

2009-2010
Annual Report
Diamantina Shire Council

Welcome

Welcome to Diamantina Shire Council's Annual Report, which provides an account of the organisation's financial and operational performance and activities during the financial year July 1, 2009 to June 30, 2010.

This Annual Report contains information for the community on Council's achievements, challenges, values and plans for the future. The information in this report demonstrates accountability to stakeholders, who include residents and ratepayers, staff, Councillors, investors, community groups, government departments and other interested parties.

This report meets the requirements of the Local Government Act 2009 and Local Government (Finance, Plans and Reporting) Regulation 2010 and is part of Council's commitment to open and accountable reporting.

Further copies of this publication can be obtained by contacting the Council Administration Centre on (07) 4746 1202 or by visiting Council's website at www.diamantina.qld.gov.au

We welcome your feedback on this report, which can be provided in writing to the address below.

DIAMANTINA SHIRE COUNCIL

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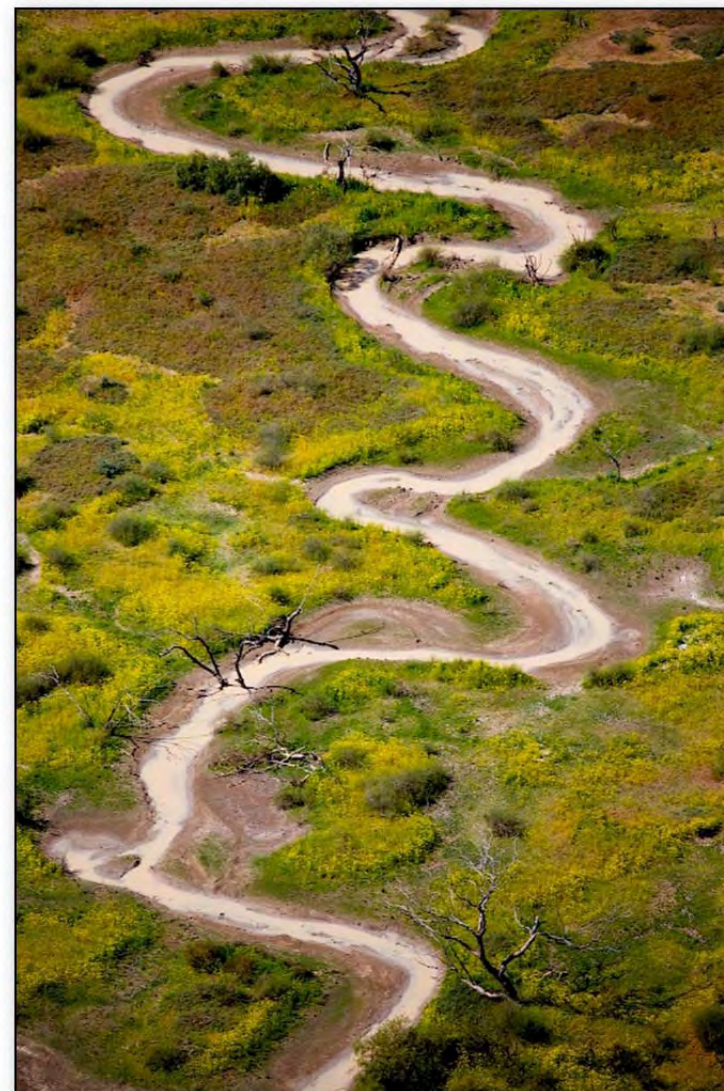
Contents

PART A

5 YEARS AT A GLANCE – A FINANCIAL SNAPSHOT	4
OUR SHIRE	5
OUR COUNCIL	7
A Message From Our Mayor	8
A Message From Our CEO	9
Our Elected Members	10
Our People	17
Funded Programs	20
Corporate Governance	21
OUR PERFORMANCE	24
COMMUNITY FINANCIAL REPORT	40

PART B

ANNUAL FINANCIAL STATEMENTS	45
CONTACT INFORMATION	83



Desert channels after flooding

5 Years at a Glance

2009-10	2008-09	2007-08	2006-07	2005-06	2004-05	
\$548,774	\$543,983	\$497,386	\$516,148	\$422,705	\$488,520	Net Rate Revenue
\$38,262,800	\$26,326,782	\$21,689,877	\$16,995,820	\$13,176,900	\$10,300,987	Total Revenue
\$34,280,808	\$23,768,781	\$17,799,002	\$14,622,296	\$12,505,733	\$10,802,308	Total Expense
\$3,956,531	\$2,363,692	\$3,811,879	\$2,373,524	\$671,167	(\$501,321)	Net Result
\$3,165,567	\$7,663,620	\$3,786,601	\$2,808,000	\$3,554,713	\$5,745,896	Capital Additions
\$214,180	\$88,834	\$84,543	\$80,518	\$39,605	\$14,788	Debt Repayment
\$1,756,686	\$1,970,866	\$1,059,700	\$1,144,243	\$1,224,761	\$464,366	Loan Balance
\$83,996,279	\$93,832,489	\$81,160,590	\$63,383,900	\$61,044,727	\$43,586,177	Total Assets
\$3,703,052	\$5,067,371	\$2,771,468	\$2,854,979	\$2,888,605	\$1,367,121	Total Liabilities
\$80,293,227	\$88,765,118	\$78,389,122	\$60,528,922	\$58,156,123	\$42,219,056	Total Equity
\$1,967,972	\$2,310,774	\$2,263,532	\$2,863,532	\$935,139	\$704,154	Reserves
\$2,000,300	\$2,889,022	\$2,634,931	\$2,548,619	\$2,601,728	\$2,505,444	Depreciation Expense

Our Shire

Our Size: 94,869.8 km²

National Parks: 17,082.7 square kilometres

Roads Length: 1684 km

Our Population: 319 (as at June 30, 2009)



Covering over 94,000 square kilometres (twice the size of Denmark) Diamantina Shire lies within the region known as the Channel Country in far south-western Queensland Australia. This area consists of a network of western Queensland Rivers which vary greatly in dry seasons but hundreds of square kilometres are flooded after rain stretching out across the floodplains like fingers hence the name Channel Country, after rain this area is covered with wildflowers, yellow, pink and blue and an abundance of birdlife.

As harsh as the country may seem, it is rated as having some of the best cattle fattening areas in Australia with some of the Channel Country now accredited with "Organic Beef Certification". Many of the 14 stations in the Shire have descendants of the early settlers working them, one being the Kidman Company founded by Sir Sydney Kidman, known as the Cattle King.



Diamantina Shire is 94,870 square kilometres in area, the second largest Shire in Queensland, with a population of 319 people. There are three towns – Birdsville, Bedourie and Betoota. The Shire is predominantly a beef producing area containing some of the best contaminant free natural fattening country in Australia.

Diamantina shares borders with the Northern Territory and South Australia and lies within the region known as the channel country. In this area of Western Queensland, rivers vary greatly in dry seasons. Hundreds of square kilometres can be flooded after rain.

There are 1,684 kilometres of roads, the majority of these are dirt or gravel with only 190 kilometres of bitumen road in the whole Shire. There are fourteen properties within the Shire, the average being 6,857 square kilometres.

Diamantina boasts many beautiful tourist attractions. There are massive natural Sandhill's, historical buildings and cattle stations, rare species of flora and fauna, two great inland river systems, historic

stock routes, ancient and rare Waddi Trees, the amazing channel country and spectacular sunsets and starry night skies. Items of heritage include the course that explorers Burke & Wills discovered and the famous Kidman cattle stations.

Bedourie, the Shire's administration centre, boasts many amenities including a hotel, motel, roadhouse, Caravan Park, a desert golf course and a new Community Centre which features an indoor tennis court and an Aquatic Centre with Artesian Spa.

Bedourie meaning dust storm, was first established as a Cobb and Co. Coach stop and watering point for drovers on the north south stock route. The town water supply is reticulated from what is believed to be Australia's best artesian bore.

Birdsville, lying about 12 kilometres inside the Queensland Border, was established as a customs collection point for the stock routes and as a centre for the rich cattle country in the surrounding district. In its early years, before Federation, a toll was payable on stock and supplies entering South Australia. At this time Birdsville was a thriving community with three excise officers posted in the town.

Today Birdsville has only one hotel. The beer is cold and meals and accommodation can be provided. The bar alone is worth a visit, if only to hear the old stories of the district.

The first week in September is reserved for the celebrated Birdsville Races which attracts visitors from all over Australia. Birdsville, which was founded in 1873, is situated between the sands on the Simpson Desert and the gibbers of Sturt's Stony Desert and is the starting point of the famous Birdsville Track. A billabong just out of town is of interest to naturalists. In a branch of the Diamantina River, it is a haven for many species of birds and wildlife against the arid backdrop of near desert. About 15 kilometres north of Birdsville there is a patch of extremely rare Waddi Trees; there are only a few specimens of these trees throughout the world.

A popular attraction at Birdsville is the "Birdsville Working Museum" which features a unique collection of Australian antiques and artefacts from the early settlers as well as a wheelwright blacksmith shop, mule yard, sulky sheds, Cobb and Co. Originals and hay sheds.

Visit the Diamantina Shire for a unique outback experience.

Our Council

OUR MISSION

Diamantina Shire Council's mission is to serve and advocate on behalf of the shire community and to provide residents and visitors with continually improving services and infrastructure, which is socially, economically and environmentally sustainable, in order to further enhance the quality of life.

OUR CORE VALUES

Innovation and Continuous Improvement

Council and staff seek to overcome challenges and take advantages of opportunities through a commitment to innovation. Through innovative thinking and constant review of our practices and approach we are continually improving our performance and service delivery.

Quality

Council is committed to ensuring quality output by providing the organisation with resources which facilitate excellence in performance, commitment and service delivery.

Accountability

Council has a responsibility to the residents and ratepayers of the shire to be inclusive and responsive to their views and needs and to communicate effectively.

Teamwork

We recognise the importance of maintaining a creative and responsive work environment in which the community, councillors, management and staff, work constructively together in a spirit of teamwork, trust and loyalty.



Plant and Equipment Transport



Bedourie Race Course – March 2010 Flooding

A Message From Our Mayor

It has been said that some things never change. One thing that has significantly changed here is the landscape. We have witnessed and are still witnessing possibly the greatest season ever. We have had two great back-to-back seasons and it seems it's not over yet, maybe we will have three in a row. The monthly rain has impacted heavily on our road building workforce in the second half of 2010, requiring repetitious maintenance to keep our roads open. We have had numerous comments and letters regarding the great work achieved under trying conditions.

Diamantina Shire has lobbied the State Government for a larger aircraft to service our regular public transport, and the Queensland Government has been generous in return with a very significant subsidy to allow the present Skytrans service to succeed. Skytrans is providing a great service and, if demand keeps growing, a third weekly run may be put in place. The increase in demand for people to fly into Birdsville and Bedourie has put more pressure on our parking areas for planes as well as on the terminal buildings. Plans have been finalised and construction on all fronts will start in the New Year.

A new housing subdivision is underway in Birdsville which is expected to be completed in the first half of next financial year, and a 30 lot housing subdivision is in the planning stage for Bedourie. Council has a programme to sell existing homes and replace these houses plus provide extra housing. This program is working well with 1 house sold in Birdsville, 3 houses sold in Bedourie, 3 houses built in Birdsville, and 4 houses built in Bedourie. This building program is very important to stimulate the growth of our towns. Council views this programme with the highest priority. We need to bring in more families to guarantee ongoing support towards our schools, and to sustain our workforce. To do this requires accommodation. The house building programme is an area where Council is prepared to borrow funds to ensure its success, and to secure the future of our towns.

Diamantina Shire, in partnership with Barcoo Shire, has lobbied the Queensland and Federal Governments in an attempt to secure a three tier partnership to build a fibre optic network from Quilpie to Boulia, via Windorah, Birdsville and Bedourie as well as Windorah, Gundah, Stonehenge and Isisford. The two Shires and the Queensland Government are to provide \$1.4m each, and the Federal Government to provide the remaining portion of approximately \$23m. This will provide redundancy connecting fibre loops as well as using all existing towers to put a mobile network on each.

Properties within 30 kms of these towers should be able to access mobile phones and wireless internet. Council views it as very important to secure adequate funding to ensure we get the best technology possible.

The Diamantina Health Service is delivering an excellent service to our residents and hundreds of tourists. It is an area that should not be Council's responsibility but, because of its importance, Council guarantees its continuation.

I would like to thank all the Diamantina Shire staff, contractors and consultants for their efforts throughout the year with the progression of our operational and corporate plan.



A handwritten signature in black ink, which appears to read 'Robbie Dare', written in a cursive style.

Cr Robbie Dare
MAYOR

A Message From Our CEO

Diamantina Shire Council's budget has grown considerably due to flood damage that has impacted on shire and state-controlled road infrastructure assets. Council has responsibly managed this growth and continued to make decisions for the future where work reliability may decrease. I describe the environment that Council operates in as boom/bust. A better description perhaps is that because of its geographic location – being in the heart of the channel country – it is impacted by floods. Significant flood events are classed as natural disasters which trigger 'Natural Disaster Relief and Recovery Arrangements'. Under these arrangements, Council is eligible to claim financial damage (the first \$50,000 is payable by Council) to restore the assets. Given that Council has 108 kilometres of state-controlled roads under its control that is in the floodplain area and significantly impacted by flooding, it translates to considerable work activity. The flooding of 2010 caused approximately \$20 million damage to road assets (shire and state-controlled roads). It is Council's responsibility to restore these assets within a two-year period. So, it is against this backdrop that Council's workload comes in peaks and troughs. Hence, the crude reference to a boom/bust environment. The critical factor for Council is to organise its resources (plant and human) such that it can maintain output at an acceptable level and contract in additional resources to complete restoration work. Council has resisted the temptation to expand itself in light of the particularly good seasons (regular flooding) it has experienced over the past few years.

Council has expanded its Plant Replacement Strategy to span a 20-year period. This sensible approach breathes integrity into planning. Previously, plant replacement was planned across a ten-year cycle which was too short a period for certain items of plant. Likewise, the Capital Expenditure Programs for water and sewerage infrastructure have been expanded to cover a 20-year period.

Council is now planning its Works Program over a 10-year period with the first two years being locked down solid and the remaining eight years being indicative. This Master Gantt Chart is becoming powerful enough to inform Council's budgeting process.

The introduction of the new Local Government Act 2009 and its subordinate legislation has occurred somewhat seamlessly as a result of Council educating its staff and councillors in advance.

Staff turnover has continued to cause disruption to operations but I am optimistic that this will be curbed following the implementation of Council's wage review. Basically, wage levels for administration staff need to be increased. This will be achieved through first assigning correct award levels to staff. Council will then be in a position to market itself as an employer of choice.

All in all, Council has had a solid year of achievement through providing services amidst the disruption of flooding, continually improving systems and processes and strengthening its financial position. The investment of time into strategic planning will ensure that Council remains at the forefront in project delivery, service provision and asset maintenance and management.

I commend to you the Annual Report and Financial Statements of Diamantina Shire Council for the 2009/2010 financial year.




Scott Mason
CHIEF EXECUTIVE OFFICER

Our Elected Members

Diamantina Shire Council has an elected body of five councillors. These councillors have specific powers, duties and responsibilities as set out in the Act and Regulations. In addition the Councillors must abide by a Code of Conduct that further ensures they undertake their duties in the best interests of the Shire and its residents.

THE PRIMARY FUNCTIONS OF A COUNCILLOR ARE TO:

- Represent electors;
- Initiate new policies and activities;
- Evaluate council activities; and
- Control council finances.

MEETINGS OF COUNCIL

Council's Ordinary Meetings are usually held on the third Monday of every month except January. Meetings commence at 8:30am and are held at the Council Administration Centre, Herbert Street, Bedourie with one meeting a year held at Birdsville at the Community Centre Hall.

For further details about Council meetings, contact the Council Office on (07) 4746 1202 or visit Council's website at www.diamantina.qld.gov.au

Mayor Cr Robbie Dare

Born in Charleville in 1955 to Bob and Marie Dare, Robbie is the eldest of five children. His primary schooling took place at Windorah Primary School and his secondary schooling at Nudgee College in Brisbane.



After completing school Robbie worked with the Department of Main Roads building the Whitula Creek Bridge. He later worked on the bitumen road at and around Windorah. Robbie also spent some years working on Morney Plains station as a Station Hand, he then moved onto Toowoomba to become an office manager of a plant and machinery business.

Being a self-employed business man and with over ten years' experience working at the Diamantina Shire Council, Robbie has come to understand many of the challenges facing residents of Queensland's remote South West corner. Robbie, wife Adele and their three children Ben, Jeffrey and Jaime have lived in the area for many years.

This is Mayor Cr Robbie Dare's second term in Council.

Our Elected Members



Deputy Mayor Cr Barry Gaffney

Born 1951 in Adelaide to Alan and Florence (nee Smith), Barry is the second eldest of four children. He completed primary school at Birdsville State School and did secondary schooling by correspondence.

On leaving school, he established a livestock carrying business, carting stock and fuel within the Western Queensland region. Barry married Narelle in 1974, who at the time had been working as a nurse in Brisbane. Barry and Narelle have three children, Kerri-Ann, Louise and Leon.

In 1986 they opened Birdsville Fuel Service and in 1993 they took over operating the Birdsville Post Office which they currently manage along with their business.

This is Deputy Mayor Cr Barry Gaffney's fourth term in Council.



Cr Joyce Crombie

Born in Birdsville in 1949 to Linda and Frank Crombie, Joyce has six sisters and five brothers. Joyce spent her childhood in Birdsville where she attended the Birdsville State School.

Joyce has worked in various jobs around the Diamantina Shire including being a local Aboriginal and Torres Strait Islander Health Worker.

Joyce has three children, Joanne, Lea and Bill and seven grandchildren.

This is Cr Joyce Crombie's second term as Councillor.

Cr Brian Hanna



Brian first visited the shire in 1998 for the Birdsville Races and ended up staying. He started work at the Birdsville Hotel late 1999 and continued to late 2004 when he departed and then returned in late 2008 to manage the Hotel.

Commencing as Councillor in May 2010 after a by-election Brian considers the Diamantina to be a great place with great people and great visitors.

"I feel at home within the Diamantina Shire with an extra-large family, and i am proud to be a part of the Diamantina shire and involved in such a wonderful community."

Our Elected Members

Cr Garth Tully



Born 1960 in Charleville to Colin and Betty Tully, Garth is the eldest of four boys. He completed early primary schooling in Bedourie to year five before attending Nudgee College in Brisbane.

Employed by the Milson Family who at the time owned Cluny Station. After leaving school, Garth then became manager at Diamantina Lakes station before returning to Cluny station as Manager in 1990.

Garth married Kathi (nee Hindom) in 1983 and they have two boys Patrick and Shayne.

This is Cr Garth Tully's sixth term as Councillor.

Cr Geoff Schrader



Geoffrey William Schrader, born 1947 in Kyogle and attended school at Cougal, Loadstone, The Risk and Casino.

Married to Shirley, they have three children John, Caroline and Kristina.

Geoff became a station hand at Morney Plains Station then moving on to manage Sandringham Station for 32 years (1978 – 2010).

Geoff first joined Diamantina Shire Council in 1985.

Geoff and Shirley were very active members of the Bedourie Gymkhana Club. Geoff is an excellent horse trainer and rider with many successful achievements over the years including various sports awards.

Councillor Schrader resigned from his position as at December 2009.

Our Elected Members

COUNCILLOR REMUNERATION SCHEDULE

Councillor remuneration as adopted by council is tabled below:

NAME	OFFICE	BASE FEE	Attendance at approved meetings/function/conference etc. Fee per day. (Does not include travel time)
Cr R Dare	Mayor	\$45,690	\$300
Cr B Gaffney	Deputy Mayor	\$19,580	\$300
Cr G Tully	Councillor	\$13,050	\$300
Cr J Crombie	Councillor	\$13,050	\$300
VACANT	Councillor	\$13,050	\$300

COUNCILLOR EXPENSES REIMBURSEMENT AND FACILITIES PROVISION POLICY

INTRODUCTION

In accordance with sections 236B, 250AR and 250AS of the Local Government Act 1993 the following policy outlines expenses that may be reimbursed and facilities that are to be provided to councillors as part of fulfilling their obligations.

CONFERENCES, MEETINGS AND WORKSHOPS

Where council resolves councillors are required to attend training courses or workshops to either deliver a paper or as a delegate of council; council will meet the cost or reimburse expenses associated with attending the event since participation is part of the business of council.

MANDATORY TRAINING

Where council resolves that all councillors are to attend training courses or workshops for skills development related to a councillor's role, council will meet the cost or reimburse the total costs of the course. Note: Some examples of this training are Councillor Induction, Code of Conduct, Meeting Procedures and Legislative Obligations.

DISCRETIONARY TRAINING

Where council gives approval for a councillor to attend a conference, workshop or training to improve skills relevant to their role as a councillor, other than mandatory training as above, council will allow for the expenses to be covered to a limit available to each councillor during their current term in office.

This limit will be set at \$5,000 per councillor per term.

TRAVEL EXPENSES (INCLUDING TAXI AND PUBLIC TRANSPORT)

Councillors may incur travel costs for a number of reasons including attendance at council meetings, travelling to conferences, training or workshops. In some cases this may involve interstate and overseas travel. If councillors travel using their private vehicles a mileage allowance can be claimed based on log book details to substantiate the relevance of the travel to council business.

The mileage allowance is set as follows;

- \$0.80 per kilometre for sedan-type vehicles
- \$1.20 per kilometre for four-wheel drive vehicles.

This mileage is based on research undertaken by the Royal Automotive Club of Victoria.

Our Elected Members

Councillor Expenses Reimbursement and Facilities Provision Policy continued...

HOSPITALITY EXPENSES

Elected members may have occasion to incur hospitality expenses while conducting council business apart from official civic receptions organised by council. The mayor, in particular, may require additional reimbursement when entertaining dignitaries outside of official events.

The maximum amount of hospitality expenses that will be reimbursed is as follows;

- Mayor - \$2,000 per annum.
- Councillor - \$500 per annum.

ACCOMMODATION

Elected members may need to stay away overnight while attending to council business. When attending conferences, councillors must take advantage of the package provided by conference organisers and therefore stay in the recommended accommodation unless prior approval has been granted by council.

In all other cases the Chief Executive Officer will authorise reasonable accommodation arrangements. In these instances, council will meet the cost of or reimburse legitimate accommodation costs.

MEALS

Council will meet the cost of meals while elected members are on council business. Elected members meal expenses may be charged to their accommodation, council credit card or receipts presented for reimbursement.

PROVISION OF FACILITIES

Council will provide and meet operational costs of facilities which are deemed necessary and required to assist councillors in their role.

When determining the facilities to be provided, council has considered what are reasonable requirements and standards for an individual councillor. If a councillor chooses a higher standard of facility than that prescribed by council, any difference in cost must be met by the councillor personally. Ownership of any facilities provided remains with Council.

ADMINISTRATIVE TOOLS AND ACCESS TO COUNCIL OFFICE AMENITIES

Council will provide the following to councillors in its Birdsville or Bedourie office as required:

- Facilities such as office space and council meeting rooms.
- Secretarial support for mayors and councillors.
- Desktop and/or laptop computer.
- Use of council landline telephone and internet access.
- Fax and/or scanner
- Printer. Photocopier, paper shredder.
- Stationery.
- Publications – copies of the Act and other legislation, books, journals considered necessary.
- Any other administrative necessities which council considers necessary to meet the business of council.

HOME OFFICE

If council determines that it is necessary, it will provide a councillor with home office equipment, including computer, fax, copier, printer and internet access.

Our Elected Members

Councillor Expenses Reimbursement and Facilities Provision Policy continued...

MAINTENANCE COSTS OF ANY COUNCIL OWNED EQUIPMENT

Council will cover all ongoing maintenance costs associated with council owned equipment to ensure it is operating for optimal professional use.

NAME BADGE AND UNIFORM FOR COUNCILLORS

Council will provide each elected member with a name badge and Councillor uniform. This may include any safety equipment such as overalls, safety helmets or glasses as required by a councillor in their role.

VEHICLE

Council will provide a vehicle owned by council for official business as required from time to time. Elected members are authorised reasonable private use of council-owned vehicles when on council business, on the condition that they reimburse council for any private use at the adopted mileage allowance rate.

FUEL COSTS

Council will provide fuel, meet the cost of fuel or reimburse the cost of fuel for vehicles provided by council.

TELECOMMUNICATION NEEDS

Mobile telephones and/or a hand held PDA device (e.g. 'Blackberry') - Where council resolves to provide a mobile telephone or hand held device to a councillor for official business use, council will pay for all associated costs. Any personal calls made by the councillor must be reimbursed to council.

If a councillor uses a personally owned mobile device, council will reimburse actual council business related costs up to 50% of the total costs incurred.

Where council does not provide a mobile telephone or hand held device, council will provide:

- A home landline at the councillor's residence, including connection cost, monthly rental and council will reimburse actual council business related call costs up to 50% of the total costs incurred. However, any STD or international calls made from the home telephone can only be reimbursed if a receipt and certification is provided by the councillor that the call was related to council business; and
- If "home office" facilities as described above, are not provided by council, it will meet the cost of home internet access including monthly access fee and up to 50% of the package costs.

LEGAL COSTS AND INSURANCE COVER

Council may by resolution, agree to cover costs incurred through any inquiry, investigation, hearing or legal proceedings into the conduct of a councillor, or arising out of, or in connection with the councillor's performance of his/her civic functions. Councillors are to be covered under council insurance policies while discharging civic duties. Specifically, insurance cover will be provided for public liability, professional indemnity, councillor's liability, personal accident, international and domestic travel insurance.

MAKING CLAIMS

When seeking reimbursement for expenses, elected members must complete and sign a fees and expenses claim form and provide receipts for allowable expenses together with details of the council business that the expenses relate to. Expenses claims or reimbursement requests which comply with the requirements of this policy should be forwarded to the Deputy Chief Executive Officer. Any Expenses claims or reimbursement requests which do not comply with the requirements of this policy should be referred to the Chief Executive Officer for determination.

Councillors are responsible for ensuring that they do not make claims in excess of allowable limits.

REMUNERATION AND ATTENDENCE FOR THE YEAR ENDED JUNE 30, 2010

COUNCILLOR	MEETINGS ATTENDED	REMUNERATION	EXPENSES REIMBURSED	SUPERANNUATION CONTRIBUTION	TOTAL
Cr R Dare	61	60,708.37	8,359.99	7,285.00	76,353.32
Cr B Gaffney	19	26,037.04	5,120.79	2,961.60	32,762.39
Cr J Crombie	37	23,760.00	100.93	2,851.20	26,712.13
Cr B Hanna	4	2,731.45	1,057.76	327.77	4,116.99
Cr G Schrader	9	9,935.00	820.08	1,192.20	11,947.28
r G Tully	18	17,005.00	18,016.03	2,203.20	38,579.23
TOTAL		\$140,176.86	\$33,475.58	\$16,820.97	\$190,471.34

Notes:

- 1) Cr G Schrader resigned as at December, 2009
- 2) Cr B Hanna commenced service as at May, 2010



Our People

Diamantina Shire Council has had a busy year in regards to human resource management and improving our overall operations in regards to people management. Significant work has gone into the recruitment of staff as well as training and development of existing employees.

TRAINING AND DEVELOPMENT

Council has a commitment to learning and development and promotes study assistance as well as assistance with course fees to all employees.

Council has carried out comprehensive Organisational Health Reviews in multiple areas of its operations with an aim of assessing morale, culture and management support of areas and then provide recommendations to further support both staff and management to develop a supportive culture that promotes staff wellbeing and high morale. This has been a successful process that has yielded positive developments.

EMOTIONAL ASSISTANT PROGRAM

Offered to all employees and immediate family members of employees of the Diamantina Shire Council the program provides access to a Clinical Psychologist both over the phone and face to face. Introduced in the 2009/2010 financial year the purpose of the program is to provide support for employees, and to reduce the negative effect of stress that can arise within the workplace and community.



EQUAL OPPORTUNITY IN EMPLOYMENT

AIM: To create an environment that provides equality of opportunity for all employees.

POLICY:

Diamantina Shire Council is an equal opportunity employer, committed to promoting equity in employment opportunity. All employees and potential employees will receive fair and equitable treatment in all matters relating to recruitment, training and promotion without regard to factors such as sex, age, race, religion or marital status. Discrimination, victimisation, harassment and favouritism will not be tolerated.

The Council will pursue its policy in association with the other 10 Shires of the region and with commonality of purpose.

OBJECTIVES:

1. Ensure that all employees receive fair, consistent and equitable treatment.
2. Provide guidelines and monitoring procedures to ensure that all employees receive equal opportunities for training and that promotion is based on merit.
3. To enable members of the target groups (defined hereunder) to compete for recruitment, selection promotion and transfers and to pursue careers in the Council on an equal basis with people who are not members of those groups. (Aboriginal and Torres Strait Islander peoples, people of non-English speaking background, people born in a non-English speaking country, children of people born in a non-English speaking country, people with a disability and women. {Local Government Amendment Regulation No. 3 of 1995} To include all people with attributes defined by the Queensland Anti-Discrimination Act 1991.)
4. Establish and maintain a working environment free from all forms of harassment.

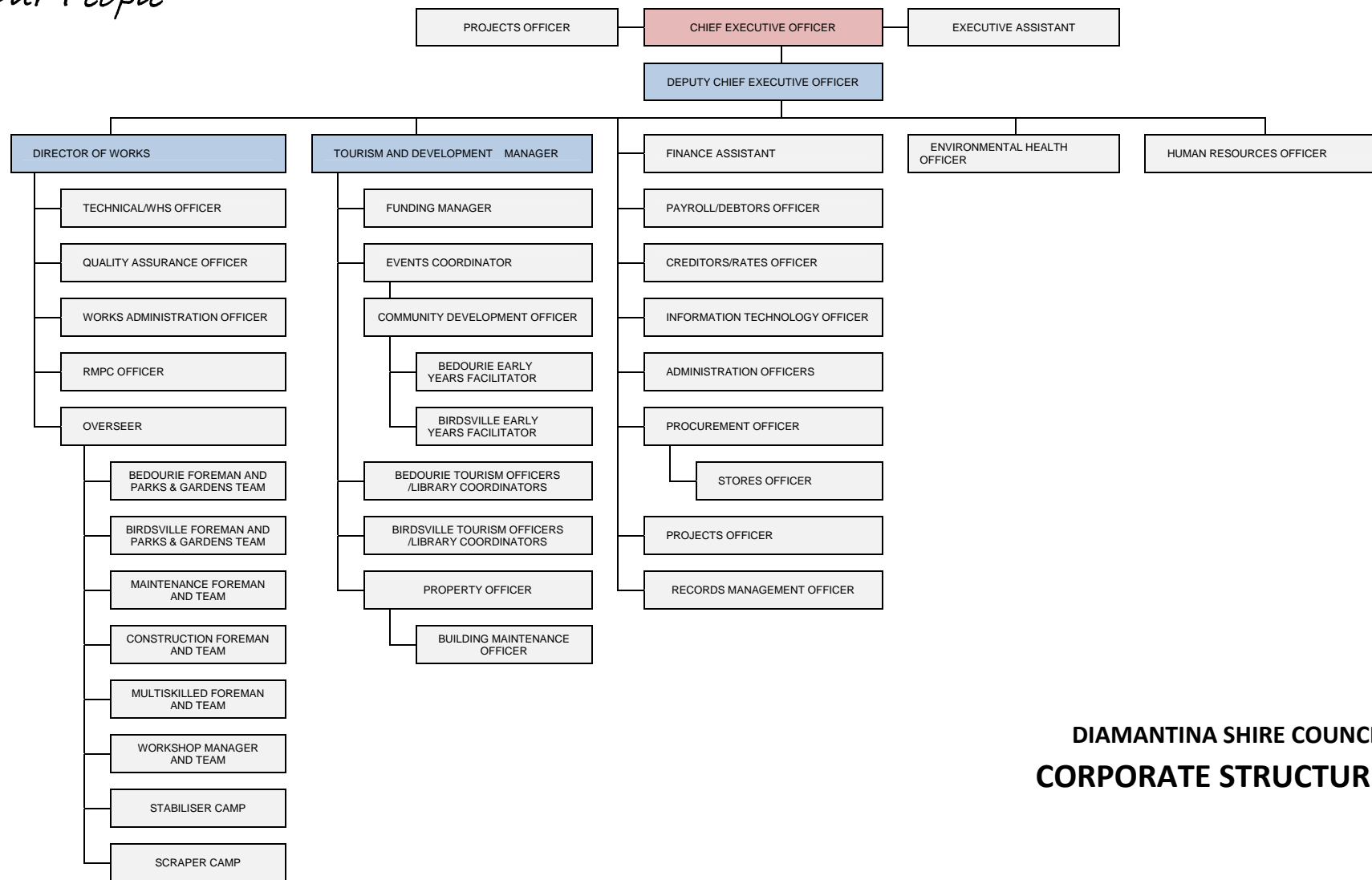
Council remains committed to providing equal employment opportunities in the workplace. Relevant statistics for the past five financial years are listed:

Our People

STAFF STATISTICS AT A GLANCE

Staff Numbers (FTE)	2009-10	2008-09	2007-08	2006-07
Employees (excluding casuals)	81	81	115	97
- Internal	31 (38%)	28 (35%)	38 (33%)	30 (31%)
- External	50 (62%)	53 (65%)	77 (67%)	67 (69%)
Gender Balance				
Executive/Senior Management				
> Male	4	4	6	4
> Female	0	0	1	0
Elected Members				
> Male	4	4	4	7
> Female	1	1	1	0
Total Employees				
> Male	62%	65%	67%	65%
> Female	38%	35%	33%	55%
Other Statistic's				
Aboriginal & Torres Strait Islander employees	29 (36%)	33 (41%)	40 (36%)	36 (37%)
Disabled employees	0 (0%)	1 (1%)	1 (1%)	0 (0%)
Staff Turnover	26 (32%)	21 (26%)	57 (47%)	33 (34%)

Our People



DIAMANTINA SHIRE COUNCIL CORPORATE STRUCTURE

Funded Programs

Diamantina Shire Council carries out a variety of services and projects on behalf of the residents of the shire. At times these activities are funded by federal or state government grants.

Diamantina Shire Council would like to acknowledge the following funding bodies for activities funded in the 2009/2010 financial year;

- Australian Government Attorney-General's Department
- Department of Communities
- Department of Education, Employment and Workplace Relations
- Department of Emergency Services
- Department of Environment and Resource Management
- Department of Health and Ageing
- Department of Health and Ageing – Office for Aboriginal and Torres Strait Islander Health
- Department of Infrastructure and Planning
- Department of Public Works
- Department of Transport and Main Roads
- Department of Veteran Affairs
- Queensland Health
- Queensland Health – Home and Community Care
- State Library of Queensland

A FUNDING PROGRAM IN DETAIL

Diamantina Shire Council Children's Services Bedourie and Birdsville Playgroups

Funded by



Funded by the Queensland Government's Department of Communities the focus of the service is directed to families with children 0 – 12 years of age, most particularly those children in the early childhood years. Those assessed to have the greatest degree of geographic isolation and need are a targeting priority.

The target group needs access to opportunities for the social interaction of both parents and children with others at similar stages and age. There is a need for available access to early childhood developmental activities and involvement for children below school age and their parents, to experience and understand the importance of learning through play. Parents require access to facilities, resources, advice and support that are available to the majority of Australian families to enhance parenting education and skill development.

The Diamantina Shire Council Children's Services aims to bridge the communication gap between urban and rural living, provide support to parents raising children in isolation, encourage group activities for young children and their parents and assist families with resources, information and skills not readily available to those living in remote areas.

Two Co-ordinators are employed by the Diamantina Shire Council to deliver the program in Bedourie and Birdsville.

Corporate Governance

The following lists all other information as required by the *Local Government Act 2009* and the *Local Government (Finance, Plans and Reporting) Regulation 2010*;

LOCAL GOVERNMENT ACT 2009

REMUNERATION DETAILS **s201**

- 3 senior contract employees with a total remuneration package in the range of \$100,000-\$119,000
- 1 senior contract employees with a total remuneration package in the range of \$150,000-\$175,000

LOCAL GOVERNMENT (FINANCE, PLANS AND REPORTING) REGULATION 2010

RESOLUTIONS RELATING TO

REMUNERATION SCHEDULE AND EXPENSES REIMBURSEMENT POLICY **s113**

As per sections 42(5) and 45(1) of the Local Government (Operations) Regulation 2010 the following resolutions were adopted:

Minutes of the Ordinary Meeting of the Diamantina Shire Council held in the Board Room of the Administration Centre, Bedourie on Monday, February 15, 2010 commencing at 9.06am.

Minute 2010.1.12

Moved by Cr Dare and Seconded by Cr Gaffney.

That Diamantina Shire Council adopt the following remuneration for Councillors in accordance with section 236A of the Local Government Act 1993 as at January 1, 2010.

Name	Office	Base Fee	Attendance at approved meetings/function/conference etc. Fee per day. (Does not include travel time)
Cr R Dare	Mayor	\$45,690	\$300
Cr B Gaffney	Deputy Mayor	\$19,580	\$300
Cr G Tully	Councillor	\$13,050	\$300
Cr J Crombie	Councillor	\$13,050	\$300
VACANT	Councillor	\$13,050	\$300

Carried 4/0

Minute 2010.1.13

Moved by Cr Tully and Seconded by Cr Crombie.

That Diamantina Shire Council adopt the Expenses Reimbursement and Facilities Provision Policy as presented in accordance with section 236B, 250AR and 250AS of the Local Government Act 1993. Further, that Diamantina Shire Council authorise expenses to be paid by said policy.

Carried 4/0.

Minute 2010.1.14

Moved by Cr Dare and Seconded by Cr Tully.

That Diamantina Shire Council provide superannuation at the rate of 12% with member contributions set at 6% and that Council permit salary sacrifice by elected members in accordance with section 238 and 238A the Local Government Act 1993.

Carried 4/0.

COUNCILLOR DISCIPLINARY ACTION **s114(f)(g)**

As per section 180(2) and (4) and section 181 of the Act there has been no actions during the 2009/2010 financial year resulting in orders or recommendations.

Corporate Governance

COMPLAINTS ABOUT CONDUCT OR PERFORMANCE OF A COUNCILLOR s114(h)

There were no complaints about conduct or performance of a Councillor as per section 114(h) of the Local Government (Finance, Plans and Reporting) Regulation 2010.

ADMINISTRATIVE ACTION COMPLAINTS s115

Diamantina Shire Council is in the process of reviewing and updating its Complaints Management Process to ensure it meets the legislative requirements of section 119 of the Local Government (Operations) Regulation 2010.

OVERSEAS TRAVEL s116

No Council Councillors or Employees travelled overseas in an official capacity during the 2009/2010 financial year.



EXPENDITURE ON GRANTS TO COMMUNITY ORGANISATIONS s117

During the 2009/2010 financial year, Council provided cash support to community organisations, as follows:

Name	\$
Betoota Social Club	2,000.00
Betoota Race Club	2,000.00
Birdsville Parents and Citizen's Association	3,000.00
Windorah State School	500.00
Bedourie Parents and Citizen's Association	5,500.00
Bedourie Amateur Race Club	2,000.00
Betoota Social Club	2,000.00
Birdsville Social Club	12500.00
North Qld Helicopter Rescue Service	5,000.00
Bedourie Gymkhana Club	3,000.00
Birdsville Race Club	2,000.00
Cancer Council of Australia	90.91
Royal Children's Hospital	50.00
Ben Dare – Kokoda Trail Camp Quality – The Everyday Hero	90.91
	\$39,731.82

RESERVES AND CONTROLLED ROADS s118

Diamantina Shire Council has control of –

- (a) 9,523.71ha of land (including 11.4ha leased) classified as reserves under the Land Act 1994; and
- (b) 656km of roads that is not owned by Council but is in our control.

Corporate Governance

EXPENDITURE AND ACTION RELATING TO JOINT VENTURES **s119(1)(c)(i)**

Diamantina Shire Council did not enter into any joint venture agreements during the 2009/2010 financial year.

EXPENDITURE AND ACTION RELATING TO SPECIAL RATES OR CHARGES **s119(1)(c)(ii)**

Diamantina Shire Council did not make or levy any special rate or charge for the 2009/2010 financial year.

CHANGES TO TENDERS **s119(d)**

Under section 177(7) of the Local Government (Finance, Plans and Reporting) Regulation 2010 Diamantina Shire Council invited tenderers to resubmit tenders relating to the tender advertised for Intermittent Plant Hire and Labour Supply . This invitation went out to 47 tenderers.

REGISTERS KEPT BY COUNCIL **s119(e)**

- Register of Rates
- Register of Roads
- Register of Land Records
- Register of Delegations
- Register of Pecuniary Interests for employees and Councillors
- Register of Dogs/Impoundments/Agistment
- Register of Local and Subordinate Local Laws
- Register of Regulatory Fees

RATES AND CHARGES CONCESSIONS **s119(f)**

Diamantina Shire Council did not make any concessions to rates or charges for the 2009/2010 financial year.

INTERNAL AUDIT REPORT **s119(g)**

Diamantina Shire Council does not operate an internal audit function.

Betoota Races 2009



Our Performance

Diamantina Shire Council began a comprehensive community engagement process in February 2009 which involved community surveys and public consultation meetings to develop a long term year Community Plan, 5 year Corporate Plan and Annual Operational Plan.

Diamantina Shire Council undertakes a wide range of roles which are not traditionally carried by Local Government in Queensland and therefore its corporate response to the Community Vision is broad, addresses a wide range of issues and it is based on the delivery of outcomes which will move the community closer to its long term goals and vision.

These outcomes and the strategies to achieve them have been developed in line with quadruple bottom line principles which take into account social, environmental, economic and governance aspects in order to deliver a balanced and sustainable outcome.



Council road construction works

Assessment of Local and Regional Issues

Arts and Cultural Development

The Diamantina Shire has a rich and unique culture which has developed over the years with influences from both its Aboriginal and European residents.

The recognition, identification and preservation of this culture are at the forefront of the Council's actions and planning. This is evidenced by the publishing of the Shire history, the establishment of an art gallery in Birdsville and is supported by the outcomes and strategies of Council's Corporate Plan.

These outcomes include the identification and preservation of both Aboriginal and European sites of significance and the maintenance of culturally significant practices through events such as bronco branding, camp drafting, gymkhanas, Aboriginal cultural events etc.

The strategies which have been identified to deliver these outcomes include the development of plans for community club facility development and historical site preservation.

Disaster Mitigation and Management

As the only Government body with significant staff and equipment resources in the area, the Council has always had a major involvement in area of counter disaster and because of the nature of the Channel Country, managing the risks involved in and responding to accidents, fires, flooding events and asset restoration.

The restoration of flood damage on both Council and State controlled roads is a significant part of Council's works operations. It is therefore vital that Council is proactive in its mitigation and management planning to ensure that assets are protected and more importantly that restoration funding continues to be made available. To this end Council has included a strategy in its corporate plan to ensure that disaster management plans are maintained and are up to date.

Economic Development

A growing and sustainable economy in the Diamantina Shire is reliant on a number interrelated outcomes and strategies. Council is looking to grow the tourism industry, ensure the sustainability of the cattle industry and develop other business opportunities through the production of an economic development plan and the review and update of a tourism plan. Issues such as the sealing of the road network and the planning for growth need to be addressed in order that as opportunities present themselves they can be taken advantage of effectively.

Environmental Management

The protection and sustainability of the unique Channel Country environment has been a priority for Council for many years. The contents of the reviewed range of environmental plans will combine to form a comprehensive environmental management growth plan which will deliver protection and sustainability into the future.



Flood waters consuming the open desert

Assessment of Local and Regional Issues continued...

Infrastructure

The sealing of the road network remains a major priority for Council and it is committed to the contribution of funds for works, research and lobbying to ensure that significant progress continues to ^{be} made. These issues and the required infrastructure needs for the growing communities will be included in the proposed infrastructure development plan which will ensure that infrastructure is well planned, managed and funded.

Public Health Management

Council has been proactive in ensuring that the health of the community is protected and enhanced not only through its standard environmental health activities but also through its involvement in primary health care. Council has identified and addressed a significant failure by the State Government to deliver adequate primary health services to the community by taking over the health services facilities and their operation in Birdsville and Bedourie. The continued enhancement of services, infrastructure and community health education has been addressed by Council in its corporate plan and strategies identified to ensure that the desired outcomes are delivered.

Community Development and Human Services

Council' Corporate Plan signals an increased focus on Community Development and Human Services. Initiatives such as maintaining control of and developing the health clinics, events co-ordination, community assets development plan, funding community events etc. will ensure that the Community continues to develop and services are provided which build social capital and improve the quality of life of residents. The Community development Plan will pull together the Club facilities development programme, sport and recreation plan, streetscape plan, town streets infrastructure plan and the community assets development plan to ensure that quality of life and social capital continue to be enhanced.



Bitumen sealing on the Birdsville to Windorah Road



Bedourie Aquatic Centre



Birdsville from the air



Anzac Park Playground - Bedourie

Assessment of Local and Regional Issues continued...

Housing

The significant effort put into housing by Council in recent years has addressed many of the problems faced by the community, however increased expectations and employment growth has again increased demand for quality housing. This was evidenced by the community survey responses which showed that while housing did not rate in the top ten issues four years ago, it is now a high priority for the community. Council is now looking to provide for future demand by ensuring that housing stocks are continued to be developed and that land and infrastructure is available to meet that housing need.

Council intends to continue to work to develop a healthy housing market through the disposal of Council; housing stock, rental policy and assisting to make private ownership affordable.

Population

Council and the Community has committed to growth through the Community Plan which is aiming to have 2000 residents in the Shire by 2029 and Council's Corporate Plan which has identified and outcome which will see 500 people in the Shire by 2014.

Council also is continuing to develop social capital in its Community through strategies which strengthen community groups, empower and involve youth and build a community spirit. The Infrastructure, Housing and Economic Growth Plans will work to support this population growth which will begin to deliver economies of scale for the delivery of services and viability of a range of businesses which will in turn improve the quality of life of residents.

Performance – What we achieved

Environment

Goal	Strategies to achieve this Goal	Progress and Achievements
A community which is actively maintaining practices which ensures environmental sustainability.	<ul style="list-style-type: none"> ○ Lobby relevant agencies to take advantage of the natural resources for the production of energy in the Shire to augment the diesel power stations ○ Actively encourage and promote renewable energy (solar) for new housing developments. ○ Maintain currency of mandatory and advisory environmental management plans. ○ Ensure where possible that Council decisions are in keeping with existing plans. ○ Continue to support Shire catchment management and Landcare groups. ○ Maintain pest free status of river systems in the Shire. ○ Lobby to extend sealed road network to improve animal welfare. ○ Ensure that local laws and other legislation are applied as required to ensure that effective animal control is maintained. 	<ul style="list-style-type: none"> ○ Council has continued to liaise with Ergon Energy in relation to the introduction of clean and green technologies to augment the diesel power stations. ○ Council continues to work closely with neighbouring shires and partners such as RAPAD, Queensland Wild Dog Committee, Georgina Catchment Committee, Desert Channels and the Department of Infrastructure and Planning in the areas of plant and animal pest management. ○ Town Common Management Plans for both Bedourie and Birdsville have been developed and adopted by Council. These plans were developed with strong community consultation. ○ Council is currently reviewing the majority of its Local and Subordinate Local Laws.
Guaranteed quality water supply and sewerage treatment.	<ul style="list-style-type: none"> ○ Maintain water and sewerage infrastructure in accordance with SAMPs ○ Ensure water quality meets guidelines for human consumption ○ Encourage "water wise" practices in the community 	<ul style="list-style-type: none"> ○ Water and Sewerage infrastructure maintained as per Council's scheduled 10 year capital works replacement schedule. ○ Water Quality continually monitored to ensure standards meet guidelines. ○ Water Wise practises have been conducted in consultation with Desert Channels Queensland gardening workshops. ○ Water Wise practices provided to the community via Council's Desert Yarns Newsletter.

Goal	Strategies to achieve this Goal	Progress and Achievements
Land and infrastructure development that facilitates and meets the needs of the growing communities.	<ul style="list-style-type: none"> ○ Develop land as required to meet existing and anticipated demand ○ Conduct feasibility study for the establishment of an aircraft graveyard in the Shire ○ Investigate options for military training activities in the Shire ○ Conduct feasibility study for the establishment of a regional aged care facility in the Shire ○ If feasible, seek funding for the establishment of a regional aged care facility in the Shire ○ Facilitate the establishment of suitable child care services in the Shire 	<ul style="list-style-type: none"> ○ Council has strongly progressed the new Bedourie residential block subdivision which will increase house blocks available within the town. ○ Investigation of an aircraft graveyard and military training activities has continued. ○ A feasibility study for the establishment of a regional aged care facility remains outstanding. ○ Child care has been identified as an significant area that hinders possible employment of residents. Investigation continues in possible strategies to improve child care within Bedourie and Birdsville.
Towns which are attractive, green and clean with a community that takes pride in their homes and towns.	<ul style="list-style-type: none"> ○ Maintain membership of KABC and nominate annually ○ Encourage the voluntary operation of community gardens. ○ Review and implement town streetscape plans ○ Develop and implement a waste management strategy 	<ul style="list-style-type: none"> ○ Membership with KABC continues. ○ Working with both Town Foreman in Bedourie and Birdsville progress has been made towards continued implementation and also reviewing current town streetscape plans. ○ No significant progress has been made towards developing and implementing a waste management strategy – this will be progressed in 2010/2011.



Performance – What we achieved

Social

Goal	Strategies	Comments
A Community That Recognises the Value of Preserving the Unique Culture of the Area.	<ul style="list-style-type: none"> Investigate the establishment of a cultural heritage management plan Progress the finalisation of appropriate ILUAs Maintain support in accordance with Council's grants to community organisations policy Work with aboriginal groups to identify sites of significance Establish and fund a plan for the preservation and display of historical sites and artefacts 	<ul style="list-style-type: none"> Progress continues with the establishment of a cultural Heritage Management Plan. Council continues to be heavily involved with the progress of ILUA's with aboriginal groups. Progress continues with aboriginal groups in regards to the identification of significant sites and cultural heritage clearance with construction works. Significant work has been carried out this financial year in regards to the preservation of historic sites including the relocation of the Ethabuka Police Hut and progress on multiple grave site restorations. Funding has been sought for the construction to artefact displays for both Bedourie and Birdsville.
A Community Where the Cost Of Living Is Comparable to the South East of the State.	<ul style="list-style-type: none"> Complete and publish the cost of living study 	<ul style="list-style-type: none"> Cost of Living study completed and published in Council's March 2010 Desert Yarns Newsletter.
A Community with Affordable Access to the Full Range Of Transport Services and Facilities.	<ul style="list-style-type: none"> Encourage use of the air services Lobby the State Government to maintain present "dash 8" type air services through the Shire Maintain biannual preferred freight supplier arrangements for Council and community freight 	<ul style="list-style-type: none"> Council continues to have a strong working relationship with both the Department of Transport and SkyTrans (air service provider). With flooding events during the 2009/2010 year the reliance on air services has been heavy and has been taken advantage of with both the transport of staff and freight. Council continues to attend "Air User Group Meetings"

Social continued...

Goal	Strategies	Comments
A Community with High Private Home Ownership in Which All Residents Are Appropriately Housed.	<ul style="list-style-type: none"> ○ Continue to make suitable housing stock available for private purchase 	<ul style="list-style-type: none"> ○ The sale of excess houses stocks continues in both Bedourie and Birdsville.
A Motivated and Involved Community.	<ul style="list-style-type: none"> ○ Maintain support in accordance with Council's grants to community organisations policy ○ Continue to make the services of Council's grants officer available to community groups ○ Continue to support the Youth Council ○ Continue to facilitate skills development activities for the Youth Council 	<ul style="list-style-type: none"> ○ Grants to community organisations continue with strong support outlined in Council's 2009/2010 Budget. ○ Council's grants officer continues to be available to community groups and individuals to seek financial support. ○ Council continues to strongly support youth council with financial support to progress youth initiated projects as well as training to support skills development.
A Safe and Crime Free Community.	<ul style="list-style-type: none"> ○ Engage the Youth Council to develop crime prevention strategies for the implementation in the Shire ○ Continue to support police and emergency services in the Shire ○ Maintain engagement with regional police service to ensure that community needs are understood and policing is effective ○ Develop and maintain disaster management plans 	<ul style="list-style-type: none"> ○ Strong ties continue with the regional police service. ○ Police matters are regularly reported in Council's Desert Yarns Newsletter. ○ Crime remains low within the shire. ○ Initiative such as Adopt-a-cop at schools and drink rite activities have been progressed in both Bedourie and Birdsville. ○ Disaster Management Plans continued to be maintained and improved. ○ Regular reports from SES and Rural Fire Brigades are received and reported to Council.

Social continued...

Goal	Strategies	Comments
A Well Coordinated and Cooperative Group of Businesses and Individuals That Deal With the Public Which Successfully Promotes the Community.	<ul style="list-style-type: none"> o Facilitate the establishment of community development boards in each town o Source an appropriate customer service program 	<ul style="list-style-type: none"> o Public consultation and a plan for the development of a Community Development Group has been progressed during the 2009/2010 financial year. o The progress of the establishment of this group will continue to be progressed into the 2010/2011 financial year.
Full Employment.	<ul style="list-style-type: none"> o Make Council training activities available to community members if appropriate o Implement strategies to improve child care opportunities 	<ul style="list-style-type: none"> o Training programs have been regularly advertised to community. o Child care has been identified as an significant area that hinders possible employment of residents. Investigation continues in possible strategies to improve child care within Bedourie and Birdsville.
Fully Operational Medical And Pharmacy Facilities Run By Quality Service Providers That Provide Appropriate And Affordable Access To On Site GPs And Other Specialist Medical Care.	<ul style="list-style-type: none"> o Implement health issues awareness activities in the workforce o Subsidise the cost of Council's bus for groups wishing to access specialist medical services o Lobby State health to provide half yearly dental visits o Encourage Council's health provider to coordinate visits by specialist health services. (Cardio, ENT etc) o Ensure health service contracts protect Council intellectual property rights o Monitor and review the performance of the health services contractor o Construct mortuary and storage facilities at the Birdsville Health Clinic o Carryout expansion of the Bedourie Clinic as per plans 	<ul style="list-style-type: none"> o NWQPHC continue to work closely with Council in implementing health awareness workshops. o Council continues to operate its 10,000 steps program with positive interest from council staff and a small number of community members. o NWQPHC continues to meet its obligations under the service agreement in providing health services to the communities of Bedourie and Birdsville. o Funding applications for the construction of a mortuary and storage facilities at the Birdsville Health Clinic were lodged in January 2010 o Plans for the expansion of the Bedourie Clinic have been developed and revised and progress made towards Council securing ownership of this facility.

Social continued...

Goal	Strategies	Comments
Fully Reticulated Electricity throughout the Shire.	<ul style="list-style-type: none"> Request an update from Ergon Energy on the connection of Shire properties to reticulated power supplies 	<ul style="list-style-type: none"> An update on the progress of reticulated power within the shire has been sought.
Quality Education and Training Available To All Residents.	<ul style="list-style-type: none"> Make Council training activities available to community members if appropriate Investigate the opportunity to establish schooling to Year 10 	<ul style="list-style-type: none"> Training programs have been regularly advertised to community members. First Aid has been highly requested by community members. Information on the establishment of schooling to Year 10 has been requested from the Department of Education.
Quality Sporting Facilities	<ul style="list-style-type: none"> Investigate the options for establishment of a swimming pool and spa facility in Birdsville Construct tennis courts in Bedourie Complete planning for a sports complex / community facility in Bedourie Undertake construction of the Bedourie sports / community facility complex when funding becomes available 	<ul style="list-style-type: none"> No progress towards the investigation of establishment of a swimming pool and spa facility in Birdsville has been made but Council will be advertising this as an expression of interest in the near future. Bedourie Tennis Courts completed. Minor improvement works outstanding. Significant planning and community consultation carried out during late 2009 towards the construction of a sports complex/community facility in Bedourie. Funding sought under the Australian Government's Remote Communities Living Infrastructure Program.



Performance – What we achieved

Economic

Goal	Strategies	Comments
A Major and Sustainable Tourism Industry	<ul style="list-style-type: none"> Develop and implement a tourism development plan 	<ul style="list-style-type: none"> The development of an Tourism Development Plan has not been progressed in the 2009/2010 financial year with this strategy to be completed in 2010/2011. Research and strong ties with tourism groups such as OQTA (Outback Queensland Tourism Association) continues.
A Population of 2000.	<ul style="list-style-type: none"> Implement corporate plan strategies 	<ul style="list-style-type: none"> An ongoing process in that Corporate Plan Strategies are progressed to ensure the Shire continues to grow with a goal population of 2,000 people in 20 years.
A Transport Network Maintained In Line With The Rest Of The State.	<ul style="list-style-type: none"> Carry out works in line with works program Upgrade both airport terminals Undertake a scoping study into the development of an air park Lobby State and Federal Government for road network improvement Continue up to \$300,000 yearly contribution to the sealing of main roads Identify and prioritise black spot projects 	<ul style="list-style-type: none"> Works as per works program continues with set backs because of flooding taken into consideration. Funding has been obtained to progress the upgrade of airport terminals in both Bedourie and Birdsville. Construction will take place in 2010/11. Lobbying of Government for the improvement of road networks effecting the Diamantina Shire continues. The indentification and submission of Black Spot projects continues. Six projects have been progressed throughout the 2009/10 financial year.
Council Is A Leader In The Region Which Supports Regional Cooperation And Resource Sharing.	<ul style="list-style-type: none"> Initiate discussions with neighboring Shires to undertake a resource sharing options review 	<ul style="list-style-type: none"> Council continues to work closely with the shire of Barcoo and Boulia on several initiatives. Initiatives include joint ventures in tourism, purchasing, operational information reasearch and joint employment arrangements.

Economic continued...

Goal	Strategies	Comments
Government Funding And Assistance Is Maximised.	<ul style="list-style-type: none"> ○ Retain the services of a professional grants officer to prepare applications as required 	<ul style="list-style-type: none"> ○ Council continues to retain the services of a Grant Officer whos main function is to reasearch and submitt applications to progress projects that are within Council's best interest.
Growing and Diversified Industries Which Provide Ample Employment Opportunities to Shire Residents.	<ul style="list-style-type: none"> ○ Develop and adopt an economic development plan ○ Market available land stocks 	<ul style="list-style-type: none"> ○ The development of an Economic Development Plan has not been progressed in the 2009/2010 financial year with this strategy to be completed in 2010/2011. ○ Promotion of available vacant land and houses in both Bedourie and Birdsville was benefical. The interest in housing was well received with three sales made and Birdsville and one in Bedourie. Interest continues to remain strong with good sales predicted in the future.
Own And Operate A Quality Plant Fleet.	<ul style="list-style-type: none"> ○ Review plant hire rates and performance periodically ○ Carryout plant changeover in accordance with plant replacement program 	<ul style="list-style-type: none"> ○ Council continues to monitor and review plant hire rates as well as carry out plant changeover in accordance with council adopted plant replacement schedule.
Quality Council Assets Which Meet Community Needs.	<ul style="list-style-type: none"> ○ Develop a community assets development and management plan ○ Cost and prioritise the development and operations factoring in depreciation of community facilities and/or services ○ Seek funding assistance for and undertake the development of new facilities in line with the prioritised program as finance allows 	<ul style="list-style-type: none"> ○ Work continues on the development of a Community Assets Development and Management Plan ○ The seeking of financial assistance for the development of community assets continues.

Economic continued...

Goal	Strategies	Comments
Regional Government Offices Operating In the Community.	<ul style="list-style-type: none">Investigate and report to Council on options for the establishment of Government agencies in the Wirrarri centre facilities and the Bedourie administration centre	<ul style="list-style-type: none">Council has been unable to secure interest from government agencies in the establishment of operations from this area.A large number of private operators have expressed interest in renting offices over the tourist season.
State Of The Art Communication and IT Infrastructure.	<ul style="list-style-type: none">Lobby all levels of Government for a fibre optical communications solution	<ul style="list-style-type: none">Council has continued to work strongly on progressing a suitable fibre optical communication solution for the shire.This includes a committed \$500,000 in its annual budget towards a possible solution.Council continues to work closely with neighbouring Barcoo Shire Council and continues to liaise and meet with government departments and representatives in progressing a beneficial solution for the region.



Performance – What we achieved

Governance

Goal	Strategies	Comments
A sustainable and effective organisation	<ul style="list-style-type: none">○ That Council develop and implement a comprehensive training and development plan for Councillors and staff which is aimed at delivering Council's strategic outcomes○ Conduct regular performance appraisals for all staff○ Promote the employment and development of local residents○ Maintain practices in line with the Workplace Health & Safety Legislation○ Implement practices across the organisation, which are in line with Council quality assurance system○ Maintain a corporate structure that reflects and meets the needs of the Corporate Plan○ Maintain a comprehensive and effective planning and reporting process○ Maintain high standard of ethical conduct○ Provide sufficient resources to facilitate effective governance○ Support the separation of roles between Council and Management○ Provide adequate support and development opportunities to ensure that corporate skills and knowledge are current and leading edge	<ul style="list-style-type: none">○ A comprehensive training and development matrix has been established to provide guidance in relation to staff and councillor development.○ Performance appraisals of employed staff continue○ The employment and development of local residents continues○ Workplace Health and Safety within Council's operations continues to be a priority with a commitment to improve councils systems.○ Council has made good progress with the development of its Quality Assurance System with the final outcome to be fully accredited○ Council's needs in relation to its corporate structure have significantly changed during the 2009/10 financial year. A new corporate structure has been drafted and expected to be adopted by council in July 2010

Goal	Strategies	Comments
	<ul style="list-style-type: none"> ○ Develop and maintain Shire Community Plan ○ Develop and maintain a Risk Management Plan ○ Maintain and effective records management policy and procedure ○ Maintain and effective information management system ○ Develop, implement and maintain strategic IT plan ○ Maintain up to date and compliant financial management and reporting systems ○ Fund depreciation in line with Council's revenue policy and provide for asset replacement in line with asset management plans ○ Ensure the grant and subsidy income is maximised ○ Maximise internal/external revenue sources ○ Continue to apply the Code of Competitive Conduct to nominated Council business activities ○ That an external customer service operating framework be developed which ensures that customers receive a quality and positive experience when dealing with Council ○ Provide adequate resources to ensure that administration and customer service functions are carried out effectively 	<ul style="list-style-type: none"> ○ The development of a Shire Community Plan has been completed in conjunction with development of council's Corporate Plan. ○ Significant work has been made in regards to implementing a effective records management system which includes policy and procedures. An electronic records management system is being put in place with a full overhaul of records management being carriedl. The deadline for this system to be put in place is December 31, 2010 ○ Council continues to fund its depreciation in line with its asset management policy. ○ Grant and Subsidy income as well as internal revenue is closely monitored to insure maximal potential is received. ○ The methodology of the Code of Competitive Conduct continues to be applied to areas such as Water, Sewerage and Road Construction. ○ Council has struggled to provide adequate resources to ensure that administration and customer service functions are carried out effectively, in particular the recruitment of staff.

Goal	Strategies	Comments
	<ul style="list-style-type: none">○ Ensure effective and sustainable administrative systems are in place to meet operational and legislative requirements○ Ensure enquiries and customer requests are satisfactorily dealt with in a timely, appropriate manner○ Implement a customer satisfaction survey and bench marking○ Develop and implement a community engagement framework○ Develop and improve communications tools including website, community noticeboard, rates newsletter, annual report etc	<ul style="list-style-type: none">○ Customer requests and enquiries are dealt with in a timely manner with a framework developed and built into Council's electronic records management system.○ Preliminary work has been made in developing a community engagement plan with finalisation expected in the 2010/11 financial year.○ Council continues to improve its communications with noted tools such as its website which has had a significant makeover, community noticeboard notices, The Desert Yarns Newsletter and Annual Report.



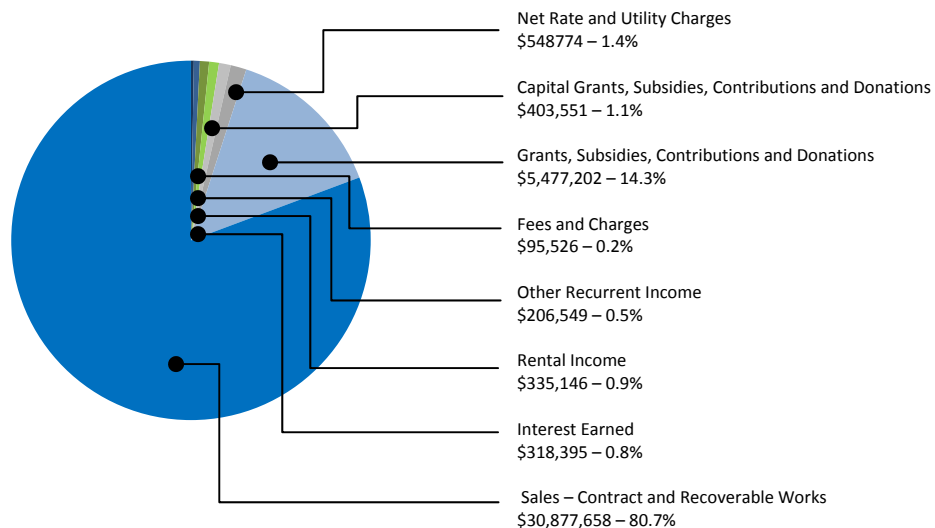
Community Financial Report

This report is intended to take complex financial information and report it in simple terms so that interested members of the community can gain a more informed understanding of Council's financial performance and financial position for the year. The Annual Financial Statements of the Council are part of the Annual Report and should be viewed for more detailed financial information (See Part B pages 45 to 79).

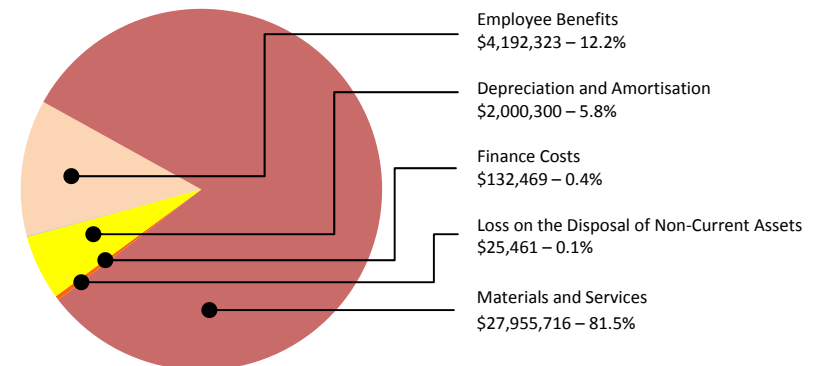
COUNCIL'S FINANCIAL PERFORMANCE

The Income Statement reflects how we take the money we receive in our day to day operations and spend it on providing the level of services the community expects from our organisation. This year Council's total revenue amounted to \$38.26 million and total expenses amounted to \$34.31 million returning an operating surplus of \$3.96 million.

WHERE THE MONEY COMES FROM



WHERE THE MONEY GOES



OPERATING SURPLUS = \$3,956,531

Community Financial Report

COUNCIL'S FINANCIAL POSITION

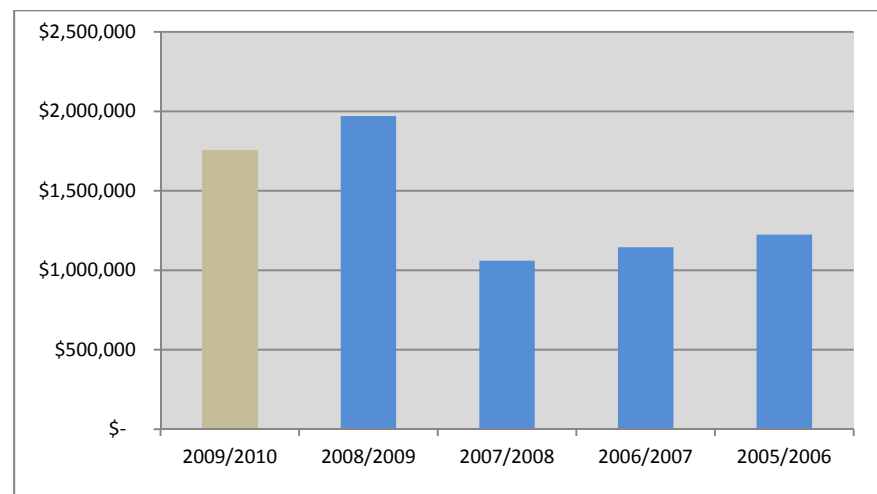
The Balance Sheet measures what Council owns and owes at the end of the financial year. The result of these two components determines the net wealth of Council, which is the net wealth of the community.

What do our assets consist of?	%	\$
Cash and cash equivalents	14.71%	12,424,096
Trade and other receivables	2.81%	2,369,955
Inventories	1.09%	918,204
Other financial assets	0.05%	38,261
Investments - Non-current assets held for resale	1.37%	1,154,864
Property, plant and equipment	79.87%	67,090,899
TOTAL ASSETS		\$83,996,279

What do our liabilities consist of?	%	\$
Trade and other payables	47.90%	1,773,831
Borrowings	47.44%	1,756,686
Provisions	4.66%	172,535
TOTAL LIABILITIES		\$3,703,052

OUR DEBT

With debt repayments amounting to \$214,180 for the year Council's balance of debt at June 30, 2010 amounted to \$1,756,686. Council continues to manage its debt responsibly electing only to borrow new debt by taking into account the economic conditions of the period, with the view that the borrowing will provide a benefit to future generations.

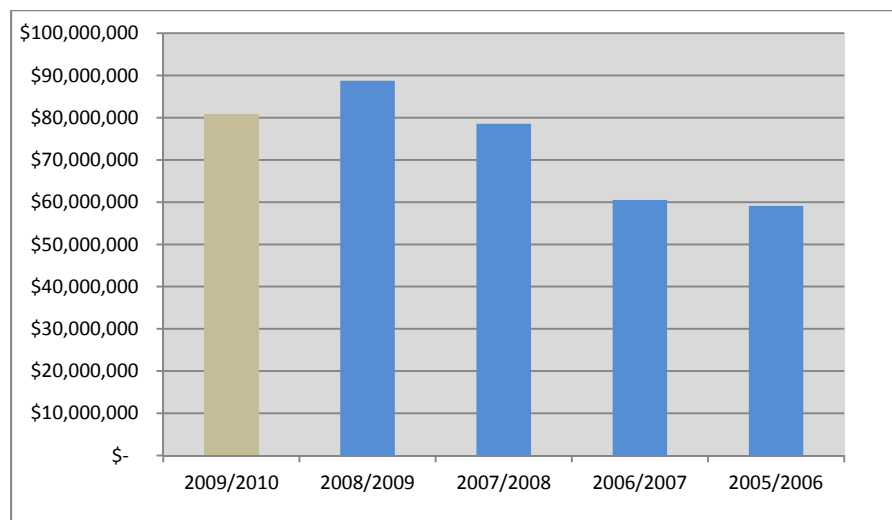


Community Financial Report

CHANGES IN EQUITY

This statement measures the change in our net wealth and considers such items as retained earnings, re-valuations of our asset base and reserves held for future capital works

The community ownership in the infrastructure and services Council provides to the community is growing steadily. A portion of the community wealth is cash backed by an appropriate level of reserves held to plan for future projects, which, with financial planning, can place less reliance on loan borrowing in meeting the needs of the community.



OUR CASH POSITION

The Statement of Cash Flows identifies how we received and spent our money during the year, resulting in what cash is available at the end of the year.

Cash at Beginning	\$7,679,820
Inflow from Operating Activities	\$7,124,364
Outflow from Investing Activities	(\$2,165,908)
Outflow from Financing Activities	(\$214,180)
Cash at End	\$12,424,096

While our current cash balance is \$12,424,096 it is important to note that \$1,967,972 is restricted as reserves for specific purposes, such as future capital works.

SUMMARY

In conclusion Council's Financial Position is sound ensuring continued viability of our programs so we can continue to meet the needs of our diverse community. Given the increasing requirements with which we must comply and the trend of reducing subsidies and grants, Council, like any organisation, must prioritise its requirements so as to ensure the long term sustainability and viability of the organisation.

Community Financial Report

RELEVANT MEASURES OF FINANCIAL SUSTAINABILITY

As outlined in the Local Government (Finance, Plans and Reporting) Regulation 2010 it is a requirement for Council to display the relevant measures of financial sustainability for the financial year for which the report has been prepared and the next 9 financial years.

Ratio	2009/10 Actual	2010/11 Budget	2011/12 Budget	2012/13 Budget	2013/14 Budget	2014/15 Budget	2015/16 Budget	2016/17 Budget	2017/18 Budget	2018/19 Budget
Working Capital Ratio	1:8.7	1:4.2	1:5.6	1:8.6	1:8.8	1:8.8	1:10.8	1:11.2	1:11.4	1:12.0
Operating Surplus Ratio	10.5%	11.5%	4.9%	3.3%	3.4%	2.6%	2.2%	2.0%	5.8%	6.2%
Net Financial Liabilities Ratio	(34.9)%	(28.8)%	(43.0)%	(65.2)%	(67.7)%	(68.8)%	(74.4)%	(78.6)%	(80.9)%	(87.1)%
Interest Coverage Ratio	(0.5)%	(2.2)%	(3.2)%	(4.8)%	(4.9)%	(5.0)%	(5.2)%	(5.5)%	(5.8)%	(6.1)%
Asset Sustainability Ratio	37.5%	110.0%	116.1%	93.1%	125.7%	120.4%	90.2%	79.5%	96.8%	95.3%
Asset Consumption Ratio	56.7%	93.2%	95.2%	96.1%	96.7%	96.9%	95.9%	95.4%	95.8%	95.0%

Working Capital Ratio

This is an indicator of the management of working capital (short term financial capital). Measures the extent to which a local government has liquid assets available to meet short term financial obligations.

Current assets (CA) divided by current liabilities (CL).

Expressed as X: 1 where $X = CA/CL$.

Target Ratio = 1.00

Operating Surplus Ratio

This is an indicator of the extent to which revenues raised cover operational expenses only or are available for capital funding purposes or other purposes. The operating surplus ratio is the operating surplus (deficit) expressed as a percentage of total operating revenue. A positive ratio indicates that surplus revenue is available. This may be used to support the funding of capital expenditure or used to offset past or future operating deficits. If the surplus is not required for this purpose in a particular year, it can be held to support future capital expenditure funding as a financial asset, used to offset past deficit funding or, where possible, used to reduce current debt levels.

Net result divided by total operating revenue.

Expressed as a percentage.

Target Ratio = Between 0 - 15%

Community Financial Report

Net Financial Liabilities Ratio

This is an indicator of the extent to which the net financial liabilities of a local government can be serviced by its operating revenues. A ratio greater than zero (positive) indicates that total financial liabilities exceed current assets. These net financial liabilities must be serviced using available operating revenues. A positive value less than 60 per cent indicates the local government has the capacity to fund the financial liabilities and appears to have the capacity to increase its loan borrowings if required. A positive value greater than 60 per cent indicates the local government has limited capacity to increase its loan borrowings. A ratio less than zero (negative) indicates that current assets exceed total liabilities and therefore the local government appears to have significant financial capacity and the ability to increase its loan borrowings if necessary.

Total liabilities less current assets divided by total operating revenue.

Expressed as a percentage.

Target Ratio = Less than 60%

Asset consumption ratio

The average proportion of 'as new' value remaining in the infrastructure assets. This ratio shows the written down current value of a local government's depreciable assets relative to their 'as new' value in up to date prices. This ratio seeks to highlight the aged condition of a local government's stock of physical assets.

Written down value of infrastructure assets divided by gross current replacement cost of infrastructure assets.

Expressed as a percentage.

Target Ratio = Between 40% – 80%

Interest Coverage Ratio

This ratio indicates the extent to which a local government's operating revenues are committed to funding interest expense on current loan borrowings and leases.

As principal repayments are not operating expenses, this ratio demonstrates the extent to which operating revenues are being used to meet the financing charges associated with debt servicing obligations.

Net interest expense on debt service divided by total operating revenue.

Expressed as a percentage.

Target Ratio = Between 0 – 10%

Asset Sustainability Ratio

This is an approximation of the extent to which the infrastructure assets managed by the local government are being replaced as these reach the end of their useful lives. Depreciation expense represents an estimate of the extent to which the infrastructure assets have been consumed in a period.

Capital expenditure on renewals (replacing assets that the local government already has) is an indicator of the extent to which the infrastructure assets are being replaced. This ratio indicates whether a local government is renewing or replacing existing non-financial assets at the same rate that its overall stock of assets is wearing out.

Capital expenditure on the replacement of assets (renewals) divided by depreciation expense.

Expressed as a percentage.

Target Ratio = Greater than 90%