engaged and informed community

Delivery Program Activity	Operational Plan Action	Status
L3.1.1 Deliver the 4-year Customer Experience Roadmap and action plan	L3.1.1.1 Develop, implement and monitor Council's Customer Experience Roadmap and Action Plan	
L3.2.1 Deliver the 4-year program for the Communication and Engagement Strategy	L3.2.1.1 Manage Council's communications and community engagement activities	



PORT STEPHENS
COUNCIL