



South East Leisure

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SEL trainer with member at Dandenong Oasis gym.



Swimming Lessons at NPAC.



Pickleball arrives at Springers Leisure Centre.

South East Leisure acknowledges the traditional owners and custodians of the land that we operate upon, the Bunurong People, and pay respects to their Elders past, present and emerging, and recognises their importance in maintaining knowledge, traditions, and culture in our community.



South East Leisure

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I am delighted to present the Annual Report for 2022/23, marking a chapter of progress and achievement for South East Leisure (SEL).

This was a most exciting year with SEL taking over the management and operation of four iconic sports and aquatic facilities in the City of Greater Dandenong, from 1 July 2023, being:

1. Dandenong Oasis;
2. Dandenong Stadium;
3. Noble Park Aquatic Centre; and
4. Springers Leisure Centre

In accordance with the vision of Council, the SEL team is committed to managing these facilities to maximise the benefits to Council and the community from a financial, health and social wellbeing perspective.

SEL was only established in July 2021 and the small team of initial employees and board worked tirelessly with Council to establish the business structures, processes and procedures to ensure its ability to successfully take over the management of those facilities from July 2022.

During the year, a number of other key milestones were also achieved including:

- onboarding of over 200 former YMCA and Dandenong Basketball Association staff in the immediate lead up to the opening date. Pleasingly we were able to do so which provided both continued employment for those staff, many of whom are local, and ensured minimal impact for the members and users of the facilities;
- the opening of the amazing new gym at the Noble Park Aquatic Centre. The gym is one of, if not, the best in the area and we acknowledge the foresight and investment of Council in developing the gym. With the gym now open 24/7 we have seen a steady increase in the local community joining as members. As we move forward, we are excited about the projected membership growth in year two that promises to support improved financial and community wellbeing outcomes;
- the achievement of Platinum Pool status from Life Saving Victoria (LSV) for both Noble Park and Dandenong Oasis pools. AS LSV state: *“Platinum Pool status is awarded to aquatic facilities that provide outstanding levels of safety. To achieve the awards, these facilities undertake a rigorous series of safety assessments to ensure they meet all of LSV’s criteria for the accreditation.”*
- developing a number of meaningful partnerships with local community organisations and larger sporting groups with the intention of maximise the benefits of SEL operations to the community from a health and social wellbeing perspective. This includes introducing many non-traditional users to our facilities for the first time. These organisations and groups included: Chisholm Institute, Reclink, Welcoming Australia, Centre for Multicultural Youth and the Victorian Afghan Associations Network to name just a few.

As expected, as a start-up organisation we did face a number of challenges in taking over and managing four much loved venues that have had a long and rich history in the area. Our systems and processes continued to be developed and evolved throughout the year. As we began to understand the intricacies of the facilities, we were able to provide additional resource and focus in key areas particularly regarding repairs and maintenance. The achievement of overcoming these and many other minor hurdles underscores our resilience and adaptive capabilities.

Looking ahead, we are excited with Council’s progression of the Dandenong Wellbeing Centre project which will eventually replace Dandenong Oasis, along with the planned upgrades to various aspects of Springers Leisure Centre and Dandenong Stadium. This investment in the facilities will only enhance our ability to encourage greater participation from the Dandenong community – something we are very passionate in achieving.

Our journey has been accompanied by invaluable support from the City of Greater Dandenong Councillors and several key Council Officers. We acknowledge in particular the guidance and support of Cr Lana Formoso who is Council’s representative at SEL board meetings as well as Council’s executive including Jacqui Weatherill, Peta Gillies and Jim Davine. Their guidance and encouragement have been instrumental in propelling us toward our goals, and we deeply appreciate their ongoing partnership.

I also extend my gratitude to our dedicated management team for their efforts. Their planning, dedication, and exceptional execution ensured that our doors opened smoothly from day one. This accomplishment, along with the growth of our diverse workforce of 300 individuals, is a testament to their commitment and unwavering determination.

To my fellow Board members, thank you for your commitment throughout this first year of operations. Your insights, knowledge and support to Management has certainly been a key element of a successful year one of operations.

As we reflect on the milestones and challenges of the year, we stand fortified in our focus to maximise the benefits of SEL operations to Council and the community from a financial, health and social wellbeing. We are poised for a promising future as we leverage our experiences to create a lasting positive impact on our community.

Steven Wright

Non Executive Director and Chair



This year marked a significant milestone for South East Leisure (SEL) as it was our first year of facility operations, and I am pleased to report that it was a year of achievements and growth.

Facility operations commenced smoothly, setting the stage for an exceptional year. The highlight was undoubtedly the successful launch of the new gym at NPAC, a venture that was met with enthusiasm from our members and the community. Building on this momentum, we later introduced 24-hour gym operations, extending our commitment to providing accessible fitness options to suit the diverse lifestyles of our community.

In the past year, we witnessed a commendable growth in our membership base. Across NPAC and Oasis, we achieved an impressive 70% (+981 members) increase in memberships, a testament to the hard work and dedication of our team. Our swim school despite industry wide teacher shortages, also experienced an increase in the student base, reinforcing our commitment to increasing the community's access to aquatic education and water safety.

Our four centres collectively welcomed over 1.8 million visits, underscoring the integral role South East Leisure plays in our community's health and wellbeing. Beyond these numbers, our impact rippled through a range of programs and partnerships, reflecting our dedication to our four priority areas. We made significant strides in Enhancing Accessibility for People with Disabilities, Engaging CALD Communities, Encouraging Female Participation, and Empowering Youth Participation. These initiatives solidified our position as not just a leisure facility operator, but as a force for positive change in the City of Greater Dandenong.

The partnerships we forged throughout FY23 also bore fruit in terms of commercial benefits. Notable among these collaborations was the work completed with Chisholm TAFE. This partnership has improved our ability to maintain our team's minimum qualifications, increased the opportunity for staff development and improved access to Oasis for Chisholm students.

Our team flourished in FY23, growing to 267 individuals. It is with immense pride that I lead a company characterised by its diversity. A remarkable 64% of our leadership team is female, showcasing our commitment to gender equality. Our workforce reflects the multicultural tapestry of our community, with 47% speaking languages other than English, and 30% born overseas. Additionally, we are proud to have 7.25% of our staff identifying as living with a disability, a testament to our inclusivity within the workforce.

Financially, FY23 presented its share of challenges, with the delay in the NPAC Gym opening and unforeseen maintenance and cleaning requirements impacting our year-end results. Despite these challenges, we delivered a solid performance for our inaugural year. Armed with the knowledge gained in year one, a maturing membership base at NPAC, and enhanced operational efficiency across our Stadiums, our team is confident of a stronger performance in FY24.

I extend my heartfelt gratitude to the unwavering support of our Council and the SEL Board throughout this transformative year. Their guidance and dedication have been instrumental in shaping our success story.

As we reflect on the milestones of FY23, we eagerly embrace the future and the opportunities it holds. South East Leisure remains committed to being the destination of choice, providing sustainable world class experiences that enhance the overall health and wellbeing of our community.

John Clark
Chief Executive Officer

VISION

Our **Vision** is to be the destination of choice providing sustainable world class experiences that enhance the overall health and wellbeing of our community

PURPOSE



Our Purpose is to improve community health and wellbeing outcomes through accessible, high quality leisure experiences.

STRATEGIC PRINCIPLES



Sustainable
Financial
Environmentally
Socially

Manage Risk
Safety
Financial
Nonfinancial

Community Focused
High Participation
Inclusive
Respected

Accessible
Affordable
Attractive
Welcoming

STRATEGIC PATHWAYS



Community Engagement

Corporate Services

Facility Operations

People and Culture

Risk Management

Sales & Marketing

Technology and Systems

VALUES



Care
We care about our people, our actions and our outcomes

Open
We are honest, transparent and respectful in our actions

Fun
We work hard, we have fun and celebrate success

Sustainable
We provide commercially and environmentally sustainable outcomes



SEL Team celebrate the SELebration quarterly awards.

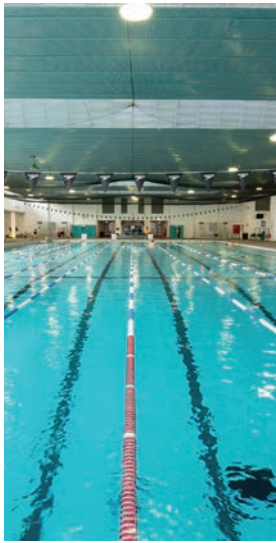


Basketball Competitions in full flight at Springers Leisure Centre

DANDENONG OASIS AND NOBLE PARK AQUATIC CENTRE



Facility Highlights



Dandenong Oasis

- 50m indoor heated pool
- Program pool
- Toddler pool
- Hydrotherapy pool
- Spa and sauna
- Gym & HIIT area
- Group fitness and Cycle Studio
- 3 squash courts
- Table tennis hall
- Café and retail



Noble Park Aquatic Centre

- 50m outdoor heated pool
- Indoor heated leisure and programs pool
- Outdoor water splash park
- Large outdoor waterslide
- Gym and HIIT area
- Group Fitness, Cycle & Wellness Rooms
- Reformer Pilates Studio
- Café and retail

Attendance Total

390,324

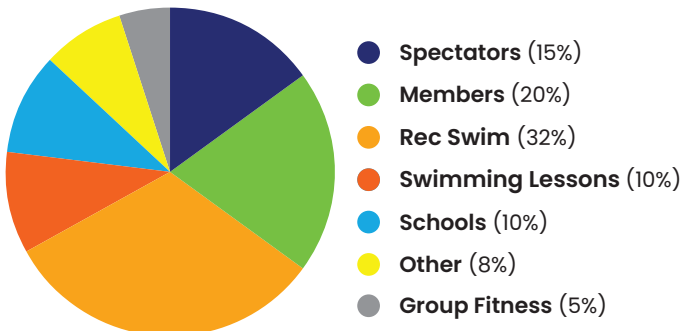
Dandenong Oasis

217,719

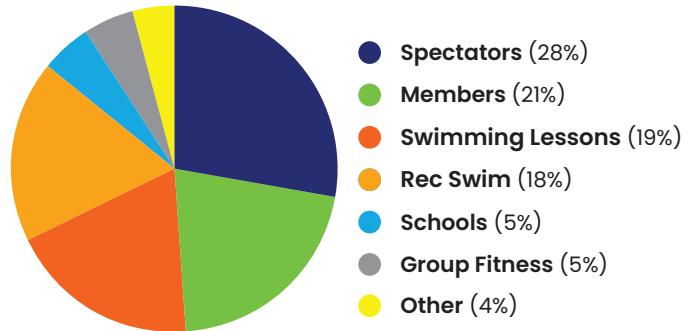
Noble Park Aquatic Centre

Attendance Summary

Dandenong Oasis

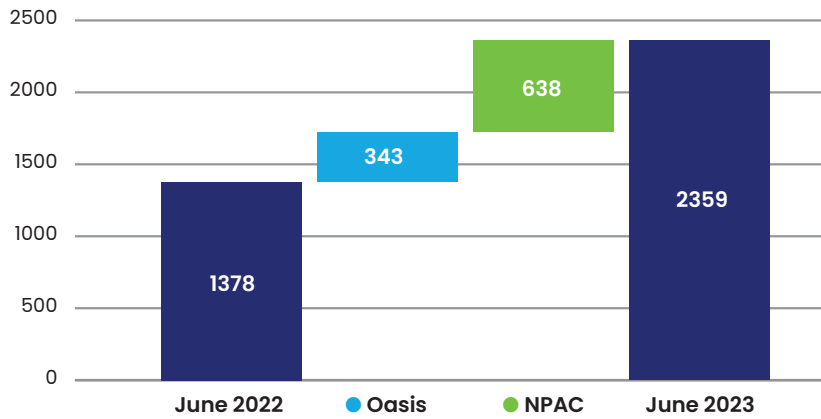


Noble Park Aquatic Centre

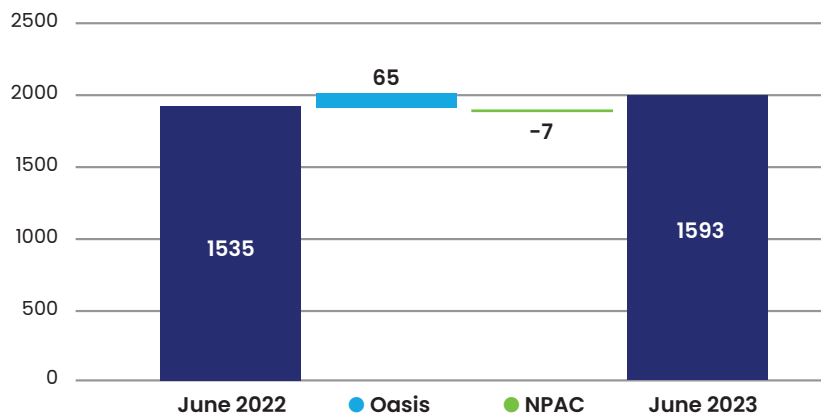


Membership Growth

Data for combined membership



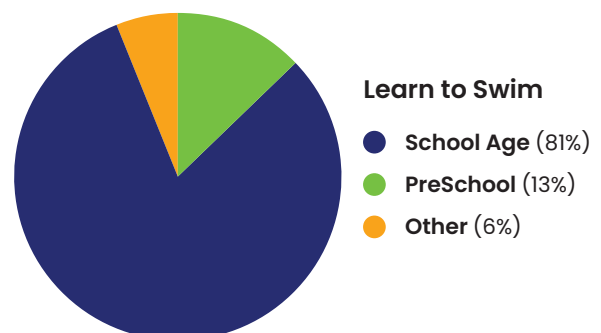
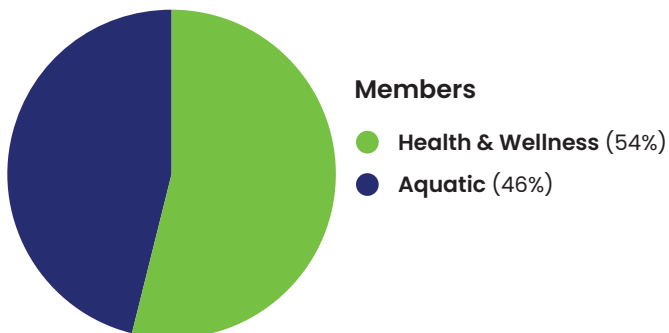
Data for combined swim lesson membership



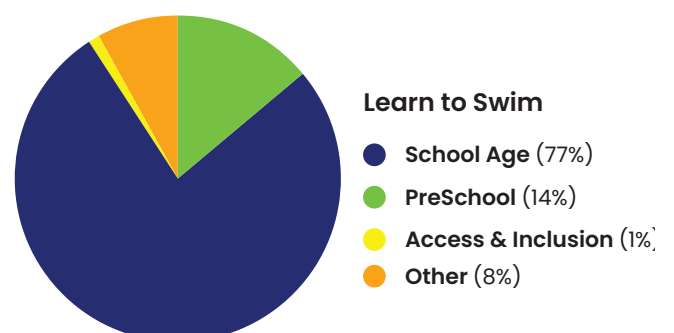
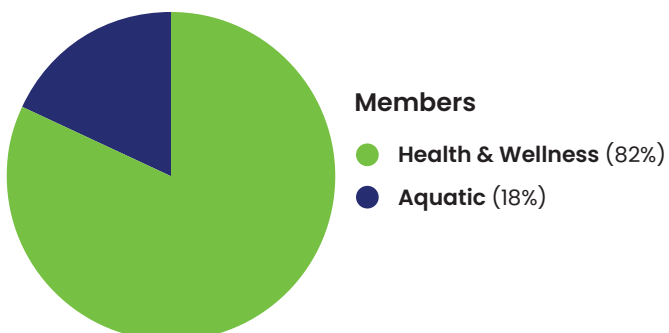
SEL lifeguard patrolling the Dandenong Oasis pool.

Membership Breakdown

Dandenong Oasis

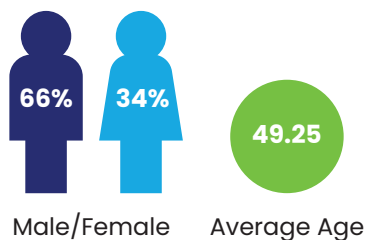


Noble Park Aquatic Centre



Member Demographics

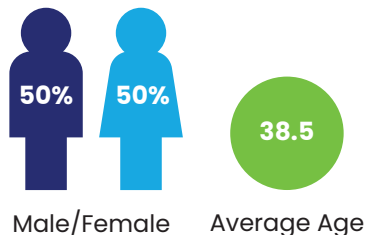
Dandenong Oasis



Member Suburb

Dandenong North – 232	Noble Park – 164
Dandenong – 401	Rowville – 83
Doveton – 60	Springvale – 70
Endeavor Hills – 131	Other – 279
Keysborough – 90	

Noble Park Aquatic Centre



Member Suburb

Noble Park – 465	Springvale – 53
Dandenong North – 52	Springvale South – 44
Dandenong – 65	Other – 75
Keysborough – 95	

Highlights

Key Agreements

Chisholm (Student Memberships)	Oasis
Waste Disposal	Oasis & NPAC
Utilities (Gas & Electricity)	Oasis & NPAC
Cleaning	Oasis & NPAC
SEDA College	Oasis

Capital Improvement

Gym / Group Fitness building development	NPAC
Functional Training space	Oasis
Upgrade of pool cover winch and covers	NPAC
Energy efficient lighting installation in pool hall	Oasis
Program Pool lane rope upgrade	Oasis

Achievements

Platinum Pool status	NPAC & Oasis
Swim & Survive Program launch	NPAC & Oasis
MyWellness App implementation	NPAC & Oasis
SELcius program	NPAC & Oasis
Gym / Group Fitness Implementation	NPAC
24/7 Gym access	NPAC
Virtual Group Fitness	NPAC

Fun Facts

Oldest Member



Oasis
92 years (Male)
NPAC
88 years (Male)

Longest Member



Oasis
3,248 days (7/10/2014)
NPAC
3,245 days (10/10/2014)

Top Member Visits 2022–23



Oasis
1st = 458
2nd = 427
3rd = 387
NPAC
1st = 343
2nd = 304
3rd = 298



Swimming Lessons at NPAC

DANDENONG STADIUM AND SPRINGERS LEISURE CENTRE



Overview



Dandenong Stadium

- Multipurpose stadium venue
 - 15 Basketball courts
 - 19 Indoor Volleyball courts
 - 4 Futsal courts
- 2,000 seat show court
- 3 Beach Volleyball courts
- Function Room with bar and kitchen
- Strength and conditioning room
- Café and retail



Springers Leisure Centre

- Multipurpose stadium venue
 - 5 Basketball/Netball/Futsal courts
 - 7 Volleyball courts
 - 10 Badminton courts
 - 2 Roller Derby courts
- 3 Program Rooms
- Commercial kitchen
- Café and retail

Attendances

882,376

Dandenong Stadium

332,356

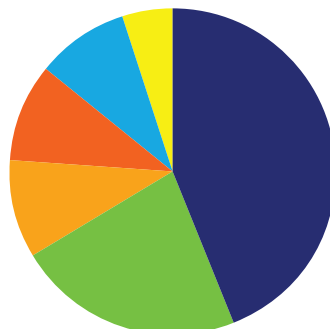
Springers Leisure Centre

Regular User Groups

Dandenong Stadium and Springers Leisure Centre

Two Primary User Groups

- Dandenong Basketball Association
- Volleyball Victoria



- School Groups (63)
- Community Groups (32)
- DBA Clubs & VV Affiliates (14)
- Sports clubs and associations (14)
- General User Groups (13)
- Event based organisations (7)

Food & Beverage

Dandenong Stadium

235,087 Transactions

Top Sales Items



21,259 Hot Drinks



20,742 Gatorades

Springers Leisure Centre

32,071 Transactions



3,878 Hot Drinks



4,260 Gatorades

Competitions



Monday night basketball competition at Springers Leisure Centre.

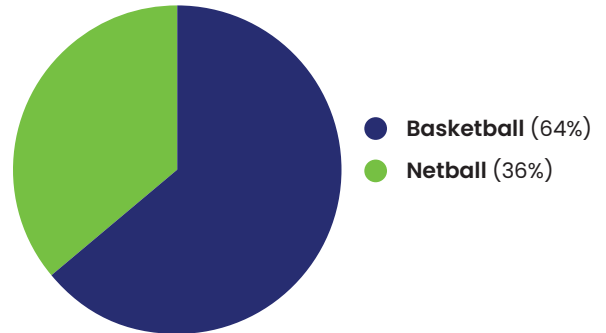
Springers Leisure Centre

34 Basketball Teams

19 Netball Teams

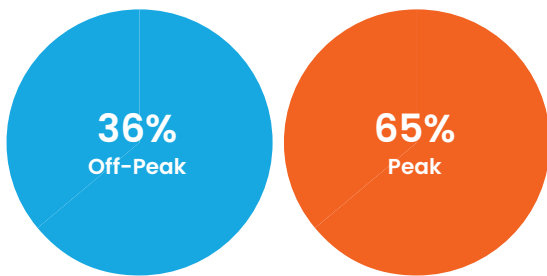
Summer Season:
October – March

Winter Season:
April – September

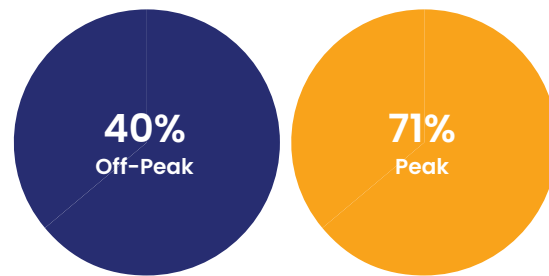


Utilisation

Dandenong Stadium



Springers Leisure Centre



Key Agreements

Dandenong Basketball	Dandenong Stadium
Volleyball Victoria	Dandenong Stadium
Waste Disposal	Dandenong Stadium & Springers Leisure Centre
Utilities (Gas & Electricity)	Dandenong Stadium & Springers Leisure Centre
Cleaning	Dandenong Stadium & Springers Leisure Centre
SEDA College	Dandenong Stadium & Springers Leisure Centre
Team Pickleball (service provider)	Springers Leisure Centre

Capital Improvement

Café redevelopment	Dandenong Stadium
Court sanding, floorboard replacement (6 courts)	Dandenong Stadium
Reception window removal and coffee machine relocation	Springers Leisure Centre
Energy efficient lighting installed in Program Rooms and Offices	Springers Leisure Centre
Refurbishment of male, female and accessible change	Dandenong Stadium
Volleyball equipment upgrades	Dandenong Stadium



Badminton training session at Springers Leisure Centre.



Showcourt at Dandenong Stadium.



Weeknight Social Volleyball Competition at Springers Leisure Centre.

Key Events

Event	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Southern Aboriginal Tournament (Basketball)	●											
Victoria Schools Cup – Secondary (Volleyball)	●											
NBLI (Basketball)	●	●								●	●	●
Festivals		●	●		●							
Amateur Athletic Union Tournament (Basketball)			●									
VACSAL Senior Football & Netball Carnival (Netball)				●								
AVL (Volleyball)				●	●	●						
Victoria Graded Championships (Badminton)				●								
Victoria Schools Cup Primary (Volleyball)					●							
Victoria Cup (Futsal)					●							
Emergency Services Games (Volleyball, Beach Volleyball, Badminton)							●					
Eltham-Dandenong Tournament (Basketball)							●					
Southern Junior Classic (Basketball)												●

● Dandenong Stadium ● Springers Leisure Centre



SEDA student playing beach volleyball at Dandenong Stadium.

During FY23, SEL initiated several marketing endeavors and promotional campaigns spanning all four South East Leisure facilities. These initiatives included both digital and traditional marketing avenues in a bid to boost brand awareness, participation in the City of Greater Dandenong and showcase the offerings available in both our aquatic and stadium facilities.

NPAC Gym Opening and 24/7 Launch

- **Doors Opening:** A successful launch event marked the opening of the NPAC Gym. The event was promoted through targeted Facebook and Google Ads.
- **Multi-channel Approach:** A strategic combination of Newspaper Ads, letter box drops, Cinema Ads and Road Signage ensured broad visibility within the local community.
- **24/7 Access:** We introduced 24/7 access, enhancing the convenience and value proposition for our customers. This was promoted through various digital channels, including social media, website and email marketing.



Victorian Premier Daniel Andrews joined SEL Staff to open the new NPAC gym.

SELcius Functional Training Program

- **Brand New Program:** We proudly unveiled SELcius, a cutting-edge Functional Training Program, across both NPAC and Oasis locations.
- **Comprehensive Launch:** Leveraging social media platforms, we orchestrated a comprehensive launch campaign that included teaser posts, instructional videos, and in-centre promotion.
- **Member Engagement:** SELcius generated significant member engagement through its unique approach to fitness, fostering a strong sense of community among participants.

Swim School Promotion

- **Online Visibility:** We enhanced the online presence of our Swim School through targeted Google Ads, ensuring it was visible to parents seeking quality swim education for their children.
- **Social Media Engagement:** Active social media presence facilitated direct interaction with parents and guardians, addressing queries and showcasing the benefits of our Swim School.
- **School Collaborations:** Inclusion in School Newsletters effectively reached a wider audience and encouraged enrollments.



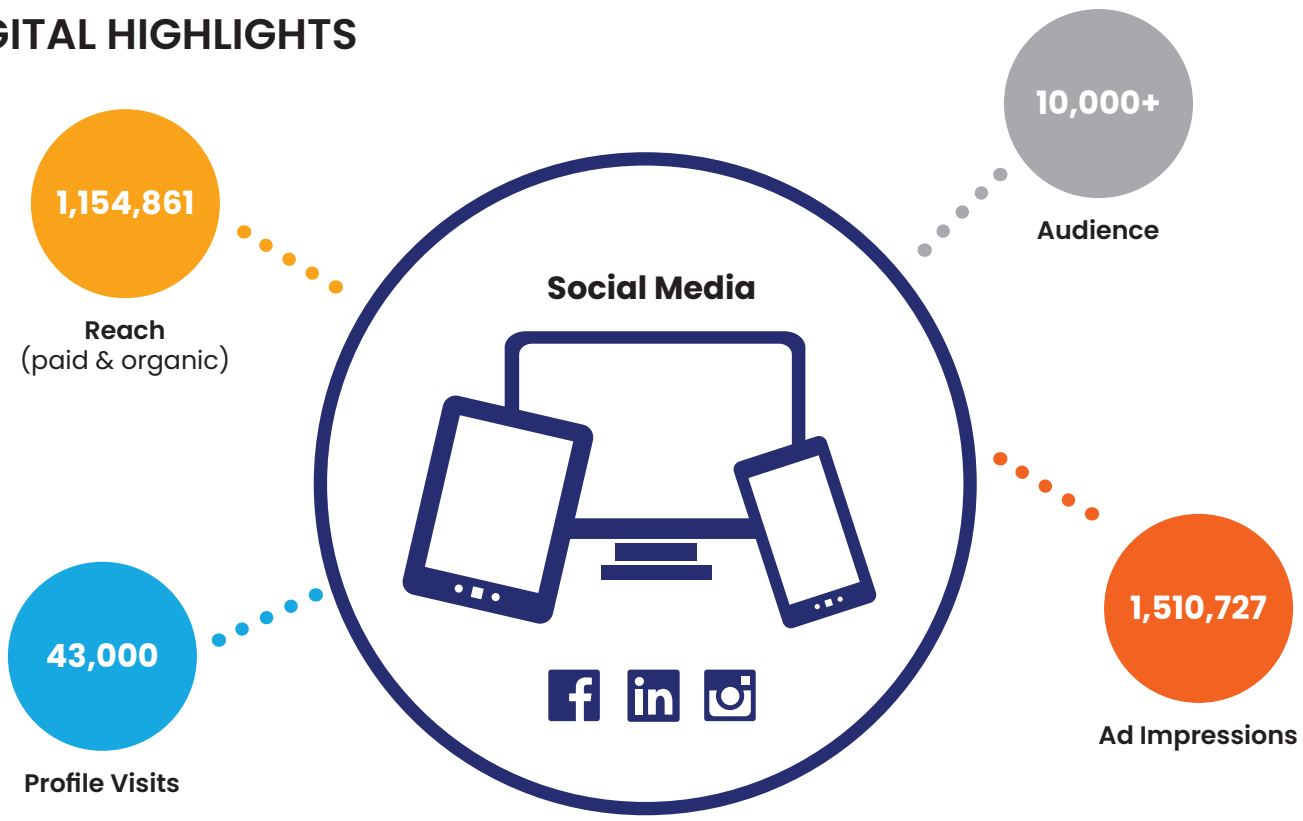
SEL Staff promoting International Women's Day.

Awareness Days

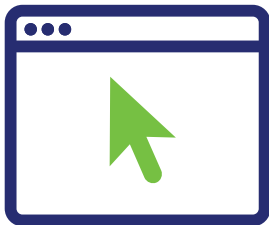
To acknowledge and celebrate a range of Awareness Days, we developed specific SEL content. During FY23 we were involved in the following causes:

- **World Drowning Prevention Day:** Promoted water safety through informative posts and graphics.
- **International Women's Day:** Celebrated the achievements and contributions of women in fitness and leisure.
- **International Day of People with Disability:** Advocated for inclusivity and accessibility in leisure activities.
- **White Ribbon Australia:** Showed our commitment to ending violence against women through awareness campaigns. SEL's leadership team also participated in Council's annual Walk Against Family Violence.
- **National Nutrition Week:** Shared valuable nutritional tips and advice for a healthier lifestyle.
- **Restart A Heart Day:** Conducted CPR and First Aid workshops to empower our community with life-saving skills.
- **Mental Health Week:** Promoted the importance of mental well-being and offered support resources.
- **International Sign Language Day:** Raised awareness about accessibility for the hearing-impaired through sign language video campaign involving a number of SEL staff members.
- **RUOK Day:** Encouraged open conversations about mental health and checking in on one another.
- **This Girl Can:** Celebrated women's participation in sports and fitness, featuring women's only group fitness classes and stadium programs.

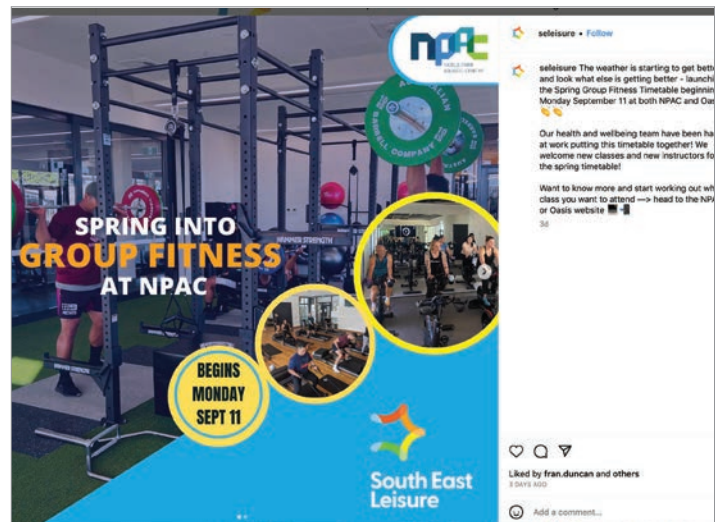
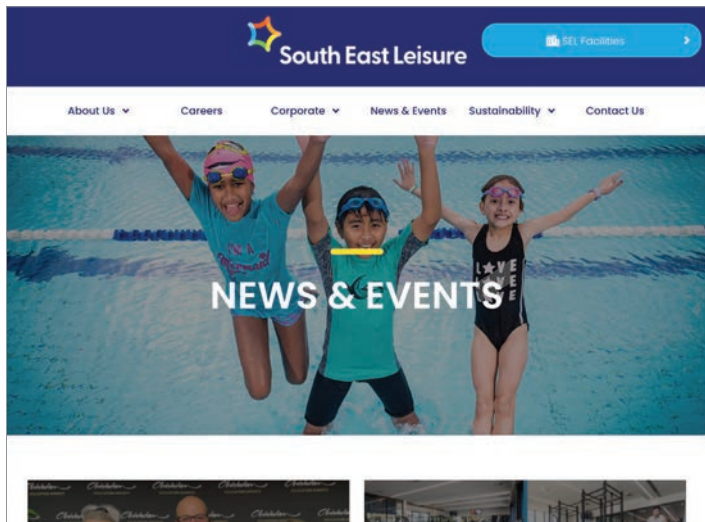
DIGITAL HIGHLIGHTS



Website



The past year has been marked by successful marketing initiatives that have enhanced our brand presence, engaged our community, and brought innovative fitness programs to our customers. We remain committed to continually delivering value and making a positive impact in the lives of our members and the broader community.



In FY23, SEL embarked on a strategic initiative by identifying four key focus areas. In alignment with this strategic approach, a commitment was made to introduce targeted programs and services aimed at driving advancements within these designated areas.

Enhancing Accessibility for People with Disabilities

- Through a new partnership with Welcoming Australia, two “Welcome to the Game” programs were funded across NPAC and Oasis. These programs catered to over 30 children from CALD communities with disabilities, offering tailored swimming lessons. Notably, 27 of these participants smoothly transitioned into SEL’s mainstream Swimming Lesson program.
- Developed a Social Story for Oasis and NPAC to aid participants with Autism, psychosocial difficulties, and intellectual disabilities in preparing for facility visits and reducing associated stress and anxiety. This has been used for many of the children in the Welcome to the Game program and is aiding SEL as we introduce an Inclusive Aquatics Program.
- Collaborated with Autism Swim who facilitated training for 10 SEL Swim Teachers, enabling the introduction of Swimming Lessons for individuals with Autism. These lessons, launched in June 2023, serving 11 participants. Growth in the program is anticipated in FY24.
- La Trobe Community Health conducted comprehensive accessibility audits of all facilities, offering recommendations for operational and infrastructure enhancements to improve accessibility. SEL are working through making these changes. This will ensure our facilities are more accessible to our community.



Welcome to the Game participants at NPAC.



Welcome to the Game participant high 5’s swim teacher.



SEL Staff at the CoGD Children’s Forum.



Student working at the CoGD Children’s Forum.

Engaging CALD Communities

- Incorporated YouMeUs inclusion training into new staff induction modules to provide a fundamental understanding of access and inclusion. This base level of learning will aid staff in how to best engage with people from all walks of life and in turn lead to a better experience for our customers.
- Supported by the Centre for Multicultural Youth (CMY), swim classes were funded, fostering partnerships and providing specialised support to migrant and refugee youth. This collaboration has grown to encompass court space utilisation at Dandenong Stadium and Springers Leisure Centre. We continue to work closely with CMY to deliver their programs within our facilities.
- Victorian Afghan Association Network (VAAN) provided Cultural Awareness training for over 40 SEL direct service staff. The training addressed several challenges facing the local Afghan community and ways in which SEL staff can help reduce barriers to entry. This has aided our staff in being able to provide a better experience for local Afghan community.
- SEL and Life Saving Victoria (LSV) partnered to deliver a CALD water safety program. This resulted in over 1,000 lessons being delivered to CALD children in FY23, focusing on swimming and water safety.
- Commenced a partnership with SWIM Jobs Victoria to enhance employment opportunities in the aquatics industry for underrepresented groups. This resulted in facilitating swim teacher training to over 20 locals from diverse backgrounds.

Promoting Female Participation

- Organised female-only swim classes in partnership with the VAAN, engaging over 20 participants. This has proven to be a great soft entry to our facilities with many of the participants since engaging in further facility use.
- This Girl Can: SEL offered free entry for the duration of This Girl Can to any female within the municipality. This provided access for over 50 females from the local community to participate in physical activity, with many of them opting to join as members following the program.



Female Member utilising the new NPAC Gym



Dandenong Stadium host state government initiative for kids nutrition

Empowering Youth Participation (Ages 12-25)

- Established a strong relationship with Reclink, driving significant growth in the Gym and Swim program, now attracting over 400 visits monthly. This has increased from just 70 visits in July 2022. This has also resulted in a positive financial outcome with SEL now invoicing Reclink an average of \$2,300 per month as opposed to approximately \$200 per month at the start of the Financial Year.
- SEL heavily advertised the State Government's Get Active Kids reimbursement and voucher program. This aided 143 young individuals in accessing swimming lessons and gym memberships during FY23. This resulted in participants saving a total of \$36,600 which was paid to SEL by the State Government via the initiative.
- Active involvement in Council's Fierce YouthFest at Noble Park Skatepark.
- Engaged with over 100 Grade 5/6 students through a Council hosted activity, incorporating their suggestions for future program and service opportunities.
- Participation in various Chisholm events to further promote the Chisholm student membership discount at Oasis.



SEL Trainer Dave helping members with equipment.



Aquatic Group Fitness class at Dandenong Oasis.



Balloon Football at Springers Leisure Centre.



Swimming Lessons at Noble Park Aquatic Centre



Hoopstime participants at Dandenong Stadium.



Badminton Junior Program at Springers Leisure Centre.

OUR COMMERCIAL PARTNERSHIPS AND BUSINESS IMPROVEMENTS

During FY23, we made significant strides in establishing commercial partnerships and driving key business improvements that will support SEL's sustained success. These initial partnerships are a testament to our commitment to fostering collaborative relationships that align with our vision.

Key partnerships that were developed include:

- **Chisholm Institute:** Our collaboration with Chisholm Institute has opened doors to a range of opportunities. By leveraging their expertise in training, we will work together to significantly reduce our costs of reimbursing mandatory training qualifications for staff. The partnership also includes marketing our newly created Chisholm Membership directly to all students, better promoting the use of Fitness Passport at our facilities to Chisholm staff and a commitment to work together on future projects.
- **Cheltenham Amateur Swimming Club:** Founded in 1964, Cheltenham are one of the oldest active swimming clubs in Victoria. They provide a range of swimming options to suit all ages and cater for beginners through to competitive swimmers. This partnership has not only introduced a new swimming club to NPAC, but as a result will contribute over \$60k in additional revenue per year.
- **Professional sporting teams:** Our collaborations with St Kilda Football Club, Melbourne City Football Club, South East Melbourne Phoenix and South Side Flyers is pivotal in enhancing our brand visibility and engagement within the sports industry. These partnerships not only strengthen our community ties but also position SEL as a leading provider of sport and recreation. Whilst initial partnerships have been established, we are excited for program development to occur in FY24.
- **Keysborough Market:** Our partnership with Keysborough Market has supported the growth of one of South East Melbourne's largest indoor markets, hosted at Springers Leisure Centre. Through this collaboration, we expect continued growth of the market, thus attracting more visitations and events to Springers.
- **Schools Sports Victoria:** Our collaboration with Schools Sports Victoria is an important strategy in maximising our off-peak usage at our Stadiums. This partnership allows us to better understand the volume of bookings that we can expect during quieter times well in advance.



SEL at the Chisholm Institute open day.



Staff gathered at Dandenong Market for the CoGD White Ribbon Walk Against Family Violence

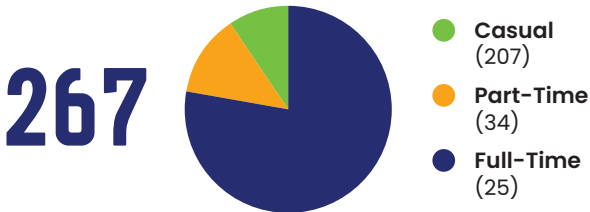
As we look forward to FY24, these achievements provide a solid foundation upon which we will continue to build. Our commitment to fostering partnerships and driving business improvements remains unwavering, ensuring SEL's sustained growth and success in the years ahead.



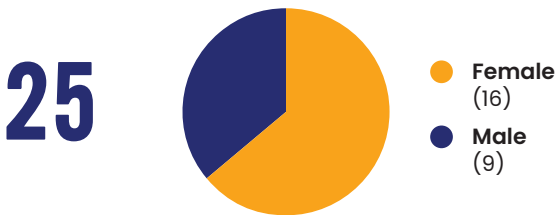
SEL has the strategic objective to be an employer of choice, with happy, engaged and committed employees. We have the ambition to be a diverse and inclusive workforce that is welcoming and representative of our community.

Our Employees

Female	Male	Unspecified
151	115	1
56.55%	43.07%	0.4%



Leadership Roles*



*Leadership roles refer to employees at a Team Leader level or above



Chair Steven Wright with three SELebration Award winners and CEO John Clark

Median Age

24

Youngest Employee

15

Oldest Employee

71



Four of our SEL Lifeguards at the Life Saving Victoria Pool Lifeguard Championships, MSAC.

Employee Country of birth – Australia

70% 

Employees that speak only English

54% 

Most common languages spoken by employees other than English



Mandarin was the most common with

3%

The number of other languages spoken by staff at home

32

Employees that identify as living with a disability

7.25%

Australian Bureau of Statistics – City of Greater Dandenong Average

7.7 of the Greater Dandenong population identify as living with a disability



SEL Staff celebrate Harmony Day.



SEL Celebrates NPAC receiving LSV Platinum Pool Accreditation.

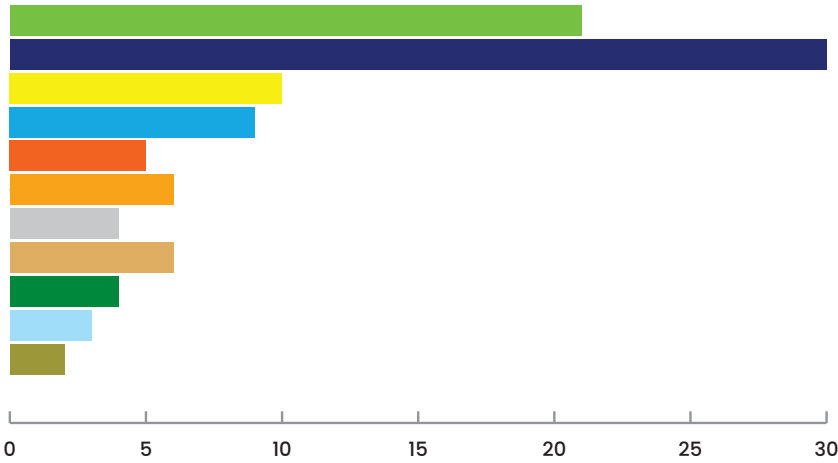


SEL Staff at the CoGD White Ribbon Walk to End Family Violence.



SEL Employees of the Year – Ally Rasmussen and Courtney Canning with Olympian Chris Anstey and CEO John Clark.

Age of staff and percentages



- 15-19 (57) (21%)
- 20-24 (80) (30%)
- 25-29 (28) (10%)
- 30-34 (23) (9%)
- 35-39 (14) (5%)
- 40-44 (15) (6%)
- 45-49 (10) (4%)
- 50-54 (17) (6%)
- 55-59 (10) (4%)
- 60-64 (7) (3%)
- 65+ (6) (2%)



Reception Staff welcomes members/patrons to NPAC.

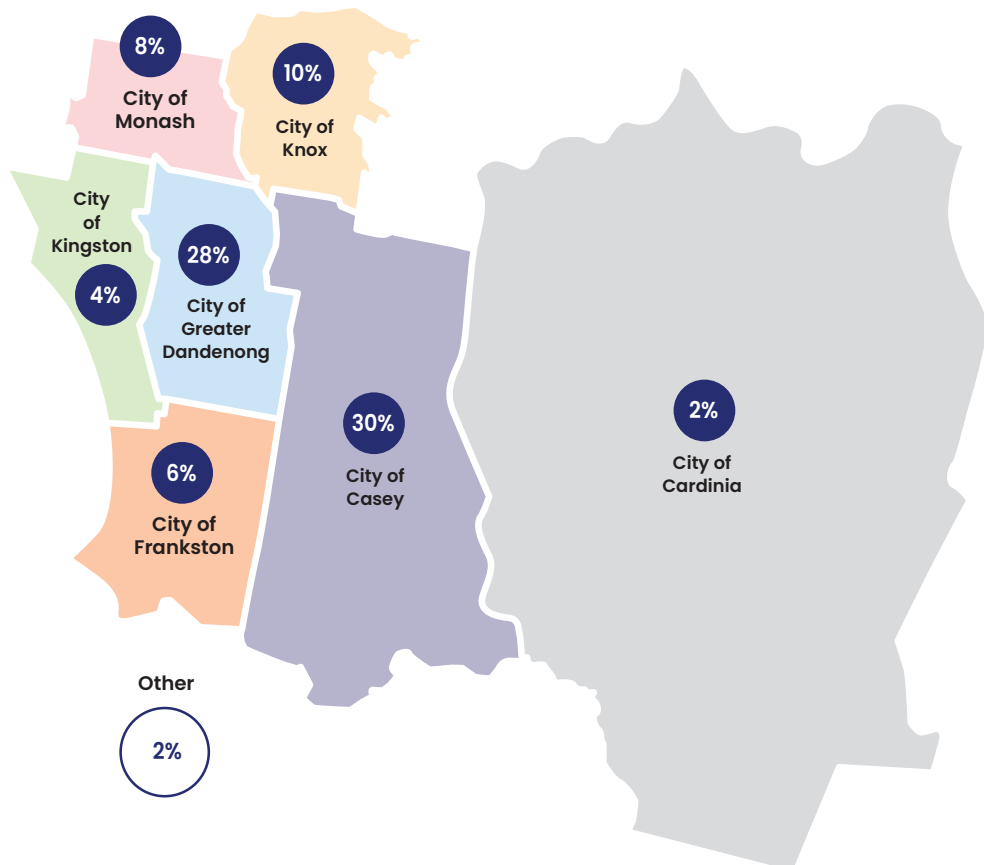


SEL Green Team meeting in person and virtually.

Where our employees live



South East Leisure





SEL Staff embracing International Women's Day.

South East Leisure is a business enterprise of the City of Greater Dandenong, pursuant to Section 110 of *The Local Government Act 2020*, and is a company limited by guarantee, governed under *the Corporations Act 2001* by a Board of five non-executive directors.

At Board meetings, our shareholder, the City of Greater Dandenong has two non-voting representatives who support the alignment of SEL's activities with that of the City's plans and strategies.

Our Board

The SEL Board ensures that our corporate governance obligations are maintained at an appropriately high standard of accountability. This includes structures and processes in relation to decision-making and accountability, which guide SEL's behaviours and enhance our performance.

The SEL Board practices good corporate governance principles to:

- enhance the performance of SEL
- understand and manage risks to minimise unwanted consequences and maximise opportunities
- strengthen community support and confidence in SEL
- enhance the public reputation of SEL through transparency and accountability
- demonstrate appropriate discharge of legal and ethical obligations
- assist in the prevention and detection of fraudulent, dishonest and/or unethical behaviour.

Audit and Risk Management Committee

SEL's Audit and Risk Management Committee assists the Board with discharging its responsibilities related to:

- Probity
- Risk management
- Maintenance of sound internal controls
- Assurance activities including internal and external audits, legislative and regulatory compliance
- The Board's Codes of Conduct and governing principles.

Audit and Risk Management Committee Members:

- Laura Buckley – Committee Chair
- Steven Wright
- Mick Jaensch

People and Culture Committee

SEL's People and Culture Committee assists the Board with discharging its responsibilities related to:

- Promotion of a safe working culture
- SEL's Human Resources strategy and any requirements for appropriate resources, policies, and procedures
- Effective attraction and retention policies and programs that have regard to the creation of value for shareholders and the external remuneration market
- Performance management, development, planning and succession management programs to enable talented, motivated, and engaged people to support the achievement of the company strategy.

People and Culture Committee Members:

- Tim Cockayne – Committee Chair
- Malak Sukkar
- Mick Jaensch

The following persons were directors and shareholder representatives during the 2022-23 financial year.

Directors



Steven Wright
Non Executive Director and Chair



Dr Malak Sukkar
Non Executive Director



Tim Cockayne
Non Executive Director



Mick Jaensch
Non Executive Director



Laura Buckley
Non Executive Director

Council Representatives



Peta Gillies



CR Lana Formoso

Executive Team



John Clark
Chief Executive Officer



Mel Ithalamulla
General Manager Corporate
Services and Finance



Jake Da Silva
General Manager Commercial
and Community Partnerships



Travis Sauer
General Manager - Aquatics
and Leisure



Ian Jenkins
General Manager - Stadiums



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